

Sullivan County NH

Type of meeting: Board of Commissioners Executive Session Meeting
Minutes Per RSA 91-A:3.II.a and c – Personnel Issue

Date/Time: Tuesday, June 07, 2011; 3:47 PM

Place: Remington Woodhull County Complex, 14 Main Street,
Newport NH 03773

Attendees: Commissioners Bennie Nelson – *Chair*, Jeffrey Barrette – *Vice Chair*, and John M. Callum Jr. – *Clerk*, Greg Chanis – *County Administrator*, Marc Hathaway – *County Attorney*, Ted Purdy – *SCHC Administrator*, and Sharon Callum (*Administrative Assistant / Minute Taker*)

Agenda Item No. 6. Probable Executive Session Per RSA 91-A:3.II.a and c – Personnel Issue

3:47 Motion: to go into the Executive Session Per RSA 91-A:3.II.a. & c. for a personnel issue. Those in Executive Session: the three Commissioners, Ted Purdy, Marc Hathaway, Greg Chanis and Sharon Callum. Made by: Callum Jr. Seconded by: Barrette. Roll call vote taken: All in favor.

3:47 Ms. Jarvis and Mr. Mountain left the room.

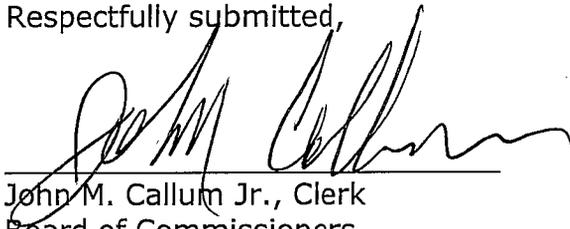
Mr. Chanis noted the Union contract was ratified with a 34-10 vote. A full copy of the draft contract was distributed to the Commissioners. Chanis highlighted on contract changes, noting salary and health insurance were the two significant ones; and distributed two spreadsheets: one illustrated salary, bonus payout, and a new health insurance plan over a three year period and the second illustrated each union position, their current hourly rate and health insurance contributions, annual wage, a three year tracking of each position with a 2% salary increase in Year 1, bonuses paid in Year 2 and 3, and net change. The only ones eligible would be union members active as of 7/1/2011. Each year the bonus payment would be made in the last payroll of each fiscal year. Chanis noted this was not a plan that would be offered as part of future contracts. Barrette indicated one of their main goals was to increase the employee share of health care cost. In response to Hathaway's question, Purdy confirmed they have a 40-50% turnover rate at the Sullivan County Health Care. Hathaway noted, if you calculate 40% turnover rate, County expenditure by year 3 will be way less than this projection; and he added, the "side bar" was crystal clear - it would be a onetime adjustment to move to the new insurance plan and contribution rate. Mr. Chanis noted if the Board approves the contract and side bar, on 7/1 they would produce a spreadsheet that would become part of the contract. Purdy commended Mr. Hathaway's work during the negotiation process, noting he represented the County extremely well, and did a very effective job of putting the points out there. Mr. Hathaway responded to say they had a tremendous amount of collaboration. Hathaway commented on a minor change in the merit bonus program in the contract.

Mr. Chanis noted, as the contract calls for union members to change their health insurance plan, he thought it would be helpful to propose to nonunion employees a different health plan, and expects to begin conversations regarding this aspect soon, with the changes to be effective 7/1/2012.

Mr. Chanis confirmed the EFC members were apprised of contract frame work.

**4:20 Motion: to go out of Executive Session. Made by: Barrette.
Seconded by: Callum Jr. Voice vote: All in favor.**

Respectfully submitted,



John M. Callum Jr., Clerk
Board of Commissioners

JC/sjc

Date approved: 6/21/2011 Approved & released