

MINUTES
Cheshire County Commissioners Meeting
Wednesday September 5, 2018 09:30AM
County Hall Building
Stillman Rogers Conference Room
12 Court Street, Keene, NH 03431

Present: Commissioners Peter Graves, Joseph Cartwright and *Charles Weed (Absent with Notice)*

Staff: Count Administrator Coates, Finance Director Trombly, HR Director May, and Assistant County Administrator Bouchard

Guest(s):

At 9:31AM Commissioner Graves opened the meeting and recognized HR Director May who discussed Master Agenda Item #604: Semi-Annual Human Resources Department Report.

May provided the following report for the period of March to August 2018

61 Total New Hires

- 41 MNH
- 14 DOC
- 06 Keene

56 Left Employment in total

- 40 MNH
- 12 DOC
- 04 Keene

9 New Hires were in orientation on September 4th.

2 New Hires at DOC will start next week, at which point the facility will be fully staffed.

May said that HR is struggling to bring new employees on-board due to healthcare worker shortages and the generally tight workforce market. She said that hiring enough staff at Maplewood and then being able to retain staff is an on-going problem. She then said that HR is now doing “exit” and “stay” interviews with staff to try to determine what programs and training should be reviewed for improvements to help retain staff once they are on-board.

A discussion of the benefits for employees vs. hourly wages and how the various employee groups see the value of the benefit package was discussed at considerable length. The current benefit package vs. the potential use of a cafeteria plan was reviewed.

May then said that HR has sent out a new survey offering the possibility of working 12 hour shifts 3 days a week and a number of employees were interested in switching to the 12-hour work day if it were to be offered.

The Commissioners thanked May for her report.

At 10:22AM Commissioner Cartwright moved to enter a non-meeting to discuss union matters and was seconded by Commissioner Graves. Upon vote the motion passed unanimously.

At 10:45AM Commissioner Cartwright moved to return to public session and was seconded by Commissioner Graves. Upon vote the motion passed with two (2) Yea’s.

Administrator Coates was then recognized to discuss the Weekly Operations report.

Coates said that a blower for the aeration of the lagoons at the wastewater plant at Maplewood has failed and a new unit has been ordered at a cost of \$2,500.00 plus shipping and installation.

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Coates then said that he has confirmed that thirty (30) ceiling lifts will be installed in the new wing being built at the nursing home. A discussion began concerning the possibility and cost of installing patient lifts on the second and third floors in the old building that will be rehabilitated. The conversation covered need for structural steel to be used to re-enforce the floor decks so that the lifts can be installed. Confirmation of the cost to do so will be verified.

Coates then said that the abandoned tires at the old DOC site in Westmoreland will be stacked beginning this week so that they can be counted and then scheduled for to be recycled.

Coates then discussed meetings with Drug Court personnel and John Manning of the Southwestern Community Services. He said the reuse of the empty Second Chance housing unit was reviewed and he outlined some of the impediments of being able to use the facility for Drug Court participants who do not have adequate or acceptable housing choices when they are in the program. The Drug Court program manager and the State will have discussions to look for ways to be able to fund the re-use the building.

Coates said that he has received the job description from the University of New Hampshire for the state-wide economic development position that is being operated in seven (7) other Counties. He will compare this with local economic development positions and create a customized description for the County's use.

Coates then discussed that the FCC challenge project for broadband coverage within the County is underway. He said that thus far 15 towns have joined the effort to measure cellular coverage signals in their towns and that the congressional and senatorial offices for the County are offering their support for the project at the federal level.

Coates reminded the Commissioners that on September 13th the Integrated Delivery Network (IDN) will be holding their annual meeting at the Common Man in Claremont. The Commissioners are invited to attend.

The Weekly Manifest was then reviewed with questions from the Commissioners. At the conclusion of the questions, Commissioner Cartwright moved to accept the Manifest as presented and was seconded by Commissioner Graves. Upon vote the motion passed unanimously.

The Weekly Census was then reviewed.

The minutes of August 29th, 2018 were then reviewed and Commissioner moved to Cartwright accept the minutes as presented and was seconded by Commissioner Graves. Upon vote the motion passed unanimously.

The calendar was then reviewed.

Old Business: Commissioner Cartwright asked about the Request for Information (RFI) that was issued for a new van for the nursing home. It was learned that the van was purchased in 2006 and the repairs for the vehicle have escalated over the past year and have become onerous. It was determined that the

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van should be replaced while it still has some residual value as a trade-in or place for sale to off-set some of the acquisition costs of the new van.

New Business: None

General Discussion:

At 11:20AM there being no further business to discuss, Commissioner Cartwright moved to adjourn the meeting. The motion to adjourn was seconded by Commissioner Graves and upon vote the motion passed unanimously.

Respectfully Submitted,

R. Bouchard
Clerk, Pro Tempore
Board of Commissioners