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Glen Waring
Vice-Chairman
Gilmanton

Hunter Taylor
Clerk
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Commission Meeting Minutes April 4, 2019

In Attendance: Commissioners David DeVoy, Glen Waring and Hunter Taylor and County Administrator Debra Shackett.

Public Hearing-Nursing Home Dietary Services: County Administrator Debra Shackett reviewed the slide show presentation.

Nursing Home Administrator Shelley Richardson reviewed all the efforts that have been taken to fill the vacant positions. She spoke of the positive experience Rockingham County and Taylor Community has had with the services received from Glendale Dinning Services. Nursing Home Administrator Richardson stated they are extremely lucky to have Jen be as devoted as she is. Commissioner Waring asked why Glendale is so successful in filling vacancies. She stated they have a full time recruiter on staff.

Commissioner DeVoy asked for public comment.

There were several employees and their family member that spoke of their concerns with privatizing the dietary services.

Close public input at 6:03pm.

Nursing Home Administrator Richardson spoke of the reasons why the inmate help had to end. She reviewed the statistics of positions added when inmate help stopped.

Commissioner Taylor stated that Rockingham County has been nothing but positive with the switch to Glendale over their two year switch.

Commissioner Waring asked Amanda Horne what source she received her information from in regards to the staffing at Rockingham County. Ms. Horne stated people she knew that work there. Commissioner Waring asked Nursing Home Administrator Richardson to verify that she spoke directly with the NH Administrator and HR. Nursing Home Administrator Richardson stated that was correct.

Commissioner Taylor asked Dietary Manager Jenn Lutzen if she has been serving as a cook since September of last year. Ms. Lutzen stated it had been more often since January.

Commissioner DeVoy asked how the County pay scale compares to the private sector. Ms. Lutzen stated there is a \$5-\$6 per hour difference. Commissioner Waring asked if that includes the extra benefit package. Ms. Lutzen stated that would make up the difference in wages. Nursing Home Administrator Richardson reviewed the current wage scale compared to the Glendale wage scale.

Commissioner Waring asked if Glendale would keep wages that same as the employees are currently earning. County Administrator Shackett stated they are willing to negotiate.

Commissioner Waring asked about resident feedback. Nursing Home Administrator Richardson stated they met with resident council three times. She stated their main concern was if the employees would lose their jobs. Commissioner DeVoy asked Ms. Lutzen if at the current staffing levels she could make this work and if she could continue to work the hours she has been. MS. Lutzen stated they need to focus on hiring.

County Administrator Shackett stated she hears and know that it is easy to say that we are not using innovative ideas to recruit but have not heard any ideas that we haven't tried.

Commissioner DeVoy asked if the current situation was sustainable. Nursing Home Administrator Richardson stated she is very concerned with the current situation. She stated they have asked colleges for students that might be interested.

Commissioner Waring stated certainly the Board hears your frustration but haven't heard solutions to the problems.

Commissioner Taylor stated there was a staffing problem in dietary since he came on board in 2015. He stated if we don't try something new we are going to go through the same thing as previous years as we can't offer more money to try to recruit staff. Commissioner Taylor stated the only solution he sees is to go the route Rockingham County has gone, it worked for the employees and the turnover is gone. He stated he is very sensitive to what is being said tonight.

M/Taylor accept the proposal from Glendale provided they will guarantee that no one's salary will be less than what they are currently making. Commissioner Taylor clarified his motion that current employees be guaranteed no less than their current hourly wage, S/Waring.

Commissioner Waring stated he will not be voting in favor as there are still too many unanswered questions but he is not saying that it is not the right answer. 2-1 Waring-opposed.

Motion passed.

Minutes: M/Taylor to approve the minutes, S/Waring. Unanimous. **Motion passed.**

Calendar: Commissioner Taylor will not be able to make the next meeting and will propose a new date to County Administrator Shackett.

Previously Signed Documents: M/Taylor to ratify the previously signed documents, S/Waring. Unanimous. **Motion passed.**

Previously Signed Documents	
<u>Document Date</u>	<u>Document</u>
3/20/2019	Payroll & A/P Manifest
3/28/2019	Retirement cards
3/28/2019	Payroll & A/P Manifest

Departmental Update-Registry of Deeds: Register of Deeds Judy McGrath provided the Board with a department update. She stated the book restoration will be starting soon and the total project will take 16-18 weeks.

Approval of Support Staff CBA: County Administrator Shackett identified the changes in the contract. She stated there is enough money in the existing budget to cover the cost items. M/Waring to approve the contract as presented, S/Taylor. Unanimous. **Motion passed.**

Public Comment: There was no public comment.

Adjourn: M/Taylor to adjourn at 7:06 pm, S/Waring. Unanimous. **Motion passed.**

Respectfully submitted,



Jamie Ellsworth
Administrative Assistant

