# Meeting Details

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caption\_text\_clean : [Music] also [Music] [Music] [Music] [Applause] [Music] [Applause] so description is crackle vote yes represented cuoco yes representative como yes so for now it doesn't representative sir yes represented McDonnell represented March yes upset if Nelson yes upset of Woodcock yes and the chair yes [Music] I guess reporting facts a newer email we send about my concern is third the first quarter was not posting expenditures and revenues so my concern is defining and the amount of hand zere I think part is due to the short but I think that impacts the posting and posting and posting if it's done by a person X or person Z the amount of hand posting is the issue that I'm concerned about shortcoming of our software well the nursing home runs their own system specific so those registered deeds so they they give me the force after they close their month they give me report I need to put those those are revenues is that the expenditures are all here except for for jail meals because that comes through a journal entry but that's how we record the receipts there's oxygen and also things like interest and on accounts a very minor what needs to be done by but it takes a lot to gather the information to compile it then I have to put it into a format that the auditors like to see and then I can put it into the system and doing the budget doing the first quarter of stuff we recorded no one even has a bunch of those way a lot of stuff that's not even hitting the books yet because some stuff we waited had to wait until after the budget meeting passed they find out so the first chord is the toughest quarter yeah I don't know what else to tell you I don't know there's no other way to get into the system correct they've never been tied together thank you about five years ago we've got interface specifications from ACS format they would need to bring those transactions over from the nursing home system into the ACS system so we had that information that was before ACS was told not to talk to me any work but you know so this has been that's been an ongoing issue five years thank you we seem to be always spending money to update software I mean we've been very supportive of that money we've never gotten any further I just can't believe in this day and age with all the money we've recorded that this stuff cannot be generate so much time committee I consider comparing the mount closer to remaining balance as a percentage it's a moderately useful piece of information but it's nowhere near as useful as appearing in two prior year today actual expenditures and I will continue to lobby and I will until I get it to see comparison of actual expenditures for subscribers in today's spenders his goal was to see the first quarter expenditures with this year as well as first quarters yes the chair is impossible to ask the administrator if it is possible and how it could be done versus debating this way no to be honest no one's ever asked for that reporting so I don't know what it would take to generate that for you guys I'm not saying I can't certainly different topics same topics with different issues I mean just a question I asked administrator because the two percentage balances left in the nursing home one and overtime in a second in the expense for agency staff just look at the two numbers because both of them for the last fall we we asked for a line and transfer this point a to the commissioners in food that we had executive community morning we've transferred 80,000 in the agency into overtime in nursing home we are reducing our agency staff ever so slowly and we are hiring more LPN we hired two in the past two months and I started two weeks and we are also when we on April first when we had our contractual increases and are non-union free foods for staff our HR system had to go around and have each set before signing signed the piece of paper that's the Department of Labor Standards so we follow that and making sure it's of overtime they have a little more overtime coming up in May with our with our employee benefits parents it's when the health insurance come in and they've got employees they're setting all that out for employees and yeah so this should as far as over time you know carries through agency we're keeping our fingers crossed bye-bye hopefully again to July early August will be zero agency will be the agency free but we'll see where that goes thank you thank you special visa services you'll see on page two top of the page April service detect me we're a little over but that's an estimate and also it's this year pay check me did our w-2s where we did the year before because we had just come on with them in 2018 so that was a little expense we weren't anticipating but there also as you look down to the Victim Witness you'll see a lot of zeros in there or or a lot of low salaries we expend the grants out first as far as salaries and there are no there are no benefits in the immigrant the county pays another percent of of the Social Security retirement and the Medicare costs registered jeans looks fine by the way she doesn't have to bid on our couple restoration and it was approved by the commissioners so she'll be enacting that I believe shortly for the archive of restoration pretty much I mean it's not beside that crazy we did have an education conference on page five for the DPW 41 9301 seven those are some water licenses so that's all upfront you know I know it's a small amount but it's it's at 51% again with dudes licenses subscription this is that 62% and if you go down to home 73 sand salt and ash that's at 56% but we don't need to spend any salt use in the next six months in page six on the IT 8,000 Life scences a lot of the licensing is down front so that should level I know we just had just paid a barracuda software licensing page seven under the telephonic convention the delegation coordinators line is that forty percent but we have a lot of meetings get down generate from March that's where most of the expense medicine incurred under page 8 under the moment you nursing home annex maintenance repair we have costly repair to the boiler so that that took a big chunk of $3,000 nursing overtime it sits at 50% hopefully again we don't know where that's going to end up how he's watching it very closely you know we'd rather pay overtime though than then we do agency it's a little cheaper actually almost happens so you know but sometimes you know it's hard to give up we be having equation call out so we rather fill of it over time next page agency I explained it a little earlier at 72% or further than that now page 12 under special services department into a 93 over to nine the criminal records we pay for it in blocks up front and we and we request criminal records as as needed and is deducted from that from New Hampshire State Police are town's occupational therapy Part B is that forty percent but I believe that we offset by the revenue because it's a it's actually good right when there's no this expenses of it's a retroactive Thank You manager on the deeds archival restoration contract is back the $300,000 that we talked about and that's just for that money in when you sent out this I'm also very interested also in fourth-quarter expenditures I think it's very instructive to spend forth words opposing other doors and we never get a sheet like this for the worth so I tried to calculate that based on end of the year in first and second and third quarter sheets that he did together and just according to what I was able to determine for the general fund first quarter of expenditures were 3.4 million second quarter Janee first quarter was 3.4 second quarter was a little bit higher as we almost 325 third quarter was a little over 3.5 but the fourth quarter was over 4.6 million dollars in the fourth quarter in the general fund so I was wondering if the administration could look at those numbers and to us with any reason for these significant increase in expenditures in the fourth quarter in the general fund first I would I would like to apologize I'm sure he would have given us not currently but they're willing to if that's something that you're interested this report is January March for 19 2009 teen you know I was just looking for October through December 4 2008 it was January oh you just want the force work I was just concerned about the million dollar increase in expenditures as it appears to me if my determination of the fourth thank you madam chair on page two on the general fund line 103 payment in lieu of taxes repayment I see there's been no payments maybe there was a time frame [Music] so they keep telling me that the money weather was supposed to delegation appropriated funding and they sent money to Conway this year why did they not send the money to Connolly in the past years thank you just to be continued further question [Music] I was just a quick summary of the report so Alan Pennington was a become something in a pleased to be here today to give you an overview of the binding what I'm handing out is just a quick summary walk through it what I feel are about highlights of the report now and ask for any questions that we have I think those be enough copies for some additional staff who are here to have one so yes you want to hold the questions until you get through these it's your meeting you can do it however you like I plan to take about 15 minutes to go through quickly and so what we were asked to do in this project was to review the prior study that we did in 2014 and give you an update on the status of implementation and then recommending the additional action that is needed as well as take a fresh look at the operations of the copy let's play those those functions representing the county commissioners looking at staffing requirements organizational structure financial operations HR technology the approach that we did on the project methodology just to get everyone understanding is we had some staff interviews and on-site time we collected data with follow-up analysis was that we looked at the implementation of a prior recommendation we did a best practices assessment we then developed our issues and develop the recommendations we provided a direct report to both the county and the delegation for input and we finalize that we're here today to talk about the findings of the final report so on the slide that says key prior recommendations implemented one thing I want to share and make it very clear because when you look at the report you're going to see those are the report focuses on recommendations there's a lot that's been implemented since the last study if you went back and looked at them earlier this section of the report you'll recall that we talked about implementing a county administrator position implementing financial policies and updating some of the HR practices changing the way use they had some internal procedures done a lot of change has occurred throughout the last four years it doesn't mean they're still not some areas for improvement but you're in a very different position than you were before and that includes hiring of the administrator the implementation of some key financial policies adoption of a five-year capital plan a hiring policy update employee bio so that their stamina standardize across the county providing more supervisory training all good things that have developed the organization and taking it forward to a different position and they're more in there that we didn't highlight on this summary but I want to make sure that people realize that what is happening and there's a lot of progress that's been made there so the current study recommendation are the ones I want to focus on mainly and there are a couple that I feel are most improvement the first one has to do with a finance department staffing we strongly believe you need to have three positions and one and I know that since we finalized the report you're gonna process actually at hiring a third position but when we talk about some of the issues that have occurred in the past I think in large part it's been due to inadequate staffing and with the staffing that you have not being able to focus on the highest level duties so we have professionals in finance working women and taking and other administrative tasks that are taking time away from the financial functions so that's a critical recommendation do believe you need to have three staff members in fact we recommended a finance manager or control over bookkeeper in that Minnesota we've also recommended on staffing that you go back to the approach is to have we had a dedicated HR director at that high level when we made the recommendation in the prior study for an administrative position it was not to principally be a chief financial officer or an HR person although they would oversee that and have been put into that but really to be a more strategic position managing the operations of accounting and when we make things money over these staffing recommendations I also want to be clear that you did not ask us to evaluate individual staff members so we're not indicating anyone you've had performing HR functions or financial functions whether they're doing well or poorly we're saying here's the structure you should have in place for the future to do the tasks that you need to have done and we continue as we did before to think that the contracted I t's a good approach for your review it's very cost-effective and if you were to try to bring that in-house which could be better in terms of being more responsive or increasingly you're likely going to see accosting increase there so staffing those are the high level recommendations they're operationally when we look at human resources we continue to stress that you should implement anywhere our information system to automate some of those HR processes updating the personnel manual I think the last comprehensive update was 2013 continue to look at the classic compensations specifically for non-union positions I know for our work and in doing some research and looking at the things that you do some of the issues that were addressed over the last year there are best our whole positions we've had concerns about whether they were appropriately paid and you've made some or a try to address those on a one-off basis we really need to look comprehensively to say are we at the right place in the market to attract the retain and keep the quality of employees we want because overall you're generally very meanly staff you know you don't have a lot of excess staff so you need to get ones who are competent and make the best use of all of them we are suggesting that personnel call will be maintained centrally have a more formalized training policy and conduct exit interviews more consistently and use the information from when you look at these recommendations though I want to put them into some context for the most part I would view these as tweaking operational practices rather than significant problems that exist there are things that you started implementing new policies as we talked about as a strength there's still more to be done that's continuing that effort most of these are pretty minor major issues I think really are the staffing on Finance originally of all the ones listed here monthly reconciliations are the most critical bullet point on this slide those have to happen in a more consistent and timely manner there is that has to be a practice that the economy gets behind it and does routinely continuing on with policy development and updating financial policies make great strides with morning you there one suggestion that we have made in the report that is based upon best practice or prevailing practice and in our work with municipal governments but not a best practice in New Hampshire saizou-sama distinguishes is the adoption of the budget when you adopt a budget by the marks end of march deadline which is your statutory obligation of the delegation you are three months into a budget cycle which means the county commissioners and staff have to have only nine months left of that year to implement any new initiatives or to really know what that budget is that's problematic in a lot of ways it's compliant with your regulations and your statutes and there's no problems there you're well within your bounds they're operationally both organizations outside of New Hampshire let me just qualify that have a budget adopted before the fiscal year starts so you have the full year in order to implement so we have suggested that you take an interval to say is there a way you could do your process differently to get the budget from the county commissioners to you and start looking at that with a goal of adopting it earlier understanding you have to march to be statutory compliant but if you adopted it earlier even in January or early February you then cut back the the loss of time in that first quarter it will address issues where you know once a budget is adopted it has to be implemented system to start setting up reporting departments that know what they can really spend it just we make things I think operationally work a lot better the annual audit needs to be completed in compliance with the statutory requirements this one maybe there's some shared responsibilities on both sides here and without going back over less over years and rehashing that it doesn't really matter as much as figuring out how do we move forward to get our on it's done time because you do want to be compliant of the state requirements it takes months for an auditing firm to do their audits they need time so if you don't approve it until March there's no way you're going to get it done and compliance with the statutory guidelines so what we suggested is you try to include the the money for that budget for coming here in the prior year's budget so in this 2019 ideally you have the money set aside for the audits you can approve that in December it could start immediately after the fiscal year is closed and the accounts are reconciled and that would prevent then you having any issues regarding when the audience approved in order to start moving forward it's just changing you have to think we need to be thinking a little bit more strategically here so that we can and be compliant there because they have a process that goes through and it's going to take them a certain amount of time there's no way to rush that without paying a lot more because all municipalities are doing their audits at the same time so they only have so much capacity if you want to speed it up you're gonna pay significantly for that and that's not not great we have it suggested it's been in acs access to departments they should be able to look to see the status of their accounts they should be held accountable for managing their budgets and I wish I could get in they should be able to you know be accountable for managing that their budgets know what their current statuses we have suggested looking at a little bit more centralized and automated procurement function and implementing some basic performance metrics and reporting as we did before so that's sort of a quick overview of the world for again I disaffected summer I've had to say if you're trying to look at the bigger picture and say what other critical issues in here I think it's staffing and I proved this morning you you're moving forward open looking at an additional position and Finance and looking at elevating to an HR director I think that was all a long way to addressing what we see are the appropriate staffing requirements and then you'll have the resources I think to really effectively implement these other things I don't believe the vast majority of these recommendations haven't been done these items haven't been completed because there's resistance to doing that or an inability to do them it's just we we have to prioritize based upon the staffing we have and and that's what's caused some of the delays there so with that I'll open it up any questions that you have yes I would like to ask you to clarify your recommendation that personnel file should be maintained centrally oh this is a security issue that you identify who the American officials say that again is a security issue which means that should be done yesterday or is it an efficiency issue it's a best-practice issue so my our concern is that an employee's personnel file is an official document and you have to you have to produce those number spots to lawsuits and subpoenas and a request any time you're going to take action against an employee that's the file that matters if those are not maintained essentially what we have found is that you have information that's being pulled from two different places information from the department that they maintain to generate an information from the Central Administrative function that have to be put together to come up with the official file the rulli's that the one file needs to be maintained by somebody outside of an individual it's just it's just an important base document it's not something that we've identified a critical issue in place right now it's a more of a risk then that if you don't have it now in 2014 I know only proxy staff and then HR director who was here at the time it was a major issue then because every time they had a request for a file they were sitting down comparing documents in creating a personnel file quite frankly I don't think that would have that approach at that time we don't have passed the old muster if you were questioned it because in created the file every time was going to be in place so it's really one just to manage your risk in terms of best practices and when you grievance is filed lawsuits filed you have a follow though to say here's what's been maintained think about general so you recommend three positions in the finance office the finance manager patroller and bookkeeper and an administrative assistant and you put tough priority on reconciling these bank statements which apparently have not been done for six months it says in this so who who which one of these positions would take responsibility for doing that this is typically gonna be a shared responsibility between the two professional staff is gonna be the controller bookkeeper and the finance director ultimately it be the finance director who's responsible for ensuring that that is done whether they do them all themselves or they share that work with our staff but that's the responsible they're done back in 2014 you indicated that was the highest priority and is a critical item it was and we've seen that reiterated by partner revenue administration in our financial auditors as well you're indicating that that should be done centrally rather than my department heads which is done now would you go into why done by finance professionals central well all of the individuals who were in the in your finance department have access to all the information they're the ones there that there are the ones who control them will reconcile all the bank accounts but they're the ones who need to make adjustments as needed to the records in order to close them close out the month to make a survey for Arkansas there it should only be nothing essentially you you can't have other people making injuries into ACS or representing the time by definition I mean every community we work with along those lines having an apartment do it now I think ties back to one of your other issues financial system access because they don't have access to the financial system and they are basically keeping their own set of books certainly in relation to expenditures and when would you think that that was sort of problematic in terms of risk and financial awareness of what's going on in the organization I think the some departments identity that they keep you know their own tallies of what they did because they don't have the day-to-day access to those expenditure levels so yes I think it's important that they have access to see what the current status of their accounts are I mean most organizations will hold the department is accountable for is accountable for managing their budget to do that if you're going to hold them accountable they need to know where they're where they stand if they have access to the financial system they know current exactly what's been expended what's in process what's remaining at any point and so it's easy to say you know you should be aware about that status you can do it through a monthly report you present but then you're always with us our movies I would date with that most of the time that's not a problem but at some points in the year that could be difficult so I think it's important for them to know where they stand it's just there's no reason they shouldn't have access to their budget it's view it's not to enter to change is just to see what that current status is and almost every financial system has the ability it did set up correctly for a lot of people to view without changing their access a relatively quick question we talked about the budget adoptions and difficulty being three months into the year before it's adopted one of the things of course we face is that do reps are collected until November information convene until in December what another solution be to shift the fiscal year to begin on April 1 instead so that we still would be working with the old budget until the April 1 and still be able to run on our scene get more roughly they're still getting in by March 31st would have an ending for the year this one it would be an option I will pay a change fiscal years as a rope it's a massive undertaking her staff and I knew understand here we have two new individuals being seated that's not uncommon and other organizations also elections happened in November universally almost everywhere and you know so there is some time but you know it's also you know it is it's setting it up to understand you know this is what we need to do and you know in an election year maybe you can do quite as early but you know because you're gonna have new people see that every two years not every you know so that's one thing that is it over but they have there were a lot of organizations where individual comes in and they've got to quickly get up to speed on some things and I know that's difficult but I've actually putting it off just because I mean you can stay with your adoption by the end of March and you're legally compliant I'm saying it's one way for the two groups that will together better to provide greater time for the county to actually implement that budget and then move forward so if there's a new initiative that even comes out this will prove by the delegation and it's really important to you you know if you get to improve whether it's February or March then you start to implement it you've already lost three months we'll be here so one thing might still need you ask the administration to start their work and the latter part of the summer they have things ready first in November for the presentation and maybe us convening a little bit earlier it getting struggling the budgetary process Plus before sort of talk talked about getting a new committee to look at our budgeting process it's great - I'm so right said if I understand the BART achievement correctly from some conversations this morning you have yeah almost a lot of time occurs before you can adopted after it's delivered to you but it isn't you can discuss it on the right question your report backs whatever thank you madam chair I'm sorry I was a little late this morning was it mentioned that this draft performance audit has been finalized we have a draft in front of us has that been approved as we have we have provided a final version but is it different from this dress don't believe so yes we have provided a final version of the report and is it significantly different I know there are minor thank you going back to the bookkeeping office again are there require their qualifications for finance manager controller bookkeepers that are defined in such a way as to differentiate the two and are their education requirements that are part of it or is it just the duties and the qualifications of each position that need to be understood there are no required education certifications background for right over those positions what you will find though is typically the finance manager is going to have a higher level of qualifications than the controller bookkeeper and will be responsible for a broader array of duties included more policy decisions and a higher level of financial functions than is see as the bookkeeper or control over but I mean you can look across finance directors or from local paper positions in comparable counties and their requirements are varies based upon what they have used as as protocol but there is a hierarchy where the vine service went to require greater skill sets than what you have and one final question madam chair and either in the final report or separately to the administrator have you provided job descriptions for those positions yes discussing the positions in the finance department I'm accustomed to always hearing some sort of comment regarding separation of duties and I'm wondering if you would like to make some comments regarding that well that's part of the reason why we're suggesting Stephanie needs to be at three because when you have only two positions is pretty hard to segregate duties because there are going to be times when this one one person there so people who are entering changes in the financial system entering pay rate entering payment processing and the test that never issuing the checks you do run into some issues with you know the inability to have effective internal controls that's always a struggle for a smaller organization because to have best-in-class internal controls you'd have to have greater Staffing's that probably isn't warranted by the work order but I think with three we hit there sufficient and that's usually something your auditors look at on any okay as part of their financial review is are there any particular concerns as they seem in terms of that but you even though that will be tough enough to be one question that I don't know if it's properly to you at this point to the administrative just going back to the department head access to accounts throwing comp trying to determine if it's a computer issue or a policy issue that's currently in place why it doesn't seem to me that would be something would be in place at home I'm okay can ask to the administrator have to go away Thomas is going to go I'm asking my chair it would be a cost for 90 seats currently we have four seats and for all the department heads to have access now they get weekly reports every week the business office here has has access to ACS so the nursing home has has access they don't have to go over to our our our place Jason gets weekly reports and everybody else who wants them after every after you check run each department gets their expenditure of what came out of what budget and how much so I mean just you know think the one access phase yes yeah but you know you gotta find this $20,000 but we're going to wait to be into the cloud you know to move everything and once we get the personal water once we get the the whole module once we get in the cloud move towards that won't be until 2020 certain that administrators very much different than I've heard from department heads a department head is telling me that they've had to wait from February to August to get reports so I think there's quite a disconnect there you know the Commissioner might look into that that issue in terms of job responsibilities or child descriptions I was worried you he was five job descriptions yeah we got yeah absolutely cuz the copies of the job descriptions I have I think positive but I found it very very odd if I can read the qualifications for the HR director requires knowledge of human resources management equivalent to the completion of bachelors three plus five to ten years the aggressive responsibilities finance director duties require high school diploma with a County business office management preparation knowledge of computers would you see that is satisfactory finance director finance manager I would say it's not the common background or Spurs that will be required for advice we typically be in most organizations it would require a college degree and depending upon the size of the organization some level of fire weather that's as would necessarily have to be as a director of a financial experience when I say debris historically those have always been required at a department head type level for that but you are seeing order they moving more to the for equivalency there's a big push for looking at variety of things but finance is a little different in that you do have to have a certain level of skill and training you can get that in many ways historically it's been through an education thank you relative to the annual audit statutorily I don't recall when that is supposed to be completed your fiscal year so then for us that would be March 30th when we close the books it could be 90 days after March 30 right now this is I think the legislation trying to kind of change that finding define you know what what the close of the year is you taught the auditors they look at it as when they go to the books that's when they do rent we were still you know you still get invoices in February early March rather let's go back to 18 and if I could never change and this year was our audit completed 90 days after the close of the book we're still working on it I guess even after the budget that passed I still had people coming to me with stuff the heavy go back to the 2018 budget they were legitimate they had issues with the invoices that companies never sent them that is a biggest problem because I have to have a beginner to get that charge to that budget so I can't do it after the auditors have completed their work so I when I get this I'm given all the information to the artist well know that I'm putting the stuff to the system but it's really tough to close the book because of that sort of stuff so it's usually not until the end of March that I can even come in regards to the audit and the 90-day reliable preparing two different things close the fiscal year and close the books when I asked the other counties the close of the fiscal years when the clock starts to tick now I'm hearing is the close of the books what is the answer I'm not hearing a clear answer on that there is legislation in to change 200 220 days 120 days the committee that heard the bill two years ago which was the change of another 90 days it failed because they said under the 20 days is too long than 90 days is perfect is even a matter it works for everybody across the across the board so what is the answer close the physical year closing the book I was in as a legal question that I can I'm not competent to tell you how to interpret your statute but but I think if whichever determination is the final one you get it is important to encourage on what's the target we're trying to have you will have invoices and stuff that come in late and the issue is how you set your financial policies out to address those so if you are encumbering funds to purchase order or things most organizations will have a deadline to see if the invoice is not received by January 30th then it doesn't get paid out of the priority or gets paid out of the new year and that way you can they most departments will set a firm deadline so that they can close their books and not be held based upon other invoices that will come in and then what happens for the department is they work with their vendors to make sure they get there are voices otherwise they have to pay for it out of their necks Pearson allocation so there are things like that you can do to move your nd your closure up you just have to say you have to change the approach you've had in the past two financial practices if you are trying to put every payment that was incurred in 2018 and paid out of 2018 that you are going to have a much longer time period before you enclosure you're both sexes and absolutely correct but you could change it to say after this date it no longer gets posted to 2018 it gets posted to your current peers pledges in that way you can get to a deadline so you could start your artists what's why not close the books in a tenth of a month close it there you're gonna be off the first month but wouldn't you think eventually things catch up maybe mess up the first year you say we're going to close the books on the 10th a month for monthly statements and whatever numbers are there that's the numbers you use for that month and then eventually you'll be off it'll catch up and every 10 to the month you'll have to leave so you have to wait six weeks four weeks six weeks before we hit the corner I should say quarterly reports I I guess maybe I don't know enough about why it takes that long to do that I mean the expenditure you know your monthly expenditures whatever has been processed through that last one in the month is what's going to show up a time on people and I think I'm saving the nods down there at the festive process so I don't think you have to set it a neat word because it's the last chapter of the month that's the last expenditure that's going to get closer to that month and then it's a matter so you actually have and then you're going to do the reconciliation after you get your statements from the bank well that's so mean that's exactly what I've got every month it should be done two days after the books are closed for that month we seem to take a long time to get that data can't believe they just can't send it up the next day one or two days this is your monthly data and you start processing into that service you should be able to get a lot more very quickly after a month a closer of all the revenues and expenditures that were posted for the prior month anything that's going to be in I want to get into some other errors if you wanted to continue on this discussion I just wanted to make my point in this discussion thank you for yielding to me I looked up Senate bill 101 after the discussion of the executive committee current statute is 90 days after the closing this school year that was quite clear in statute Senate bill 101 quite clearly changes it to 120 days after the close of the book Thank You ite discuss we plan you discussed in your report and the possibility of in-house versus contracted services I guess one of my concerns is that there is that we had had in a mighty committee in the counties it was made of department representatives plus I was a representative from the delegation that ended and is not been reactivated for some reason but we had administrator from Brewster Academy come in and suggest an in-house man estimates lower right now we have a person who comes in once a week basically and I think more is more the technician I might be wrong but I believe it is my impression that they do not get involved with software planning we had discussions about ACS the administrators mentioned on several occasions that we don't know if we're gonna stay with data system I would think that our consultant would have the part of that discussion as to a recommendation before and maybe others as well in terms of Department had access to the ACS system we've been talking about that since I've been on the delegation which is seven years this is the first time I have heard about needing a price quote for the additional seats it's never been presented in the budget to us and it has always been explained to us that while they get timely reports so it's not needed there is in the budget the move to the cloud so to speak to get away from a hosted here scenario to then post in it as well as moving toward purchasing system Accounts Payable as was mentioned but I think once you say that that requires a great deal of planning and preparation and if we have an IT consultant so I see Joe the reason we suggest and stay with the contracting is if you were to try to bring in-house everything that you would likely need for IT you probably wouldn't accomplish it easily with one individual to get somebody who has software background the strategic planning use it as well as being able to do the the infrastructure component to servers in the background all of that is it's not something you can easily get in one individual anymore they're they're very specialized so we have said there is a whole area of IT work that is done upon identifying business requirements is where they look at your processes they document what you need in a system they help you select the right system but that's not cheap and it doesn't do much towards your day-to-day now people who can do basic desktop support those types of things can often you might get the right person who could also help other business requirements you would still need I think a significant amount of contracted services in order to be the hardware and backbone infrastructure service that's why we develop the existing approaches prank that and with time put into it usually staff are capable of identifying the functionalities of the systems that they need so finance directors and HR directors can develop those functionalities look at the other systems and make a good selection but no there's no there's no telling the elevator post IIT but it would it would take an investment or resources to do that I don't think you could take the existing budget and for somebody in-house that reduce that amount to not have a cost increase if you wanted to do that I t's becoming more confident one because the clouds breathe because you don't have to worry about maintaining the stuff I think all the modules usually about adding whether it's with ACS you go to something else procurement and payables all those things make the system a lot more functional a lot more automated and reduces staff time so that those are all good things to people so you know I need the correct represent Crivelli he's totally wrong we all right key consultants here three days a week Monday Wednesday Fridays and he also has 20 we we have it for 24-hour access on a dispatch center and in the nursing so if anything goes down than three and three o'clock in the morning in dispatch John is on so he's not here one day a week and sit down a technician it's the owner of the company and I consult with him on every ITA utilize John as he was a lot like a regular department head so I just wanted to set that record straight that is easier more than one day thank you clarification for further tomorrow correctly not the upcoming possible statute change with the current statue changed in 90 days current statute - I think everybody agrees is impossible to me but that's what the current okay a 120 would pull into this point that's okay I'll need that so when our orders were here last time giving their presentation in that question with that when you consider the close of the fiscal year and they said when they closed the books so that's and we got our August for everything that's that that we don't show you or fully understand we get with them to make sure that this is the way they want us to do it and it's the right way so we always consult with our auditors and they interpret the law as here is when they closed above so can I respond to that please I agree with the administrator that that is the correct way of doing it however it is not the way the current statute reason I support Senate bill 101 thank you Babylon close the end of the fiscal year and the fiscal year when you close it works something totally different so we can't mix the two together end of the year is the summer 31st at midnight that's your end of your fiscal year as we see it now so but the end of closing the books could be January 15 think close businesses close their books for the following so we can make the IRS deadline other people might be February some people might be March we just can't mix the two the two together and then the fiscal year the fiscal year close the books as toward something totally different that thank you madam chair I would hope the commissioners work with the auditors to understand this closing of the books piece a little clearer because if it is possible to define the closing of the books at the end of January of the following year by policy so that anything else beyond that goes into the next fiscal year so that we could have a close of the fiscal year in a way that might be very useful for all of us and even though fiscal year ending and closing of the books is different if the new law says it's got to be done after the close of the books it still would mean that we would want to have some definitive numbers to work with before October of the following year we need to have something that defines it more clearly so that also I believe is change oh thank you mommy I just wanted to agree with representative Butler but the water that has in her timeline here is 2018 when the books are closed to be determined I think we need to pin it down a little more than that take a look at the HR section HR purchases the bids that we send out is there a way or do we currently put something on those that would say that at the end of the 30 days that's a rarity lucky accept it or go into the next of the year so that every vendor knows that you do that currently this poverty is not running for 90 days trying to catch up with folks all this money and we got help at all that you know I don't know I mean like I don't the ones that we normally see all the time our electric bills you know propane pills agency staffing sometimes you know a couple invoices will be missed through email they submit it through email and OH jail inmate medical that's three four months behind you know hospitals are very slow sending off you know a bill sometimes so like I think working together though I think um you know we can come up with something response to that and I would like to ask representative where he was like to make a motion thank you for the Kevin can I respond madam chair thank you I would prefer to not have a motion but to get some a sense that the commissioners will look at the issue of creating a closing date and the first year we'd be out of whack but if you like that that cautions about bypass or cautions in terms of standard operating procedures in other local governments and the memory buyback policy or non salary non-union employees now just wondering if you could touch on that so that right this is the one where this is a specification you asked us to look at in the fire on it and you know we said you know you should implement new programs for buying back unusual if you desire to implement one you should have a halter policy on what it was going to be it's at that point I think as I recall there were some concerns about some inconsistencies and how it was done but you do have it in some of your collective bargaining agreements so that is there you know so that's not going to change unless you oh she ate it up for non unit employees it's handled on a case-by-case basis and understand in that case would still suggest having a formal false and watcher of your practices to ensure that you're in front of treating people fairly and assistant you know based upon paying for unused time so that that really isn't fun we got within the world and you have a very where we're at on that level over the probation but you would recommend it if the commissioners want to continue non-union buyback program that they're being policy established and the procedure before that in terms of who approves to bypass so I would think that you know time some significant dollar amounts that the commissioners would want some information about probably right should just be a formal possum what's counted what can be purchased back what great issues who is improving it you know who validate six seven justices just so that you're consistent is it's less I right or wrong at this point it's let's be consistent in how we're doing it moving forward because for a long-term employee that can be a fairly significant fiscal impact for organizations and have this programs and so you want to at least make sure your also relations are policies you talked about exit interviews both in 2014 they were not consistently I also very important because we've had quite a bit of staff turnover here so I think it's even more important that exit interviews you're being done but you know maybe we can get administration you would this also because in the 2017 update that the administrator prepared on performance audit items he indicated that exit interviews were an old way of getting information so you know maybe you could hear from from you as well as the administrator never boring my perspective is so I think that they have been implemented in some cases they have been consistently I think that they're going to do them or attempt to do them for every employee that departs so you get the information it can identify are people leaving because of salary issues benefit issues supervision issues for replace culture at least gives the commissioners some information well so they have to be done and then information needs to be shared with the policymakers in this case the first line will be the commissioners to say is there something we need to do in response to this or is this just normal turnover so there are positions of the nursing-home that are going to be high turnover that's routine in many organizations there are other types of positions that are high turnover I come in as an entry level I want to progress up if I can't do it the arachnid member organization there's nothing wrong with that sort of terminal but if they're leaving for other reasons you identify that you then have a policy decision you can make do we address our salary address our benefits do we have a need to better train our supervisors things that you can do to ensure it a and you may find no issues with that and there are other ways you can get that information you can do it through employees finest hour of age and do it or host of other things but this is one way to my my background used to and also next in your checklist which might also tie back to the director and me but I would think a chaplet when it employee leaves is very important I know we always used to you know I have to check off that we got back the ID card and so forth when employees are provided access to let's say a county laptop or a County cell phone do we have shouldn't there be some sort of check that we are getting all the employee provided items returned to the county that need to be returned absolutely I don't know if that's a permit to be happening at the department level and I've asked you here your staff to respond I from our review I have no indication that that's not happening it's not happening at the director of HR director level because there hasn't been one where sometimes that position is used as a central point to make sure that all those things are done position and separation but you could do it at the department level many organizations are handsome or that they get back they're issued equipment ID in your experience is that typically done by a human resource director was that typically done by an administrator this type of an organization it can be done by is typically done by an HR professional HR area and might involve both policy and staffing should there be procedure policy for both hiring as well as any promotions or increases in compensation should there be a defined procedure for promotions hiring accepted I think that that would all be part of an HR function absolutely and I believe there is a hiring policy that was developed I found this video I think because that was one of the things we noted had been Genesis our last so yes I mean you should have procedures for how you feel cos it whether its promotional you hire covers things such as the process you're gonna go through I don't mean establish initial salary and benefits and those type of things again just first but if I did not sure that I'm aware of anything where you're not in compliance with that path but promotions also there should be a policy for approval of promotions not just having a department head and handing out promotions because they wanna reward employees yeah that I mean there's typically there has to be an agency there for somebody to be promoted but otherwise is your reclassifying a position there's usually a different process cuz you're changing a based upon these that are full-on I don't do that as a promotion or promotion is usually something that is more competitive there's a vacancy that you can apply for through changing a based upon that changes job duties I usually refer to that sort of like every classification of resistance the incumbent is position if we're done with the actual questioning of the report and I don't want to shut that off that's not my point I'd like to know what our next steps are going to be as you guys integration of the ETL report recommendations this the Commission the delegation and the [Music] administrator what is the process so it just doesn't get a report and we have another report I don't want to ask that so you've gotten I don't want to drop this bedrock mr. Robicheau perhaps a parking spot so so I use that as my road map as I did the 2014 I you know I went down through the 2049 identified things that that needed to be implemented right away or you know or as time or defined went on this I will do the same I mean we're already identifying the two you know the two most important issues is rapidly filling and then I'll take put everything out helps out that elements put together we're going to continue our finance policies when continue with you know other policies we've been working on a 2019 and employee handbook we started that last summer but with the you know with the budget and then the lack of health we are talking about re-establishing that to finish it up we currently do exit checklist we have a checklist you know it's back any keys be profitable on to the cons and we also have a higher checklist we go through our checklist as we go through the hiring process and we do have a hiring policy which type of talk about [Music] - you people established when here back on the progress of need these recommendations as a commission accept any recommendation is valid and if they are one is gonna be monthly bimonthly and just here we have a sequence that we know we got waiting till the next part and that's the chair I think and the Finance Committee met this morning we started to look at some of the issues in oversight and I think that what we heard today that we will be meeting with what what is a reasonable time for he to to some of these things do come under oversight a lot of them are the management which is the commissioners I think I agree with you commissioners viewpoint on that in hopefully the day would at each of their meetings be talking about it yes very often unfortunately then I think your reports both in 14 and 8 and have talked about the efficiency and effectiveness of the commissioner's meetings and talking about priorities and action items and you know where we stand with certain things there that seems to be missing in in some cases at the commissioner meetings and so I I believe I know the other recommendations process working progress we have updated the hiring policy just two weeks ago a week ago we'll be updating the HR director looking at the HR director job description so we look at policies policies almost weekly basis that's why some of our meetings you know when I came here and I have learned that government works slowly for our reason to believe that that is true I still want it all done yesterday but we're making progress explain what I have seen in the past two years has been different departments the past four years women because things were a mess I think that mess has been but if you solve some problems or come to the surface I don't want to lose sight of the last comment page 9 and that is that the county has made great strides and putting complaining implementing the recommendations the last audit since the hire of the administration 2015 I think that's it's critical a piece we're all questioning pieces of the recommendations I don't think it just sounded like nothing's been accomplished and moving in a negative way I think moving in a positive way trying to question what's in the art that's all I don't lose sight of that fact that they made great strides Thank You Man thank you much Jim as far as the three positions in the finance office I I just heard twice that were looking to hire the administrative assistant and the other two positions finance management control those are stacked already well I guess I'm ignorant that I don't know who does over there the sheriff shows the bookkeeper and Kathy's our finance director thank you just a quick comment does the follow up on this discussion of making sure we don't lose sight of what needs to be done forget about it and shelter that person I've brought up could we at least make an agreement that perhaps by September we would have from the commissioners sort of a side by side of it here's the key recommendation this is what we've done and it was conceded minute or it is in process or here's the target date is sort of a means of setting as much a deadline is a continual looking at to make sure we're meeting these requirements in a timely fashion and not getting to two years from now and saying oh gosh we never really did that that in writing which would be helpful to you send a whole bunch of things but you know who all forget it by tomorrow in writing and we would sit down to discuss that one of our knees and say okay are we making sufficient progress and I think a third column would be what are the barriers you're seeing that maybe make it difficult to achieve it in other words here's a goal we'd love to but here's a barrier that we see either funding or personnel or something would that be something that we could earlier would be nicer least a relatively solid kind of a whole big picture maybe at our next meeting we should have a preliminary I mean I think he's each time we get it together we said say we should spend 10 minutes a here's what we've achieved I'm trying to reach satisfactory resolution human resource information system the commissioners would like to have believed for years ago but the money was never appropriated to do that so that's something that's going to be next April before we can finalize the appropriation well that's that idea for the third column didn't say this is the barrier the barriers they don't even these - if we get that feedback and connection make sure we making progress and not lose it we obviously have to work together represented oh thank you I following on your comments there are important items laid out the addition priorities there are some of them correspond to things that we did put in the budget and I would like a plan for that there seem to be some inconsistencies in terms of you know I have heard recent commissioner meetings they not want to do inventory system share talking about any Human Resources system you know I don't think we want to have a human resources director to help us select a Human Resources system we heard about an inventory system I would think that and putting it in place charting someone in the nursing home with coming up with a plan with central purchasing but we're also talking about the purchasing system integrated with our general ledger I would like to see this is Oh do you do like a would you come in and do a department performance review let's say we wanted to look at the nursing home pitch structure if there were any we've done MCS and billing collecting staffing and inadequacy of stuff like that would you would you commit it to a the majority of our work our departmental audits so whether as a finance department an HR nursing home Sheriff's Department public work yes we have staff who specialize in those areas to do departments I would like to thank Alan and matrix for their work both this year and back five years ago as well very helpful down [Applause] [Music] [Music] we decided to do suggestion to transfer also we're going to compare it to where that was that planning parties that we'd be unadopted your budget column and then there would be an adjustment your column if she stated the devil's report that she could deliver okay and it allows us to see and to track rather than when you did when you transfer and post here posted over here it kind of you can't see where we make clear yet that is a separate report mention also several years ago we had gotten a very nice end of year report that did show very clearly where the transfers went and I'd be glad to send that around to to everybody because I'm not sure if that's what you're referring to or something else I will mail you what we had gotten Mike it was two years ago I think a comparison of the adopted budget to the adjusted budget would give us precisely they thank you it made me just my inability to recall details but the executive committee is different from the Finance Committee so the executive committee of the Finance Committee are the same you're focusing finance committee is focusing just on financial issues or is it you know that's what we did this morning okay we met to look at that and I think that what we've all heard now and I have to really thank our people from the Carroll County Coalition for public help but sitting through this morning I'm sure it's a very all right so I just want to say a quick thank you to Medicare the delegation members give us a few minutes my name is Caleb Gilbert on the Public Health Advisory Council coordinator and I'm with Carroll County Coalition for Public Health just get my colleagues a chance of juice themselves I start with Jeff over there Jim Jones on the public health emergency preparedness coordinator Jennifer bacon introduce yourself is here Catalina her continuum of care facilitator for substance you sir it's why I'm sure none of you are familiar with with the coalition so we just kind of wanted to take a chance to talk about the work we do in the economy so coalition public Allen is an initiative of Graham United Way we're funded by the Department of Health and Human Services to be the Regional Public Health Network so we serve the entire county concerned about the health and population health of a population of all the communities within the work we do is guided by the community health improvement plan you'll see in your folders on the right hand side there's a little just a quick one pager highlighting our community health improvement priorities five-year plan working with partners hospitals really an input from our partners who are involved in our work and the public as well to create community health improvement plan that focuses on priorities the current plan runs until 2001 of the next year when we were doing this again what's nice is it lines up with the hospital the assessments that we can really use the data and the input so there are four five years so within a community health improvement plan there are six priorities three of which are funded by DHS and I'll just walk through those real quick and talk about what the priorities are and some of the highlights I guess real quick before we get into it you'll also notice in your folder in the middle not in the pocket there's a there's a little wire that's we're not coming community to bet Grace had involved in folks here takes place in 2017 in that kind of high school it's a screening of the resilience which focuses on early childhood trauma adverse childhood experiences and the brain biology of toxic stress if that were me saying that you'd probably be sorry when you open up a folder that was there so I went back into the chip priorities the first HHS funding priority is a substance misuse prevention first I'm going to discuss and so really this this priority work is about partnership across all sectors educate build skills and policies that support substances prevention just couple of recent highlights at some of the work that has come out of that I already there was the youth empowerment country youth leadership summit that was hosted at Kennedy High School in January may have seen that written up in the economy daily Sun with a pretty successful event Jennifer did a lot of coordinating Mara and also really working to get involved from another I just try to keep that day in the county those have been increasing and this the one held actually just this Saturday April 27 where the county elected roughly six hundred ninety two to turn any problem on these medications and we had a participation for law enforcement agencies in the county which is that's initiatives for another time the next initiative is a continuum of care which is referred to a new she needed access to comprehensive general health services so this continuum of care initiative increases that work to increase awareness and access awareness oven access to substance dependence to do substance use disorder treatment services across the county also work to build capacity and expand delivery of services with of energy an intervention treatment and recovery from in for substance use disorder so there's a bi-monthly meeting that's entitled the county responds to su d and this brings together stakeholders to work on all issues related to substance use disorders you know we have some W numbers here who just there's a marsh seen a number of times and this group also works to help local organizations apply for funding through the idæan region and also the next and last funded priority is a public emergency preparedness and just a quick synopsis of some of the highlights the things that effect that you will works on holds a regular American advance distributes narcan to the public these events held in Tamworth seanandkat building that goes happen monthly and also an AUSA PD and Conway quarterly your supervisor covering partners and also CT pH which is sort of an abbreviation coalition also manages the yearly school-based flu clinics so that takes place every October in public health emergency preparedness is also the state response to have a tighter stay in the county as well and lastly public health emergency preparedness directly taught in Carroll County citizen Corps which is made up of 165 the volunteers and also works with town Ian's these first responders and then just real quick to finish up there are three other priorities you'll notice on the one page that one pager there those are aging with the connection and purpose and this this initiative we work with local partners to align efforts among service providers to address all issues related to aging in the county also work to increase the awareness importance of advanced care planning and those are things they've done care directors and I just mean quick highlights from the efforts of that group has recently been about Washington Valley each friends and community initiative is developed and with 11 communities up in Mount Washington Valley and that's Turkey and that's to probably make our communities friendly initiative and also work has been done on health care decisions day which is really to promote and enhance care cleaning Interactive's chronic disease is another initiative and we work with partners to increase access to healthy activities in the county needs to be work with that let's go which is a memorial they focus on a physical activity we also toured hang up there so providers that treat chronic diseases we have coordinating memorials we got the 40 memorials health community health needs assessment form that took place back in November will be working with hydrants as well and we also work with Titans hospitals where all health network which is really about creasing access to services for communities that are in southern Carroll County and lastly last initiative is early childhood America support that the group public Carroll County for the childhood coalition and we can be nearly to bring together providers across the whole spectrum of early childhood services from home visitors to the early childhood centers and local news so those are the six priorities just by city we just kinda want to fight the delegation to use this as a resource or any any questions you may have or any ideas relieves the we're definitely good for that you have our contact information the folder there there's business side and it also invite if I needed audience members anyone here really to to come to any of our meetings to be involved in the work that we're doing and yes I thank you Carroll County Coalition for coming today so as far as it doesn't conflict with some math duties I do want to report in case you have not heard you probably have that's the two bills you asked me to file I've done quite well Hospital 369 to arrest opinion people reduce the diversion of squats um as passed both houses and House bill 511 has passed both houses and slightly different versions and there's also a conflict with a division in the budget so I act on my best for you and and just on that topic of involvement if you look at the left hand side you'll see a list of our meetings as program aggressive on fiscal year which runs through June 30th so many different fiscal years I've tried but and you'll see that there's some information about being some regularly or cares like the kept any response meeting regularly monthly it's always we do sort of more on the periphery we're trying to increase involvement as you know the county tends to polarize downstairs between the southern part of the county and a northern part of economy so we're really trying there's recently children unlimited which has the Family Resource Center for the for them County has been awarded as some funding through New Hampshire preschool development grants were really so he's trying to talk to us dr. Lantry hi I'm Dale drew I'm the chair of the land of ender committee that were put together by the county commissioner and approximately two years ago Steve NOC was the chair he sat down on a party today six months ago I was elected the focus from the beginning was to try to create programs and projects and things on property that best suited the land that was here we've gone from one end of the spectrum to the other the spring we're sort of focusing on things projects that we want to complete sooner rather than later we had a broad scope at the beginning we're sort of bringing into focus town one of them the big project that's going to happen this spring is a handicapped accessible trail on property we have secured a construction company who will build it we looked into the local high schools to build benches and flowers and birdhouses so residents and people can use this trail another project we one of our committee members susan cadet has been working with wendy the town forester on mapping the property and all the logging roads three versus horse trails equine bike trails and walking trails in the summer and cross-country ski in the winter horse show our Snow Show Network show snowshoeing and winter all those products are are active and moving forward hopefully this summer by this fall we should have well actually we had last Thursday one of our members Georgina Salinger rocker she's a local hostess table and she brought her horse over she mapped out some trails that she thought would be great for equine so we're working with her on that and we're also trying to plan an equine weekend here the 1st and 2nd of June and we've invited 10 or 12 of the local stables the problem we're finding with that in June is everyone's aware of winter was miserable this year so they're way behind on getting stuff ready so we might try to plan that either late summer early fall that we can't get done this year just again with the mapping the bike trails are there the and the walking trails as well another product that we started is we wanted to try to bring people to the primary a lot of people don't realize the resources here on property so we wanted to work together with the nursing home as much as we can so we've started a project of planting vegetables flowers or whatever they want to plant with the residents and we're bringing in local schools kids to work with residents to maintain plant harvest our focus is these people that are in their have a lot of knowledge a lot of stories and kids to learn so much and it helps interactions and we've had commitments from the Conway rec department for every other week to come down here for four or five hours a week every other week to work with the residents I have commitments from two local businesses in Carroll County who are going to donate the materials the soil and a lot of the plants that we can't plant from seed for these beds and they will be built by them as well well I think the plan is to put 10 beds and if you're looking out from the front of nursing home on the right side of the parking lot so successful for some of the residents and wheelchairs I can get out there oh my mom is my project oh yeah the blueberries I'm sure you guys are aware of the lure we started last year the last year was a pretty good year as far as coming into it for as late as we did they made I think the boy scout from Madison North Conway made approximately seven hundred dollars on the blueberries and that we had a burnished they were a little quicker than we were this year we have letters there's two companies that build special lasers that keep the birds away they're on timers that are safe I'm trying to work it - there's not a lot of these on the east side of the Mississippi River so I'm working the angle oh if you want to put this in here and then you can show it off everyone who wants to buy it in the blueberry industry we'd be a good example for it if that doesn't work we're looking adding the scouts are really active this year they I think they never have had one work date on the 22nd of April I think they're playing another one for next week fertilizer will go down and the mowing and the weeding and more if you've gone over there I don't know that you should they mulch I think four of the older rows there's 350 plants over there so they they aren't bringing them back they were going south quickly but take the kids are really into it they're learning business they're learning agriculture there they can't over there are a couple little things on a weekend and works Saturday and Sunday camping Friday and Saturday night and they're also wanting to pump up with these trails when we build them and now that I remembered we also are working with many trail groups of equine in groups and bike routes coordinates and building trails as well so I'm hoping our goal is to not have any talks come out of the county for this any of these progress and we can have one of the projects that are still in the infancy stage that I'll update you a little when I have more information but that's about it all the survey the farmer survey yet we as you're aware when we put in for a grant last year that we did not receive so we spend five four or five months building our own survey to send to farmers and residents in Carroll County and surrounding areas we should have copies of that we're trying to figure out what we have listening sessions at the beginning of this two years ago where we went to three different areas of the county got input from the public and we're trying to go through each one of those and figure out where the ones are feasible for us to do just like an agricultural Learning Center hopefully something with maybe the commercial kitchen and the old nursing home so the value added is huge and if we can get some agriculture we're going here again as some of you aware are most you aware local is becoming very popular again and we're hoping we can tag on to that and bring some weight back into the house so I think that's it any questions yes where are the blueberry fields or bushes the blueberry bushes are across the street from the town from the Public Works building they're going to know that hate-filled over there there's a little building there thank you anyone work on a co-op over here for like a Depot for local people to bring their food we could make one call and get 150 dozen extra weekend or 30 pounds of tomatoes that isn't on the list right now we're trying to focus on things that we can get done we're looking to get some momentum so if we can save this is the project we're doing and then complete it maybe we're hoping they'll bring more people here and then we can start to go on the bigger things like the food cooperative the commercial kitchen there learning's we've been doing this for two years and I don't think we're going to slow down anytime soon I usually make sure because it's a lot of money that these cattle comedy game I'm very aware very well so yeah in my background I'm a local farmer I live in Conway and land is you don't have landed anymore no one has land so to have this resource is huge and it could be great if we do it the right way and with support from the one of the ideas is to bring beginner farmers or farmers that don't have enough land maybe into this property and then that would help with a cooperative the the food hub abuse up and a farmers market on a smaller scale those ten minutes out there we're going to try to do something with the kids and the residents to either do a farmers market where the stuff that grow or have like a harvest in at the end of the year celebrate everything we just want to bring people here and if when you get the people to come here and we can grow the bigger idea we're hoping well we're hoping the handicap accessible trail will be early summer and we're looking at the heat equine trails and some of the walking trails by the end of the year are partially built there's three legs the first leg is almost complete and we once we get all our ducks in a row which we want to have before we start bringing people here then we will jump right on them and make sure all three of those legs should be done by Fall issue and how will people be able to access those maps where you think I'm putting on the website we'll put them on a website will put amount of kiosk at the entrances to the and advertising when you work with with the towns and there right now we're trying to work with the local like running grooves and biking routes that's where most most of the most people belong to these groups and then if they don't they know people who belong to the groups so we're hoping that we'll bring more people here and just word of mouth and advertising and we're trying to do a lot of date Damon has helped us out tremendously getting our information out there man would you please identify sup just for a minute I'm Barbara stay from wolf girl thank you very much yes Kevin are you connected with a trying to develop a list of accessible trails we are aware of that they I think they are mostly focused around the Washington [Music] okay I've got a little presentation about broadband access initiative that's going on let me actually just in case you want this [ \_\_ ] oh my god sorry there's two handouts one is my another is actually from Rick pilots deep that should be enough to get that one through Joe can so anyway basically I mentioned this in a couple of months ago at the middle of budget process so it wasn't a time to kiss benefits my honey well I've gotten involved with a group that's working on broadband access there was a nice sort of paper about a month ago after their last meeting a party and as you know progress this really is a pretty cold the economic development and it's something has become basically critical infrastructure and unfortunately many of us in the rural atmosphere are planning you don't have access to it and that's not unique Carol honey but it certainly is particularly problematic with rural areas and it's a lot more than just being able to screen your local networks the bottom line is that you really need it for economic development commuters who are running a business Keith Bennett for school the the Martinique Keepers restaurateurs they need it for their marketing for their the reservations all that kind of stuff and likewise in both the representative Marsha and I spent a lot of time or sometimes listening to telemedicine pills the ill to telemedicine is really expanding you think of the double whammy we have up here you're the rural area we haven't gotten to specialist so here we get some great telemedicine gives you access to a specialist at Boston old but you haven't got the connection so we can't do it because a lot of these bills are now enabling that when the visiting nurse goes it makes the home call they can do a telemedicine connection into the doc because these people are not mobile it cost a lot to get a transportation to the doc and that kind of stuff and if they can do it that way it's great we saw one of the cool things with Bill about it week ago where a school nurse is set up a deal and that school nurse or nurse instead of a deal with school nursing so that if the kid is there then the kid isn't to come out of school the Paras gonna have to come from work and they had including a little thing you can pop on the ear and but telemedicine you can look at the kids wrong so that was really a nice little so the point is there's real need and arc citizens are gonna be left behind in terms of health access if we don't have this so anyway the bottom line is the started a bottom line but another feature is we also really need to recruit people that are young to stay in our area this workers and a lot of them don't have a lot of interest in living in a place actually our youngest son age 30 and his wife just moved up to eat they have incredible difficulties with getting any kind of broadband access on the remote Hill where they live and so it means there's no fiber and as a matter trying to satellite that doesn't work so the bottom line is the cable companies and haven't got a whole lot of reason to run fiber for that last little bit they are not required to when they get below a certain population density in a free-market sense it doesn't make any sense for them to run or not because they're never going to recoup their their investment on that or at least they would think they would now and the if you think about it this is a lot like electrification in this country 230 supporters we had vast amounts of world heritage that didn't have electricity and the government recognized this was a problem we needed to deal with it there was a strong initiative to get rural electrification we've done a lot of that done during 30s and 40s team toxic baldness that this neck of the woods and all that he didn't get electricity till the 40s and didn't get telephone till far out of that so broadband is kind of right up there with dead so I've mentioned these names couple times Rick Highland Steve naps their handout is date as the one-page handout this is what they use from their going to the various people and very select boards what I was running I was interested kind of working on this and was planning to get it together some people but I didn't need to because Rick and Steve had gotten this started they started it they've gotten a couple different meetings I was only able to make it to one of the meetings and this is to get the stakeholders together to get the people who've been doing this with them learn about it Carmela's the state who does this was the first meeting and get some ideas about the best way to do it what they recognized is it's very difficult for a single time to bond something like this and get this service rolled up so there we kind of trying to build a consortium of towns then we get together and agree on ways in which they could do this and there are some issues about the bonding which level over in just a moment um daddy we also talked about you know 5g here but here's about that that's great for urban area you repeat or about every thousand feet it's not going to be economically feasible roasted rural area fiber optic is really basically big scaleable options as we go with it should be good for a very long time and last year the Legislature passed SB 170 was funded the borderline mystic municipalities to bond for these things in Chesterfield already has been working on that they're the first one and they've got a good degree or they did an agreement they're working on with consolidator to try to get a bonding where they consolidated takes the risk that a charge the subscribers of small feet and that's in that model the internet provider still owns in the system and they recouped their fees from the subscribers but under their alternative is for autonomy gold its own but then they've got the problem of maintenance they've got their and outsource that address another option it's important to realizes committee is just in the process of still gathering information they're not making decisions yet SPO no threes the bill to the legislature this year it's gone through the Senate has had its hearing in the house I don't know when we're gonna be getting it but that would allow multiple towns to come together and bond various things including broadband access that's the advantage of that it gives you more leverage larger drug base of customers and a larger geographic area but at the first meeting I've brought up the question of whether or not the company should get involved because the county could get involved and basically they're forming a consortium accounts though we are consortium at times we're all is it and we can conceivably work with them as sort of the umbrella business municipal organization that is helps end with the bonding and with the you know getting out of the critical mass of people in that they thought that was a good idea we're kind of proceeding along they're moving ahead with their process of getting towns to buy in and I wanted to bring it up here to see if they with the County delegation and commissioners were interested in getting involved with this in the standpoint of just doing the planning not making any commitments yet there's also federal learning to be leveraged for this infrastructure development as well but we you know we can't leave the table we have to actually get it so again Thailand adopts put together these non-binding committees that they've gone over this is what they present when they go to talk to war selectmen already towns that have bought into it are sandwich Albany Tamworth parts location Chatham and Needham some of them already have designated a select board person who is going to be their representative to go to the meetings an idea this by saying non-binding they get together they can plan it to come up with an idea but it's non-binding at any point any of those towns can say no this doesn't work for us in the water likewise that the county says we want to perhaps be involved if it gets to the point that it's getting you know built in oh sorry content so that we sorry about that anyway so the idea is the country might want to work on it then at the computer size this isn't gonna work for us we're also just because it is not inviting so what I'm asking is no one would be commissioners in County delegation the interested in having somebody work with them kind of keep this ball rolling again you don't need to do this because you all remember Steve Jobs for his work we sort of mentioned a little earlier not today he does a great job he's really on this he's burnt entities working full-time with this and great pilot selection board and Albany is the two of them they're working really hard together we do not need to redo what they're doing they've got it going I think the issue would be supporting them perhaps having somebody sitting on their board with them and then whether or not if ultimately we have 103 doesn't pass if the whole time he wants to get involved to have the County become the bonding responsible municipality governmental division did you survive it so that's what it's all about so I've given you both handouts even think about it we don't necessarily have to make a decision today except if we wanted to be safe we'd like to keep this appraised - what's going on that would be a good decision to make today we don't have to make any decisions about bondings County has a feeling of all they'd like to get involved that I can take that back to that committee because we don't even know if botany is the structure they would move they're still gathering information looking at what's been done there for a month looking as we've done all around the country UHS a bunch of stuff on this and Carol Miller so that's where that stands I can take questions for the episodes but just so you know from the National Association of counties makeover just answered her second plan and we have to have two votes on their board one of their big initiatives is rope rock band a March 18th 2019 the US Secretary of Agriculture's only Purdue they launched in half that helps measure the signal strength of connectivity and all broadband so that is also one of their goals which the commissioners through association of counties we have some leverage there and a lot of information there that's on that just one throw out there hammer telemedicine the right we have it over to jail as well hook up the stethoscope glucometer blood pressure on the else in the doctor I can read it all that so it's coming out way it's phantom motion to have representative connected the delegation rep to be MW v VF i which is the amount Washington Valley v manager thank you as much as I support this effort I don't since there are going to be it's going to be a town by town involvement and whether or not the town's can be be a part of this multi town bonding process I'm pretty I can't imagine that the bill won't be supported I certainly hope it is and on the 30th so I just don't know what the county's involvement would be because the investment is going to need to be attended by town basis but I have no problem with representative dirt being representative on banking they actually yes it seemed like this was not a clear path but then the lobbying groups the telecoms came out of the woodwork because they really kind of don't want this because they wanted they're perfectly happy you know with high density where they can get a lot of money and they don't want to get aggressive so there has been some really strong opposition so I think we have to be a little cautious do this women say completely number one number two is yeah the town by town but but basically you have to have a municipal structure to or a government to do the bonding right now is legal top to do that but to have each single town do its own body thing with these different providers don't sleep um and as small not very many people who love our many customers overseas not very many customers involved and might not have much leverage its absorption hopefully to make it work better but the county is sort of that filled the ultimate resource reporter just really be the bonding agent again towns wide opt out they might not participate but I don't know enough to know how that would work at this point and so these desk that's I say we're only gathering info and we may need say look at the plumbing supports the concept we're not going to get well again I think that's just a name the town's involved sandwich was already involved they're not part of my work in belly eating that think you could say is maybe isn't Chatham plus - it's really the other side of it nominee so this that's a name that's been given to it but it doesn't have a lot to do with the reality they're trying to get every time yes yes yes dolly episode of Como yes representing this canary I guess yes thank you and the channel yes well and I just question that about the groove first Jenny Butler said that these nuts are for the Condor secreted followers and they just get a sense to get feedback back to the committee is that kind of uniform amongst this delegation or some people interested yes clarify I am fine for continuing exploration but my my basic concern is that you know there are some pounds both roaming the Conway may be that are already working on their own good for structure issues relative to broadband and we represent all my pounds so how we would how the county would support sometimes and a coalition is difficult for me but I'm all for exploration I share representing polish concerns there are other towns that have explored and expanded their infrastructure for broad bands way to go will be one of them working with spectrum at the time that I was there we really got on them about expanding it to the world areas so I don't know if we would be that town would be part of the consortium I'm sure there's some outliers but most of it is yes although the county would would would a with the acceptance of a grant maybe by the county apparently Nico has 600 million in grant money set aside for some do that so we interested in that I mean it have to come to the county the county would have to distribute it but the organization Nicko the national social accountant right oh and again I'll say that mechanical arm side compliance so you have which is more law states so we do have to seen two boats on there and the Hampshire Association kind of a very strong group that goes there so you have some leverage to look at that pathway Thanks I had to move on because we had one more thing we have a quick Siemens update on the scene this project I don't want to forget that because I want to sell a rating for hey I know madam chair I still have one more piece of other day oh if I don't go ahead if you all remember we we all entered into an agreement with Siemens to replace a lot of our interest our aging infrastructure and so we're going to give you a quick update and what we've done and how much it let me do it okay this project is started it's gone wonderfully so far 95 percent of all the lighting in the building has been changed over writing on LED lights right now and we're already realizing citizens in our electric bills it's amazing I can't wait to see what the next bill looks like the HVAC work is largely been commencing into jail and at the administration building the administration building should see it functional about three weeks to jail I have some time really good the roof of the administration building is should be done by the end of May patrol work is going to continue to make these systems functional and I think I think we spent about 1.8 120 million dollars so far we're gonna revive the boilers are going to be installed in weeks along with the the rest of the agencies the condensers at the administration building will be put outside a lot of the a lot of the offices have have individual cassettes you've seen that in the in the delegates right you've seen the delegation it was a big thing and I mean if ceiling you said Wallace the caucus s is the is the indoor HVAC unity you know the wall the ceiling and so they can be pouring I've had weeks outside the back the administration building we move the the temporary generator out so they can for them yeah and HVAC might be ready by yes so everything's going well we look to realize some really good savings I was unaware that that the that will gonna happen to sources of heat in the building an admin one the boilers into the cassettes can also in the HVAC system that they're installing what they call variable refrigerant flow it takes heat from different areas of the building will see father's view from outside just what is the end date on the word bottle I think that they're going to be done around August with the entire yeah it's amazing back on my next item I wonder if after gives his question if you would like um quick update on the revenue to register and my question or yeah Allah is unassisted living and we authorized money for the study correct and how is that proceeding or is it particularly when both person has not proceed at this moment how he does have some information I've been in contact with two or three consultants and we're putting together an RFP that would also include not just what we need but how to define instruction developed and built so that it be a comprehensive package my goal is so there to anticipate any questions of anybody like him and for an independent body to be able to assess whether it makes sense or what what what what we need and what's your timeline I just a question for Holly look quick are you looking at all aspects including adding on to this building that this interaction my understanding is that the focus is narrow and it only anticipates that the the overall goal was that at this point that any expansion a lot of site not want way or any other place would be a totally different phase so looking at something that's actually a more manageable which would be the addition to disability which was anticipated when the strolling was built if it was added on to this building with part of the seaman's contract couldn't be expand part of the CMAs contract to include some of those updated thanks maybe we get the boilers over here and the expansion or something like that included in the IRP so we're not having the annex as well definitely that that would be this the nice part about this building that magician although it wasn't anticipated versus the living was anticipated for expansion of nursing all the infrastructure will be power sewer and heat was anticipated so the improvements and I worked with Bob to be sure that anything although this building the Siemens involved and not what walk Burton if I'm wrong was pretty much limited to light conversion to LEDs again work the work that they're doing this building is essentially lighting and building controls would that be part of the experience that one does this part of the RFP because we want to there are many things that we during the early part of the meetings there was a discussion of the revenues part of the budget so I wonder if you would write it up yeah so through April in the end of April the number of transfers the volume of documents that reporters has compared to last year gone down yet the revenue has increased for these for the first four months of the year when you compare it to last year 8% world stress most of that is going to the state 1% increase is going to accountants and what that means to me is the real estate prices are higher now than in the past and we're getting more money in from the transfer tax and the top to keep 4% of that in the state gets the 96% so we're doing fine in terms of reading our budget expectations and it's a different change in the market things the real estate volume is slowing down no I meant that issue let me go back to the commissioners statement about the possible assisted living in the survey it's just living and you said that the three commissioners I couldn't quite grab to say they haven't supported so what does that mean in terms of the servant okay I mean before it goes up okay so this is not to be construed as they're not in support of the waffle extension I have no idea because we have not a senior definitely put in a commission it didn't last for motors current board information is to put on there for tomorrow madam Jonah questions come FEMA Cherokee plane so I just can we just clarify and one question that's genius I've worked for before is that the question is this Board of Commissioners current Board of Commissioners we have discussed we don't discuss it might be something before you roll with them and perhaps you do everybody working so is there anything else to come public we have public comment just a brief comment to promote the fact that tomorrow's Valley Friday across 32 communities across Carroll County and Western me so I invite you as our local representatives to be a part of it to share that word out on your constituents and to help beautify and clean up the litter in our roadsides next spring in our County so the more information is available on face book and thereafter the morning cleanups with check-in stations at towns across the region there would be a celebration at Hampton Inn from the FAFSA - thank you for helping you to spread the word

stcounty\_fips : 33003

county\_name : Carroll County

state\_fips : 33

county\_fips : 003

docname : text92942

from : 7894

to : 7894

pre : unaware gonna happen sources heat building admin one boilers cassettes can also hvac system installing call variable refrigerant flow takes

keyword : heat

post : different areas building see father's view outside end date word bottle think going done around august entire amazing back next

pattern : heat

## Caption Text:

[Music] also [Music] [Music] [Music] [Applause] [Music] [Applause] so description is crackle vote yes represented cuoco yes representative como yes so for now it doesn't representative sir yes represented McDonnell represented March yes upset if Nelson yes upset of Woodcock yes and the chair yes [Music] I guess reporting facts a newer email we send about my concern is third the first quarter was not posting expenditures and revenues so my concern is defining and the amount of hand zere I think part is due to the short but I think that impacts the posting and posting and posting if it's done by a person X or person Z the amount of hand posting is the issue that I'm concerned about shortcoming of our software well the nursing home runs their own system specific so those registered deeds so they they give me the force after they close their month they give me report I need to put those those are revenues is that the expenditures are all here except for for jail meals because that comes through a journal entry but that's how we record the receipts there's oxygen and also things like interest and on accounts a very minor what needs to be done by but it takes a lot to gather the information to compile it then I have to put it into a format that the auditors like to see and then I can put it into the system and doing the budget doing the first quarter of stuff we recorded no one even has a bunch of those way a lot of stuff that's not even hitting the books yet because some stuff we waited had to wait until after the budget meeting passed they find out so the first chord is the toughest quarter yeah I don't know what else to tell you I don't know there's no other way to get into the system correct they've never been tied together thank you about five years ago we've got interface specifications from ACS format they would need to bring those transactions over from the nursing home system into the ACS system so we had that information that was before ACS was told not to talk to me any work but you know so this has been that's been an ongoing issue five years thank you we seem to be always spending money to update software I mean we've been very supportive of that money we've never gotten any further I just can't believe in this day and age with all the money we've recorded that this stuff cannot be generate so much time committee I consider comparing the mount closer to remaining balance as a percentage it's a moderately useful piece of information but it's nowhere near as useful as appearing in two prior year today actual expenditures and I will continue to lobby and I will until I get it to see comparison of actual expenditures for subscribers in today's spenders his goal was to see the first quarter expenditures with this year as well as first quarters yes the chair is impossible to ask the administrator if it is possible and how it could be done versus debating this way no to be honest no one's ever asked for that reporting so I don't know what it would take to generate that for you guys I'm not saying I can't certainly different topics same topics with different issues I mean just a question I asked administrator because the two percentage balances left in the nursing home one and overtime in a second in the expense for agency staff just look at the two numbers because both of them for the last fall we we asked for a line and transfer this point a to the commissioners in food that we had executive community morning we've transferred 80,000 in the agency into overtime in nursing home we are reducing our agency staff ever so slowly and we are hiring more LPN we hired two in the past two months and I started two weeks and we are also when we on April first when we had our contractual increases and are non-union free foods for staff our HR system had to go around and have each set before signing signed the piece of paper that's the Department of Labor Standards so we follow that and making sure it's of overtime they have a little more overtime coming up in May with our with our employee benefits parents it's when the health insurance come in and they've got employees they're setting all that out for employees and yeah so this should as far as over time you know carries through agency we're keeping our fingers crossed bye-bye hopefully again to July early August will be zero agency will be the agency free but we'll see where that goes thank you thank you special visa services you'll see on page two top of the page April service detect me we're a little over but that's an estimate and also it's this year pay check me did our w-2s where we did the year before because we had just come on with them in 2018 so that was a little expense we weren't anticipating but there also as you look down to the Victim Witness you'll see a lot of zeros in there or or a lot of low salaries we expend the grants out first as far as salaries and there are no there are no benefits in the immigrant the county pays another percent of of the Social Security retirement and the Medicare costs registered jeans looks fine by the way she doesn't have to bid on our couple restoration and it was approved by the commissioners so she'll be enacting that I believe shortly for the archive of restoration pretty much I mean it's not beside that crazy we did have an education conference on page five for the DPW 41 9301 seven those are some water licenses so that's all upfront you know I know it's a small amount but it's it's at 51% again with dudes licenses subscription this is that 62% and if you go down to home 73 sand salt and ash that's at 56% but we don't need to spend any salt use in the next six months in page six on the IT 8,000 Life scences a lot of the licensing is down front so that should level I know we just had just paid a barracuda software licensing page seven under the telephonic convention the delegation coordinators line is that forty percent but we have a lot of meetings get down generate from March that's where most of the expense medicine incurred under page 8 under the moment you nursing home annex maintenance repair we have costly repair to the boiler so that that took a big chunk of $3,000 nursing overtime it sits at 50% hopefully again we don't know where that's going to end up how he's watching it very closely you know we'd rather pay overtime though than then we do agency it's a little cheaper actually almost happens so you know but sometimes you know it's hard to give up we be having equation call out so we rather fill of it over time next page agency I explained it a little earlier at 72% or further than that now page 12 under special services department into a 93 over to nine the criminal records we pay for it in blocks up front and we and we request criminal records as as needed and is deducted from that from New Hampshire State Police are town's occupational therapy Part B is that forty percent but I believe that we offset by the revenue because it's a it's actually good right when there's no this expenses of it's a retroactive Thank You manager on the deeds archival restoration contract is back the $300,000 that we talked about and that's just for that money in when you sent out this I'm also very interested also in fourth-quarter expenditures I think it's very instructive to spend forth words opposing other doors and we never get a sheet like this for the worth so I tried to calculate that based on end of the year in first and second and third quarter sheets that he did together and just according to what I was able to determine for the general fund first quarter of expenditures were 3.4 million second quarter Janee first quarter was 3.4 second quarter was a little bit higher as we almost 325 third quarter was a little over 3.5 but the fourth quarter was over 4.6 million dollars in the fourth quarter in the general fund so I was wondering if the administration could look at those numbers and to us with any reason for these significant increase in expenditures in the fourth quarter in the general fund first I would I would like to apologize I'm sure he would have given us not currently but they're willing to if that's something that you're interested this report is January March for 19 2009 teen you know I was just looking for October through December 4 2008 it was January oh you just want the force work I was just concerned about the million dollar increase in expenditures as it appears to me if my determination of the fourth thank you madam chair on page two on the general fund line 103 payment in lieu of taxes repayment I see there's been no payments maybe there was a time frame [Music] so they keep telling me that the money weather was supposed to delegation appropriated funding and they sent money to Conway this year why did they not send the money to Connolly in the past years thank you just to be continued further question [Music] I was just a quick summary of the report so Alan Pennington was a become something in a pleased to be here today to give you an overview of the binding what I'm handing out is just a quick summary walk through it what I feel are about highlights of the report now and ask for any questions that we have I think those be enough copies for some additional staff who are here to have one so yes you want to hold the questions until you get through these it's your meeting you can do it however you like I plan to take about 15 minutes to go through quickly and so what we were asked to do in this project was to review the prior study that we did in 2014 and give you an update on the status of implementation and then recommending the additional action that is needed as well as take a fresh look at the operations of the copy let's play those those functions representing the county commissioners looking at staffing requirements organizational structure financial operations HR technology the approach that we did on the project methodology just to get everyone understanding is we had some staff interviews and on-site time we collected data with follow-up analysis was that we looked at the implementation of a prior recommendation we did a best practices assessment we then developed our issues and develop the recommendations we provided a direct report to both the county and the delegation for input and we finalize that we're here today to talk about the findings of the final report so on the slide that says key prior recommendations implemented one thing I want to share and make it very clear because when you look at the report you're going to see those are the report focuses on recommendations there's a lot that's been implemented since the last study if you went back and looked at them earlier this section of the report you'll recall that we talked about implementing a county administrator position implementing financial policies and updating some of the HR practices changing the way use they had some internal procedures done a lot of change has occurred throughout the last four years it doesn't mean they're still not some areas for improvement but you're in a very different position than you were before and that includes hiring of the administrator the implementation of some key financial policies adoption of a five-year capital plan a hiring policy update employee bio so that their stamina standardize across the county providing more supervisory training all good things that have developed the organization and taking it forward to a different position and they're more in there that we didn't highlight on this summary but I want to make sure that people realize that what is happening and there's a lot of progress that's been made there so the current study recommendation are the ones I want to focus on mainly and there are a couple that I feel are most improvement the first one has to do with a finance department staffing we strongly believe you need to have three positions and one and I know that since we finalized the report you're gonna process actually at hiring a third position but when we talk about some of the issues that have occurred in the past I think in large part it's been due to inadequate staffing and with the staffing that you have not being able to focus on the highest level duties so we have professionals in finance working women and taking and other administrative tasks that are taking time away from the financial functions so that's a critical recommendation do believe you need to have three staff members in fact we recommended a finance manager or control over bookkeeper in that Minnesota we've also recommended on staffing that you go back to the approach is to have we had a dedicated HR director at that high level when we made the recommendation in the prior study for an administrative position it was not to principally be a chief financial officer or an HR person although they would oversee that and have been put into that but really to be a more strategic position managing the operations of accounting and when we make things money over these staffing recommendations I also want to be clear that you did not ask us to evaluate individual staff members so we're not indicating anyone you've had performing HR functions or financial functions whether they're doing well or poorly we're saying here's the structure you should have in place for the future to do the tasks that you need to have done and we continue as we did before to think that the contracted I t's a good approach for your review it's very cost-effective and if you were to try to bring that in-house which could be better in terms of being more responsive or increasingly you're likely going to see accosting increase there so staffing those are the high level recommendations they're operationally when we look at human resources we continue to stress that you should implement anywhere our information system to automate some of those HR processes updating the personnel manual I think the last comprehensive update was 2013 continue to look at the classic compensations specifically for non-union positions I know for our work and in doing some research and looking at the things that you do some of the issues that were addressed over the last year there are best our whole positions we've had concerns about whether they were appropriately paid and you've made some or a try to address those on a one-off basis we really need to look comprehensively to say are we at the right place in the market to attract the retain and keep the quality of employees we want because overall you're generally very meanly staff you know you don't have a lot of excess staff so you need to get ones who are competent and make the best use of all of them we are suggesting that personnel call will be maintained centrally have a more formalized training policy and conduct exit interviews more consistently and use the information from when you look at these recommendations though I want to put them into some context for the most part I would view these as tweaking operational practices rather than significant problems that exist there are things that you started implementing new policies as we talked about as a strength there's still more to be done that's continuing that effort most of these are pretty minor major issues I think really are the staffing on Finance originally of all the ones listed here monthly reconciliations are the most critical bullet point on this slide those have to happen in a more consistent and timely manner there is that has to be a practice that the economy gets behind it and does routinely continuing on with policy development and updating financial policies make great strides with morning you there one suggestion that we have made in the report that is based upon best practice or prevailing practice and in our work with municipal governments but not a best practice in New Hampshire saizou-sama distinguishes is the adoption of the budget when you adopt a budget by the marks end of march deadline which is your statutory obligation of the delegation you are three months into a budget cycle which means the county commissioners and staff have to have only nine months left of that year to implement any new initiatives or to really know what that budget is that's problematic in a lot of ways it's compliant with your regulations and your statutes and there's no problems there you're well within your bounds they're operationally both organizations outside of New Hampshire let me just qualify that have a budget adopted before the fiscal year starts so you have the full year in order to implement so we have suggested that you take an interval to say is there a way you could do your process differently to get the budget from the county commissioners to you and start looking at that with a goal of adopting it earlier understanding you have to march to be statutory compliant but if you adopted it earlier even in January or early February you then cut back the the loss of time in that first quarter it will address issues where you know once a budget is adopted it has to be implemented system to start setting up reporting departments that know what they can really spend it just we make things I think operationally work a lot better the annual audit needs to be completed in compliance with the statutory requirements this one maybe there's some shared responsibilities on both sides here and without going back over less over years and rehashing that it doesn't really matter as much as figuring out how do we move forward to get our on it's done time because you do want to be compliant of the state requirements it takes months for an auditing firm to do their audits they need time so if you don't approve it until March there's no way you're going to get it done and compliance with the statutory guidelines so what we suggested is you try to include the the money for that budget for coming here in the prior year's budget so in this 2019 ideally you have the money set aside for the audits you can approve that in December it could start immediately after the fiscal year is closed and the accounts are reconciled and that would prevent then you having any issues regarding when the audience approved in order to start moving forward it's just changing you have to think we need to be thinking a little bit more strategically here so that we can and be compliant there because they have a process that goes through and it's going to take them a certain amount of time there's no way to rush that without paying a lot more because all municipalities are doing their audits at the same time so they only have so much capacity if you want to speed it up you're gonna pay significantly for that and that's not not great we have it suggested it's been in acs access to departments they should be able to look to see the status of their accounts they should be held accountable for managing their budgets and I wish I could get in they should be able to you know be accountable for managing that their budgets know what their current statuses we have suggested looking at a little bit more centralized and automated procurement function and implementing some basic performance metrics and reporting as we did before so that's sort of a quick overview of the world for again I disaffected summer I've had to say if you're trying to look at the bigger picture and say what other critical issues in here I think it's staffing and I proved this morning you you're moving forward open looking at an additional position and Finance and looking at elevating to an HR director I think that was all a long way to addressing what we see are the appropriate staffing requirements and then you'll have the resources I think to really effectively implement these other things I don't believe the vast majority of these recommendations haven't been done these items haven't been completed because there's resistance to doing that or an inability to do them it's just we we have to prioritize based upon the staffing we have and and that's what's caused some of the delays there so with that I'll open it up any questions that you have yes I would like to ask you to clarify your recommendation that personnel file should be maintained centrally oh this is a security issue that you identify who the American officials say that again is a security issue which means that should be done yesterday or is it an efficiency issue it's a best-practice issue so my our concern is that an employee's personnel file is an official document and you have to you have to produce those number spots to lawsuits and subpoenas and a request any time you're going to take action against an employee that's the file that matters if those are not maintained essentially what we have found is that you have information that's being pulled from two different places information from the department that they maintain to generate an information from the Central Administrative function that have to be put together to come up with the official file the rulli's that the one file needs to be maintained by somebody outside of an individual it's just it's just an important base document it's not something that we've identified a critical issue in place right now it's a more of a risk then that if you don't have it now in 2014 I know only proxy staff and then HR director who was here at the time it was a major issue then because every time they had a request for a file they were sitting down comparing documents in creating a personnel file quite frankly I don't think that would have that approach at that time we don't have passed the old muster if you were questioned it because in created the file every time was going to be in place so it's really one just to manage your risk in terms of best practices and when you grievance is filed lawsuits filed you have a follow though to say here's what's been maintained think about general so you recommend three positions in the finance office the finance manager patroller and bookkeeper and an administrative assistant and you put tough priority on reconciling these bank statements which apparently have not been done for six months it says in this so who who which one of these positions would take responsibility for doing that this is typically gonna be a shared responsibility between the two professional staff is gonna be the controller bookkeeper and the finance director ultimately it be the finance director who's responsible for ensuring that that is done whether they do them all themselves or they share that work with our staff but that's the responsible they're done back in 2014 you indicated that was the highest priority and is a critical item it was and we've seen that reiterated by partner revenue administration in our financial auditors as well you're indicating that that should be done centrally rather than my department heads which is done now would you go into why done by finance professionals central well all of the individuals who were in the in your finance department have access to all the information they're the ones there that there are the ones who control them will reconcile all the bank accounts but they're the ones who need to make adjustments as needed to the records in order to close them close out the month to make a survey for Arkansas there it should only be nothing essentially you you can't have other people making injuries into ACS or representing the time by definition I mean every community we work with along those lines having an apartment do it now I think ties back to one of your other issues financial system access because they don't have access to the financial system and they are basically keeping their own set of books certainly in relation to expenditures and when would you think that that was sort of problematic in terms of risk and financial awareness of what's going on in the organization I think the some departments identity that they keep you know their own tallies of what they did because they don't have the day-to-day access to those expenditure levels so yes I think it's important that they have access to see what the current status of their accounts are I mean most organizations will hold the department is accountable for is accountable for managing their budget to do that if you're going to hold them accountable they need to know where they're where they stand if they have access to the financial system they know current exactly what's been expended what's in process what's remaining at any point and so it's easy to say you know you should be aware about that status you can do it through a monthly report you present but then you're always with us our movies I would date with that most of the time that's not a problem but at some points in the year that could be difficult so I think it's important for them to know where they stand it's just there's no reason they shouldn't have access to their budget it's view it's not to enter to change is just to see what that current status is and almost every financial system has the ability it did set up correctly for a lot of people to view without changing their access a relatively quick question we talked about the budget adoptions and difficulty being three months into the year before it's adopted one of the things of course we face is that do reps are collected until November information convene until in December what another solution be to shift the fiscal year to begin on April 1 instead so that we still would be working with the old budget until the April 1 and still be able to run on our scene get more roughly they're still getting in by March 31st would have an ending for the year this one it would be an option I will pay a change fiscal years as a rope it's a massive undertaking her staff and I knew understand here we have two new individuals being seated that's not uncommon and other organizations also elections happened in November universally almost everywhere and you know so there is some time but you know it's also you know it is it's setting it up to understand you know this is what we need to do and you know in an election year maybe you can do quite as early but you know because you're gonna have new people see that every two years not every you know so that's one thing that is it over but they have there were a lot of organizations where individual comes in and they've got to quickly get up to speed on some things and I know that's difficult but I've actually putting it off just because I mean you can stay with your adoption by the end of March and you're legally compliant I'm saying it's one way for the two groups that will together better to provide greater time for the county to actually implement that budget and then move forward so if there's a new initiative that even comes out this will prove by the delegation and it's really important to you you know if you get to improve whether it's February or March then you start to implement it you've already lost three months we'll be here so one thing might still need you ask the administration to start their work and the latter part of the summer they have things ready first in November for the presentation and maybe us convening a little bit earlier it getting struggling the budgetary process Plus before sort of talk talked about getting a new committee to look at our budgeting process it's great - I'm so right said if I understand the BART achievement correctly from some conversations this morning you have yeah almost a lot of time occurs before you can adopted after it's delivered to you but it isn't you can discuss it on the right question your report backs whatever thank you madam chair I'm sorry I was a little late this morning was it mentioned that this draft performance audit has been finalized we have a draft in front of us has that been approved as we have we have provided a final version but is it different from this dress don't believe so yes we have provided a final version of the report and is it significantly different I know there are minor thank you going back to the bookkeeping office again are there require their qualifications for finance manager controller bookkeepers that are defined in such a way as to differentiate the two and are their education requirements that are part of it or is it just the duties and the qualifications of each position that need to be understood there are no required education certifications background for right over those positions what you will find though is typically the finance manager is going to have a higher level of qualifications than the controller bookkeeper and will be responsible for a broader array of duties included more policy decisions and a higher level of financial functions than is see as the bookkeeper or control over but I mean you can look across finance directors or from local paper positions in comparable counties and their requirements are varies based upon what they have used as as protocol but there is a hierarchy where the vine service went to require greater skill sets than what you have and one final question madam chair and either in the final report or separately to the administrator have you provided job descriptions for those positions yes discussing the positions in the finance department I'm accustomed to always hearing some sort of comment regarding separation of duties and I'm wondering if you would like to make some comments regarding that well that's part of the reason why we're suggesting Stephanie needs to be at three because when you have only two positions is pretty hard to segregate duties because there are going to be times when this one one person there so people who are entering changes in the financial system entering pay rate entering payment processing and the test that never issuing the checks you do run into some issues with you know the inability to have effective internal controls that's always a struggle for a smaller organization because to have best-in-class internal controls you'd have to have greater Staffing's that probably isn't warranted by the work order but I think with three we hit there sufficient and that's usually something your auditors look at on any okay as part of their financial review is are there any particular concerns as they seem in terms of that but you even though that will be tough enough to be one question that I don't know if it's properly to you at this point to the administrative just going back to the department head access to accounts throwing comp trying to determine if it's a computer issue or a policy issue that's currently in place why it doesn't seem to me that would be something would be in place at home I'm okay can ask to the administrator have to go away Thomas is going to go I'm asking my chair it would be a cost for 90 seats currently we have four seats and for all the department heads to have access now they get weekly reports every week the business office here has has access to ACS so the nursing home has has access they don't have to go over to our our our place Jason gets weekly reports and everybody else who wants them after every after you check run each department gets their expenditure of what came out of what budget and how much so I mean just you know think the one access phase yes yeah but you know you gotta find this $20,000 but we're going to wait to be into the cloud you know to move everything and once we get the personal water once we get the the whole module once we get in the cloud move towards that won't be until 2020 certain that administrators very much different than I've heard from department heads a department head is telling me that they've had to wait from February to August to get reports so I think there's quite a disconnect there you know the Commissioner might look into that that issue in terms of job responsibilities or child descriptions I was worried you he was five job descriptions yeah we got yeah absolutely cuz the copies of the job descriptions I have I think positive but I found it very very odd if I can read the qualifications for the HR director requires knowledge of human resources management equivalent to the completion of bachelors three plus five to ten years the aggressive responsibilities finance director duties require high school diploma with a County business office management preparation knowledge of computers would you see that is satisfactory finance director finance manager I would say it's not the common background or Spurs that will be required for advice we typically be in most organizations it would require a college degree and depending upon the size of the organization some level of fire weather that's as would necessarily have to be as a director of a financial experience when I say debris historically those have always been required at a department head type level for that but you are seeing order they moving more to the for equivalency there's a big push for looking at variety of things but finance is a little different in that you do have to have a certain level of skill and training you can get that in many ways historically it's been through an education thank you relative to the annual audit statutorily I don't recall when that is supposed to be completed your fiscal year so then for us that would be March 30th when we close the books it could be 90 days after March 30 right now this is I think the legislation trying to kind of change that finding define you know what what the close of the year is you taught the auditors they look at it as when they go to the books that's when they do rent we were still you know you still get invoices in February early March rather let's go back to 18 and if I could never change and this year was our audit completed 90 days after the close of the book we're still working on it I guess even after the budget that passed I still had people coming to me with stuff the heavy go back to the 2018 budget they were legitimate they had issues with the invoices that companies never sent them that is a biggest problem because I have to have a beginner to get that charge to that budget so I can't do it after the auditors have completed their work so I when I get this I'm given all the information to the artist well know that I'm putting the stuff to the system but it's really tough to close the book because of that sort of stuff so it's usually not until the end of March that I can even come in regards to the audit and the 90-day reliable preparing two different things close the fiscal year and close the books when I asked the other counties the close of the fiscal years when the clock starts to tick now I'm hearing is the close of the books what is the answer I'm not hearing a clear answer on that there is legislation in to change 200 220 days 120 days the committee that heard the bill two years ago which was the change of another 90 days it failed because they said under the 20 days is too long than 90 days is perfect is even a matter it works for everybody across the across the board so what is the answer close the physical year closing the book I was in as a legal question that I can I'm not competent to tell you how to interpret your statute but but I think if whichever determination is the final one you get it is important to encourage on what's the target we're trying to have you will have invoices and stuff that come in late and the issue is how you set your financial policies out to address those so if you are encumbering funds to purchase order or things most organizations will have a deadline to see if the invoice is not received by January 30th then it doesn't get paid out of the priority or gets paid out of the new year and that way you can they most departments will set a firm deadline so that they can close their books and not be held based upon other invoices that will come in and then what happens for the department is they work with their vendors to make sure they get there are voices otherwise they have to pay for it out of their necks Pearson allocation so there are things like that you can do to move your nd your closure up you just have to say you have to change the approach you've had in the past two financial practices if you are trying to put every payment that was incurred in 2018 and paid out of 2018 that you are going to have a much longer time period before you enclosure you're both sexes and absolutely correct but you could change it to say after this date it no longer gets posted to 2018 it gets posted to your current peers pledges in that way you can get to a deadline so you could start your artists what's why not close the books in a tenth of a month close it there you're gonna be off the first month but wouldn't you think eventually things catch up maybe mess up the first year you say we're going to close the books on the 10th a month for monthly statements and whatever numbers are there that's the numbers you use for that month and then eventually you'll be off it'll catch up and every 10 to the month you'll have to leave so you have to wait six weeks four weeks six weeks before we hit the corner I should say quarterly reports I I guess maybe I don't know enough about why it takes that long to do that I mean the expenditure you know your monthly expenditures whatever has been processed through that last one in the month is what's going to show up a time on people and I think I'm saving the nods down there at the festive process so I don't think you have to set it a neat word because it's the last chapter of the month that's the last expenditure that's going to get closer to that month and then it's a matter so you actually have and then you're going to do the reconciliation after you get your statements from the bank well that's so mean that's exactly what I've got every month it should be done two days after the books are closed for that month we seem to take a long time to get that data can't believe they just can't send it up the next day one or two days this is your monthly data and you start processing into that service you should be able to get a lot more very quickly after a month a closer of all the revenues and expenditures that were posted for the prior month anything that's going to be in I want to get into some other errors if you wanted to continue on this discussion I just wanted to make my point in this discussion thank you for yielding to me I looked up Senate bill 101 after the discussion of the executive committee current statute is 90 days after the closing this school year that was quite clear in statute Senate bill 101 quite clearly changes it to 120 days after the close of the book Thank You ite discuss we plan you discussed in your report and the possibility of in-house versus contracted services I guess one of my concerns is that there is that we had had in a mighty committee in the counties it was made of department representatives plus I was a representative from the delegation that ended and is not been reactivated for some reason but we had administrator from Brewster Academy come in and suggest an in-house man estimates lower right now we have a person who comes in once a week basically and I think more is more the technician I might be wrong but I believe it is my impression that they do not get involved with software planning we had discussions about ACS the administrators mentioned on several occasions that we don't know if we're gonna stay with data system I would think that our consultant would have the part of that discussion as to a recommendation before and maybe others as well in terms of Department had access to the ACS system we've been talking about that since I've been on the delegation which is seven years this is the first time I have heard about needing a price quote for the additional seats it's never been presented in the budget to us and it has always been explained to us that while they get timely reports so it's not needed there is in the budget the move to the cloud so to speak to get away from a hosted here scenario to then post in it as well as moving toward purchasing system Accounts Payable as was mentioned but I think once you say that that requires a great deal of planning and preparation and if we have an IT consultant so I see Joe the reason we suggest and stay with the contracting is if you were to try to bring in-house everything that you would likely need for IT you probably wouldn't accomplish it easily with one individual to get somebody who has software background the strategic planning use it as well as being able to do the the infrastructure component to servers in the background all of that is it's not something you can easily get in one individual anymore they're they're very specialized so we have said there is a whole area of IT work that is done upon identifying business requirements is where they look at your processes they document what you need in a system they help you select the right system but that's not cheap and it doesn't do much towards your day-to-day now people who can do basic desktop support those types of things can often you might get the right person who could also help other business requirements you would still need I think a significant amount of contracted services in order to be the hardware and backbone infrastructure service that's why we develop the existing approaches prank that and with time put into it usually staff are capable of identifying the functionalities of the systems that they need so finance directors and HR directors can develop those functionalities look at the other systems and make a good selection but no there's no there's no telling the elevator post IIT but it would it would take an investment or resources to do that I don't think you could take the existing budget and for somebody in-house that reduce that amount to not have a cost increase if you wanted to do that I t's becoming more confident one because the clouds breathe because you don't have to worry about maintaining the stuff I think all the modules usually about adding whether it's with ACS you go to something else procurement and payables all those things make the system a lot more functional a lot more automated and reduces staff time so that those are all good things to people so you know I need the correct represent Crivelli he's totally wrong we all right key consultants here three days a week Monday Wednesday Fridays and he also has 20 we we have it for 24-hour access on a dispatch center and in the nursing so if anything goes down than three and three o'clock in the morning in dispatch John is on so he's not here one day a week and sit down a technician it's the owner of the company and I consult with him on every ITA utilize John as he was a lot like a regular department head so I just wanted to set that record straight that is easier more than one day thank you clarification for further tomorrow correctly not the upcoming possible statute change with the current statue changed in 90 days current statute - I think everybody agrees is impossible to me but that's what the current okay a 120 would pull into this point that's okay I'll need that so when our orders were here last time giving their presentation in that question with that when you consider the close of the fiscal year and they said when they closed the books so that's and we got our August for everything that's that that we don't show you or fully understand we get with them to make sure that this is the way they want us to do it and it's the right way so we always consult with our auditors and they interpret the law as here is when they closed above so can I respond to that please I agree with the administrator that that is the correct way of doing it however it is not the way the current statute reason I support Senate bill 101 thank you Babylon close the end of the fiscal year and the fiscal year when you close it works something totally different so we can't mix the two together end of the year is the summer 31st at midnight that's your end of your fiscal year as we see it now so but the end of closing the books could be January 15 think close businesses close their books for the following so we can make the IRS deadline other people might be February some people might be March we just can't mix the two the two together and then the fiscal year the fiscal year close the books as toward something totally different that thank you madam chair I would hope the commissioners work with the auditors to understand this closing of the books piece a little clearer because if it is possible to define the closing of the books at the end of January of the following year by policy so that anything else beyond that goes into the next fiscal year so that we could have a close of the fiscal year in a way that might be very useful for all of us and even though fiscal year ending and closing of the books is different if the new law says it's got to be done after the close of the books it still would mean that we would want to have some definitive numbers to work with before October of the following year we need to have something that defines it more clearly so that also I believe is change oh thank you mommy I just wanted to agree with representative Butler but the water that has in her timeline here is 2018 when the books are closed to be determined I think we need to pin it down a little more than that take a look at the HR section HR purchases the bids that we send out is there a way or do we currently put something on those that would say that at the end of the 30 days that's a rarity lucky accept it or go into the next of the year so that every vendor knows that you do that currently this poverty is not running for 90 days trying to catch up with folks all this money and we got help at all that you know I don't know I mean like I don't the ones that we normally see all the time our electric bills you know propane pills agency staffing sometimes you know a couple invoices will be missed through email they submit it through email and OH jail inmate medical that's three four months behind you know hospitals are very slow sending off you know a bill sometimes so like I think working together though I think um you know we can come up with something response to that and I would like to ask representative where he was like to make a motion thank you for the Kevin can I respond madam chair thank you I would prefer to not have a motion but to get some a sense that the commissioners will look at the issue of creating a closing date and the first year we'd be out of whack but if you like that that cautions about bypass or cautions in terms of standard operating procedures in other local governments and the memory buyback policy or non salary non-union employees now just wondering if you could touch on that so that right this is the one where this is a specification you asked us to look at in the fire on it and you know we said you know you should implement new programs for buying back unusual if you desire to implement one you should have a halter policy on what it was going to be it's at that point I think as I recall there were some concerns about some inconsistencies and how it was done but you do have it in some of your collective bargaining agreements so that is there you know so that's not going to change unless you oh she ate it up for non unit employees it's handled on a case-by-case basis and understand in that case would still suggest having a formal false and watcher of your practices to ensure that you're in front of treating people fairly and assistant you know based upon paying for unused time so that that really isn't fun we got within the world and you have a very where we're at on that level over the probation but you would recommend it if the commissioners want to continue non-union buyback program that they're being policy established and the procedure before that in terms of who approves to bypass so I would think that you know time some significant dollar amounts that the commissioners would want some information about probably right should just be a formal possum what's counted what can be purchased back what great issues who is improving it you know who validate six seven justices just so that you're consistent is it's less I right or wrong at this point it's let's be consistent in how we're doing it moving forward because for a long-term employee that can be a fairly significant fiscal impact for organizations and have this programs and so you want to at least make sure your also relations are policies you talked about exit interviews both in 2014 they were not consistently I also very important because we've had quite a bit of staff turnover here so I think it's even more important that exit interviews you're being done but you know maybe we can get administration you would this also because in the 2017 update that the administrator prepared on performance audit items he indicated that exit interviews were an old way of getting information so you know maybe you could hear from from you as well as the administrator never boring my perspective is so I think that they have been implemented in some cases they have been consistently I think that they're going to do them or attempt to do them for every employee that departs so you get the information it can identify are people leaving because of salary issues benefit issues supervision issues for replace culture at least gives the commissioners some information well so they have to be done and then information needs to be shared with the policymakers in this case the first line will be the commissioners to say is there something we need to do in response to this or is this just normal turnover so there are positions of the nursing-home that are going to be high turnover that's routine in many organizations there are other types of positions that are high turnover I come in as an entry level I want to progress up if I can't do it the arachnid member organization there's nothing wrong with that sort of terminal but if they're leaving for other reasons you identify that you then have a policy decision you can make do we address our salary address our benefits do we have a need to better train our supervisors things that you can do to ensure it a and you may find no issues with that and there are other ways you can get that information you can do it through employees finest hour of age and do it or host of other things but this is one way to my my background used to and also next in your checklist which might also tie back to the director and me but I would think a chaplet when it employee leaves is very important I know we always used to you know I have to check off that we got back the ID card and so forth when employees are provided access to let's say a county laptop or a County cell phone do we have shouldn't there be some sort of check that we are getting all the employee provided items returned to the county that need to be returned absolutely I don't know if that's a permit to be happening at the department level and I've asked you here your staff to respond I from our review I have no indication that that's not happening it's not happening at the director of HR director level because there hasn't been one where sometimes that position is used as a central point to make sure that all those things are done position and separation but you could do it at the department level many organizations are handsome or that they get back they're issued equipment ID in your experience is that typically done by a human resource director was that typically done by an administrator this type of an organization it can be done by is typically done by an HR professional HR area and might involve both policy and staffing should there be procedure policy for both hiring as well as any promotions or increases in compensation should there be a defined procedure for promotions hiring accepted I think that that would all be part of an HR function absolutely and I believe there is a hiring policy that was developed I found this video I think because that was one of the things we noted had been Genesis our last so yes I mean you should have procedures for how you feel cos it whether its promotional you hire covers things such as the process you're gonna go through I don't mean establish initial salary and benefits and those type of things again just first but if I did not sure that I'm aware of anything where you're not in compliance with that path but promotions also there should be a policy for approval of promotions not just having a department head and handing out promotions because they wanna reward employees yeah that I mean there's typically there has to be an agency there for somebody to be promoted but otherwise is your reclassifying a position there's usually a different process cuz you're changing a based upon these that are full-on I don't do that as a promotion or promotion is usually something that is more competitive there's a vacancy that you can apply for through changing a based upon that changes job duties I usually refer to that sort of like every classification of resistance the incumbent is position if we're done with the actual questioning of the report and I don't want to shut that off that's not my point I'd like to know what our next steps are going to be as you guys integration of the ETL report recommendations this the Commission the delegation and the [Music] administrator what is the process so it just doesn't get a report and we have another report I don't want to ask that so you've gotten I don't want to drop this bedrock mr. Robicheau perhaps a parking spot so so I use that as my road map as I did the 2014 I you know I went down through the 2049 identified things that that needed to be implemented right away or you know or as time or defined went on this I will do the same I mean we're already identifying the two you know the two most important issues is rapidly filling and then I'll take put everything out helps out that elements put together we're going to continue our finance policies when continue with you know other policies we've been working on a 2019 and employee handbook we started that last summer but with the you know with the budget and then the lack of health we are talking about re-establishing that to finish it up we currently do exit checklist we have a checklist you know it's back any keys be profitable on to the cons and we also have a higher checklist we go through our checklist as we go through the hiring process and we do have a hiring policy which type of talk about [Music] - you people established when here back on the progress of need these recommendations as a commission accept any recommendation is valid and if they are one is gonna be monthly bimonthly and just here we have a sequence that we know we got waiting till the next part and that's the chair I think and the Finance Committee met this morning we started to look at some of the issues in oversight and I think that what we heard today that we will be meeting with what what is a reasonable time for he to to some of these things do come under oversight a lot of them are the management which is the commissioners I think I agree with you commissioners viewpoint on that in hopefully the day would at each of their meetings be talking about it yes very often unfortunately then I think your reports both in 14 and 8 and have talked about the efficiency and effectiveness of the commissioner's meetings and talking about priorities and action items and you know where we stand with certain things there that seems to be missing in in some cases at the commissioner meetings and so I I believe I know the other recommendations process working progress we have updated the hiring policy just two weeks ago a week ago we'll be updating the HR director looking at the HR director job description so we look at policies policies almost weekly basis that's why some of our meetings you know when I came here and I have learned that government works slowly for our reason to believe that that is true I still want it all done yesterday but we're making progress explain what I have seen in the past two years has been different departments the past four years women because things were a mess I think that mess has been but if you solve some problems or come to the surface I don't want to lose sight of the last comment page 9 and that is that the county has made great strides and putting complaining implementing the recommendations the last audit since the hire of the administration 2015 I think that's it's critical a piece we're all questioning pieces of the recommendations I don't think it just sounded like nothing's been accomplished and moving in a negative way I think moving in a positive way trying to question what's in the art that's all I don't lose sight of that fact that they made great strides Thank You Man thank you much Jim as far as the three positions in the finance office I I just heard twice that were looking to hire the administrative assistant and the other two positions finance management control those are stacked already well I guess I'm ignorant that I don't know who does over there the sheriff shows the bookkeeper and Kathy's our finance director thank you just a quick comment does the follow up on this discussion of making sure we don't lose sight of what needs to be done forget about it and shelter that person I've brought up could we at least make an agreement that perhaps by September we would have from the commissioners sort of a side by side of it here's the key recommendation this is what we've done and it was conceded minute or it is in process or here's the target date is sort of a means of setting as much a deadline is a continual looking at to make sure we're meeting these requirements in a timely fashion and not getting to two years from now and saying oh gosh we never really did that that in writing which would be helpful to you send a whole bunch of things but you know who all forget it by tomorrow in writing and we would sit down to discuss that one of our knees and say okay are we making sufficient progress and I think a third column would be what are the barriers you're seeing that maybe make it difficult to achieve it in other words here's a goal we'd love to but here's a barrier that we see either funding or personnel or something would that be something that we could earlier would be nicer least a relatively solid kind of a whole big picture maybe at our next meeting we should have a preliminary I mean I think he's each time we get it together we said say we should spend 10 minutes a here's what we've achieved I'm trying to reach satisfactory resolution human resource information system the commissioners would like to have believed for years ago but the money was never appropriated to do that so that's something that's going to be next April before we can finalize the appropriation well that's that idea for the third column didn't say this is the barrier the barriers they don't even these - if we get that feedback and connection make sure we making progress and not lose it we obviously have to work together represented oh thank you I following on your comments there are important items laid out the addition priorities there are some of them correspond to things that we did put in the budget and I would like a plan for that there seem to be some inconsistencies in terms of you know I have heard recent commissioner meetings they not want to do inventory system share talking about any Human Resources system you know I don't think we want to have a human resources director to help us select a Human Resources system we heard about an inventory system I would think that and putting it in place charting someone in the nursing home with coming up with a plan with central purchasing but we're also talking about the purchasing system integrated with our general ledger I would like to see this is Oh do you do like a would you come in and do a department performance review let's say we wanted to look at the nursing home pitch structure if there were any we've done MCS and billing collecting staffing and inadequacy of stuff like that would you would you commit it to a the majority of our work our departmental audits so whether as a finance department an HR nursing home Sheriff's Department public work yes we have staff who specialize in those areas to do departments I would like to thank Alan and matrix for their work both this year and back five years ago as well very helpful down [Applause] [Music] [Music] we decided to do suggestion to transfer also we're going to compare it to where that was that planning parties that we'd be unadopted your budget column and then there would be an adjustment your column if she stated the devil's report that she could deliver okay and it allows us to see and to track rather than when you did when you transfer and post here posted over here it kind of you can't see where we make clear yet that is a separate report mention also several years ago we had gotten a very nice end of year report that did show very clearly where the transfers went and I'd be glad to send that around to to everybody because I'm not sure if that's what you're referring to or something else I will mail you what we had gotten Mike it was two years ago I think a comparison of the adopted budget to the adjusted budget would give us precisely they thank you it made me just my inability to recall details but the executive committee is different from the Finance Committee so the executive committee of the Finance Committee are the same you're focusing finance committee is focusing just on financial issues or is it you know that's what we did this morning okay we met to look at that and I think that what we've all heard now and I have to really thank our people from the Carroll County Coalition for public help but sitting through this morning I'm sure it's a very all right so I just want to say a quick thank you to Medicare the delegation members give us a few minutes my name is Caleb Gilbert on the Public Health Advisory Council coordinator and I'm with Carroll County Coalition for Public Health just get my colleagues a chance of juice themselves I start with Jeff over there Jim Jones on the public health emergency preparedness coordinator Jennifer bacon introduce yourself is here Catalina her continuum of care facilitator for substance you sir it's why I'm sure none of you are familiar with with the coalition so we just kind of wanted to take a chance to talk about the work we do in the economy so coalition public Allen is an initiative of Graham United Way we're funded by the Department of Health and Human Services to be the Regional Public Health Network so we serve the entire county concerned about the health and population health of a population of all the communities within the work we do is guided by the community health improvement plan you'll see in your folders on the right hand side there's a little just a quick one pager highlighting our community health improvement priorities five-year plan working with partners hospitals really an input from our partners who are involved in our work and the public as well to create community health improvement plan that focuses on priorities the current plan runs until 2001 of the next year when we were doing this again what's nice is it lines up with the hospital the assessments that we can really use the data and the input so there are four five years so within a community health improvement plan there are six priorities three of which are funded by DHS and I'll just walk through those real quick and talk about what the priorities are and some of the highlights I guess real quick before we get into it you'll also notice in your folder in the middle not in the pocket there's a there's a little wire that's we're not coming community to bet Grace had involved in folks here takes place in 2017 in that kind of high school it's a screening of the resilience which focuses on early childhood trauma adverse childhood experiences and the brain biology of toxic stress if that were me saying that you'd probably be sorry when you open up a folder that was there so I went back into the chip priorities the first HHS funding priority is a substance misuse prevention first I'm going to discuss and so really this this priority work is about partnership across all sectors educate build skills and policies that support substances prevention just couple of recent highlights at some of the work that has come out of that I already there was the youth empowerment country youth leadership summit that was hosted at Kennedy High School in January may have seen that written up in the economy daily Sun with a pretty successful event Jennifer did a lot of coordinating Mara and also really working to get involved from another I just try to keep that day in the county those have been increasing and this the one held actually just this Saturday April 27 where the county elected roughly six hundred ninety two to turn any problem on these medications and we had a participation for law enforcement agencies in the county which is that's initiatives for another time the next initiative is a continuum of care which is referred to a new she needed access to comprehensive general health services so this continuum of care initiative increases that work to increase awareness and access awareness oven access to substance dependence to do substance use disorder treatment services across the county also work to build capacity and expand delivery of services with of energy an intervention treatment and recovery from in for substance use disorder so there's a bi-monthly meeting that's entitled the county responds to su d and this brings together stakeholders to work on all issues related to substance use disorders you know we have some W numbers here who just there's a marsh seen a number of times and this group also works to help local organizations apply for funding through the idæan region and also the next and last funded priority is a public emergency preparedness and just a quick synopsis of some of the highlights the things that effect that you will works on holds a regular American advance distributes narcan to the public these events held in Tamworth seanandkat building that goes happen monthly and also an AUSA PD and Conway quarterly your supervisor covering partners and also CT pH which is sort of an abbreviation coalition also manages the yearly school-based flu clinics so that takes place every October in public health emergency preparedness is also the state response to have a tighter stay in the county as well and lastly public health emergency preparedness directly taught in Carroll County citizen Corps which is made up of 165 the volunteers and also works with town Ian's these first responders and then just real quick to finish up there are three other priorities you'll notice on the one page that one pager there those are aging with the connection and purpose and this this initiative we work with local partners to align efforts among service providers to address all issues related to aging in the county also work to increase the awareness importance of advanced care planning and those are things they've done care directors and I just mean quick highlights from the efforts of that group has recently been about Washington Valley each friends and community initiative is developed and with 11 communities up in Mount Washington Valley and that's Turkey and that's to probably make our communities friendly initiative and also work has been done on health care decisions day which is really to promote and enhance care cleaning Interactive's chronic disease is another initiative and we work with partners to increase access to healthy activities in the county needs to be work with that let's go which is a memorial they focus on a physical activity we also toured hang up there so providers that treat chronic diseases we have coordinating memorials we got the 40 memorials health community health needs assessment form that took place back in November will be working with hydrants as well and we also work with Titans hospitals where all health network which is really about creasing access to services for communities that are in southern Carroll County and lastly last initiative is early childhood America support that the group public Carroll County for the childhood coalition and we can be nearly to bring together providers across the whole spectrum of early childhood services from home visitors to the early childhood centers and local news so those are the six priorities just by city we just kinda want to fight the delegation to use this as a resource or any any questions you may have or any ideas relieves the we're definitely good for that you have our contact information the folder there there's business side and it also invite if I needed audience members anyone here really to to come to any of our meetings to be involved in the work that we're doing and yes I thank you Carroll County Coalition for coming today so as far as it doesn't conflict with some math duties I do want to report in case you have not heard you probably have that's the two bills you asked me to file I've done quite well Hospital 369 to arrest opinion people reduce the diversion of squats um as passed both houses and House bill 511 has passed both houses and slightly different versions and there's also a conflict with a division in the budget so I act on my best for you and and just on that topic of involvement if you look at the left hand side you'll see a list of our meetings as program aggressive on fiscal year which runs through June 30th so many different fiscal years I've tried but and you'll see that there's some information about being some regularly or cares like the kept any response meeting regularly monthly it's always we do sort of more on the periphery we're trying to increase involvement as you know the county tends to polarize downstairs between the southern part of the county and a northern part of economy so we're really trying there's recently children unlimited which has the Family Resource Center for the for them County has been awarded as some funding through New Hampshire preschool development grants were really so he's trying to talk to us dr. Lantry hi I'm Dale drew I'm the chair of the land of ender committee that were put together by the county commissioner and approximately two years ago Steve NOC was the chair he sat down on a party today six months ago I was elected the focus from the beginning was to try to create programs and projects and things on property that best suited the land that was here we've gone from one end of the spectrum to the other the spring we're sort of focusing on things projects that we want to complete sooner rather than later we had a broad scope at the beginning we're sort of bringing into focus town one of them the big project that's going to happen this spring is a handicapped accessible trail on property we have secured a construction company who will build it we looked into the local high schools to build benches and flowers and birdhouses so residents and people can use this trail another project we one of our committee members susan cadet has been working with wendy the town forester on mapping the property and all the logging roads three versus horse trails equine bike trails and walking trails in the summer and cross-country ski in the winter horse show our Snow Show Network show snowshoeing and winter all those products are are active and moving forward hopefully this summer by this fall we should have well actually we had last Thursday one of our members Georgina Salinger rocker she's a local hostess table and she brought her horse over she mapped out some trails that she thought would be great for equine so we're working with her on that and we're also trying to plan an equine weekend here the 1st and 2nd of June and we've invited 10 or 12 of the local stables the problem we're finding with that in June is everyone's aware of winter was miserable this year so they're way behind on getting stuff ready so we might try to plan that either late summer early fall that we can't get done this year just again with the mapping the bike trails are there the and the walking trails as well another product that we started is we wanted to try to bring people to the primary a lot of people don't realize the resources here on property so we wanted to work together with the nursing home as much as we can so we've started a project of planting vegetables flowers or whatever they want to plant with the residents and we're bringing in local schools kids to work with residents to maintain plant harvest our focus is these people that are in their have a lot of knowledge a lot of stories and kids to learn so much and it helps interactions and we've had commitments from the Conway rec department for every other week to come down here for four or five hours a week every other week to work with the residents I have commitments from two local businesses in Carroll County who are going to donate the materials the soil and a lot of the plants that we can't plant from seed for these beds and they will be built by them as well well I think the plan is to put 10 beds and if you're looking out from the front of nursing home on the right side of the parking lot so successful for some of the residents and wheelchairs I can get out there oh my mom is my project oh yeah the blueberries I'm sure you guys are aware of the lure we started last year the last year was a pretty good year as far as coming into it for as late as we did they made I think the boy scout from Madison North Conway made approximately seven hundred dollars on the blueberries and that we had a burnished they were a little quicker than we were this year we have letters there's two companies that build special lasers that keep the birds away they're on timers that are safe I'm trying to work it - there's not a lot of these on the east side of the Mississippi River so I'm working the angle oh if you want to put this in here and then you can show it off everyone who wants to buy it in the blueberry industry we'd be a good example for it if that doesn't work we're looking adding the scouts are really active this year they I think they never have had one work date on the 22nd of April I think they're playing another one for next week fertilizer will go down and the mowing and the weeding and more if you've gone over there I don't know that you should they mulch I think four of the older rows there's 350 plants over there so they they aren't bringing them back they were going south quickly but take the kids are really into it they're learning business they're learning agriculture there they can't over there are a couple little things on a weekend and works Saturday and Sunday camping Friday and Saturday night and they're also wanting to pump up with these trails when we build them and now that I remembered we also are working with many trail groups of equine in groups and bike routes coordinates and building trails as well so I'm hoping our goal is to not have any talks come out of the county for this any of these progress and we can have one of the projects that are still in the infancy stage that I'll update you a little when I have more information but that's about it all the survey the farmer survey yet we as you're aware when we put in for a grant last year that we did not receive so we spend five four or five months building our own survey to send to farmers and residents in Carroll County and surrounding areas we should have copies of that we're trying to figure out what we have listening sessions at the beginning of this two years ago where we went to three different areas of the county got input from the public and we're trying to go through each one of those and figure out where the ones are feasible for us to do just like an agricultural Learning Center hopefully something with maybe the commercial kitchen and the old nursing home so the value added is huge and if we can get some agriculture we're going here again as some of you aware are most you aware local is becoming very popular again and we're hoping we can tag on to that and bring some weight back into the house so I think that's it any questions yes where are the blueberry fields or bushes the blueberry bushes are across the street from the town from the Public Works building they're going to know that hate-filled over there there's a little building there thank you anyone work on a co-op over here for like a Depot for local people to bring their food we could make one call and get 150 dozen extra weekend or 30 pounds of tomatoes that isn't on the list right now we're trying to focus on things that we can get done we're looking to get some momentum so if we can save this is the project we're doing and then complete it maybe we're hoping they'll bring more people here and then we can start to go on the bigger things like the food cooperative the commercial kitchen there learning's we've been doing this for two years and I don't think we're going to slow down anytime soon I usually make sure because it's a lot of money that these cattle comedy game I'm very aware very well so yeah in my background I'm a local farmer I live in Conway and land is you don't have landed anymore no one has land so to have this resource is huge and it could be great if we do it the right way and with support from the one of the ideas is to bring beginner farmers or farmers that don't have enough land maybe into this property and then that would help with a cooperative the the food hub abuse up and a farmers market on a smaller scale those ten minutes out there we're going to try to do something with the kids and the residents to either do a farmers market where the stuff that grow or have like a harvest in at the end of the year celebrate everything we just want to bring people here and if when you get the people to come here and we can grow the bigger idea we're hoping well we're hoping the handicap accessible trail will be early summer and we're looking at the heat equine trails and some of the walking trails by the end of the year are partially built there's three legs the first leg is almost complete and we once we get all our ducks in a row which we want to have before we start bringing people here then we will jump right on them and make sure all three of those legs should be done by Fall issue and how will people be able to access those maps where you think I'm putting on the website we'll put them on a website will put amount of kiosk at the entrances to the and advertising when you work with with the towns and there right now we're trying to work with the local like running grooves and biking routes that's where most most of the most people belong to these groups and then if they don't they know people who belong to the groups so we're hoping that we'll bring more people here and just word of mouth and advertising and we're trying to do a lot of date Damon has helped us out tremendously getting our information out there man would you please identify sup just for a minute I'm Barbara stay from wolf girl thank you very much yes Kevin are you connected with a trying to develop a list of accessible trails we are aware of that they I think they are mostly focused around the Washington [Music] okay I've got a little presentation about broadband access initiative that's going on let me actually just in case you want this [ \_\_ ] oh my god sorry there's two handouts one is my another is actually from Rick pilots deep that should be enough to get that one through Joe can so anyway basically I mentioned this in a couple of months ago at the middle of budget process so it wasn't a time to kiss benefits my honey well I've gotten involved with a group that's working on broadband access there was a nice sort of paper about a month ago after their last meeting a party and as you know progress this really is a pretty cold the economic development and it's something has become basically critical infrastructure and unfortunately many of us in the rural atmosphere are planning you don't have access to it and that's not unique Carol honey but it certainly is particularly problematic with rural areas and it's a lot more than just being able to screen your local networks the bottom line is that you really need it for economic development commuters who are running a business Keith Bennett for school the the Martinique Keepers restaurateurs they need it for their marketing for their the reservations all that kind of stuff and likewise in both the representative Marsha and I spent a lot of time or sometimes listening to telemedicine pills the ill to telemedicine is really expanding you think of the double whammy we have up here you're the rural area we haven't gotten to specialist so here we get some great telemedicine gives you access to a specialist at Boston old but you haven't got the connection so we can't do it because a lot of these bills are now enabling that when the visiting nurse goes it makes the home call they can do a telemedicine connection into the doc because these people are not mobile it cost a lot to get a transportation to the doc and that kind of stuff and if they can do it that way it's great we saw one of the cool things with Bill about it week ago where a school nurse is set up a deal and that school nurse or nurse instead of a deal with school nursing so that if the kid is there then the kid isn't to come out of school the Paras gonna have to come from work and they had including a little thing you can pop on the ear and but telemedicine you can look at the kids wrong so that was really a nice little so the point is there's real need and arc citizens are gonna be left behind in terms of health access if we don't have this so anyway the bottom line is the started a bottom line but another feature is we also really need to recruit people that are young to stay in our area this workers and a lot of them don't have a lot of interest in living in a place actually our youngest son age 30 and his wife just moved up to eat they have incredible difficulties with getting any kind of broadband access on the remote Hill where they live and so it means there's no fiber and as a matter trying to satellite that doesn't work so the bottom line is the cable companies and haven't got a whole lot of reason to run fiber for that last little bit they are not required to when they get below a certain population density in a free-market sense it doesn't make any sense for them to run or not because they're never going to recoup their their investment on that or at least they would think they would now and the if you think about it this is a lot like electrification in this country 230 supporters we had vast amounts of world heritage that didn't have electricity and the government recognized this was a problem we needed to deal with it there was a strong initiative to get rural electrification we've done a lot of that done during 30s and 40s team toxic baldness that this neck of the woods and all that he didn't get electricity till the 40s and didn't get telephone till far out of that so broadband is kind of right up there with dead so I've mentioned these names couple times Rick Highland Steve naps their handout is date as the one-page handout this is what they use from their going to the various people and very select boards what I was running I was interested kind of working on this and was planning to get it together some people but I didn't need to because Rick and Steve had gotten this started they started it they've gotten a couple different meetings I was only able to make it to one of the meetings and this is to get the stakeholders together to get the people who've been doing this with them learn about it Carmela's the state who does this was the first meeting and get some ideas about the best way to do it what they recognized is it's very difficult for a single time to bond something like this and get this service rolled up so there we kind of trying to build a consortium of towns then we get together and agree on ways in which they could do this and there are some issues about the bonding which level over in just a moment um daddy we also talked about you know 5g here but here's about that that's great for urban area you repeat or about every thousand feet it's not going to be economically feasible roasted rural area fiber optic is really basically big scaleable options as we go with it should be good for a very long time and last year the Legislature passed SB 170 was funded the borderline mystic municipalities to bond for these things in Chesterfield already has been working on that they're the first one and they've got a good degree or they did an agreement they're working on with consolidator to try to get a bonding where they consolidated takes the risk that a charge the subscribers of small feet and that's in that model the internet provider still owns in the system and they recouped their fees from the subscribers but under their alternative is for autonomy gold its own but then they've got the problem of maintenance they've got their and outsource that address another option it's important to realizes committee is just in the process of still gathering information they're not making decisions yet SPO no threes the bill to the legislature this year it's gone through the Senate has had its hearing in the house I don't know when we're gonna be getting it but that would allow multiple towns to come together and bond various things including broadband access that's the advantage of that it gives you more leverage larger drug base of customers and a larger geographic area but at the first meeting I've brought up the question of whether or not the company should get involved because the county could get involved and basically they're forming a consortium accounts though we are consortium at times we're all is it and we can conceivably work with them as sort of the umbrella business municipal organization that is helps end with the bonding and with the you know getting out of the critical mass of people in that they thought that was a good idea we're kind of proceeding along they're moving ahead with their process of getting towns to buy in and I wanted to bring it up here to see if they with the County delegation and commissioners were interested in getting involved with this in the standpoint of just doing the planning not making any commitments yet there's also federal learning to be leveraged for this infrastructure development as well but we you know we can't leave the table we have to actually get it so again Thailand adopts put together these non-binding committees that they've gone over this is what they present when they go to talk to war selectmen already towns that have bought into it are sandwich Albany Tamworth parts location Chatham and Needham some of them already have designated a select board person who is going to be their representative to go to the meetings an idea this by saying non-binding they get together they can plan it to come up with an idea but it's non-binding at any point any of those towns can say no this doesn't work for us in the water likewise that the county says we want to perhaps be involved if it gets to the point that it's getting you know built in oh sorry content so that we sorry about that anyway so the idea is the country might want to work on it then at the computer size this isn't gonna work for us we're also just because it is not inviting so what I'm asking is no one would be commissioners in County delegation the interested in having somebody work with them kind of keep this ball rolling again you don't need to do this because you all remember Steve Jobs for his work we sort of mentioned a little earlier not today he does a great job he's really on this he's burnt entities working full-time with this and great pilot selection board and Albany is the two of them they're working really hard together we do not need to redo what they're doing they've got it going I think the issue would be supporting them perhaps having somebody sitting on their board with them and then whether or not if ultimately we have 103 doesn't pass if the whole time he wants to get involved to have the County become the bonding responsible municipality governmental division did you survive it so that's what it's all about so I've given you both handouts even think about it we don't necessarily have to make a decision today except if we wanted to be safe we'd like to keep this appraised - what's going on that would be a good decision to make today we don't have to make any decisions about bondings County has a feeling of all they'd like to get involved that I can take that back to that committee because we don't even know if botany is the structure they would move they're still gathering information looking at what's been done there for a month looking as we've done all around the country UHS a bunch of stuff on this and Carol Miller so that's where that stands I can take questions for the episodes but just so you know from the National Association of counties makeover just answered her second plan and we have to have two votes on their board one of their big initiatives is rope rock band a March 18th 2019 the US Secretary of Agriculture's only Purdue they launched in half that helps measure the signal strength of connectivity and all broadband so that is also one of their goals which the commissioners through association of counties we have some leverage there and a lot of information there that's on that just one throw out there hammer telemedicine the right we have it over to jail as well hook up the stethoscope glucometer blood pressure on the else in the doctor I can read it all that so it's coming out way it's phantom motion to have representative connected the delegation rep to be MW v VF i which is the amount Washington Valley v manager thank you as much as I support this effort I don't since there are going to be it's going to be a town by town involvement and whether or not the town's can be be a part of this multi town bonding process I'm pretty I can't imagine that the bill won't be supported I certainly hope it is and on the 30th so I just don't know what the county's involvement would be because the investment is going to need to be attended by town basis but I have no problem with representative dirt being representative on banking they actually yes it seemed like this was not a clear path but then the lobbying groups the telecoms came out of the woodwork because they really kind of don't want this because they wanted they're perfectly happy you know with high density where they can get a lot of money and they don't want to get aggressive so there has been some really strong opposition so I think we have to be a little cautious do this women say completely number one number two is yeah the town by town but but basically you have to have a municipal structure to or a government to do the bonding right now is legal top to do that but to have each single town do its own body thing with these different providers don't sleep um and as small not very many people who love our many customers overseas not very many customers involved and might not have much leverage its absorption hopefully to make it work better but the county is sort of that filled the ultimate resource reporter just really be the bonding agent again towns wide opt out they might not participate but I don't know enough to know how that would work at this point and so these desk that's I say we're only gathering info and we may need say look at the plumbing supports the concept we're not going to get well again I think that's just a name the town's involved sandwich was already involved they're not part of my work in belly eating that think you could say is maybe isn't Chatham plus - it's really the other side of it nominee so this that's a name that's been given to it but it doesn't have a lot to do with the reality they're trying to get every time yes yes yes dolly episode of Como yes representing this canary I guess yes thank you and the channel yes well and I just question that about the groove first Jenny Butler said that these nuts are for the Condor secreted followers and they just get a sense to get feedback back to the committee is that kind of uniform amongst this delegation or some people interested yes clarify I am fine for continuing exploration but my my basic concern is that you know there are some pounds both roaming the Conway may be that are already working on their own good for structure issues relative to broadband and we represent all my pounds so how we would how the county would support sometimes and a coalition is difficult for me but I'm all for exploration I share representing polish concerns there are other towns that have explored and expanded their infrastructure for broad bands way to go will be one of them working with spectrum at the time that I was there we really got on them about expanding it to the world areas so I don't know if we would be that town would be part of the consortium I'm sure there's some outliers but most of it is yes although the county would would would a with the acceptance of a grant maybe by the county apparently Nico has 600 million in grant money set aside for some do that so we interested in that I mean it have to come to the county the county would have to distribute it but the organization Nicko the national social accountant right oh and again I'll say that mechanical arm side compliance so you have which is more law states so we do have to seen two boats on there and the Hampshire Association kind of a very strong group that goes there so you have some leverage to look at that pathway Thanks I had to move on because we had one more thing we have a quick Siemens update on the scene this project I don't want to forget that because I want to sell a rating for hey I know madam chair I still have one more piece of other day oh if I don't go ahead if you all remember we we all entered into an agreement with Siemens to replace a lot of our interest our aging infrastructure and so we're going to give you a quick update and what we've done and how much it let me do it okay this project is started it's gone wonderfully so far 95 percent of all the lighting in the building has been changed over writing on LED lights right now and we're already realizing citizens in our electric bills it's amazing I can't wait to see what the next bill looks like the HVAC work is largely been commencing into jail and at the administration building the administration building should see it functional about three weeks to jail I have some time really good the roof of the administration building is should be done by the end of May patrol work is going to continue to make these systems functional and I think I think we spent about 1.8 120 million dollars so far we're gonna revive the boilers are going to be installed in weeks along with the the rest of the agencies the condensers at the administration building will be put outside a lot of the a lot of the offices have have individual cassettes you've seen that in the in the delegates right you've seen the delegation it was a big thing and I mean if ceiling you said Wallace the caucus s is the is the indoor HVAC unity you know the wall the ceiling and so they can be pouring I've had weeks outside the back the administration building we move the the temporary generator out so they can for them yeah and HVAC might be ready by yes so everything's going well we look to realize some really good savings I was unaware that that the that will gonna happen to sources of heat in the building an admin one the boilers into the cassettes can also in the HVAC system that they're installing what they call variable refrigerant flow it takes heat from different areas of the building will see father's view from outside just what is the end date on the word bottle I think that they're going to be done around August with the entire yeah it's amazing back on my next item I wonder if after gives his question if you would like um quick update on the revenue to register and my question or yeah Allah is unassisted living and we authorized money for the study correct and how is that proceeding or is it particularly when both person has not proceed at this moment how he does have some information I've been in contact with two or three consultants and we're putting together an RFP that would also include not just what we need but how to define instruction developed and built so that it be a comprehensive package my goal is so there to anticipate any questions of anybody like him and for an independent body to be able to assess whether it makes sense or what what what what we need and what's your timeline I just a question for Holly look quick are you looking at all aspects including adding on to this building that this interaction my understanding is that the focus is narrow and it only anticipates that the the overall goal was that at this point that any expansion a lot of site not want way or any other place would be a totally different phase so looking at something that's actually a more manageable which would be the addition to disability which was anticipated when the strolling was built if it was added on to this building with part of the seaman's contract couldn't be expand part of the CMAs contract to include some of those updated thanks maybe we get the boilers over here and the expansion or something like that included in the IRP so we're not having the annex as well definitely that that would be this the nice part about this building that magician although it wasn't anticipated versus the living was anticipated for expansion of nursing all the infrastructure will be power sewer and heat was anticipated so the improvements and I worked with Bob to be sure that anything although this building the Siemens involved and not what walk Burton if I'm wrong was pretty much limited to light conversion to LEDs again work the work that they're doing this building is essentially lighting and building controls would that be part of the experience that one does this part of the RFP because we want to there are many things that we during the early part of the meetings there was a discussion of the revenues part of the budget so I wonder if you would write it up yeah so through April in the end of April the number of transfers the volume of documents that reporters has compared to last year gone down yet the revenue has increased for these for the first four months of the year when you compare it to last year 8% world stress most of that is going to the state 1% increase is going to accountants and what that means to me is the real estate prices are higher now than in the past and we're getting more money in from the transfer tax and the top to keep 4% of that in the state gets the 96% so we're doing fine in terms of reading our budget expectations and it's a different change in the market things the real estate volume is slowing down no I meant that issue let me go back to the commissioners statement about the possible assisted living in the survey it's just living and you said that the three commissioners I couldn't quite grab to say they haven't supported so what does that mean in terms of the servant okay I mean before it goes up okay so this is not to be construed as they're not in support of the waffle extension I have no idea because we have not a senior definitely put in a commission it didn't last for motors current board information is to put on there for tomorrow madam Jonah questions come FEMA Cherokee plane so I just can we just clarify and one question that's genius I've worked for before is that the question is this Board of Commissioners current Board of Commissioners we have discussed we don't discuss it might be something before you roll with them and perhaps you do everybody working so is there anything else to come public we have public comment just a brief comment to promote the fact that tomorrow's Valley Friday across 32 communities across Carroll County and Western me so I invite you as our local representatives to be a part of it to share that word out on your constituents and to help beautify and clean up the litter in our roadsides next spring in our County so the more information is available on face book and thereafter the morning cleanups with check-in stations at towns across the region there would be a celebration at Hampton Inn from the FAFSA - thank you for helping you to spread the word