

GRAFTON COUNTY COMMISSIONERS' MEETING

Administration Building
North Haverhill, NH 03774
February 3, 2026

PRESENT: Commissioners McLeod, Piper, Hedberg, County Administrator Libby, Assistant County Administrator Elsholz, and Administrative Assistant Norcross

OTHERS: Sheriff Myers, HR Director Clough, Nursing Home Administrator Labore, Sgt. Adams – via Teams, Register Monahan, Laura Sokoloski – via Teams, Nick De Mayo – via Teams, Omer C. Ahern Jr. – via Teams, Farm Manager Libby, Sgt. Griffin, Howard Hatch

Commissioner McLeod called the meeting to order at 9:00 AM.

Sheriff Myers arrived and gave the following quarterly report* (see attached)

Bid Waiver Request – Sheriff Myers stated that they have located a 2025 Tahoe, which is available now, and it is the last 2025 available. She explained that going with 2025 as opposed to 2026 or 2027 saves about \$4,000.00 and \$5,500.00, respectively. Sheriff Myers noted that there is also a waiting period for the 2026 and 2027 models, while the 2025 model is available now. She stated that they have also been using Global Public Safety out of Bedford, NH, for about four (4) years now for cruiser upfitting. They warranty their work and are quick to get them in for service or repairs.

MOTION: Commissioner Piper moved to waive the bidding process for the purchase of a 2025 Tahoe with upfitting based on the Sheriff Department's experience with the warranty work and the cost of the cruiser. Commissioner Hedberg seconded the motion, and all were in favor.

Opioid Request – Sheriff Myers responded to the questions that the Commissioners had regarding her request. She explained that, as far as the question about advanced first aid training, her deputies receive more medical training than a base-level EMT. They are trained in stopping the bleed, checking airways, and CPR. She noted that all deputies are receiving a refresher on CPR and first aid next month. She looked up the course material for a basic EMT, and they do more than that. She stated that it is expected of law enforcement that they show up to a scene to know first aid. Sheriff Myers explained that they are seeing a lot of injuries as a result of opioid use, whether it is the person who is using the opioids or they injure someone else. Sheriff Myers stated that she feels it is very important that they have these first aid kits. She reached out to the Coos County Sheriff's Department, and every car in their fleet has an advanced medical kit. She is requesting kits that they would wear on their vest and then an advanced trauma kit in their supervisors' vehicles. She noted that all deputies in Hillsborough County have the kits on their vests as well. Sheriff Myers further discussed the request with the Commissioners and answered questions.

CA Libby stated that with the degree of what they are seeing in the field, and as the Sheriff said, it is not only the direct people with the addiction but the harm they are causing others, she thinks this is a justifiable request for Opioid Abatement Funds.

MOTION: Commissioner Piper moved to approve the request submitted by the Grafton County Sheriff's Office to authorize the use of opioid abatement funds, pursuant to RSA 126-A:86, I(b)(2), for the purchase of emergency medical equipment to support law enforcement emergency response services, for \$8,211.24. Commissioner Hedberg seconded the motion, and all were in favor.

HR Director Clough arrived and gave the following report: (* see attached)

Nursing Home Administrator Labore arrived and gave the following report (* see attached)

Evaluation of Medical Director Vendor Options – NHA Labore stated that he is evaluating their options. He explained that their partnership with Theoria Medical has been very bumpy in getting a consistent medical provider. He has meetings lined up with other vendors, and he will keep the Commissioners updated.

Automated Door Project Feedback – NHA Labore thanked the Commissioners on behalf of the residents. He stated that this project has received the most compliments of any project they have done since he has been here.

Register Monahan arrived to discuss Information on Deed Fraud

Register Monahan reviewed the attached documents with the Commissioners.

Register Monahan stated that she attended a BEA OPD Business Economic Affairs Office Planning and Development webinar. She noted that the slides and webinar are located on their website.

Register Monahan stated that they have been following a couple of bills this year. HB 1040 is a study commission on quit claims. She stated that there are commercials out there regarding this that are terrorizing people. Register Monahan stated that what needs to be said is that recording a document does not necessarily transfer property if it is lawful ownership. They requested that a member of the real estate division of the New Hampshire Bar Association be on the committee as well, to guide them. She stated that she would hate to restrict the ability for people to use a quit claim, noting that it is a great instrument for many reasons in a divorce. Register Monahan stated that they would hate to move in the direction of other countries and states where only a lawyer can record a document. That is not indicative of how our people feel. She stated that this will be something that gets sticky with too much legislative overreach.

Register Monahan reported on HB1156. She stated that when a decision is made in probate on a division of property, the decision is forced to be recorded in the Registry of Deeds. This is more revenue for their office and more clarity for the public. Register Monahan stated that this is a win all around.

Howard Hatch arrived

Commissioner McLeod stated that H. Hatch requested to come in and meet with the Commissioners. H. Hatch stated that he opted not to bring in a lot of information. His first visit to the county farm was 78 years ago, and he has lived next to the county for 55 years. He stated that he would like information about the county farm presented to the Commissioners with accurate figures, and he has offered to help do this. H. Hatch asked if the County has an inventory of the value of cattle, machinery, and feed. He stated that he has heard the public has access to the budget, and he would like to see that. He would like to see a couple of years of expenses and revenues and make sure everything is in the right category.

H. Hatch stated that about 35 years ago, the dairy part of Grafton County veered off, and in later years, it has become a hobby farm that people want to keep going. The county farm as a whole produces dairy, but that is only a part of it. He stated that he heard an explanation of the horrible milk prices, but he does not know what they are. H. Hatch stated that he is dumping about the same amount of milk each week that the county produces. He stated that over the last few years, Hatchland Farm has cut down 100 milkers, trying to balance their own. Hatchland Farm is dumping 2,000-3,000 gallons of milk dumped each week.

H. Hatch stated that when he brought up the subject of his being interested in buying the cows and machinery, it was to start a conversation. He stated that he has been told about how bad the machinery is. The county has three (3) tractors that are newer than anything he has.

H. Hatch stated that if there is a time to exit, it is right now. Cows are high, and people need feed. He stated that the county can still have pumpkins and potatoes. He stated that working with UNH Extension has been offered before. The presentation from UNH Extension was the poorest presentation the university could make. H. Hatch stated that the decisions on spending money come pretty easily, accepting a bid of \$750,000 for a garden and high-priced bird houses.

H. Hatch stated that each day, he has to come up with \$281 to pay for real estate taxes alone. He stated that he is willing to help look at the budget information from the farm. He could request a 91-a for all of those records, but he does not want to go there. He wants the Commissioners to say they want this done, and they make the decision where this goes. Commissioner McLeod stated that her understanding is that H. Hatch is looking for two (2) years of revenues and expenses for the farm. CA Libby stated that the county website has all budgets back to FY10. H. Hatch stated that those budgets are not detailed enough. H. stated that he made it a point during his three (3) years as selectboard member to go through every bill that was there. He never had access to the statements to know if they were being paid or not. He stated that one thing he has been told, about how the farm is run, and the consensus was spread the wealth and stay under the radar. Commissioner McLeod stated that it does take time and money in terms of having someone pull all of this information out. H. Hatch stated that you don't have your highest-paid people do this work; you use cheaper labor.

Commissioner Piper stated that she has been worried for a while about the dairy operation. She asked if H. Hatch had any thoughts or recommendations about their dairy operation. H. Hatch

stated that he has many; let the figures show and leave personnel out of it. Commissioner Piper asked if H. Hatch's thoughts are that the dairy portion should not be something the farm should continue to do. H. Hatch stated that milk prices have plummeted, and beef prices are high. The county farm cannot be sold; it's in the deed, and the only land that can be sold off is Clough land that was bought at a later date. Commissioner Piper stated that H. Hatch had stated that the county farm is a hobby farm, meaning it is not revenue-generating. Commissioner McLeod noted that people often use the word nostalgic to describe the farm. She stated that H. Hatch talked about equipment and cows. She noted that as a public entity, anything they do would have to go through a bidding process. H. Hatch stated that he knows places that would take the cows today, and the herdsmen can go with them. Commissioner Hedberg stated that information can be requested, but she wonders if H. Hatch is suggesting that there is malfeasance going on or just that the farm could do better. She does not know if there is an implication behind what he is saying. H. Hatch asked if the Commissioners wanted to close the public meeting. He does not want to go there. There has been enough done over the years that the Commissioners do not want to know about. H. Hatch stated that he came here to tell the Commissioners that he thinks the dairy operation should be gone, and he's offering to help put figures in the Commissioners' hands for them to make a decision.

Commissioner Piper stated that public enterprises do not want to compete with private enterprises. She said that H. Hatch talked about the milk he has to dump, and she wonders if their dairy operation causes any competition for Hatchland, given the deplorable milk prices. H. Hatch stated that it is an easy question to answer if there is that much extra milk on the market.

H. Hatch discussed his career in farming. He stated that things had gone on quite well until a couple of years ago, when some decisions were being made. When he told a county employee to make some management decisions, that employee has not talked to him since. He asked if the Commissioners had visited his farm, and if not, they should see what sits next to them. He stated that he has offered to work with the county, and people will say he only wants the land. He discussed the traffic on the main road and stated that they'd be able to do all the work on the county land without anyone knowing they were there. H. Hatch stated that he is trying to give the Commissioners a whole picture. If they rented the land out, they would get rid of headaches. H. Hatch, if FM Libby wanted to speak to this with him here, he has not said anything he shouldn't have.

The Commissioners asked if FM Libby would like to add to the discussion. FM Libby stated that he wanted to make it clear that, in his role as a manager, no matter where he is, he does things by the law. If any illegal things have gone on, if it is an accusation against him, it needs to be made clear today what that is, so it can be thoroughly investigated. FM Libby stated that H. Hatch had stated that things have happened here in the last two years. H. Hatch stated that FM Libby heard wrong; it has not been in the last two (2) years. H. Hatch explained that FM Libby's management skills are way ahead of what they had, but his farm knowledge is not. FM Libby agreed.

H. Hatch stated that he does have machinery at the county. The tractor that burned during the barn fire was a tractor that his grandfather had when he was a farm manager here. He put \$13,000 into a \$1,500 tractor and brought it back. The only thing he got out of it was that Ray Burton sent them to Concord to get a handshake from the Governor. He stated that he has potato equipment here that gets left outside.

H. Hatch stated that capital purchases have to be in the budget and show up in the bottom line. Maintenance on the barn is in the Maintenance Department budget. He stated that he does not believe the county's records will show the true expenses. FM Libby stated that Maintenance Supt. Oakes has a line in his budget for repair and maintenance on the barns. Commissioner McLeod stated that they have H. Hatch's request and thanked him for his knowledge and for coming to meet with them.

H. Hatch left the meeting.

Commissioner Piper stated that she thinks the Commissioners should have a conversation. Some of the things H. Hatch talked about are issues that are very concerning to her, and she thinks they are long-standing problems. This is her 10th year, and there have been questions about the viability of the farm for that long. She thinks going back a few farm managers about the viability of the dairy operation. The farm has downsized, but how long can they have these concerns? Commissioner Piper stated that to hear it called a hobby farm is disturbing, not because she disagrees, but because she does not know how the farm is serving constituents in a way that justifies the taxpayer expense. One of the reasons she did not support the UNH Extension project was that she did not see a longevity for the farm. As a member of the board, she has heard this over and over again by delegates who are concerned about money and by delegates who are in the Bristol area who do not participate in pumpkin day. Commissioner Piper discussed the previous treatment of the cows, noting that it has improved, but those who have been here a while remember they had an open barn day, and they were criticized about keeping the cows tied up. A former Commissioner said they do not want to compete with private enterprise, and if that is a reality in this case, that should be looked into. She stated that someone needs to explain to her why they are keeping the dairy operation going, and as far as employment is concerned, if that is why they are doing it, they have to be honest with taxpayers. Sometimes government holds on to services because of the employment they provide, and she does not want to be a part of that.

Commissioner Hedberg stated that they heard one side today, but there are always two (2) sides. She thinks they need to be careful, that they are clearly aware of the viewpoint from which someone with information comes. H. Hatch is a good businessman, and she is not sure how that comes into play with his recommendations for the county. Commissioner Piper stated that they get the other side from the farm reports, and they have visited the farm. The Commissioners are responsible for the decisions that are made, not the department heads, and what she has heard over and over again is that people enjoy the farm and the nostalgia. They need to think about where people are coming from, but they are not thinking as businessmen when it comes to the

farm. Commissioner Hedberg noted that as they look at everything, they need to see both sides and stated that she was not disparaging to anyone.

Commissioner McLeod stated that the staff at the farm has done a great job. With FM Libby focusing on the business side, it allowed the staff to focus on their knowledge. They managed to keep the farm going another budget cycle with the work that has been done, but what they are hearing is that income is not in dairy, and they heard that there are other ways to use the farmland. Commissioner McLeod stated that she personally thinks UNH Extension is important to this area for a number of reasons. As a prelude to the budget, these are good conversations to have. She asked about the possibility of coming up with two (2) budgets: a traditional budget and one with changes made to use the resources they have. Anything they do, they need to consider their employees and their skill sets. Commissioner McLeod stated that she had several calls from H. Hatch and thought it was important to hear from him. He has a request for a couple of years of actual expenses, rather than it coming in as a 91:A. She thinks they should respond to what he is asking for rather than him needing to submit a formal 91:A request.

Commissioner Piper stated that she agrees with Commissioner McLeod and Commissioner Hedberg. She thinks they should aim at some sort of a compromise, if there are any changes to be made. The farm provides vegetables, and they are proud to do that. She noted that a previous farm manager wanted to commercialize it more. She asked if they are maximizing the farm as a resource, and if they are not, she does not understand why. Commissioner Piper asked CA Libby why they need to keep maintaining a dairy operation.

CA Libby stated that, at the end of the day, whether the county has a dairy operation or not is up to the Board of Commissioners; they have asked for direction on the dairy farm for years. A Board of Commissioners has never made a concrete decision about what they want the farm to look like. If this board believes it's time to get out of the dairy business, they need to make that decision, and those employees who are here will carry that out.

CA Libby explained that, in regard to competing with private industry, H. Hatch is far different from Grafton County. He produces, bottles, and sells his milk. H. Hatch cannot ship his excess milk, and that is a problem for him. CA Libby explained that by H. Hatch acquiring the county farm, he acquires the county's milk quota and can then sell his excess milk. To say that we are competing with that particular farm is not a valid argument.

CA Libby stated that speaking from experience and having nothing to do with individual people, she thinks that in general, when you are trying to sell something, you do not go to the person who wants to buy it and ask what it's worth. H. Hatch wants to tell the county what their stuff is worth and then say he's going to buy it. She stated that if the county is going to sell anything, they need an independent study to determine what it is worth, noting that they have award-winning cows for their genetics, and they would not look to send them to the beef market. CA Libby added that if the decision is to get out of the dairy business, that is their decision, but she noted that there will still be expenses for FY27. There would be a lot of work to decommission the farm. If farmers are going to lease their fields, this is the time of year they would need to look

into putting that information out. There are a lot of things that need to be carefully thought through.

CA Libby stated that she is happy to provide the information H. Hatch wants but is not sure of the level of information he wants. She then stated to answer Commissioner Piper's question of why they have a dairy operation and what service it provides to residents of Grafton County, she cannot give a straightforward answer to that question. She explained that over the years, they have had many reasons for it. It is hard to say why they have done it, but they continue to do it because they haven't been told otherwise.

Commissioner Piper stated that it smells like nostalgia. She stated, regarding the competition problem, isn't it better that a private citizen, a resident of Grafton County, be the one to profit from any decision they make, if it means there is more milk available.

CA Libby stated that when you talk about why the county is in the dairy business, doing other things on the farm requires labor. Labor is what costs the county money, and milk is what brings in revenue. If they remove the dairy operation, they are removing the vast majority of their revenue while they still have the expenses. CA Libby added that they have to pay insurance on the buildings and maintain them, but all the revenue that offsets those costs would go away. The dairy raises the revenue to offset the expenditures. Commissioner Piper stated that if the farm did not have the dairy operation, as the model currently exists, it would be more expensive to serve the Department of Corrections and Nursing Home as is. CA Libby explained that if the Commissioners wanted to continue with vegetables and the land, they would have to have labor to do so, but the revenue would not be there to offset those costs. She stated that these are all things they can look at and see what makes sense to do.

Commissioner McLeod stated that it is good to have some of these discussions before the budget. Commissioner Hedberg explained that if they are looking to include this in the upcoming budget cycle, they have a very short time frame to get that information. She suggested looking at it for this budget season, but does not expect it to be carried out in the upcoming budget.

Agenda Items:

1. Commissioner McLeod asked if everyone had a chance to read the minutes from the January 27th meeting. Commissioner Piper had a clarification edit.

MOTION: Commissioner Piper moved to approve the minutes from January 27th as amended. Commissioner Hedberg seconded the motion, and all were in favor.

2. The Commissioners signed the check registers 1108-1112; 2026-01.30.2026.

3. CA Libby stated that the FY 2027 Social Services requests were due on Friday. They did not receive four (4) applications from long-term funded agencies and she asked the Commissioners if they wanted her to reach out to the agencies. Commissioner Hedberg asked if they could make a call to these agencies but make it a short turn around window for them to submit applications.

Commissioner McLeod and Commissioner Piper agreed. CA Libby stated that she would reach out to them.

4. Annual Report Dedication – Commissioner Hedberg stated that she spoke with the dedicatee’s family and they are able to come to the February 10th meeting. CA Libby stated that they will start next week’s meeting with the dedication at 9:00.

5. NHAC Annual Conference – CA Libby stated that as the host county for this year’s conference, one (1) of the things they are talking through is the budget. She explained that the NHAC budget asks to net an -\$8,000. When the first budget was put together, it had a net of -\$13,000. She further explained that for last year’s conference, there was a \$30,000 assessment that the counties contributed, and that is not happening this year. She also stated that last year was a banner year for sponsorships, and the NHAC is anticipating \$35,000 less in sponsorship for this year, and there is \$10,000 less in registration fees anticipated as well. CA Libby stated that to offset that cost, they have discussed increasing the cost by \$10 per ticket. \$440 would be the proposed price for the conference that she will present to the NHAC Executive Committee, and she wanted the Commissioners to be aware of this ahead of time. CA Libby stated that, as the host county, there are things that they would like to do that are not in the association budget. The last time Grafton County hosted was in 2013, and they budgeted money for the conference. She noted that there is money left in this year’s budget from not having the recognition dinner, and she may ask to repurpose those funds.

6. CDBG Financial Management Plan – CA Libby stated that T. Secula needs this document for the CDBG application. The last time it was updated was in 2014, and she thought it was time to update it. She explained that this document lays out how the county financially administers CDBG grants and is signed off on by the Board of Commissioners.

MOTION: Commissioner Hedberg moved to accept the Financial Management Plan for all CDBG projects as presented. Commissioner Piper seconded the motion, and all were in favor.

7. Cruiser Bid – The Commissioners opened bids for the sale of a 2018 Ford Police Interceptor Utility. One (1) bid was received as follows:

- Ringwood Motors - \$ 1,680.00

MOTION: Commissioner Hedberg moved to accept Ringwood Motor’s bid of \$1,680,00. Commissioner Piper seconded the motion, and all were in favor.

Commissioner Issues:

1. Commissioner Hedberg asked about the Legislative Conference on February 24th. CA Libby stated that if the Commissioners want to attend, she will take care of registrations. All three (3) Commissioners wanted to attend and agreed to move their meeting on February 24th to the 25th at 9:00 am.

2. Commissioner McLeod stated that they will be having a presentation by Don Bliss on the EMS Report on February 17th at 10 am. If any members of the public have questions, they can relay those to their Commissioners.

Public Comment:

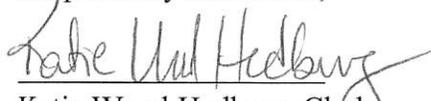
Nick De Mayo – N. De Mayo stated that it was a very good conversation on the farm. His comments are positive and slightly negative. He stated that the current plan is short-sighted and noted CA Libby's comment on H. Hatch's plans and what he is looking for in the farm is self-serving. He stated that instead of looking at the history, the county should be looking to the future. He feels the county should have a futuristic farm. The county should develop grants with the federal government to bring milk to the moon and Mars. He added that maybe they can develop a way to have AI on the farm to help produce milk. Robert F. Kennedy has announced that whole milk is one of the greatest foods they can eat, and maybe they can produce whole milk to send to the moon. The first astronaut in space came from New Hampshire, and the first teacher in space was from New Hampshire. He asked why they cannot develop a farm for the moon or Mars from New Hampshire.

N. De Mayo stated that he thinks some of the college students from the University of New Hampshire should be farm ambassadors. They should go to the schools in Grafton County and tell the kids about the County Farm. AI would enhance jobs based on what it is learning. Commissioner McLeod stated that N. De Mayo's three (3) minutes were up. N. De Mayo stated that the Commissioners spoke for three (3) hours and he needs one (1) more minute. The Commissioners discussed the request for an extra minute of public comment and agreed. Commissioner Hedberg stated that she wants to make sure that it is understood that their three (3) hour meeting is their work session and they open it up to public comment. Generally, their guidelines are three (3) minutes, but they will give N. De Mayo an extra minute, as he was the only one there.

N. De Mayo stated that Sheriff Myers made a good point about all of the training that she has done for her deputies. Supt. Oakes needs more training for fuel polishing. The county lost \$5,400 for a mistake that should not have happened. He also stated that he was impressed with T. Secula's mid-grant public hearing and thinks it is a great way to get people back in the workforce and contributing to society by giving grants to low-income people.

11:50 AM with no further business, the meeting adjourned.

Respectfully Submitted,


Katie Wood Hedberg, Clerk

Quarterly Report to the Grafton County Board of Commissioners

Submitted by:

Jillian Myers, Sheriff
Grafton County Sheriff's Office
February 3, 2026

The Grafton County Sheriff's Office remains committed to protecting public safety through proactive law enforcement, comprehensive training, and meaningful community engagement. In response to evolving public safety challenges—including opioid use disorder, mental health crises, and complex emergency response—the Sheriff's Office has taken deliberate steps to enhance operational readiness, improve interagency coordination, and strengthen relationships within the communities we serve.

This report is submitted to provide the Board of Commissioners with an overview of the Grafton County Sheriff's Office's current and ongoing efforts, including operational responsibilities, training initiatives, and community outreach activities undertaken in furtherance of public safety and community well-being.

Grafton County Sheriff's Office Operations and Responsibilities

The Grafton County Sheriff's Office provides countywide law enforcement services and supports municipal, county, state, and federal partners as needed. Deputies routinely respond to a wide range of incidents, including but not limited to:

- Opioid overdoses and substance-related emergencies
- Mental health crises and welfare checks
- Prisoner transport and courthouse security
- Emergency response operations
- Mutual aid assistance to local, county, state and federal law enforcement agencies

Deputies are often the first responders to critical incidents, particularly in rural areas or during periods of limited emergency medical service availability. As such, the Grafton County Sheriff's Office places a strong emphasis on preparedness, officer safety, and the ability to render immediate assistance to individuals experiencing medical or behavioral health emergencies.

Training and Professional Development

The Grafton County Sheriff's Office prioritizes ongoing training to ensure deputies and supervisory personnel are equipped with the skills necessary to respond effectively to modern law enforcement challenges. Recent and ongoing training efforts include:

- **Opioid Overdose Response and Naloxone Administration**
Deputies receive training in recognizing opioid overdoses and administering naloxone, as well as coordinating care with emergency medical services.
- **Mental Health and Crisis Intervention Training**
Training focused on de-escalation techniques, crisis response, and interactions with individuals experiencing mental health or substance use disorders.
- **Emergency Medical and Trauma Response**
Instruction in basic lifesaving measures, bleeding control, and initial trauma care to stabilize injured individuals prior to the arrival of advanced medical personnel.
- **Use of Force and Officer Safety**
Ongoing training to ensure compliance with best practices, legal standards, and safe tactical decision-making.

- **Incident Command and Supervisory Training**

Specialized training for supervisors to manage critical incidents, coordinate multi-agency responses, and oversee prolonged or complex emergency operations.

These training initiatives are designed to enhance both public safety outcomes and officer readiness while aligning with state standards and best practices.

Community Outreach and Engagement

The Grafton County Sheriff's Office recognizes that effective law enforcement extends beyond enforcement actions and includes building trust, collaboration, and transparency with the community. To that end, the office actively engages in a variety of outreach efforts, including:

- **Participation in Community Meetings and Events**

Engagement with residents, local officials, and community organizations to discuss public safety concerns and promote open communication.

- **Support for Prevention and Education Efforts**

Participation in initiatives focused on substance misuse prevention, harm reduction, and public awareness.

- **Interagency Coordination and Mutual Aid**

Continued cooperation with municipal police departments, fire departments, emergency medical services, and state agencies to ensure unified and effective responses.

These efforts reflect the Grafton County Sheriff's Office's commitment to a community-oriented approach that emphasizes prevention, collaboration, and shared responsibility for public safety.

Commitment to Continued Improvement

The Grafton County Sheriff's Office remains dedicated to identifying opportunities to improve service delivery, training, and emergency response capabilities. Investments in personnel development, equipment, and community partnerships are viewed as essential components of maintaining a professional, responsive, and accountable law enforcement agency.

Conclusion

Through proactive operations, comprehensive training, and sustained community engagement, the Grafton County Sheriff's Office continues to fulfill its mission of protecting life, maintaining public order, and supporting the well-being of county residents. This report is respectfully submitted to inform the Board of Commissioners of the Grafton County Sheriff's Office's ongoing efforts and commitment to excellence in public service.

Grafton County Human Resources Report
 Karen Clough, Human Resources Director
 February 3, 2026

HR Activity Report (01/06/2026-02/03/2026)

• ***New Hires***

<u>Department</u>	<u>#</u>	<u>Position(s)</u>
Nursing Home	5 (3 FT, 1 PD, 1 PT)	1 FT LPN, 1 FT/ 1 PD LNA, 1 FT / 1 PT Dietary Aide
DOC	3 (2 FT, 1 PT)	1 FT CO, 1 FT/1PT Cook

Separations

<u>Departments</u>	<u>#</u>	
Nursing Home	2 (1 FT, 1 PD)	1 PD LNA, 1 FT MNA

Reasons:

- Resigned personal reasons/no reason-
- Termination –
- Deceased -
- New job/career change –
- Relocated –
- School –
- Retirement – 1
- Not Reappointed -
- Not meeting Per Diem / Part Time Requirements - 1
- Other –

Status Changes/ dept transfers: 2 FT LNA to Per Diem, 1 PT Co to FT, 1 FT LNA to FT LPN, 1 PT (24 hr.) LNA to LPN PT

Active Leave of Absences January 6th to present

<u>Department</u>	<u>#</u>	
Nursing Home – Nursing	11	(9 are intermittent, 8 for self, 3 for family)
Nursing Home – Non-Nursing	13	(11 are intermittent, 8 for family, 5 self)
County Atty’s Office	2	(2 intermittent, 2 self)
HR Department	2	(2 intermittent, 1 family, 1 self)
Department of Corrections	3	(2 intermittent, 2 family, 1 self)
Alt. Sentencing	2	(1 intermittent family, 1 intermittent self)
Maintenance	1	(1 self)
Extension	1	(1 intermittent family)
TOTAL	35	

Scheduled to orient

Current Jobs posted/advertised

- LNA’s/Unit Aides (13.15 FTE’s vacant)
- RN/LPN (5.55 FTE’s vacant combined)

MNA
LNA Training Program
Deputy Sheriff
Dispatcher

Other Business: ACA reporting process for 2025 is near completion, working on healthcare options for FY 27

Grafton County Nursing Home Commissioner's Report: February 03, 2026

Current Census

Medicare: 2
NH Medicaid: 62 (11 Pending)
VT. Medicaid: 21 (2 Pending)
VA: 8
Hospice: 3
Private: 23
Total Census: 119

FY '26 Budgeted Census

Medicare: 4
NH Medicaid: 73
VT. Medicaid: 21
VA: 8
Hospice: 0
Private: 18
Budgeted Census: 124

Monthly Admissions/Discharges

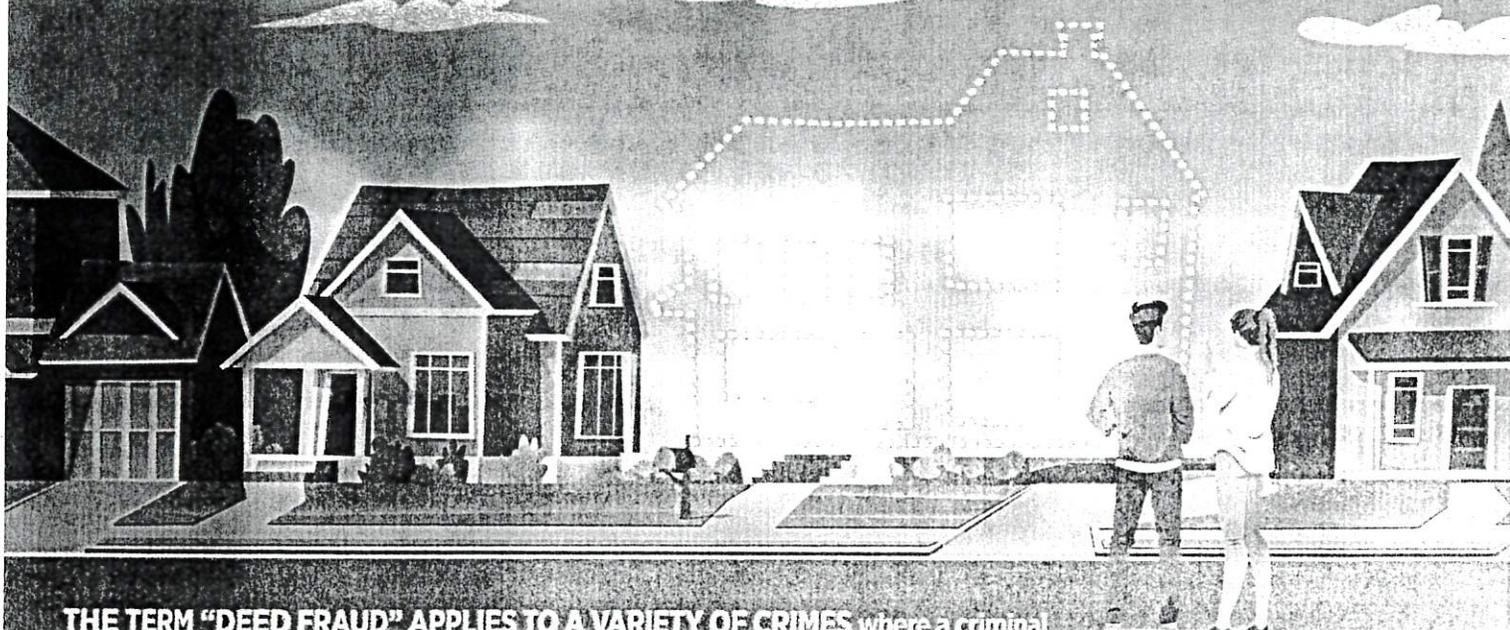
Admissions: 5
Deceased Residents: 6
Discharges: 2

Other Topics:

- 1) Evaluation of Medical Director Vendor Options
- 2) Automated Door Project Feedback



WHAT IS DEED FRAUD?



THE TERM "DEED FRAUD" APPLIES TO A VARIETY OF CRIMES where a criminal seeks financial gain through various schemes involving real property. Most of these schemes involve impersonating the actual owner and recording fake or forged documents in local land records. In other cases, property owners are deceived or convinced to sign documents related to their property that are not in their best interests. These crimes result in legal costs, reduction in equity or property value or even property loss. According to the FTC, fraud losses in 2023 were over \$10 billion, with nearly \$2.7 billion coming from impostor scams¹. When it comes to real estate, there has been a significant uptick in Owner/Seller Impersonation Fraud. Criminals target the equity in property, so anyone can be a victim, including those in metro or rural areas. In addition to consumers, notaries and real estate professionals are impacted by these costly crimes. Our organizations are committed to providing education and offering solutions to combat these real estate scams.

What Is Owner/Seller Impersonation Fraud?

Criminals are impersonating actual property owners to illegally sell real property the perpetrator does not own. Because criminals are targeting properties that are not owner-occupied or developed, it can take months or years for the actual property owner to discover the fraud. There are two victims that are immediately impacted when these fraudulent transactions occur - the unsuspecting buyer and the legitimate property owner.

What Can Be Done?

Fraud is constantly evolving, and while spontaneous changes to the real estate transfer system are not practical or sustainable, steps can be taken to help combat these crimes without unintentionally harming innocent American property holders.

¹ <https://www.ftc.gov/news-events/news/press-releases/2024/02/nationwide-fraud-losses-top-10-billion-2023-ftc-steps-efforts-protect-public>



Preventative Measures

► *ID verification options for notarizations performed in the physical presence of the notary*

State laws should be amended to explicitly allow notaries to utilize the latest identity proofing measures when performing notarizations in the physical presence of the notary and adjust the maximum fee notaries may charge to recover the cost of conducting identity proofing to align these transactions with consumer protections found in remote online notarizations.

► *Public record access security*

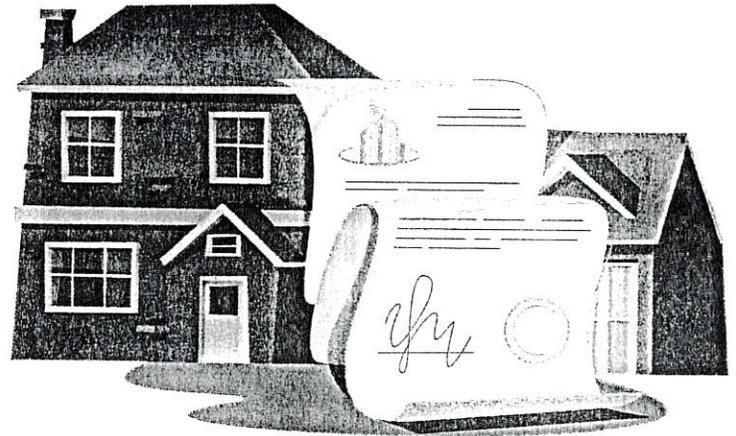
Public land records are essential to the real estate ownership transfer process in the United States and are the backbone of property rights. These records must be accessed and reviewed for any real estate transfer or financing. However, changes must be made to better protect taxpayer information as criminals are leveraging data from publicly accessible online land and tax records to perpetrate their crimes. While access to public records should be prioritized, measures must be put in place to prevent bad actors from using large-scale downloads of data to commit Owner/Seller Impersonation Fraud. These changes can better protect the integrity of the public record while still maintaining access for the public.

► *General and professional education*

In addition to consumer education efforts, professional continuing education for real estate professionals, title insurance and escrow professionals, as well as mandatory education for notaries, should include best practices to combat deed fraud.

► *Protection of the public record*

In various types of deed fraud, public officials charged with maintaining the local land records are presented with obviously fraudulent documents for recording, but often are required to record the documents anyway. Local government offices should have the option of reporting these suspected fraudulent documents to local law enforcement. If a document is rejected for recording, to protect property rights, a notice of rejection should be maintained to protect title integrity. Rejection of suspected fraudulent documents should be limited to unknown submitters (excluding trusted submitters such as eRecording vendors, title companies or lenders) and based on objective criteria outlined in state law².



Corrective Measures

► *Free property recording notification systems*

Local land record offices can offer systems that notify property owners if a document pertaining to their property is recorded. This allows property owners to identify a potentially fraudulent transaction and take swift action if there is fraud. These notification systems can work in tandem with judicial processes to cure a fraudulent transaction³.

► *Land record flags to identify fraud*

Local land record offices can track information to help law enforcement more easily identify additional fraud victims. For example, indexing notaries or tracking document submitters can be useful for investigations.

► *Increased law enforcement resources*

Additional law enforcement resources on the local, state, and federal levels are needed to combat this growing threat to property owners. Statewide or federal taskforce coordination can help more easily identify and prosecute criminals. Lawmakers can review current statutory provisions regarding penalties for deed fraud to ensure there are adequate deterrents and property owner protections in state law.

► *Establish remedies for victims*

States can provide resources⁴ and expedited processes for victims to unwind a fraudulent deed and reestablish title in the legitimate owner's name. Where necessary, states can create a judicial process for victims to seek damages and attorneys' fees.

² Colorado Revised Statutes 38-35-202, Nevada Revised Statutes 247.145, Ohio Revised Code 317.13, North Carolina General Statutes 14-118.6

³ Arizona: <https://apps.azleg.gov/BillStatus/BillOverview/78707> Florida: <https://www.myfloridahouse.gov/Sections/Bills/billsdetail.aspx?BillId=78264> Utah: <https://le.utah.gov/-/2024/bills/static/SB0165.html>

⁴ <https://www.floridabar.org/Real-Estate-Fraud/>

Deed Fraud: What Property Owners Should Know

What is deed fraud?

Deed fraud occurs when someone records a forged or false document that claims an interest in real property. This may involve forged signatures, false notarizations, or documents submitted by someone without legal authority.

Can someone steal my home just by filing a deed?

No. Recording a document does not automatically transfer legal ownership of property. Property ownership is determined by law and, when disputed, by the courts. A fraudulent deed does not override the rights of a lawful property owner.

What is the role of the County Recorder?

The County Recorder's Office records documents as required by state law. Recording is a ministerial function, meaning the Recorder does not investigate fraud, verify signatures, or determine the legal validity of documents or ownership claims.

What should I do if I believe fraud has occurred?

- Contact local law enforcement to report suspected fraud.
- Consult a real estate attorney – statute of limitations, rights, and remedies are all state specific.
- Notify your title insurance company, if applicable.

Are there tools to help me stay informed?

Many counties offer free property or recording notification programs that alert owners when documents are recorded. These programs provide awareness but do not prevent fraud or determine ownership. Check with your title insurer for property notification programs. Private companies also offer property notification services for a fee.

Can I prevent someone from recording a fraudulent document? No. It is not possible to prevent someone from recording a fraudulent document. Recording offices are required by law to record documents that meet statutory requirements on their face.

What about title insurance?

Title insurance is a private insurance product that may provide coverage or legal defense for certain title issues, including fraud, depending on the policy coverage. County Recorder offices do not sell or endorse private insurance products.

County Recorder offices are committed to maintaining accurate public records while operating within the law. If you have concerns, please ask our staff about available public resources.

Anatomy of Seller Impersonation

