

**Sullivan County NH**

**Type of meeting: Board of Commissioners Executive Session Per RSA 91-A:3.II.a. Meeting Minutes**

**Date/Time: Tuesday, February 15, 2011; 4:55 PM**

**Place: Sullivan County Health Care Facility, Frank Smith Living Room, 1<sup>st</sup> Floor, 5 Nursing Home Drive**

**Attendees:** Commissioners Bennie Nelson – *Chair*, Jeffrey Barrette – *V. Chair* & John M. Callum Jr. – *Clerk*; Greg Chanis – *County Administrator*; Ross L. Cunningham – *DOC Supt.*; and Sharon Callum – *Admin. Asst./Minute Taker*.

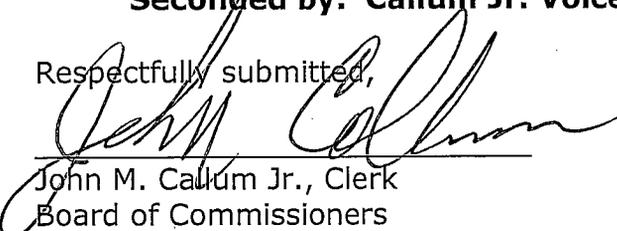
**Agenda Item No. 8. Probable Executive Session Per RSA 91-A:3.II.a. – Employee Compensation Discussion**

**4:55 Motion: to go into Executive Session Per RSA 91-A:3.II.a. to discuss an employee compensation issue. Made by: Callum Jr. Seconded by: Barrette. Those in Executive Session included: all three Commissioners, County Administrator, DOC Superintendent and the minutes taker. Roll call vote: All in favor.**

Mr. Chanis noted, Superintendent Cunningham came to him regarding an inequity of wage issue when compared to neighboring, similar, facilities – county and state; he distributed a comparison sheet of all NH counties [Appendix 1]; a chart illustrating positions, description, current rate, proposed increase, ET Accrual, Current ET Balance [Appendix 2]; and two sheets showing effects if done in FY11 [Appendix 3] and FY12 [Appendix 4]. Supt. Cunningham noted, 85-90% of the work force is brand new; their goal is to recruit and retain; the lists reflects employee #, not name; this is a non-union environment and he wants to stay competitive with other counties and the state; provided two options, bring up bottom salary from \$12.60 to \$13.04, then bring \$13.04 to \$13.54 for probation / certified applicant; budget doing well due to grants received and day-to-day management; discussed time frame of when changes could take place; one of biggest morale issues is wage compensation; he estimates the financial impact would be \$10,000 in FY11, and increase to \$32,000 in FY12. A brief discussion followed.

**5:20 Motion: to come out of Executive Session. Made by: Nelson. Seconded by: Callum Jr. Voice vote: All in favor.**

Respectfully submitted,

  
John M. Callum Jr., Clerk  
Board of Commissioners  
JC/s.c.

Date minutes approved and released: March 22, 2011.



Position #	Description	Current Rate	Proposed		Current ET Balance
			Increase	ET Accrual	
60020	Corrections Officer	\$12.60	13.04	8.62	78.3
60030	Corrections Officer	\$13.04	13.54	8.62	8.62
60010	Corrections Officer	\$12.60	13.04	8.62	38.78
60035	Community Corrections Officer	\$12.60	13.04	8.62	159.2
60018	Corporal	\$14.26	14.97	9.38	55.34
60041	Corrections Officer	\$12.66	13.04	8.62	94.82
60006	Corrections Officer	\$13.59	14.09	8.62	65.96
60024	Corporal	\$14.73	15.23	9.38	214.08
60014	Corrections Officer	\$12.60	13.04	8.62	17.24
60028	Corrections Officer	\$12.60	13.04	8.62	68.94
60016	Community Corrections Officer	\$13.04	13.54	8.62	117.71
60029	Corrections Officer	\$13.24	13.74	8.62	136.17
60017	Corporal	\$14.73	15.23	9.38	145.19
60012	Corrections Officer	\$12.60	13.04	8.62	142.19
60011	Corrections Officer	\$13.24	13.74	8.62	28.19
60025	Corrections Officer	\$12.66	13.04	8.62	0
60009	Corporal	\$14.73	15.23	10.92	135.75
60021	Community Corrections Officer	\$13.04	13.54	8.62	47.41
60034	Corporal	\$15.94	16.44	10.92	105.68
60032	Community Corrections Officer	\$13.33	13.83	8.62	179.72
60027	Corporal	\$14.47	14.97	9.38	110.41
60013	Corrections Officer	\$12.60	13.04	8.62	38.78
60023	Community Corrections Officer	\$13.04	13.04	8.62	67.59
60026	Corrections Officer	\$13.29	13.79	8.62	87.9
60019	Corrections Officer	\$12.85	13.04	8.62	81.05
60033	Community Corrections Officer	\$13.54	14.04	10.15	230.65
60031	Corrections Officer	\$13.24	13.74	8.62	5.4
60036	Community Corrections Officer	\$13.49	13.99	8.62	25.64
60015	Corrections Officer	\$12.60	13.04	8.62	0
					2486.71

1. This proposal increases the start rate from 12.60 per hour to 13.04 per hour
2. This proposal increases the certification rate from 13.04 per hour to 13.54 per hour w/ probation year completed.

Position #	Title	Rate Difference	X 8 PAY PERIODS	medicare .0145	NHRS .1463
60020	CO	0.44	281.6	4.0832	41.19808
60030	CO	0.50	320	4.64	46.816
60010	CO	0.44	281.6	4.0832	41.19808
60035	CO	0.44	281.6	4.0832	41.19808
60018	CPL	0.71	454.4	6.5888	66.47872
60041	CO	0.44	281.6	4.0832	41.19808
60006	CO	0.50	320	4.64	46.816
60024	CPL	0.50	320	4.64	46.816
60014	CO	0.44	281.6	4.0832	41.19808
60028	CO	0.44	281.6	4.0832	41.19808
60016	CO	0.50	320	4.64	46.816
60029	CO	0.50	320	4.64	46.816
60017	CPL	0.50	320	4.64	46.816
60012	CO	0.44	281.6	4.0832	41.19808
60011	CO	0.50	320	4.64	46.816
60025	CO	0.44	281.6	4.0832	41.19808
60009	CPL	0.50	320	4.64	46.816
60021	CO	0.50	320	4.64	46.816
60034	CPL	0.50	320	4.64	46.816
60032	CO	0.50	320	4.64	46.816
60027	CPL	0.50	320	4.64	46.816
60013	CO	0.44	281.6	4.0832	41.19808
60023	CO	0	0	0	0
60026	CO	0.50	320	4.64	46.816
60019	CO	0.19	121.6	1.7632	17.79008
60033	CO	0.50	320	4.64	46.816
60031	CO	0.50	320	4.64	46.816
60036	CO	0.50	320	4.64	46.816
60015	CO	0.44	281.6	4.0832	41.19808
			<b>8512</b>	<b>123.424</b>	<b>1245.306</b>
					<b>\$9,880.73</b>

These proposed rate changes represent a 3.4 to 3.8% increase in hourly rates

The effective date of the rate change if approved will be 2/27/11 and represents 8 payrolls for FY11

The positions shown would not receive a COLA increase for FY12 on top of this rate change.

Effects FY11

Position #	Title	Rate Difference	X 26 PAY PERIODS	medicare NHRS	
				.0145	.1662
60020	CO	0.44	915.2	13.2704	152.1062
60030	CO	0.50	1040	15.08	172.848
60010	CO	0.44	915.2	13.2704	152.1062
60035	CO	0.44	915.2	13.2704	152.1062
60018	CPL	0.71	1476.8	21.4136	245.4442
60041	CO	0.44	915.2	13.2704	152.1062
60006	CO	0.50	1040	15.08	172.848
60024	CPL	0.50	1040	15.08	172.848
60014	CO	0.44	915.2	13.2704	152.1062
60028	CO	0.44	915.2	13.2704	152.1062
60016	CO	0.50	1040	15.08	172.848
60029	CO	0.50	1040	15.08	172.848
60017	CPL	0.50	1040	15.08	172.848
60012	CO	0.44	915.2	13.2704	152.1062
60011	CO	0.50	1040	15.08	172.848
60025	CO	0.44	915.2	13.2704	152.1062
60009	CPL	0.50	1040	15.08	172.848
60021	CO	0.50	1040	15.08	172.848
60034	CPL	0.50	1040	15.08	172.848
60032	CO	0.50	1040	15.08	172.848
60027	CPL	0.50	1040	15.08	172.848
60013	CO	0.44	915.2	13.2704	152.1062
60023	CO	0	0	0	0
60026	CO	0.50	1040	15.08	172.848
60019	CO	0.19	395.2	5.7304	65.68224
60033	CO	0.50	1040	15.08	172.848
60031	CO	0.50	1040	15.08	172.848
60036	CO	0.50	1040	15.08	172.848
60015	CO	0.44	915.2	13.2704	152.1062
			<b>27664</b>	<b>401.128</b>	<b>4047.243</b>
					<b>32112.371</b>

The above represents the total increase on these positions for FY12 from the current FY11 rates

Effects FY12

## Correctional Officer Wage Survey 2010

County	Bottom	Top	Haz Duty?
Belknap	16.34	22.62	0.75
Carroll	13.25 non certified upon cert	14.25 no steps/caps	no
Cheshire			
Coos	14.19 non certified upon cert	14.90 17.59	no
Grafton	13.18 non certified certified	15.50 17.71 noncert 20.83 certified	no
Hillsborough	13.37	21.17	0.625
Merrimack	14.92	23.11	no
Rockingham	14.90	22.94	
Strafford	13.02	17.49	
Sullivan	12.66 non certified upon cert	13.03 17.87	no