

Sullivan County NH

Type of meeting: Board of Commissioners Special Meeting with
Department Heads and Non Union Employees
/ County Treasurer - Minutes
Date/Time: Thursday, July 10, 2008 8/9 AM & Friday, July
11, 2008 @3 PM
Place: Newport & Unity County Complex

Thursday, July 10th 8 AM Newport Complex 14 Main Street,
Commissioners' Conference Room

Attendees: Board of Commissioners Jeffrey Barrette – *Chair*, Bennie Nelson
– *Vice Chair* and Ethel Jarvis – *Clerk*. Greg Chanis – *Interim
County Administrator*; Marc Hathaway – *County Attorney*; *High
County Sheriff* Michael Prozzo; Ross Cunningham – *DOC
Superintendent*; Ted Purdy – *S.C.H.C. Administrator*; Seth
Wilner – *UNH Cooperative Extension*

The Commissioners met with supervisors of non-union employees to discuss
their plans to change the current health care plan.

Thursday, July 10th 9 AM Newport Complex 14 Main Street,
Commissioners' Conference Room

Attendees: Board of Commissioners Jeffrey Barrette – *Chair*, Bennie Nelson
– *Vice Chair* and Ethel Jarvis – *Clerk*. Melanie O'Sullivan, Mr.
and Mrs. Renee Costillo, Janice Bryk, Dodi Violette, Laurie Geer,
Lori Keefe, Chaunee Baker, Sherry Waters, Mike Marcotte, Pat
Barrette, Nora Kells Gordon, Pam Joslin, Dana Laroche, Mr. Mrs.
Eric Porter, Karen Rossiter, Sherrie Curtis, Heather Presch;
Sharon Johnson-Callum; Ross Cunningham, Ted Purdy, and
Greg Chanis

Commissioner Barrette noted they gathered the non-union employees
today to discuss their plans to change the health care plan from the
one the employees began 7/1/08, Primex 5, to Primex-10 Plan in order
to save further money for the County. He noted rumors had been
circulating regarding changes to other non-union employee benefits,
but, at this point, they have made no decision. He opened the
meeting to hear comments.

Comments, questions and responses included:

- Disappointment the Boards' decision to change to Primex 5 plan could not
have been planned so that non-union employees would have picked up

the Primex 10-Plan effective 7/1/08. Mr. Chanis noted they were unable to make a decision until the Union contract was ratified; timing was an issue.

- Concern regarding the deductible on the new plan. Mr. Chanis noted the deductible applied to in-hospital services, not to the yearly physician exams. Mr. Farrand confirmed NH Primex would hold an informational meeting with the employees to discuss health care benefits.
- Rumor was heard that they were doing away with the 2 employee family plan? Mr. Chanis noted this was untrue, but the dollar amount may be different.
- Would there be a rebate, if the 2-employee plan was changed so that 1 employee was covered under another with the County? The Commissioners are unsure.
- Will the rebate, to those non-union employees not taking the County's insurance, remain at \$40 or increase? Commissioner Barrette noted they made no decision on this, but he anticipates it increasing; may not be the same as what the Union settled on.
- The County could save further without having a rebate and certainly would have saved quite a bit if they had not settled on \$200 for union and \$40 for non-union. Commissioners noted this has been a strategy to encourage employees to pick up their spouses coverage.
- Will the percentage rate the employee pays towards health insurance increase to 20%? Commissioner Barrette noted they have made no decision on this.
- When will the health care program change? Commissioner Barrette anticipates the Board making a decision at Tuesday's regular business meeting.
- You need to really listen to all your employees, not just union.
- Non union employees are saving you money by not being unionized.
- The County's benefit package is an incentive to attract quality employees.
- It was noted we were happy with the benefits and working for the County.
- Would rather not see an increase in salary wages, if we could keep the previous health care plan.
- Appreciate the Board holding this type of meeting format with non-union employees and hope they continue in the future.
- Recommendation was made not to change Earned Time (ET) benefit for non-union employees. It was noted the union is allowed to only take Vacation in 8-hour increments, per new contract. This would be a hardship to employees who want only a small amount of time to take care of personal appointments.

9:50 All left except the Board of Commissioners, who recessed to review and ratify warrants.

Thursday, July 10th, 10 AM Newport Complex, Commissioners' Conference Room

Attendees: Commissioners Jeffrey Barrette – *Chair*, Bennie Nelson – *Vice Chair*, Ethel Jarvis – *Clerk*. Cynthia Sweeney – *County Treasurer*; Greg Chanis – *Interim County Administrator*; and Sharon Johnson-Callum (minute taker).

Ms. Sweeney indicated she received just one bid, from Laconia Savings Bank at 2.38%, in response to her letter to retire the County's current \$3,125,000 loan at Lake Sunapee Bank. The Lake Sunapee Bank loan rate is 3.65%. Since she was in the office the same day the Delegation met, July 8th, she appeared before the Delegation to brief them on the bid response. The Delegation approved her going with the Laconia Savings Bank bid at 2.38%. Commissioner Jarvis added that Mr. Franklin was concerned Ms. Sweeney had not gone before the Board first, so checked with Attorney Hathaway during their meeting; and advise it was within RSA's. She is not seeking approval from the Board to accept the Laconia Savings Bank bid @ 2.38%.

10:15 Commissioner Nelson moved to authorize the County Treasurer to enter into the loan with Laconia Savings Bank at the rate of 2.38%, in order to retire the loan at Lake Sunapee Bank, of \$3,125,000 [3.65%]. Commissioner Jarvis seconded the motion. Discussion: The Treasurer requested the Board sign a formal voting sheet. A voice vote was taken. The motion carried, unanimously.

10:16 Sharon Johnson-Callum left the room to type up a formal motion sheet and returned to attain all signatures [Appendix A].

Ms. Sweeney indicated having the two bids sent out pretty close to each other, caused much confusion with the banks. She noted, the Commissioners authorized 5 million, but the Delegation only allowed her to borrow up to 3 million, however, she'd going to need an additional 1.4 million.

10:20 Commissioner Jarvis moved to adjourn the meeting. Commissioner Nelson seconded the motion. There was no discussion. A voice vote was taken. The motion carried, unanimously.

Friday, July 11, 2008, 3 PM Unity Complex, Ahern Building

Attendees: Commissioners Jeffrey Barrette – *Chair*, Bennie Nelson – *Vice Chair* and Ethel Jarvis – *Clerk*. Greg Chanis – *Interim County Administrator*; Ross Cunningham – *DOC Superintendent*; and Ted Purdy – *S.C.H.C. Administrator*; John Milliken, Dan Gokey, Gail Young, Matt Lockhart, Jason Lemere, Donna Chartier, Sam Fletcher, Ann Shepherd, Patti Henderson, Doug Roberts, Dianne Fontaine, Therese Godin, Heather Barker, Julie Woodman, June Brunelle and Cecile Currier.

Commissioner Barrette noted they gathered non-union employees today to discuss their plans to change the health care plan from the one the employees began 7/1/08, Primex 5, to Primex-10 Plan in order to save further money for the County. It was noted rumors had been circulating regarding changes to other non-union employee benefits, but, at this point, they have made no decision. He opened the meeting to hear comments.

Comments and questions from employees reflected identical concerns expressed in the employee meeting of July 10th 9 a.m. in Newport.

The meeting adjourned approximately 4:30 PM

Respectfully submitted,


Ethel Jarvis, Clerk
Board of Commissioners

EJ/s.j-c.

Date signed: 7-23-08