

**Carroll County Commissioners Meeting**  
**Minutes**  
**February 11, 2009**

**Commissioners Present:** Commissioner Sorensen, Commissioner Solomon, Commissioner Albee

**Others Present:** David Babson, Henry Spencer, Maureen Spencer, Lori Lenart, Ashley Rigazzo, Joe Kowalski, Robin Reade, Jason Johnson, Sandi McKenzie, Kathy Garry, Brian Kirk(Rhymes), Ty Gagne, Nick (Primex)

**Meeting called to order by Commissioner Sorensen at 8:15 am for Public Input**

1. David Babson: Questions on price of wood, GED program at jail, is it being taken advantage of? LNA's hired at MVNH?
2. Commissioner Sorensen: Need to discuss price of wood, hired 8 out of 16 LNA's from class.
3. Commissioner Albee: Have to give IEP(individual education program) but not GED. We have a GED program and it is being used.
4. Commissioner Solomon: The GED program is being used, I saw it personally while on a tour.
5. Maureen Spencer: Have we discussed community gardens? Have we done it? Useful in this economy?
6. Commissioner Sorensen: We have done it, plowed it up, it was not used and went to weeds. Will approach co-op extension again and see if it is feasible.
7. Maureen Spencer: Can we promote it, advertise it. Some people do not have room in their yards. Be good for County.
8. Lori Lenart: Talking about starting one in Tamworth
9. Commissioner Albee: One in Tuftonboro, have to have a volunteer committee to ramrod action, needs committee to guide operation
10. Lori Lenart: Are you considering eliminating or cutting psychologist/psychiatrist position at jail?
11. Commissioner Albee: It is in the budget as full time permanent position. Delegation must approve it. Alcohol councilor will stay part time.
12. Joe Kowalski: (to Commissioner Solomon) Do you get tapes of meetings back from Valley Vision? Would you take them to local library?
13. Commissioner Solomon: Yes, I will do that
14. Lori Lenart: Went to a listening session on mental health and the jails. Got interesting statistics out of it. Put on by the state with money from Bank of America.
15. Commissioner Sorensen: I delegated responsibilities to Commissioner Albee and Commissioner Solomon. Commission Albee takes special interest in the jail and Commissioner Solomon takes special interest in the nursing home.

**8:30 am Public Session Closed until Rhymes presentation**

Corrections to minutes: Line 10, Line 21, Line 22, and Line 25 .

*Commissioner Albee moved to accept minutes of February 4, 2009 as corrected,*

*Commissioner Sorensen seconded. All in favor.*

*Commissioner Solomon moved to seal minutes from executive session from February 4, 2009 and also executive minutes of February 9, 2009 in accordance with RSA91A:3 Seconded by*

*Commissioner Albee. Minutes from February 9, 2009 may be opened to the public when contract issues are resolved. All in favor.*

1. Commissioner Sorensen: Had contact with logger and he will be bringing in as many as 8 loads of wood at 13 cords per load @ \$1200. Two right away. He is selling to others at same price but pulp market is not that great. Area is plowed out and ready to go.
2. Commissioner Albee: Jail uses outside antenna **with analog being removed, Jason will research options** that will handle multiple televisions for changing analog to digital. Cable service from Time Warner would be \$6,200 per year. Satellite would be \$1400 per **month**. Need to provide some entertainment for inmates.
3. Commissioner Albee: Commissioners and department heads went to state meeting of counties. Presentation given by leading economist, Mr. Norton, on state of the budget. Very informative. Conway selectman wrote letter to governor that they are going to have to cost shift something to make the budget shortfall. Our major concern is the change in Medicare reimbursement. I met with superintendent of Merrimac HOC and he is very knowledgeable and experienced. He has programs we need to look in to. Inmates working in community. Have Jason mentored at no cost to the county by going up to Merrimac. Their pre-release and pre-arraignment programs are run in-house. Our pre-release program is a budget issue. **State** closed local probation office and has them working out of their cars. This will affect the program. The academy program: state

funding is not going to be available after this year. State has the obligation to fund **(remove line number and combine paragraph** the program if they want it to continue. Our limited resources should be directed at prisoners that we have direct responsibility for. We will have more meeting with Superintendent White.

4. Commissioner Sorensen: Raised question of pooling medications by all correctional facilities at county level. The individual went on and on but did not answer question. We will keep working at that.
5. Commissioner Albee: Seems to be resistance to working as a group of counties for certain things. (medication, uniforms, workers comp, purchasing power). Think there would be significant saving when buying as a pool instead of individually.
6. Commissioner Solomon: Questioned costly dues that we send. Sent a written statement of things they do for each county in exchange for the dues. The most important thing is the lobbying in Concord for the County.
7. Commissioner Sorensen: We pay \$10k in dues, Rockingham pays \$30k, goes by size of county. She is an executive attorney with an assistant.
8. Commissioner Solomon: I attended two meetings: MWV housing committee on workforce housing and transportation committee combined together. Transportation portion will be presented to delegation on March 2, 2009. Housing portion will be getting a group together to move further on their project.
9. Commissioner Albee: Is there any movement toward regionalization in housing? Or just community based. The legislation is community based.
10. Commissioner Solomon: There are communities working on that but they are bringing in those people. Right now it is just MWV. There is something in Wolfeboro. Lakes Region and Northern region.

11. Commissioner Albee: Lakes Region planning commission is one thing but work force housing legislation is another. It seems directed toward individual communities having to do projects. I look at smaller places where you might need ½ a house or 1 ½ house where it may be more regionalized and come up with a more reasonable need.
12. Commissioner Solomon: I suggest you come to a meeting.
13. Commissioner Sorensen: Suggest you read the book Communities and Consequences. It is not healthy to be without young people in a community. We are losing our service oriented individuals and business.
14. Commissioner Solomon: I have requested copies of the book in all local libraries. There is also a documentary. There will be showings and panel discussions.
15. Commissioner Albee: In conjunction with the LNA issue, asked nursing home to keep an eye on the effect of shortage of work force housing on our ability to recruit workers.
16. Commissioner Sorensen: Property for sale across the street which might be worth looking into for housing for county employees. Building committee will be meeting on Friday the 13<sup>th</sup>, tour to Merrimac was cancelled due to illness. Regarding building  
Committee, they decided Monday on architect. The committee gives the commissioners input. We need to vote on architect.  
*Commissioner Solomon motioned to hire EGA as the MVNH architect with further negotiations. Seconded by Commissioner Albee. All in favor.*
17. Commissioner Albee: Vote was unanimous by building committee. There was some discussion of architectural fees. Original was 6%, winning bid 4% plus additions. Total percentage is just under 5%. Significant difference in fee between the two and also qualifications.
18. Commissioner Sorensen: EGA out of Newburyport Massachusetts is the architectural firm. At the building committee meeting on Friday we need to discuss the agenda and what we would like the design team we have hired to look at. Send email to members to come in with fresh ideas of what they would like to see for a nursing home.**(remove sentence) I realize that a lot of people in the nursing home are going to have input but** We need get the design company on board whether one floor, two floors, site, private, semi-private, bio-mass, alternative energy, kitchen issue, etc.
19. Commission Albee: We need to keep it on big terms for Friday and then when **the architects** come back with a schematic premised on **the big picture**, then we can get more input from public and nursing home.
20. Commissioner Sorensen: I am hoping that Sandi McKenzie will initiate a team at the nursing home to look at the needs of the workers there. The meeting starts at 8am on Friday.
21. Commissioner Albee: On the table: Carroll County will recognize the following holidays for non-union employees. Understanding that individual departments recognize other holiday schedules, the combination of holidays and personal days will not exceed a total of thirteen (13) days within a calendar year. Holidays and personal days must be used within the calendar year and not rolled over into the following year. (New Years Day, President's Day, Civil Right's Day, Memorial Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, Christmas Day, and Employee's Birthday).

Probationary employees do not accrue any holidays during the six (6) month probationary period. Employees are eligible for paid holidays and personal days beginning six (6) months after hire. If the holiday falls on an employee's approved vacation or paid leave, the holiday will not be charged against vacation or leave time. **Mountain View Employees:** Employees may request their holidays either in the month prior, month of, or month after the holiday. When a shift bridges two calendar days, one of which is a holiday, the shift that begins on the holiday will be recognized as the holiday and the employee will be **given** a scheduled work day off with pay within the same or following month. Upon at least thirty (30) days written notice prior to a holiday, an employee may choose to receive holiday pay in lieu of a day off, not to exceed five (5)

Holidays a year. *Union employees please refer to your Union Contract for specifics*

on

*Holidays.*

*Commissioner Albee moved for all employees in county to get same schedule which can be modified to accommodate attorney's office. Seconded by Commissioner Solomon. All in favor.*

22. Commissioner Albee: Sick leave can accrue up to 65 days @ 12 days per year (as negotiated with nursing home and unions). When they have accumulated in **excess** of 35 they can cash out a portion of days in excess of 35 at the end of the year.
23. Commissioner Sorensen: They get 35 days and in December they can be reimbursed and cash those days in. They need to notify the business office.
24. Commissioner Sorensen: Regarding sick leave we made exceptions for people with **major** illnesses (cancer) on pooling sick days. I do not see that in the agreement. We need to address that.
25. Commissioner Albee: I am sure the union in their negotiations makes sure that everything comports with the family leave act. We need to make sure our policy for other employees **is** the same.
26. Commissioner Sorensen: I personally am not ready to act on this particular one. Looking at the contracts that our HR person has put together, I would like to look at the pooling of those sick days as one item and review them.
27. Commissioner Albee: Would you like me to do that? I think we should act on it by next week. I will bring my recommendation to the table next week.

**Sandi McKenzie, MVNH**

28. Census is 94, Skilled residents, 9. Approved Admissions, 3.  
Status of Norovirus: facility remains closed to admissions, no residents have the norovirus at this time. Usually takes 2 days for things to clear. We should be re-open by Thursday. We have been working with the state on this. C-D will be open to admissions. We will be doing a very thorough cleaning before opening the areas. WE have hired one full time RN for 11-7 shift, 2 RN per diems, 2 LNA's are being oriented, and LNA Training program begins the first week in April.  
Toured the facility with the Ossipee Fire Chief and Code officer. Went very well considering age of building. Met with Union Rep, issue regarding seniority was discussed. Director of nursing attended that meeting. We all feel we are on track.  
Physical Therapy: Adding modalities the first week of March: Ultrasound, Diathermy, Electrical Stimulation- work on contractures and build blood flow, help to treat skilled

residents that require other modalities. AS well as working with other infirm residents to make sure contractures do not occur or that they improve.

29. Commissioner Albee: Signed check to Genesis for \$30k, what did we buy for that and are we getting a return of additional revenue for that. Break down.
30. Sandi McKenzie: It is a contracted service. It is employee not equipment.  
Marketing: Met with Jen Cormier to develop process to identify market and how to promote the marketing.
31. Commissioner Sorensen: Commissioner Solomon and I met with her last week and had an interesting conversation. WE encouraged her to go back to you because she had been turned down by previous administrator. She sounded very enthusiastic and has opened up things that have not been done in the past.
32. Sandi McKenzie: Have an ongoing communication daily to promote growth.  
Work on walls in kitchen will start this week. Art Knight from Milton will be doing this project. Max. of two weeks to complete project. He is insured and we are set to go forward. We would like to buy heavy duty castors to move heavy equipment. These would cost \$1500 and they will remain in place on the equipment. (approved)
33. Commissioner Sorensen: Move educator to Administration building to free up two beds. Need to wire in phone in office and delegation room. Computer wiring will also have to be done.
34. Sandi McKenzie: She will have a satellite spot in my office. It will not affect her infection control ability.
35. Commissioner Solomon: How long will it take to get that room ready?
36. Sandi McKenzie: It will take approximately two weeks but we have to look at storage space also. IT is a work in progress.
37. Commissioner Albee: Our census is always in the mid 90's, is 100 a possibility?
38. Sandi McKenzie: Absolutely, based on turnover, illness, marketing, and waiting list.
39. Commissioner Albee: This will assist in the design process of the new home. Get suggestions in writing from employees.
40. Sandi McKenzie: New hires will fill gaps, it is encouraging.
41. Commissioner Sorensen: Still need to contact commissioners for approval on agency staffing.

*Question in break: How much wood? Commissioner Sorensen stated that the delegation approved \$15k for wood purchase. Several loads @ \$1200. Ordered 8 loads, about \$11,000.*

### **Kathy Garry, Business Office**

1. Open tree tapping bids, we received 1 bid
2. Commissioner Sorensen: The one bid is from Stonewall Sugarhouse @ .51 per tap.(used to pay .25) This is the person that has been doing it for 28 years. They do 200 to 300 taps. Going for .40 to .85 per tap in other places. He has enclosed his insurance company **information** with bid.
3. We will look in to how many maples are available for future years.  
*I motion to accept Stonewall Sugarhouse to continue to tap the trees. Commissioner Albee seconded motion. All in favor.*
4. Commissioner Albee: Are we acting on this every year?
5. Commissioner Sorensen: After this year we should consider doing it for a longer period. Number of taps is done on the honor system.

6. Kathy Garry: Paula Carpenter faxed over information on \$4,350 to be encumbered for formica counter tops for rooms.
7. Commissioner Sorensen: Color issue has been resolved.  
*Commissioner Solomon made motion to encumber \$4,350 for Milano Amber counter tops for rooms. Seconded by Commissioner Albee. All in favor.*
8. Kathy Garry: Spoke with Rep. Patten this morning. Meeting on Friday to go over budget numbers.
9. Commissioner Sorensen: I will go over budget numbers this afternoon so that you can be ahead and check my figures with her figures.
10. Kathy Garry: Will print out new budget with adjustments. It will have proposed and then recommended changes. Up to date changes.
11. Commissioner Sorensen: Knock off 2006 column. What commissioners and sub-committee recommends is extra column for delegations final figures.
12. Commissioner Albee: Discussion of money in dispatch for uniform budget. Training comes out of uniform fund. It should not. Combined in line item, need to separate into education and training.
13. Commissioner Sorensen: Look at contract to see what was in there for training in dispatch. When you get figures put together will you come up with what the tax payers are going to put in as a dollar figure, not a percentage. Equate to what individual town is contributing.
14. Commissioner Albee: Number unknown: Capital reserve amount? List of capital accounts?
15. Commissioner Sorensen: Does not show up in budget because it is a surplus carried over from year to year. 10% of budget is recommended. We are at \$1.1 million.
16. Commissioner Albee: This will determine our bond rating..
17. Commissioner Sorensen: Capital reserve for sheriff department. Dictaphone-reserve for 2010. Put \$8k of the \$24k from budget in capital reserve for Dictaphone, take \$24k out. Change figures. Delegation must take vote on the issue. Spoke with chairman of delegation. Looks like w/few exceptions they may follow sub-committee recommendations. Sub-committee's have done a great job.  
Are you looking in to time card system?
18. Kathy Garry: Yes, I have ideas and I have talked to Robin. Tentative schedule for delegation is March 2<sup>nd</sup> , 16<sup>th</sup> ,23<sup>rd</sup> , 30<sup>th</sup>

### **Brian Kirk, Rhymes Propane**

1. Commissioner Albee: Brian called me and asked if we were in the market for propane. We act as a board so I asked him to come in. Currently we are on a month to month with Eastern Propane but I will not share the amount that we pay. I will share the original contract.
2. Brian Kirk: Being a Carroll County taxpayer I want to offer my experience and knowledge of the industry. To be able to offer a good price and better service my company would benefit from it also. Eastern is our best competitor and is well trained in resources. What I am looking for is size of tank and scope of what is being provided by that tank. Meters, usage per year, multi-year contract or year to year. There are deals to be made out there. I will tell you what I can do for you, I do not want to know what you are paying now.

3. Commissioner Albee: Cost factor to be looked at is the tank. The pricing that you have told me at .95 is lower than we are paying. Usage for 2007 was 210,224, usage for 2008 was 191,224. Total Complex. Initially we had signed a 5 year contract with Eastern. They own the tank. It is our intention to have meters at all the building. Quote on that. Actively seeking advice on alternative energy. May affect/alter propane usage. Possibility of bio-mass. Put pricing together w/you and perhaps we will not go with you until we make a decision. Usage varies from month to month.
4. Brian: Usage always fluctuates from year to year, month to month, day to day.
5. Commissioner Albee: Pretty consistent. January 2007, 9998, Feb 10,001, March 9000. (Gave Brian copy of original contract with tank installation.
6. Commissioner Sorensen: We will put it out to bid to all interested. No matter what we do we will need a back-up.
7. Brian Kirk: Looking for 5-7 year contract Perhaps we can schedule another meeting.
8. Commissioner Sorensen: Past Rep. Babson had some questions that he would like to ask.
9. David Babson: How do you sell, gallon? If you were selling to me for \$1 over Selkirk terminal price, will I find only one price in your computer if I could access it?
10. Brian Kirk: There are many different prices. There are many different shippers that we use.
11. David Babson: Who is the end person that calculates the final figure? Do you quote it as Rhymes price off Selkirk ? or so much over cost?
12. Brian Kirk: I have not figured out how Eastern gets their price. There are many different way. Look for best price-rail, ship, Selkirk from pipeline. Things can happen that effect price from one terminal. Locking in to one terminal is not the best way to go. A contract is a contract, as long as price is within a few pennies..you do not want to lock in to one shipper or one terminal just in case something happens.
13. David Babson: What is the highest cost on a yearly basis?
14. Brian Kirk: Not including startup-setup, Maintenance and insurance are your highest costs.
15. Commissioner Sorensen: We have two vaporizers on our tank. How far can you run a line off the tank without the additional cost of a vaporizer.
16. Brian Kirk: A line can run indefinitely, line size must be considered. That is speculation as I have no knowledge of loads or potential loads.
17. Commissioner Albee: Need a few different pricing schemes. Currently estimating on budget, can be as much as \$1 difference or more on month to month basis.
18. Commissioner Sorensen: (to Commissioner Albee) I would ask if you would put together what you have shared with Rhymes that we could put out to Eastern and White Mountain and any other gas company that provides propane so that we are fair what we have discussed.
19. Commissioner Albee: Now that we have opened it up we will open it up for everyone.
20. Commissioner Sorensen: Mr. Babson was on the original committee years ago when Eastern was going to ship gas out of here to their customers. I did not think that was fair to all customers in the county that they could ship out of here.

**Ty Gagne, CEO and Nick (?) Primex**

1. Commissioner Sorensen: Concerned about training and I have been pushing Robin Reade to get Primex up here for supervision training. I think something is going to happen in April but I guess that is different than what you will talk about today.
2. Ty Gagne: Primex is your coverage provider located in Concord, NH. You are an all lines member. Membership agreement with us until 2011. Pooling your risk is beneficial to the county due to RSA5:B. Provides additional level of protection-capped @\$275k per individual. Commercial has no cap.  
Another benefit: services and training benefits, comprehensive policy, well protected. Risk management training, claims management, supervisory training, safety training, conflict resolutions, regional and onsite training program.
3. Nick: Primex-good management is risk management. Our services help mitigate risk. We went through registry of deeds and did ergonomic training. Robin, Kathy and Jason Johnson have taken advantage of our training sessions. 2 years ago we were here with our claims manager with the right to know and integrity of board. Wide range of service that we give you. We have the capability to deliver the training.

1. We want to get out here and do the right to know training. If you are interested let us know and we will be here to do that.
2. Verge of a huge opportunity and a risk with the opening for nursing home administrator and filling that position. Re-dedicated and focused effort to help you make the best hiring decision that you can make. We will help in interview process, Ty will join the interview panels and help you prepare questions. I would suggest that you do two smaller panels instead of one, 10 person panel. That gives the candidates a bit more ease and we want you to make the best decision. Viewpoints of professional and leadership. Once you have a new nursing home administrator in place we will come in and do awareness action and accountability. LNA's rack up large costs in Workman's comp claims. We will target a program for 1 year to establish benchmarks for progress, check in on a regular basis, to assist with training development, safer and economic savings (premiums). You hold us responsible for delivering goods. We are proud of our reputation and success.

#### Service and Coverage

4. Ty Gagne: Commitment to Primex, continuity of service and coverage
5. Commissioner Albee: Do you cover our general liability also? Training is thin on harassment, discrimination, wrongful termination, supervisory training. I am sure you have an element of that in your plan.
6. Nick: The issue of harassment is not just a Carroll County issue it is a membership wide issue. We have retooled our harassment program not just in person but online. All the uncomfortable side effects of harassment retaliation, bullying, not just kid to kid but adult to adult. We have really focused on that on employment and the issue of harassment.
7. Ty Gagne: We have also created a separate piece for the supervisor. The supervisor knows what harassment looks and sounds like. It is a lack of holding people accountable and just letting it go. This is not a onetime event but no one has been willing to address it. It is a culture that has ingrained itself. We talk about legalities and process of harassment and prevention. Policy implications. Management and leadership contributions for that.



8. Commissioner Albee: When you say it is available as far as our staff is concerned are you talking about one training session or two?
9. Nick: Whatever you need. We will get the word out, In front of every employee on every shift. We will not come unless your administrator and nursing staff stands with us. We have ability to be responsive. We can be here any time.
10. Commissioner Albee: On the workman's comp end. Do we get a check at the end of the year?
11. Ty Gagne: It used to be a return of contribution. That was a trend that went away. If we have an opportunity to bring stability to your rate with that contribution we will do that. If we can leverage surplus to develop a new program on all three shifts we will do that. Surplus is used for two things. To cover claims and perpetuity. A workers comp claim is open ended in NH. IT will remain open indefinitely.
12. Nick: Your greatest hedge against the increase of cost is to create a culture that appreciates risk management. Look at numbers. We are helping you to create a culture that is attentive to the issue of risk management. It can be done.
13. Ty Gagne: When you talk about what makes up the rate the county pays you use claims cost, administrative costs, performance cost. If you have an off year we have tempered that cost so you do not see a significant change.
14. Commissioner Sorensen: Three Thank yous for Primex. Moved us into a different pool for health insurance and saved us money. Also help with grant request for exercise pathway to be constructed this spring. You provide a free room for our NH association of counties office at the Primex building. We are able to call you at any time with potential claim and we have gotten help from you. We are fighting aggressively to keep our training budget intact. We have increased the budget and hope that the delegation sees that it is needed.  
Health costs are going up and the delegation is looking **at** where they can reduce the tax payer's money. They are looking at perhaps funding one single plan for new hires, higher deductibles. Different programs to reduce cost. Merrimac went with different company to reduce rates. We will be looking at new companies come time for renewal to get the best rate.
15. Nick: Issue of plan and construction. We are very open to working with members about alternatives or reconstruction of plans.  
The other thing that may be helpful is getting us out to talk to all employees. We come and talk about choice and what to look for when buying prescriptions, using smart consumerism.
16. Ty: That will bring a wellness component to your program. Your training with Primex is free and I encourage you to use us as much as possible.
17. Commissioner Solomon: Do you do wellness training? **Do** all staff have the ability to use a facility for exercise anywhere?
18. Ty: We have a full time wellness provider. We have a stop smoking and exercise program. We are looking at a fitness program reimbursement.
19. Commissioner Albee: What will the rate impact be on that. If we built some kind of facility for employees to use how will that impact us?
20. Ty: If it is property the county owns it would be covered. That is something we would have to work with you on. Issue with fitness and fitness injury at work. We would want to work with you on mitigating any risk on the workers comp side. If your employees are exercising and working on their health you should see a lower incidence of health and injury claims. It depends on individual life choices.

21. Commissioner Sorensen: Our highest risk is the family members not the employees.
22. Nick: We have prescription training here in March.
23. Commissioner Albee: Healthcare at the HOC, do you cover that? What about pool buying of prescription drugs for all the counties. Is that something you participate in?
24. Ty: Primex works for all counties, that is a great concept and we would welcome the opportunity to be a part of that.
25. Nick: 09'10' interesting years in our membership with economic circumstances. We need to help you mitigate the impact of that. Create a positive culture/stress management. No quick fix but will get better as you progress. Longer term/cultural foundation.
26. Commissioner Albee: similar discussion talking about HOC. Why did new jail cost us money when it was not supposed to. Unquantifiable. No longer being sued for people committing suicide, or cruel and unusual punishment. But there is a savings.
27. Ty: It is hard to measure prevention.
28. Commissioner Albee: I would like to see some more discussion on health savings account as an option for new employees and union to look at in their negotiations. Try to mitigate the increase in benefit costs. If the employees can actively participate in the choice of the coverage it makes it easier to justify changes and adjustments.
29. Commissioner Sorensen: Jason, do you have any input for Primex in regard to the jail?
30. Jason Johnson: Their service to our facility is fabulous. The program on superintendent leadership development is wonderful and beneficial.
31. Nick: Jason your thirst and hunger to learn is huge and we appreciate that.
32. Commissioner Albee: WE never have enough female corrections officers to handle the population splits that we end up with . There are always going to be claims of harassment or discrimination. Do you utilize Primex for that kind of training? Would it be helpful to bring them in for that?
33. Jason: I think that would be great.
34. Kathy Garry: They are very professional and have saved us money over the years. Number of claims has gone down tremendously. Their staff is wonderful.
35. Maureen Spencer: Health and wellness programs with incentives? Benefit programs?
36. Ty: There is an active discussion going on at Primex right now about incentive programs.
37. Robin Reade: MVNH is running a contest called the biggest loser and Primex is providing incentives for that. Starting April 6<sup>th</sup> we will be starting a "beach to beach" program, walking program. There will be a competition between buildings! We are progressing in reducing claims and cost.
38. Commissioner Albee: WE have been talking about training. I would like the board of commissioners that we need a quarterly schedule for training and how much it would cost for that. So when we are shopping for coverage we need to compare apples to apples. All ancillary benefits for the same amount.
39. Commissioner Sorensen: The expense with the last company was very costly. The amount of people who could take advantage of it was very low. Robin will be in touch about panel for administrator position. The application closing date is Friday and we have received 9 applicants so far. We look forward to having you on the committee and the training in all areas.
40. Commissioner Albee: We will see you again in September? Robin does a great job reporting to us but it is good to meet.

### **Jason Johnson, HOC**

1. Jason Johnson: 57 in house. 2 out on monitor, 2 weekenders, 2 transfers, 16 out on pretrial release, 16 on pretrial release program. Total of 79. Took in 27 last week, 19 repeat. 2 from pre-trial release program. Released 22. Repeaters: 2 breach of bail, 6 warrants, 1 DWI, 2 Assault related offenses, 2 protective custody, 1 operating after suspension, 1 violation of probation, 1 for criminal threatening and unauthorized use of a propelled vehicle. Farm has been taking out 3 per day, 9 available.  
In answer to Mr. Babson's question in regard to GED: Nancy directly bills the SAU so there is no cost to the county for her time.
2. Commissioner Albee: We have no idea what she is billing them. We are providing the facility, there is no monitoring of the revenue stream. We need to know what services are being provided and how much money is being collected.
3. Jason Johnson: Last year she met with many individuals but only 3 passed and got their GED. This year we already have 3.
4. Commissioner Solomon: Does she work with all young people who need GED?
5. Jason Johnson: Yes. I have been running figures and it is interesting.  
I found an article that was very informative. Rising Costs in Corrections
  1. Prison population in the US alone increased 25,000 bringing the total to 1.6 million.
  2. 1 in every 99 adults is incarcerated
  3. 1987-10 billion spent 2007-49 billion by 2011 on track to spend 74 billion (increase) Article was geared toward substance abuse in the US
  4. Health care costs attributable to substance abuse were projected to be \$15.8 billion in 2002.
  5. 53% of state and 45% of federal inmates met the criteria for substance abuse dependence.
  6. 80% of population incarcerated was based on substance abuse problems.  
In Carroll County in the last 5 years we admitted 4695 inmates, 3010 were directly related to substance abuse issues. 65%  
Funding for drug treatment centers, States that have drug treatment programs they incarcerated 100 per 100,000 fewer people. Until we as a state start funding drug treatment facilities we will see an increase in the house of corrections. There is a direct correlation between drug treatment and rate of violent crime decrease.
1. Commissioner Sorensen: What are your thoughts on using inmates to work with non-profits or other community, government or town buildings? My concern is we do not have a lot of inmates to do that or supervision but I would be interested in hearing your thoughts.
2. Jason Johnson: I think it would be a good thing for public relations and benefit to the community of inmate labor. Merrimac County is doing it now. This morning we had 9 inmates available and only 3 were taken out by the farm. There were 6 available to do other things.
3. Commissioner Sorensen: Those 9 inmates have no physical restraints?
4. Jason Johnson: No, they are able to do whatever is necessary. It would be good to get the officers out in the community, the inmates would be seen doing community service. We would transport in van. If delegation approves radios that would cover the safety factor. I would ultimately enjoy that.
5. Commissioner Albee: Had long conversation with superintendent from Merrimac as well as Rockingham, Sullivan and Grafton County. They have made a special

acceptation for you to go the superintendent meetings and they are all interested in your success.

Superintendent White would like you to participate in a mentoring program with him for a week at a time. Opportunity to participate in that. He has significant experience and a balanced outlook on the defense bar.

Most likely The Academy program is not going to be funded after this year we need to concentrate on our prisoners. We receive them at their worst, clean them up and then pass them to the state prison to serve their time. That is geared to State prisoners and should be state funded.

6. Commissioner Albee: We discussed the television issue and the box.
7. Jason Johnson: Asked Joe to contact our antenna company for alternatives.
8. Robin Gordon: Talked to county attorney and registry on holiday and personal days, they are ok with that. I need signatures for sealed minutes of last week.

*Commissioner Sorensen moved to go into non-public session pursuant to 91A:3 2C for personnel issues. Seconded by Commissioner Solomon, All in favor*

Non-public at 11:00am