

Hillsborough County Executive Committee
Public Hearing
Bouchard Building, Goffstown NH
June 21, 2011

Present: Representatives: Rep. Seidel, Ulery, Barry, S. Palmer, L. Gagne, P. Garrity, B. Shaw, S. Vaillancourt, K. Gidge, D. Robbins, D. Hinch, R. Fredette, P. Hansen, B. John, J. Hikel, J. Jeudy, W. Infantine, K. Cussion-Cail, M. Pilotte, C. Soucy, L. Peterson, J. Thomas, S. Doherty, D. Erickson: Also Present: Com. Holden, Pappas, Sheriff Hardy, D. Hogan, County Attorney, T. Flygare, C. Kirby, J. O'Mara, B. Moorehead, E. A. Robinson, D. Reidy, M. Castonguay, G. Wenger, and approximately 110 members of the public.

Chairman Seidel called the Public Hearing to order at 6:00 PM and opened with the pledge to the flag.

Chairman Seidel stated the purpose of the meeting is to accept public comment on the following:

1. Pursuant to RSA 273-A, to consider the approval of the proposed Collective Bargaining Agreement between Hillsborough County Department of Corrections and AFSCME Local 3657 (cost items only).
2. Pursuant to RSA 273-A, to consider the approval of the proposed Collective Bargaining Agreement between the Hillsborough County Nursing Home and International Chemical Workers Union Council/UFCW, Local 1046C (Nursing Home Supervisory Personnel) (cost items only).
3. Pursuant to RSA 273-A to consider the approval of the proposed Collective Bargaining Agreement between the Hillsborough County Attorney's Office and Teamsters Local 633 (secretarial, clerical, and professional employees) (cost items only).
4. Pursuant to RSA 273-A to consider the approval of the proposed Collective Bargaining Agreement between the Hillsborough County Department of Corrections and Teamster Local 633 (Supervisory Personnel for cost items only,
5. Pursuant with RSA 24:13-c, to consider the approval of the Hillsborough County Executive Committee Proposed F/Y 2012 Budget.

Those wishing to speak should fill out public comment cards and submit them to the Clerk, Rep. G. Barry.

Introduction of Budget Subcommittee Chairman:

Rep. Kurk	Subcommittee A	Nursing Home
Rep. Ulery	Subcommittee B	Department of Corrections/ County Complex
Rep. Hinch	Subcommittee C	Sheriff Department
Rep. Cebrowski	Subcommittee D	Human Services/Special Project
Rep. Seidel	Subcommittee E	Register Deeds Coop. Ext Conversation District County Convention
Rep. Stepanek	Subcommittee F	Commissioners/Business Office Human Resources/ Computer Information Systems County Revenue/County Debt Insurance
Rep. Gail Barry	Subcommittee G	County Attorney/Medical Referee Law Library

Chairman Seidel Introduced the Elected Officials and Department Heads:

Elected Officials

Commissioner Pappas	Chairman, Board of Commissioners
Commissioner Holden	Vice-Chairman, Board of Commissioner
Commissioner Clemons	Clerk, Board of Commissioners
Attorney Hogan	County Attorney
Sheriff Hardy	Sheriff
Pam Coughlin	Registry of Deeds

Department Heads

Chief Deputy Matt Esty	Sheriff Office
Ms. Carolyn Kirby	Legal Counsel
Mr. Bruce Moorehead	Administrator, Nursing Home
Mr. James O'Mara	Superintendent, Department of Corrections
Mr. Dan Reidy	Cooperative Extension
Ellen Ann Robinson	Human Services Administrator
Ms. Marcia Castonguay	Delegation Coordinator
Mr. Greg Wenger	County Administrator

Chairman Seidel stated there were seven Subcommittees this year consisting of approximately 75 Delegation Members. These various subcommittees met with the department heads in order to thoroughly go over their proposed F/Y 12 Budget. The Executive Committee met for two full days to review the Subcommittee recommendations. Chairman Seidel stated that the full Delegation will meet on Thursday, June 23, 2011 to vote on the budget, he also noted that immediately following this meeting the Executive Committee will be meeting to finalize and take up any issues brought up tonight at the Public Hearing.

Chairman Seidel requested that Mr. Wenger give a brief presentation on each of the Contracts that are up for approval.

Mr. Wenger stated that there are four (4) Collective Bargaining Agreements (CBA) that will be brought before the Delegation for approval. They are as follows:

Hillsborough County Department of Corrections and AFSCME Local 3657 Tentative Agreement

Wages: 1% merit increase on anniversary date for satisfactory performance during 2011-12 only

Boots: Seventy dollar (\$70.00 annual boot allowance for maintenance employees during 2010-11.

Holidays: Employees have a choice between using ML King Day or their birthday as a holiday. This is not an additional holiday.

Sick and Personal Days: Effective July 1, 2011, employees will be entitled to 11 sick days and 4 personal days.

Reduce number of Long-sleeve shirts to two.

Side Bar on Uniforms: Effective upon ratification of the agreement by the Union and the Commissioners, the Superintendent will modify the facility policy to authorize short-sleeve shirts without

ties year-round. Nothing herein shall be construed to limit the Superintendent's discretion to reinsate long-sleeve shirts and ties or to impose any other requirements regarding uniforms.

Hillsborough County Department of Corrections and Teamsters Local 633 for supervisory employees.

This Contract includes:

a One year contract

1% merit increase based on satisfactory performance on the employee's anniversary date during FY 11 – 12.

Ten percent cap on increase in NNEBT health insurance premiums for FY 11 – 12

Reduce number of long sleeve shirts to two.

Side Bar on Uniforms:

Also a number of editorial changes. The cost of the Contract would be 20,429.

Hillsborough County Attorney and the Teamsters Local 633 includes all of the above noting that the cost of the CBA for FY 12 is \$7,002. Mr. Wenger also stated that the special conditions applicable to Nashua will cease upon and employee's relocation to Manchester as determined on an individual basis by the County Attorney. Once the Manchester Courthouse reopens, the Nashua conditions will be null and void.

Hillsborough County Nursing Home and International Chemical Workers

Term: 1 year agreement expiring Jun 30, 2012

Wages: Performance increase of 1.0% for FY 12 will be given on the employees anniversary date provided the employee has received a satisfactory performance evaluation.

Sick Leave/Personal Days: Employees may use up to 5 days of accrued sick leave as personal days (currently 4).

Weekend Coverage: The Staff Development Coordinators will be included in the weekend nursing supervision rotation and will be eligible for the \$3.00 per hour weekend differential for weekend hour worked as a supervisor.

Exempt and Non Exempt Positions: All Exempt and Non-Exempt positions will be listed in the contract with the disclaimer that this does not preclude the County from establishing classifications for new positions or changing classifications to reflect changes in duties.

Time Clock/Time Cards: All non-exempt employees shall utilize the time clock. Exempt employees shall file time cards supplied by the County.

Unexcused Absences: employees who are absent and have not notified their supervisor for more than consecutive work days shall be deemed to have quit unless extenuating circumstances existed as determined by the administration.

Sick Leave: Employees who use 3 or more consecutive sick days shall provide an MD note prior to returning to work or collecting sick leave pay.

Applying for Leave: Employees who are absent from work for more than 5 consecutive workdays and have not applied for leave or presented evidence justifying their absence shall be deemed to have quit.

Clothing Allowance: Change reimbursement date from December to August.

Holidays: In the absence of volunteers to work holidays, the assignment will be made in accordance with a rotating list of employees based on seniority.

Wage Rate Review: Employees may request a wage re-adjustment in the event a new hire in the same position with comparable experience, training and education has a higher wage. A request for re-adjustment should not be unreasonably denied.

Chairman Seidel stated that the public will now have time to speak, each speaker will have 3 minutes and he asks that decorum be maintained during the public comments.

There were over 25 speakers on the variety of subjects in the FY 12 Budget during the public hearing which includes the Contracts, St. Joseph's Community Center, the County Attorney Office Domestic Violence Prosecutor, the Hillsborough County Department of Corrections Community Services Program, the ADDE program along with the Family Intervention Program in Human Services Department which is being unfunded in FY 12.

Mr. Moorehead spoke in support of the Nursing Home Contracts;
Mr. Craig Birch spoke in support of the Cooperative Extension;
Mr. Ed. Sapienza spoke in support of the Department of Corrections Union Contracts;
Rep. Maurice Pilotte, spoke in support of the Contracts and the Delegation Coordinator Position;
Ms. Micheline Barriere spoke in support of the Nursing Home Contracts;
Ms. Ann Creswell spoke in support of the Nursing Home Contracts;
Ms. Linda Little spoke in support of the Nursing Home Contracts;
Ms. Carol Turgeon spoke in support of the Hillsborough County Nursing Home and the Residents and also in support of the Chemical Workers Contract;
Mr. Buddy Donghay spoke in support of the Hillsborough County Department of Corrections Contract and the Community Services Program;
Mr. Sean Trombly spoke in support of the Hillsborough County Cooperative Extension;
Ms. Meghan Brady thanked the Board of Commissioners and the Executive Committee for their support of the St. Josephs Community Services.
Mr. Thomas Clow spoke in support of the Community Corrections Program;
Ms. Christine Hague spoke in support of the Community Corrections Program;
Ms. Janet Brown spoke in support of the Community Corrections Program;
Mr. Jason Hoch spoke in support of the Community Corrections Program;
Ms. Patricia Perkins spoke in support of the Nursing Home Contract, against the Budget;
Mr. Guy Scaife spoke in support of the Department of Corrections Community Corrections Program;
Ms. Shirley Gordon spoke in support of the Nursing Home Contract;
Attorney Dennis Hogan spoke in support of the Domestic Violence Coordinator.
Mr. George Lambert spoke in support of the Department of Corrections Community Corrections Program;
Rep. Peter Hansen
Ms. Kristen Taylor spoke in support of the Domestic Violence Prosecutor and the County Attorney Office;
Ms. Kathy Warnock spoke in support of the Human Services ADDE Program and the Family Intervention Program;
Commissioner Zeihm spoke in support of the Contracts;
Rep. Bob Fredette spoke in support of the Contracts;

Rep. Jasper complimented the Executive Committee on all the work that they did, He also noted that there are other things that should be looked at more carefully including the Contracts, changing the Delegation Coordinator position to part time without studying what is done in the office, and the salary decreases for the non-affiliated employees.

Chairman Seidel closed the Public Hearing at 7:50 PM.