

Sullivan County NH

Type of Meeting: Board of Commissioners Special Meeting Minutes
Employee Termination Hearing – Public Portion
Per RSA 91-A:3.II.c. – Personnel Issue

Date/Time: Friday, May 18, 2007; 10 AM

Place: Newport NH – Remington Woodhull County
Complex, 14 Main Street, 1st Floor, Commissioners
Conference Room

Attendees: Commissioners Ethel Jarvis – *Chair*, Bennie Nelson – *Vice Chair*
and Jeffrey Barrette – *Clerk*; Ed Gil de Rubio – *County Manager*;
Peter Farrand – *Human Resource Director*; Sharon Johnson-
Callum (minute taker); Heidi Smith – *Sullivan County Health Care
Director of Nursing*.

10:02 The Chair brought the Hearing to order.

10:03 A motion was made by, Commissioner Barrette, to go into
Executive Session per RSA 91-A:3.II.c. for a personnel issue.
Commissioner Nelson seconded the motion. There was no
discussion. A roll call vote was taken. The motion carried,
unanimously.

10:04 The following entered the room and introduced themselves: Dottie Couitt – Union
President, Elisabeth Koski – Union Vice President, Ellen Stone - Chief Steward,
Lottie Nott – LNA and Brenda Vaughn - LNA.

*Elisabeth Koski, Brenda Vaughn, Lottie Nott, Ellen Stone and Dottie Couitt left the
meeting.*

*Commissioners, Ms. Smith, Mr. Farrand, Mr. Gil de Rubio and the minute taker
remained.*

11:20 A motion was made, by Commissioner Barrette, to move out of Executive
Session. Commissioner Nelson seconded the motion. A voice vote was taken.
The motion carried, unanimously.

Mr. Farrand exited the room to request the defense to return.

11:21 Those that returned included: Elisabeth Koski, Ellen Stone, Brenda Vaughn,
Lottie Knott and Dotty Couitt.

11:22 A motion was made, by Commissioner Barrette, to terminate the employee [discussed in Executive Session] based on information in front of us in document and per management recommendation. Commissioner Nelson seconded the motion. A voice vote was taken. The motion carried, unanimously.

Mr. Gil de Rubio stated a formal letter from the Board would be sent to the employee within 10 days.

Commissioner Barrette noted his decision was based on the entire packet. He added if there are future issues, to lend credibility, the more evidence they bring, the better it is and that "*hear say does not cut it*".

Commissioner Nelson noted a mistake happened, one employee was disciplined, it doesn't make it more severe for another employee.

Ms. Nott asked, "*When we are on the floor and we are asking for help, what do we do?*"

Commissioner Jarvis noted, based on their decision, the fact that someone could not remember; the safety of the resident was upper in her mind; those are the reasons on which she based her decision. She requested statements from more people, in the future.

Commissioner Nelson stated "*if they ask a supervisor for help and don't get results, pick up the phone, call the nurse or the administrator until someone addresses your concerns*".

Mr. Gil de Rubio recommended a five-minute recess. Commissioner Barrette and Nelson noted they were unable to go further with the meeting and had other appointments to attend.

11:29 A motion was made, by Commissioner Nelson, to adjourn the meeting. Commissioner Barrette seconded the motion. There was no discussion. A voice vote was taken. The motion carried, unanimously.

Respectfully submitted,



Jeffrey Barrette, Clerk
Board of Commissioners

JB/s.j-c.

Date Signed: _____

7/15/07