

Board of Commissioners  
Meeting Minutes  
Budget Work Session  
11/11/2020 10:00 am.

Members Present: David DeVoy, Glen Waring, and Hunter Taylor via Zoom, from his home.

Also Present: Debra Shackett, County Administrator

The Board considered a proposed wage plan for non-union employees. They accepted the front page of the proposal:

- Increase non-union merit/step increases to 4%
- No cost of living increases
- Instead of full-time sick bonus's, employees will be allowed to deposit 5 vacation days/year into a Deferred Compensation Plan.

The Board was not in agreement with the proposal to increase the percentage of sick leave paid out upon retirement. They will consider other options/formulas at a future date. A motion was made and unanimously approved to adopt these provisions of the proposal. GW/DD/3-0.

The Board agreed to remove the sidewalk project and the engineering cost for a new generator for 2021 and instead to add \$100,000 for the generator project. The discussed the possibility of a Homeland Security grant funding half of the project.

The Board agreed to extend group health insurance coverage to the Governing Body (Board of Commissioners), at no cost to the County. They will be eligible for the same plans that are offered to employees. They decided to add both appropriation and revenue to the 2021 budget for one family plan level of coverage.

The Board agreed to offer a less expensive plan to non-union employees (ABSOS25/503KDED) with less expensive prescription coverage and to split the cost savings in half with any employee who voluntarily choose it. This is a voluntary option to be offered in addition to the existing plan (ABSOS20/401KDED). The County Administrator recommended considering a high deductible, Health Savings Account qualified, plan for next year. There may be significant benefits to employees without any additional cost to the county. County contributions to an HSA plan may be considered as an option in lieu of the expanded sick leave payments upon retirement.

The Board requested a list of significant impacts to the 2021 budget for their next meeting. Considerations should include costs that are pushed to the County, by the State such as NHRS and the county cap payments to DHHS and Proshare.

The Board approved the \$50 testing stipends for the Nursing Home and asked to have the program committed to writing with an indication of Union approval. The program will continue as long as pandemic testing is required by CMS.

The Board agreed with the Administrator's recommendation to fund the audio/visual equipment from the Maintenance Building Improvements line item.

The Board agreed to provide Representative Sylvia with the written legal opinion regarding ratification of votes and non-sequential communication with the Board.

The Board requested the average cost of seeking a legal opinion from Attorney Fitzpatrick.

Representative Sylvia was present and pointed out NHRSA 28-c, regarding leasing of county property. Administrator Shackett will seek an opinion on when this might apply to the County. Additionally, the Board would like to know if lease extensions and/or renewals to the same tenant require Delegation & Executive Committee approval.

The meeting was adjourned at 11:40 am. GW/HT/3-0.

Respectfully submitted,

Debra A. Shackett, County Administrator