

## Sullivan County NH

**Type of meeting:** Board of Commissioner Executive Session Meeting  
**Minutes, RSA 91-A:3.II.c. – Personnel Issue**

**Date / Time:** August 16, 2005; 3:52 PM

**Place:** Sullivan County Unity Complex, Nursing Home, 1<sup>st</sup>  
Floor - Business Conference Room.

**ATTENDEES:** Commissioner Don Clarke – *Chair*, Ben Nelson – *Vice Chair* and Ethel Jarvis – *Clerk*; Ed Gil de Rubio – *County Manager*; Marc Hathaway – *County Attorney*; Peter Farrand – *Human Resource Director*; Courtney Marshall – *Nursing Home Administrator*; Arthur O’Leary - *Genesis ElderCare*; and Sharon Johnson-Callum (minute taker).

**3:52** A motion was made by Commissioner Nelson to go back into Executive Session per RSA 91-A:3.II.c – a personnel issue. Commissioner Jarvis seconded the motion. There was no discussion. A roll call vote was taken. The motion carried with all in favor.

The County Manager noted employees have approached the Nursing Home Administrator indicating they may possibly leave employment due to the smoking policy. He also added, the Nursing Home lost an admission this past week due to the resident non-smoking policy. The group talked about suspending the rule until they could discuss it further. It was recommended a formal moratorium be put in to place until they could find a way to accommodate smoking residents and employees. It was noted twenty to thirty employees currently smoke. It was suggested the health insurance premiums should reflect smoker vs. non-smoker rates, as the County is self-insured.

**4:10** A motion was made by Commissioner Nelson to come out of Executive Session. Commissioner Jarvis seconded the motion. There was no discussion. A voice vote was taken. The motion carried, unanimously.

*Respectfully submitted,*



*Ethel Jarvis, Clerk  
Board of Commissioners*

*EJ/s.j-c.*