

**STATE OF NEW HAMPSHIRE**

**ANNUAL REPORT**

**OF**

**COÖS COUNTY**

**FOR THE YEAR ENDING**

**DECEMBER 31, 2022**





# COÖS COUNTY REPORT

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**COUNTY OFFICERS**

*(Current)*

**COUNTY COMMISSIONERS**

Thomas M. Brady - Chairman, Jefferson  
Raymond Gorman - Vice Chair, Colebrook  
Robert Théberge - Clerk, Berlin

**COUNTY ADMINISTRATOR**

Jennifer A. Fish

**COUNTY ATTORNEY**

John McCormick, Lancaster

**COUNTY SHERIFF**

Brian Valerino, Berlin

**COUNTY TREASURER**

Suzanne L. Collins, Colebrook

**DIRECTOR OF FINANCE**

Carrie Klebe

**NURSING HOME ADMINISTRATOR, Berlin**

Lynn Beede

**NURSING HOSPITAL ADMINISTRATOR, West Stewartstown**

Laura A. Mills

**REGISTER OF DEEDS**

Leon Rideout, Lancaster

**SUPERINTENDENT OF CORRECTIONS**

Benjamin Champagne

## REPRESENTATIVES TO THE GENERAL COURT

DISTRICT NO. 1:	Troy Merner, Lancaster James Tierney, Groveton
DISTRICT NO. 2:	Arnold Davis, Milan
DISTRICT NO. 3:	Mike Ouellet, Colebrook
DISTRICT NO. 4:	Seth King, Whitefield
DISTRICT NO. 5:	Corinne Cascadden, Berlin Henry Noël, Berlin
DISTRICT NO. 6:	William Hatch, Gorham
DISTRICT NO. 7:	Eamon Kelley, Berlin

### DELEGATION OFFICERS

Troy Merner, Chair  
Arnold Davis, Vice Chair  
Corinne Cascadden, Clerk

## COÖS COUNTY COMMISSIONERS' REPORT 2022

We are pleased to present the following reports and financial statements for the period of January 01, 2022 - December 31, 2022.

The County ended the year with total expended as \$37,452,074 and the total revenue received as \$47,396,143 with \$16,313,460 of the revenue raised by taxes. Coös County received its second tranche of monies from the federal government through The American Rescue Plan Act (ARPA) of 2021 and The Provider Relief Fund which is part of the CARES act passed by Congress in 2020. These funds are to be used for capital improvements in the nursing hospital and home. A second round of requests for ARPA funds from Coös County towns and city to aid in funding water, sewer, emergency management, and broadband projects were also approved by the Delegation.

We saw a change in leadership at the end of the year. Commissioner Paul Grenier of Berlin did not seek re-election after 20 years serving on the Commission. We would like to thank Commissioner Grenier for his many years of dedicated service to Coös County. We also look forward to working with newly elected Commissioner Robert Théberge of Berlin.

On behalf of Coös County government, we thank our employees for their loyalty and dedication, we thank members of the Coös County Delegation for their financial support and understanding of county issues, and we thank taxpayers who support our work with your property taxes. We appreciate the support and are determined to earn it every day.

As your County Commissioners, our mission and focus continue to be to provide the best quality services to the residents of Coös County while maintaining a stable tax rate. This is very challenging considering the status of the economy and the increases in the cost of doing business.

It is an honor for each of us to serve as your County Commissioners and we look forward to a positive future for all Coös County.

Respectfully submitted,  
*Thomas M. Brady, Chairman*  
*Raymond Gorman, Vice-Chairman*  
*Robert Théberge, Clerk*  
*Coös County Commissioners*

## REPORT OF COUNTY ATTORNEY - 2022

1. Violent Crimes – Total number of indictments: 36
  - a. Assaults: 16
  - b. Sexual Assaults: 5
  - c. Criminal Threatening: 6
  - d. Other: 9
  
2. Theft Related Crimes – Total number of indictments: 12
  - a. Burglary: 2
  - b. Theft: 9
  - c. Receiving Stolen Property: 1
  
3. Drug Related – Total number of Indictments: 95
  - a. Possession of Controlled Drug: 74
  - b. Sale, Transport, Manufacture Controlled Drugs: 20
  - c. Sale of Controlled Drugs; Death Resulting: 1
  
4. Other - Total number of indictments: 82
  - a. Habitual Offender: 10
  - b. Falsifying Physical Evidence: 3
  - c. Criminal Mischief: 4
  - d. Witness Tampering: 1
  - e. Felon in Possession: 8
  - f. Delivery of Articles to Prisoners: 6
  - g. Credit Card Fraud: 3
  - h. Sex Offender Reg.; Knowing Failure to Comply: 5
  - i. Forgery: 10
  - j. Kidnapping: 1
  - k. Incest: 1
  - l. Child Sex Abuse Image, Buy: 2
  - m. Child Sex Abuse Image, Possession: 22
  - n. Child Sex Abuse Image; Sell, Transfer: 3
  - o. Child Sex Abuse Image; Publish: 1
  - p. Computer Svc; Use Prohibited: 1
  - q. Transfer Lewd Image to Child <16: 2
  - r. Arson: 1

The following is a breakdown of how charges were disposed of during 2022:

Felonies: 208  
Misdemeanors: 78  
Reviewed – Not Presented to the Grand Jury: 22

### MISCELLANEOUS:

Probation Violations: 34  
Motions Hearings: 15  
Bail Hearings: 22

Sentencing Hearings: 58  
Misdemeanor Appeals: 1  
Competency Hearings: 6  
Petition for Habeas Corpus: 1  
Violation of Court Order Hearings: 7  
Competency to Stand Trial Hearings: 1

TOTAL MISCELLANEOUS CASES DISPOSED OF: 144

GRAND TOTAL OF CASES DISPOSED OF: 430

The Coös County Attorney's Office had 6 Jury Trials in Coös Superior Court in 2022.

The Coös Grand Jury convened 12 times at Lancaster in 2022.

Thank you to the Coös County Delegation and the Coös County Commissioners for the financial support necessary to conduct the business of the Office of the Coös County Attorney.

I thank individually the members of my staff: Administrative Assistant Susan Corrow, Office Clerk Meghan Ayers, Victim Witness Coordinator Erin Qualter, and Assistant County Attorney Scott Whitaker. I thank the entire staff for their hard work and dedication in 2022. They have done their jobs with respect, patience, and professionalism.

I thank the entire local, state, and federal law enforcement community for their support and for the hard work that they do daily for the citizens of Coös County.

In 2022, both the Court and the Office of the Coös County Attorney were under the stress of a continued backlog of cases that persists into 2023. The office is now working to clear cases that have been stalled as a result of reduced Court time, office staff turnover and vacancies. Compounding the backlog, a series of both unforeseen and anticipated events led to a tumultuous 2022, as we continued to emerge from the changes mandated due to the pandemic. The office experienced difficulty in recruiting and retaining a third attorney, something that has persisted into 2023. Additionally, the Office of the Coös County Attorney was involved in a major criminal case that went to trial in July/August 2022. State v. Zhukovskyy involved a defendant who was indicted for manslaughter, negligent homicide, aggravated driving while intoxicated, and reckless conduct for allegedly operating a truck and attached trailer while impaired to any degree and causing a collision that resulted in the deaths of seven motorcyclists and grave injury to an eighth in Randolph. The case was brought by the New Hampshire Attorney General and the Office of the Coös County Attorney. It involved a plethora of scientific evidence and disputed facts and included thousands of pages of discovery. The number of resources from the Attorney General's Office and my office devoted to the prosecution were substantial. Ultimately, at the conclusion of the State's case the Court dismissed the charges alleging impairment and following trial the jury acquitted the defendant of the remaining charges. I respect the Court's and jury's decisions and only address this here to place in context the 2022 numbers.

The case and crime statistics for 2022 were significantly lower than those of 2021, and I suspect were due to three main factors: office staff turnover and the assistant county attorney vacancy, the office having worked through much of the 2020 backlog during 2021, and the diversion of office resources to preparing and litigating a much larger than usual case. Notwithstanding the Attorney General's direct



involvement in assigning two attorneys to prosecute State v. Zhukovskyy in conjunction with the Office of the Coös County Attorney, the criminal prosecution impacted the office's and the Court's available time and resources. The office also had triple the number of jury trials in 2022 than it had in 2021, resulting in the increased allocation of staff time and office resources.

Looking back over the last couple of years, it is important to note that in 2021 the number of indictments represented a dramatic increase over the 2020 numbers, with many categories of crime doubling year over year. As stated in last year's report, state and local law enforcement agencies returned to more normal operations in 2021, which resulted in increased arrests and case submittals.

The 2022 statistics related to the number of indictments and dispositions should be viewed through a lens that incorporates all the aforementioned factors.

The number of indictments were down in all categories, with the exception of theft by unauthorized taking, possession of child sexual abuse images, criminal threatening, and habitual offender indictments. The Coös County Grand Jury returned 225 indictments in 2022, down from the 312 that were returned in 2021. However, the number of theft by unauthorized taking indictments was substantially higher than the 2021 number, with the Coös Grand Jury returning nine indictments for this crime in 2022 compared to just one in 2021. The number of indictments alleging possession of child sexual abuse images more than doubled from the 2021 number, as the Coös Grand Jury issued 22 indictments in 2022 and one case involved a defendant who waived indictment on five felony charges for this crime. At ten, the number of habitual offender indictments remained the same as the 2021 number, as did the number of criminal threatening indictments, with the Grand Jury issuing six indictments in both 2021 and in 2022.

All other categories of crime saw a reduction in the number of indictments, with violent crime seeing the most dramatic reduction from the number issued in 2021. There were far fewer indictments for both physical and sexual assault in 2022 than in 2021.

The opioid/methamphetamine epidemic has not abated and is ravaging Coös County. Drug overdose deaths in Coös County in 2022 easily surpassed the 2021 level, reaching a staggering number when considering the population of Coös County. With the caveat that there may be more 2022 cause of death reports that are pending toxicology results, there were 22 overdose deaths in Coös County in 2022. When adjusted for population size, this percentage rivals the highest rates from overdose death reported from anywhere in the country. None of the 22 victims of overdose death had an active criminal case pending in the Coös Superior Court at the time of their untimely passing.

The Coös County Drug Treatment Court (CCDTC) continued to operate throughout 2022, with bi-weekly drug court sessions done primarily through online proceedings. Because the CCDTC targets a specific population of repeat or high-risk offender, only specific defendants meeting the criteria are accepted into this alternative sentencing program. After a defendant enters the CCDTC, professional resources are devoted to addressing the participant's substance use disorder, and the Drug Court Team provides strict oversight of the participant's behavior to ensure compliance and engagement.

Respectfully Submitted,  
*John G. McCormick*  
Coös County Attorney

## REPORT OF THE COÖS COUNTY SHERIFF

I would like to thank County Administrator Jennifer Fish and County Commissioners Thomas Brady, Paul Grenier, and Raymond Gorman and other elected representatives past and present for their support this past year. I am excited to see what the future brings to the Coös County Sheriff's Office as I enter my fourth term as Coös County High Sheriff. I would like to especially thank Commissioner Paul Grenier for his unwavering support he has given to the Coös County Sheriff's Office and law enforcement in general. He will be sorely missed by many agencies. I look forward to working with Commissioner-elect Robert Th  berge. I have worked with Commission-elect Th  berge in many different capacities throughout the year and I wish him great success.

I have very professional staff that serve the citizens of Coös County with honor and integrity, which makes it a pleasure to work with such dedicated people. I would also like to extend my sincerest thanks of support to the taxpayers of Coös County. Without the public support, it would be difficult to perform our many duties. This past year has continued to be very difficult for law enforcement across the country. It is very important and refreshing to see that the residents of Coos County support our office.

The Coös County Sheriff's Office has once again been very busy in 2022, serving civil process, and transporting prisoners. Again, this past year was unique as we continue to change our operations due to the CoVid-19 pandemic. We were also able to devote more time to patrolling the unincorporated areas in the county.

As part of their regular duties, Sheriff's deputies transported prisoners for the Superior and 1<sup>st</sup> Circuit Courts to and from the Northern New Hampshire Correctional Facility, New Hampshire State Prison in Concord, as well as the Women's State Prison, and all County jails throughout the State. Deputies also worked with Coös County Department of Corrections to transport their inmates to and from doctor and dental appointments and guarding these inmates while they are in a hospital setting.

Deputy Sheriff Ryley White resigned from the Coös County Sheriff's Office to pursue other employment opportunities. The Sheriff's Office welcomed a newly hired Deputy Sheriff, Luc Poulin. Deputy Sheriff Poulin was previously employed by New Hampshire Forest and Lands for many years. His experience in law enforcement will greatly enhance the capabilities of the Coös County Sheriff's Office. On December 31<sup>st</sup>, Richard Lapoint, John Lapierre and Charlie Hillsgrove officially retired as a Coös County Deputy Sheriff. Marcel Deveau retired Deputy Sheriff unexpectedly passed away in October. He was an excellent employee and was a dedicated member of the Sheriff's Office. He will be sorely missed by all who worked with him at the Sheriff's Office. I continue to serve as the Vice President of the New Hampshire Sheriff's Association, and President of the Coös County Chief's Association.

There continues to be a strong, positive, and cooperative relationship with the Federal Prison in Berlin. The Coös County Sheriff's Office has arrested 6 individuals who were fugitives from justice that were being held at the Federal Prison in Berlin. This is to assist law enforcement agencies throughout the United States in returning fugitives from their area. This year, individuals were returned to their state where their crime/crimes were committed.

During the past year, the Sheriff's Office also conducted involuntary emergency transfers to hospitals around the state and assisted local departments in transporting their prisoners to and from the County jail for court appearances. The Sheriff's Office is also required by law to extradite all fugitives from

justices who are to be returned to Coös County to face charges. During the past year we have extradited wanted people throughout New England.

Annual training is important to maintaining each deputy's proficiencies and maintaining law enforcement certifications. This year training was increased by six additional hours to include ethics, de-escalation techniques, and implicit bias training. We were creative and utilized other forms of training that were provided by various law enforcement agencies.

This year the Sheriff's Office continued OHRV patrols in the County. Coös County has over 1,000 miles of trails on private land, state, town, unincorporated places including county-owned property. This year we were fortunate that Polaris donated two OHRV's to the Sheriff's Office to use to patrol the trails. Knowing that OHRV activity is increasing, much of our focus was dedicated to the Northern portion of Coös County as riders are now migrating further North. We were extremely fortunate to work with Bear Rock Adventures in Pittsburg this past year. They provided the Sheriff's Office with a Polaris side by side to conduct patrols in the area. Another factor that contributed to a safe successful season, was that many rental companies installed "governors" on the OHRV's which significantly reduces the speed of their rentals. They also provide safety instructions to all individuals who are renting OHRV's. These methods have significantly increased the safety of our trails countywide. The Sheriff's Office is working with the Commission and the Delegation to resolve our patrolling issues. Some of the trails are shared with street and highway traffic. A proactive approach from our office has assisted area law enforcement officers in the county to teach and enforce the public about the laws and rules of operating OHRVs. The sheriff's office patrolled 735 OHRV hours and issued approximately 1,029 warnings, 196 summonses and had 7,615 contacts.

The following statistics from the Sheriff's Office Reporting System outline the past year's activity:

Total # of individuals transported:	549
Civil process received:	788
Criminal & civil warrants:	121
Involuntary Emergency Admissions:	58

Sheriff's deputies traveled approximately 205,700 miles in the performance of their daily job responsibilities.

This past year, the Sheriff's Office continued to be successful in keeping our budget requests to a bare minimum, acknowledging the continued financial hardship the county is faced within this very difficult economy. The Commission and Delegation have always been supportive of the Sheriff's Office, especially when it comes to acquiring necessary equipment to assist the deputies in the performance of their duties. The Sheriff's Office also returned a significant amount of revenue back to the county which helps offset operating expenses. Those revenues are generated from work completed by deputies that is invoiced by the Sheriff's Office. These revenues help to keep the County tax rate lower.

2022 Revenues Billed:	
Administrative Office of the Court:	\$157,290.31
Civil Process:	48,205.96
Forestry Patrols:	3,500.00
Juvenile Transports:	338.58
Operation Stonegarden Patrols:	13,202.04
OHRV Patrol Grant:	4,900.00
OHRV Fine Reimbursement:	14,638.40
Special Details:	29,330.00
Campground:	<u>8,580.00</u>
<b>2022 TOTAL REVENUES INVOICED</b>	<b>\$279,985.29</b>

Respectfully Submitted,  
*High Sheriff, Brian L. Valerino*  
 Coös County, New Hampshire

## REPORT OF REGISTER OF DEEDS

The year of 2022 has been marked by a slowing real estate market and another round of elections. I was honored to be re-elected for another two-year term. The team at the Registry has continued to show a great deal of flexibility while we have been short-staffed utilizing two part-time clerks. We are all grateful that we have been able to maintain normal operations during the year despite Covid 19 still being present.

In June, Lillian Kenison became part of the team as an intern. She has been focused on improved imaging and preparing the old books for restoration. She is eager to learn, and we have also taken the opportunity to train her in some of the daily operations.

The team was once again recognized for their volunteer efforts in the local community in August of 2022. This year's work centered out of John W Weeks VFW Post 3041 and the State Commanders project to raise awareness of the issues PTSD/Suicide in the Veteran Community.

While the real estate market slowed, the Registry was still very busy. In 2021, 7,335 documents were recorded and 6,323 in 2022 for a decrease of 1,012 documents. This activity generated approximately \$447,545.48 of revenue for the county, reflecting approximately \$279,175,400.00 dollars in taxable property transfers.

The Registry team has also continued to improve the quality of images and completed expanding the indexing back to the year 1976 and work has begun on 1975.

On a personal note, I will add that I am very proud of each person that has worked in the Registry over the last year. Each time they needed to step up they did so willingly and exceeded expectations. Coös County can be assured they are dedicated to serving the residents of Coös no matter what comes their way.

Respectfully submitted,  
*Leon H. Rideout*  
*Coös County Register of Deeds*

**COÖS COUNTY NURSING HOME – BERLIN**  
**Administrator’s Report**

**Social Services Department**

2022 had similar challenges as the previous year for the Social Services Department. Due to staffing shortages, admissions were placed on hold for several months. During this time, Social Services staff provided support to other departments. The RN Skilled Admissions coordinator, Doris Fortier, provided direct care services as House Supervisor and Charge Nurse, her flexibility, knowledge, and skills allowed for continued high quality of services for our residents. In the fall, Mrs. Fortier instructed a Medication Nursing Assistant (MNA) program in partnership with Clinical Health Careers, LLC, providing an opportunity for interested and qualifying CCHH Licensed Nursing Assistants (LNA) to advance their careers and further secure the healthcare workforce for our community. Social Worker, Therese “Terry” Couture and Candice Santy, Social Services Director, continue to support resident services as Paid Feeding Assistants, and is now part of their daily routine. Mrs. Couture continues to provide assistance to the Activities Department whenever needed. They also manage the required assessments, psychosocial well-being, and individualized care plans of our residents and patients.

<b>Year</b>	<b>2021</b>	<b>2022</b>
Total Days of Care	27,691	23,881
Admissions	29	23
Readmissions	3	2
Temporary transfers and referrals returned	34	26
Temporary leaves and/or observations returned	2	0
Discharges	17	8
Deaths	25	20
Deaths after transfer	17	8
Vacant Beds not reserved	8,634	12,535
Census on December 31	70	65
<b>Resident Days of Care</b>		
Medicaid	56.69%	47.32%
Medicare A	5.33%	4.34%
Private Pay	13.85%	13.77%
Total Occupancy	76.30%	65.66%

**Activities Department**

It has been a busy year again this year for the Activities Department. Weaving activities in between the COVID-19 restrictions and medical appointments, keeping the residents happy and safe, being flexible, and bringing smiles to everyone they meet has been both challenging and rewarding – especially challenging with the ongoing CMS requirement for facemasks.

Music programs, live entertainment, special meals, outdoor barbecues, social activities, and outings have been held as per public health guidelines. Themed weeks added to the fun, including Woodstock Festival/Summer of 1969, Beach Week, Dog Days of Summer, Princess Week, and Sunshine Week to mention a few. Every holiday was celebrated in various ways. Patio barbecues, campfires, lobster lunch, ladies’ luncheon, ice cream socials and gardening brought the residents outside, as well as outings for picnics, fishing, and rides. Bi-monthly men’s breakfast continues to be a hit with the men, a team effort by several departments makes this a great activity for residents.

The theme for National Nursing Home Week, held May 8 to May 14, was "Creating and Nurturing Connections." The residents "connected" with art, music, creating their own solar systems, learning new things, planting, cooking, sharing memories with the Moffett House, and even raising live butterflies. Live entertainment was held monthly with various types of music, and newly added fiddle music with Normand Labonville.

Therapeutic music with Angela Brown, therapeutic musician, continues to be offered weekly on each floor. Her visits are always anticipated by the residents.

### **Nursing Department**

Susanne Rano, RN, was promoted to the Director of Nursing position. Ms. Rano is a highly skilled nurse with many years of nursing experience, in various healthcare settings across the north country area. She has a strong focus on resident centered care, quality, compassion, communication, and safety. Brenda Fratus, RN, BSN, was welcomed to CCNH as the Assistant Director of Nursing, RN Supervisor. Ms. Fratus has extensive nursing experience and is highly skilled in the art and science of nursing. Her attention to detail and thoroughness, along with her nursing skills and abilities were evident from the start and will ensure excellence in the quality of care our residents receive.

The Coös County Nursing Home tuition assistance and tuition loan reimbursement programs continue to be an important benefit for employees seeking educational and career advancement. Some of this year's recipients include Aaron Slack, a long-term LNA-MNA of CCNH, who has recently graduated from the River Valley Practical Nursing Program. Erin Fournier, LNA, and Korin Villeneuve, LNA, also long-term LNAs of CCNH, have completed a Medication Nursing Assistant program and are now licensed to administer medications to stable residents. We look forward to watching each of them grow into their new roles and within the nursing profession.

The nursing department continues to utilize staffing agreements for travel Nurses and LNAs to fill 50% of our open positions. Staffing agencies have allowed for us to maintain the quality of services we are known for, as well as preserving the health and wellbeing of our core staff. Generous incentives are offered to employees for working hours in additional to their regular shifts when critical staffing situations arise. Recruitment bonuses are also offered.

The Nursing Department would like to recognize the dedication of Dr. Cardenas, CCNH Medical Director, the staff of Androscoggin Valley Hospital, and the rounding providers of Coös County Family Health and North Country Home Health & Hospice who continue to go above and beyond in providing quality service for our residents. No matter how high the demands are on their time, they can always be counted on to return a fax, text, or phone call, and they always treat others with compassion, patience, and respect.

### **Dietary Department**

2022 continued to be a challenge for the dietary department as Covid continues to dictate operations. Employees lost time from work due to positive COVID-19 tests results or having symptoms of COVID-19, and other reasons. Staff have stepped up to do what was needed with little complaint, having to work extra hours, with the added stress of last-minute changes to assignments and menus. Activities that had been scheduled were often altered or cancelled on short notice due to an outbreak. The staff have adapted well to these changes that have now become part of our normal routine. Operations are slowly returning to normal. Barbeques were held outside this summer along with special meals during the colder months. The Thanksgiving and Christmas dessert bars were held for the first time in several years

and open to family and residents. Live music events with snacks are happening! This brings smiles back to the residents and staff.

The department continues to update equipment, providing a better dining experience and improving the homelike environment on the resident neighborhoods. Refrigerators were replaced this year, as the others were very worn. All food delivery carts have now been replaced, they are modern and roll very quietly, this is in addition to the induction system we are using to keep the food warm. We rarely hear of food not being hot. The system keeps food hot for up to an hour. We are continuing to go green using less disposables. This has been an ongoing project over the years to reduce expenses and better for the environment. Our big change for this year is we are no longer using plastic silverware bags to wrap the silverware in. My staff are now rolling the silverware in the cloth napkins which also improves the dining experience and makes it much easier for the residents to use the silverware as the bags were difficult to open.

Inflation has impacted our food expenses. Food prices continue to increase at alarming rates. We use three different food purveyors and shop around every week for the best prices. This takes time and increases the number of deliveries, but necessary to control expenses. Supply chain issues continue to be a concern. Items are often out of stock or not on the trucks. Supplements are a challenge with major shortages throughout the country. We work with our suppliers to keep updated as the market is always changing. Most of these supplements are provider ordered so this is cause for concern if the supply issues continue long term.

The department continues to provide nutritious meals for the residents, catering to their needs and preferences, with all the challenges that come with it. We pride ourselves in making the environment like a little restaurant making special orders as requested. This could be a steak and cheese sub in the middle of the afternoon to a chef salad with all the fixings for supper. Dietary also continues to provide free meals to all staff who wish to have it. Most staff sign up daily for the free meals and appreciate the gesture. We are all hopeful and are looking forward to when business as usual returns.

#### **Assistant to the Administrator/Human Resources Manager**

Christine Labelle, HR Manager/Assistant to the Administrator, graduated in May with her master's degree in Accounting through Southern New Hampshire University. A new system was implemented for employee documentation storage, ensuring improved security and record retention for personnel files. Storage space no longer needed for paper files has been converted to office and medical equipment storage space.

For Quality Assurance Process Improvement (QAPI), employees have been utilizing the Suggestion Box more frequently. One suggestion led to an employee bulletin board in the employee breakroom. This board contains employee anniversaries, birthdays, new hires, answers to suggestions, and Employee of the Month. The board is updated monthly by HR with a new theme each month.

Employee of the Month is a new project that started in 2022. Employees nominate co-workers using a form that is then placed in the suggestion box. Each month, the names and identifying information is redacted, and the Sunshine Fund Committee selects the Employee of the Month based on the information provided. The selected employee is then recognized on the nursing home's website, the breakroom bulletin board, and they will have use of a reserved parking space for one month. Each employee that has been selected for Employee of the Month will be considered for the Annual Employee of the Year Award, presented in August during our annual Employee Appreciation event.



Recruitment continues to be a challenge. We advertise in newspapers, on the county website, and through the NH Employment Security Office. We had a total of 25 new hires, 48 terminations, and 14 employees changed their status to on-call this year. We lost 9 employees in the month of February due to the Centers for Medicaid and Medicare Services' mandating the COVID-19 vaccine. We had one LNA take advantage of the County Tuition Loan Program and they have graduated from the River Valley Community College's Practical Nursing Certificate Program and is now waiting to take the National Council of State Boards of Nursing - Practical Nurse Exam, to be eligible for their New Hampshire Board of Nursing license. We had one retirement: Diane Labrecque, Dietary Aide with 25 years of dedicated service to the residents of CCNH.

#### **Plant Operations/Environmental Services**

This year has brought us a phone system upgrade, a call bell server replaced, and a new security camera system with 25 cameras was installed to replace the old system. The propane tank farm has been brought up to code, with the ground to be seeded in the Spring. The service elevator was not leveling between floors, requiring a new oil valve and hydraulic oil change for that system. The facility received the delivery of a new vehicle; the vehicle replaced was traded in. The 100-gallon emergency generator holding tank for our underground oil storage supply was ordered and pending delivery. Our most recent Life Safety Code Survey brought about a 4-hour load test for our emergency generator, policy updates for securing documentation of routine maintenance and testing, and installing a remotely located emergency stop button. We continue to make improvements and updates to the resident living areas. There are positions in our department that we have not filled due to low resident census, and other positions where there have been no applicants. We are reviewing capitol expense needs for continued operations and working with our vendors to ensure best pricing and options to meet resident and facility needs.

#### **Quality/Infection Prevention**

COVID -19 and Infection Prevention & Control proved challenging again this year. With constant changes in the Centers for Medicaid and Medicare Services (CMS) and Center for Disease Control and Prevention (CDC) guidelines, the staff from all departments pulled together to ensure there were no deficiencies in this area, as evidenced by our recertification survey conducted in November. In May 2022, Coös County Nursing Home (CCNH) provided in-house COVID-19 Vaccine clinics for the second monovalent booster for residents and staff. In September 2022, the Bivalent vaccine became available with additional in-house clinics held. Currently 97% of the residents have their primary COVID-19 vaccines and 93% are considered "up to date" with their vaccines. The term "up to date" means a person has completed the COVID-19 vaccine primary series and receive the most recent booster dose recommended by the CDC. Some residents declined the Bivalent vaccine; however, the vaccine continues to be available to them and can be administered in-house if they should wish to receive it at a later date. Currently 100% of CCHN employees and contract personnel have their primary vaccines and 28% are up to date. Staff and visitors are given educational materials provided to us by the CDC, which encourages and recommends those who are eligible, to receive the Bivalent COVID Vaccine.

The New Hampshire Department of Public Health placed our Home into COVID-19 outbreak status twice in 2022. The first, December 29, 2021 – March 11, 2022, identifying 24 residents and 34 employees. The second, September 25, 2022 – November 16, 2022, identifying 15 residents and 22 employees. We continue to test residents and staff for COVID-19, per federal, state, and local regulations and guidelines. Policies and procedures continue to be updated per regulatory requirements and as per current evidence-based practice.

### **Staff Development**

Lynn Warren, RN was promoted to the Staff Development Nurse position. She has worked diligently to develop and organize needed trainings for staff in all departments. She is utilizing a web-based educational system to ensure staff receive quality trainings. Total courses assigned 1,753; completion rate was 97.66% as of December 23; compliance rate (completed on time) was 56.53%. Staff are assigned 41 courses to complete by January 1, prior to new modules being released.

This position is responsible for coordinating orientations of new employees. There were 92 individuals that attended facility orientation, 25 direct hire staff, the remaining are contracted staff. All individuals, including volunteers and contracted staff, are oriented to the building, facility policies, to include Resident Bill of Rights, Neglect and Abuse prevention, Fire Policies, Health Insurance Protection and Portability Act (HIPAA), newly mandated state required dementia training. We have been holding more in-person meetings and in-services, attendance is low. Key staff are encouraged to attend the Primex<sup>3</sup> Supervisor Academy. At the Academy trainings, they learn about effective leadership, to include skills in working with diverse groups. Other Primex<sup>3</sup> trainings are being utilized to promote a positive workplace culture. Staff report these trainings are meaningful and supportive, with take-aways that can be used the next day. This position provides back-up support to the Infection Preventionist, and provides additional assistance where needed during outbreaks.

In January, the New Hampshire National Guard was assigned to our Home to provide support services and assisted staff in multiple, non-clinical areas. There were 9 Guardsmen who assisted us during this critical period. Ms. Warren was their point of contact and coordinated their orientation, training, and determined where they were needed most. The residents enjoyed having the extra set of hands and additional companionship, which had been limited due to regulatory requirements restricting who could enter nursing homes. The Guardsmen were heavily utilized for COVID-19 testing, in the Activities Department, and Business Office.

### **Business Office/Billing**

The Business Office staff continues to provide excellent stewardship in our billing processes and procedures, as well as assisting with the application processes for Federal and State funding. The impact of COVID-19 continues to be felt in this department, with staff cross-trained to assist in other departments when needed. Our dedicated staff are flexible and creative when additional support is needed, such as during outbreak status, and when taking on numerous "small" projects that turn out to be "big" in the long run, with their efforts being well-received and appreciated by so many who enter our Home, such as the employee recognition board in the lobby and the visitor information center at the main entrance.

### **Administrator**

In March, Lynn Beede, APRN, FNP-BC, NHA was presented The American College of Health Care Administrators, 2022 Eli Pick Facility Leadership Award, accepted in honor of all who contributed to the care of Coös County Nursing Home residents.

This award holds significant meaning and is especially important when considering all that CCNH and other nursing homes across the country have faced throughout the COVID-19 pandemic. Only 3% of facilities nationwide met the initial selection criteria. There were fifty- seven administrators in 17 states who met all eligibility requirements and were awarded the facility leadership award nationally. It is an important acknowledgement, an attestation, to the dedication, skills, and abilities of our frontline staff, and the leadership provided by their respective Department Heads, County Administration, Board of

Commissioners, and Delegation "... a team working together to provide a home filled with care, love, companionship, and recreation for each resident."

As always, we thank our residents and their families for the support and compassion they give our staff who are working hard to maintain the quality of services we are known to provide, many of whom have been working extra shifts for more than a year.

We ask all guests to be mindful in following the core principles of COVID-19 infection control and prevention: get vaccinated if you are able, get tested before you visit if you are at risk of having COVID-19, wear a mask when visiting, distancing of greater than 6 feet from others, do not visit if positive with COVID-19, have COVID-19 symptoms, are not feeling well, or if you are sick with any other illness. Virtual visits continue to be available, and residents are always just a phone call away.

The Department Heads and I would like to thank the staff of CCNH and the NH National Guard for their dedication and commitment to our residents and to each other, for the meaningful work you do, for taking care of so many who need you, who count on you to be there for them no matter how tired you may be. May you continue to seek grace, patience, and gratitude for self and others.

With gratitude and appreciation, the staff and residents of Coös County Nursing Home thank the Coös County Commissioners, Coös County Delegation, Jennifer Fish, Coös County Administrator, and Carrie Klebe, Coös County Finance Director, for their dedication and support of our nursing home.

Respectfully,  
*Lynn M. Beede, APRN, FNP-BC, NHA*  
*Nursing Home Administrator*

**COÖS COUNTY NURSING HOSPITAL - W. STEWARTSTOWN**  
**Administrator's Report - 2022**

In past years I have gone through my monthly reports and put together a summary for the Year End report. This year, I asked each department to put together a summary of the highlights from each of their departments in 2022. As you will see from the department reports, COVID-19, supply issues, and staffing issues have continued to play a huge role throughout 2022

CMS SURVEY

We were surveyed November 15-17, 2022. Life Safety survey arrived the following week. Before they left the team leader wanted me to know and asked that I let the team know how much they enjoyed being here. They said it felt like visiting family rather than working! They felt welcomed and noted how much the staff treat the residents like family and that the residents truly feel like they are family! They also noted how clean the facility is. They remarked that you could "eat off the floor in the Laundry Room!" All wonderful things to hear.

We received the results of our Survey on December 2, 2022. We received four (4) deficiencies in Life Safety. One for fire door closing issues and three for missed fire suppression system and sprinkler inspections. We also received two (2) deficiencies in Quality of Care/Quality of Life stemming from a dressing change witnessed by surveyors that did not meet standards of infection control. This led to a second deficiency for staff competency. I was able to dispute the second deficiency and won our case, so our final result was only one Quality of Care/Quality of Life deficiency. Our Plan of Correction was accepted, and we should be considered back in compliance by 1/19/2023. With COVID and the regulation changes that had just gone into effect on October 24, I was extremely pleased with the results of this survey!

COVID-19

In January, we received word that the National Guard was working with DHHS to assist hospitals and nursing homes in NH. We had five (5) National Guardsmen arrive to assist us with screening staff and visitors and performing non-clinical tasks. They were a wonderful addition to our team! We were very sorry to see them leave in March.

The Centers for Medicare and Medicaid Services (CMS) mandated that all healthcare facilities funded by Medicare and/or Medicaid ensure that all applicable staff are vaccinated for COVID-19, regardless of clinical responsibility or patient contact. This mandate included all current staff as well as any new staff who provide any care, treatment, or other services for the facility and/or its residents. The mandate stated, "Facilities that do not meet these parameters could be subject to additional enforcement actions depending on the severity of the deficiency and the type of facility (e.g., plans of correction, civil monetary penalties, denial of payment, termination, etc.)." This was a difficult and emotional topic for many, and we did lose several staff who chose not to receive the vaccine.

We had a positive employee on January 8 that became twenty-one (21) positive employees over the next three weeks. Although we had another employee test positive on February 25, we were cleared of outbreak that day. We had another employee test positive on March 31, but we were not placed in outbreak. We had a resident test positive on May 10. On May 12, five more residents tested positive, and we were placed in Outbreak status once again. We had a total of 12 residents and 11 employees test positive by the end of that outbreak. Thankfully most were not very sick, and all recovered well. That outbreak was finally closed on July 6. Over the next few months, we had twenty-three (23)

employees test positive putting us into outbreak once again. That outbreak was cleared on October 22. We continued to have sporadic positive employees then we went into another outbreak over the holidays with a total of sixteen (16) residents and eight (8) employees testing positive.

BUSINESS OFFICE, Patty Havalotti, Business Office Manager

Our NH Medicaid rates showed both increases and decreases over 2022 but did show a significant increase going in to 2023. Our NH Medicaid rate for January 1, 2022, was set at \$196.64, an increase of \$20.10 over the previous rate of \$176.54. Our Vermont rate was set at \$253.43 for an increase of \$22.02. Our NH Medicaid rate for July 1, 2022, was set to \$194.89 which was a decrease of \$1.75. Our Vermont Medicaid rate was \$258.02, which was an increase of \$4.59. Our preliminary NH Medicaid for January 1, 2023 was projected to be \$217.61, Vermont Medicaid to \$280.87. Accounts Receivable set a goal to significantly reduce our arrears. Another project included making sure that resident funds were deposited timely to either Bangor Bank for their trust spending account, or remote deposit to Northway Bank for their board and care and once deposited, making sure everything gets posted correctly. Working on computer issues when SNS was not here was challenging at times as was working on the new Mitel telephone system. 2023 will be a good year! Many processes have been improved with us seeing the results every day. We continue to work on upgrades and improvements since there is always room for improvement!

DIETARY, Patrick Kennett, CDM/CFPP, Director of Dietary

In 2022, the Dietary Department at Coös County Nursing Hospital faced significant challenges due to the ongoing pandemic. One of the main obstacles was temporary labor shortages, which put a strain on our resources and made it difficult to meet the demands of our residents, however, the Dietary staff stepped up and put in extra effort to ensure our services to the residents were met despite the challenges. The team also faced issues with food and supply chain disruptions but were able to find creative solutions to ensure that our residents continued to receive nutritious meals and service. The staff members are well-versed in customizing daily needs of the residents and go above and beyond to ensure that meals are delivered on time, and promptly addressing any dietary concerns. Despite the challenges, the team was able to maintain standards for food quality and safety for our residents. Overall, the Dietary team demonstrated their commitment and dedication to providing the best possible care for our residents.

NURSING, Kirsten Lyons, RN, Director of Nursing

In 2022, the Nursing Department was still facing COVID challenges for staffing and illnesses. Our numbers for staff were up and down throughout the year. We had to rely on contract LNAs and LPNs to fill our gaps. Our regular staff stepped up and filled in holes as well to continue to provide excellent resident care. This fall, we instituted a restructuring on the floors by changing the Nurse Manager role and expanded it to a Clinical Coordinator role to be responsible for the 24-hour running of each unit. Christine Graves, RN, the Nurse Manager on Second Floor, took on the new position of Clinical Coordinator for Second Floor, taking on many challenges with staffing, day to day running of the unit, and mentoring new nurses and LNAs. At the end of 2022, Christine also inherited the Third Floor Nurse Manager duties due to the end of the year resignation of the Third Floor Nurse Manager. Our MDS Coordinator retired at the end of the year after many years of hard work and dedication. Tina Honkala, LPN joined our team as our new MDS Coordinator, coming in with years of experience, new ideas and a bright attitude. Sandy Day, LNA/MNA after being an LNA for many years, was accepted into the 2023 LPN program and will achieve her LPN utilizing the County's Tuition Loan Program. We are very proud of all her accomplishments, and we look forward to her taking on a new role as a nurse at CCNH. Naomie Peters, a long time CCNH LNA also took on a new role at the end of the year as our Scheduling

Coordinator. We continued to have the high school students that had completed our LNA class stay on as temps for us as LNAs and work when they can, and at the end of the year some had decided to take positions. Four LNAs from the most recent adult class have also taken positions. This is a great benefit for CCNH to have local people come work in our home. I believe that with Administration, staff, and support from our community, we will continue to provide the best care for the residents at CCNH West Stewartstown and will be able to bring in new residents and provide them with quality care and compassion as well.

HEALTH INFORMATION, Sharon Belleville, Health Information and Accounting Assistant

With the departure of the Health Information Manager in January, Health Information was reconfigured to better fulfill needs of both the health information department and other areas of the nursing hospital. Two people now share the duties of Health Information. While the change provided some challenges, mainly becoming familiar with the various duties, much progress was made. A new procedure manual was created providing set processes to assure that tasks are performed in a uniform manner by whomever is executing them. Filing cabinets were reorganized and indexed to assure ease of finding charts and documents by any person needing to do so. The chart shelves, books and filing cabinets on the resident floors were reorganized (and in some instances created or replaced). Photos of residents were updated, and new signs made for each resident room. The Health Information storage area/archives is in the process of being reorganized as well, making locating of old records and files less cumbersome. The Health Information Clerks also serve as Accounting Assistants, providing support and back-up to Resident Accounts and also cover the front office as needed. The Health Information staff maintain and assist with several other tasks providing support for other areas of the facility, including completing prior authorizations with Part D plans, assisting with enrolling in/changing Part D plans, sending referrals, maintaining records of licenses/insurance for medical providers and contracted services, entering background check requests for new hires, initial filing of worker's comp claims, writing/editing procedures, maintaining SDS binders, maintaining and updating employee screening logs and creating documents and flyers. Taking advantage of other skills and certifications/licenses the Health Information Clerks have allowed them to notarize documents, collect pcr samples and perform rapid Covid tests, collect blood specimens, and other tasks as able. The year ahead comes with the goals of continued streamlining and organization of the department and furthering knowledge of (and eventually obtaining certification in) medical coding.

STAFF DEVELOPMENT, Sage Rodrigue, BSN, RN, Director of Staff Development

Throughout 2022, CCNH offered hundreds of hours of inservice education to all staff, throughout all departments. Several in-person inservices were held, which has been nice to implement again after the worst of COVID. Several other opportunities for inservice education were available to staff throughout the year, including training on Relias, educational opportunities offered by Peak Development, and Zoom sessions offered by the New Hampshire Healthcare Association and Pharmerica. Staff Development has continued to work very closely with Infection Control to provide ongoing education and ongoing competencies for staff throughout the year. In terms of LNA classes, we held one class for high school students and two classes for adult students throughout the year. A total of 18 students completed the class throughout the year and 17 of the students proceeded with state testing and passed on the first attempt! Moving into 2023, Staff Development will be focusing on working more closely with individual departments and staff, as well as focusing on house-wide competencies and department-specific competencies for staff. Our first LNA class of the year is scheduled to start January 23, 2023, and we look forward to being able to offer more classes throughout the 2023 year.

QUALITY/INFECTION PREVENTION, Bethany Poulin, RN, Director of Quality/Infection Preventionist  
I came into this position in the fall of 2022. Much to no one's surprise, Covid-19 has been at the forefront of the job. Staying up to date with the latest recommendations from the CDC and ensuring all the CMS requirements are followed took precedent. Part of implementing these guidelines included providing education to staff, residents, and families regarding infection control measures, PPE and vaccination. I worked closely with the Director of Staff Development to see that staff had the tools and skills they needed to get the job done safely and efficiently.

As the Director of Quality, I have encouraged more staff from all departments and in all positions to participate in our Quality Assurance and Performance Improvement program (QAPI). It is important that all employees at Coös County Nursing Hospital have input and that we work as a team to make sure Quality benchmarks are met. The job has proven challenging at times, but with the support and guidance from the Administrator and other members of the Interdisciplinary Team, we do our best to keep the residents safe and well cared for. They are the reason why we are here, and I am proud to be a member of this team.

MAINTENANCE, Dennis Bouvier, Plant Manager

We renovated a second-floor bathroom adding new fixtures, paint and ceiling tiles. An unused shower was removed and replaced with much needed storage cabinets. The second-floor hallway walls continued to be renovated. Wallpaper was removed and the walls were skim coated and painted. Decorative and protective Wainscotting was added. We drained the heating system this summer for the Nursing Home and DOC. A chemical flush to remove sludge was performed multiple times to completely remove buildup in radiator pipes and heating system. Heating circulator pumps were cleaned and rebuilt. We replaced any faulty balancing valves and thermostatic valves. IT upgrades continued last year with VOIP wireless phones installed in the nursing stations and hallways. Our nurse call bell system had a software upgrade to work more efficiently with our new computers. Staff worked with a resident over the summer to refinish outdoor patio furniture. The outdoor patio area was freshened up with new paint. The brick patio was pressure washed, and the decorative pillar bases were all repaired. Challenges with our outside vendors' staffing issues caused some of our inspections to be performed late last year. We worked with these vendors to come up with a plan for this year so that inspections will be performed on time. The Plant Manager earned his Master Plumbing license.

HOUSEKEEPING/LAUNDRY, Victoria Smart, Director of Housekeeping and Laundry

Staffing remained the biggest concern for the Housekeeping/Laundry Department (as it does everywhere). The staff that have been here before and during COVID are committed and hardworking employees, whose main concern is the well-being of the residents.

The availability of supplies as well as the upsurge in costs of those supplies made ordering more difficult. We have been able to ensure that we have what we need by utilizing alternative vendors and ,porter have worked hard in ensuring that it hasn't caused any back-up of laundry. The Housekeeping/Laundry staff is dedicated in ensuring a clean, disinfected, safe, and cheerful home for our residents, staff, and guests.

ACTIVITIES, Marie Parker, ADC, Activity Director

Our activity staff is dedicated to offering life enrichment to all our residents. The restrictions brought on by COVID continued to force us to adapt the way we offer activities. Activity aides were very adept at changing group activities to 1:1 activities or designing carts which brought us door to door, or back to a group. Offering more 1:1 activities is more time consuming, but very rewarding to staff and residents.

We were able to bring live music back this summer. The musicians played under a tent on the lawn with residents watching and listening from the patio and the balcony. The musicians were very receptive to this. One musician commented that it was his first performance before an audience with balcony seating! When the weather cooled down, we were able to adapt again. Maintenance built us a plastic, portable barrier to place in front of the musicians so they could play and be seen in the Family Room. We were thrown a curve ball at Christmas. We had plans for Santa to come into the building but due to a COVID outbreak we had to change our plans again. The Colebrook Kiwanis held a parade despite post-storm conditions. An employee stepped up by donning a very warm Santa suit and went through the facility passing out gifts and spending time with all the residents.

SOCIAL SERVICES/ADMISSIONS, Nancy Hughes, Social Services Director

2022 came with its share of ongoing Covid struggles. Seven admissions were completed from January to June 9, 2022. At that point all admissions were put on hold due to either staffing crisis and/or Covid outbreaks. During this time the Social Services Director completed the Paid Feeding Assistance program to assist the nursing staff provide meals to residents as needed. The Social Services Director provided ongoing support and assistance to any community resident of Coös County by helping them apply for NH Medicaid and other services to aide them while awaiting admission to the nursing home. Sora Davis, LCMHS, met with residents weekly and provided therapy and supportive counseling. She was able to come in person and by telehealth when needed for the wellbeing of the residents. The Phase 3 CMS Federal guidelines were released and went into effect in October of 2023. Policies were revised and developed accordingly. All departments worked as a diligent, cohesive, supportive team to achieve the goal of learning, understanding, and implementing the new F-tag regulations and making appropriate changes to policies and procedures. This included educating CCNH staff, the residents and the residents' family members/representatives. Coös County Nursing Hospital Social Services is a department of one. I would not be able to do my job without the support of a team, which is what makes CCNH so special. We all have the same goal, excellent quality of care and wellbeing for our residents.

RESTORATIVE NURSING, Tabatha Day, RN, Restorative Nurse

During the past year the Restorative Department has faced many challenges. Staffing issues at UCVH in the Rehab department did not allow for routine visits to CCNH and made communications with therapists difficult. Residents faced long wait times for evaluations. Some staffing shortage at CCNH during the past year also made it difficult for the Restorative Aide to complete designated programs to residents due to assisting residents and staff in other ways. There was also a time where there was no Restorative Nurse overseeing the department directly and other members of the nursing team had to step in and ensure that tasks were being completed and therapists were visiting regularly. Although however challenging the past year was, there were several highlights to note. A new Restorative Nurse began working in the department in July, learning the needs of the facility and department and working with staff to address their needs. Though down to only one Restorative Aide, the RA working in this department was flexible and went above and beyond to assist coworkers and residents in all areas needed, incorporating exercises into residents' activities of daily living bringing a smile to both residents' and peers' faces. Residents express great satisfaction when able to work with Restorative staff. There have been multiple residents who have shown a great increase in their level of mobility since working with Restorative staff and following their individualized programs. As a department, we have been able to identify resident needs and address those needs in unique ways to enhance quality of life and quality of care. We look forward to growing our department in the coming year and incorporating more fun and interactive activities such as small exercise groups. Though a small department, the staff in Restorative are dedicated to working with our residents and coworkers to provide the highest level of care we are



able and look forward to utilizing our strengths to make this department and facility a better place, even if only in a small way every day.

As you can see, 2022 was a busy year with many challenges but also many successes. This is a resilient team that pulls together for the benefit of the residents and each other. I am proud to work with each and every one of them and would challenge any one to find a better team in any other nursing home in the state. They are dedicated to the residents and our home, and I could not ask for more. I would like to thank the Coös County Commissioners, the Coös County Delegation, County Administration, and the residents and staff at CCNH for their support. I know 2023 will bring more challenges but also new successes and bright spots. I look forward to those for sure!

Respectfully Submitted,  
*Laura Mills, BSN, RN-BC, NHA*  
*Nursing Home Administrator*  
*Coös County Nursing Hospital*

## COÖS COUNTY DEPARTMENT OF CORRECTIONS REPORT OF THE SUPERINTENDENT

Male inmates in Coös County served 6,349 Days in 2022, resulting in an average daily male population of 17 in the building. Housing both sentenced and pretrial inmates, the facility averaged a 59 (pretrial)/ 41 (sentenced) housing ratio for 2022. Detained mainly at Grafton County Department of Corrections, female inmates served 1,438 days in 2021 resulting in a 13% decrease over 2020. There were 46 Protective Custody admissions during 2022. We had a total of 303 intakes in 2022, resulting in a 27% increase over 2020. The average length of stay was 26 days.

I am pleased to report that 2022 operations have finally started to feel closer to normal. COVID-19 is still a part of daily life; however, it has been manageable. One of the most notable challenges in 2022 has been staffing. Staffing the facility with correctional officers and nursing staff has long been a challenge for the department of corrections. However, 2022 really stood out with vacancies. The issue presents itself in two ways, recruitment and retention. We work tremendously hard to reach quality candidates to recruit them for our open positions. Much like the other employers in the region, we see limited response. This seems to be for a variety of reasons, to include an aging demographic, lack of interest in a challenging career field and a seemingly dismissive view of outstanding long term employment benefits. The other issue we face is retention; retaining quality employees in this career field is extremely difficult. A few notable issues compiled from employee exit interviews are as follows; shift work nights, weekends, holidays, a challenging work environment at times when dealing with the inmate population, stress, pay. The county at all levels has taken this problem seriously and worked tirelessly to respond to it. The Coös County Board of Commissioners and the Coös County Delegation have shown great support for their employees and hopefuls to come. We are all working together towards a solution with the Coös County taxpayer at the forefront of those decisions. I am very proud to work with such a great group of elected officials!

Operations at the Coös County Recycling Center were great over this past year. The recycling center serves eight area towns with a population of 5,800 full time residents. Supervised by Community Programs Corporal James Lesperance, the recycling center provides approximately 12,500 hours of inmate labor during the year. This labor serves dual purpose in providing a needed service to the member towns and skillsets to the inmate population. The Coös County Recycling Center collected, processed and shipped over 800 tons of recyclable materials in 2022. Among those materials were cardboard, paper products, aluminum and steel cans, plastics and glass. In addition, hundreds of tons of solid waste were diverted from the landfill. Revenue from commodity sales is directly applied to the program's successive annual operating budget, which substantially reduces the cost of the program for taxpayers of the member towns and Coös County.

We have worked very hard over this past year at keeping our aging facility in excellent condition. We take great pride on the condition of this facility. A few notable improvements include, new flooring, fresh paint throughout the building, plumbing fixtures, new electronic door locks, upgrades to the fire alarm system and several hours of preventative maintenance. The department continues to work with Secured Network Solutions (SNS) on our Information Technology (IT) needs. We had all new computers installed during 2022 and are firing on all cylinders with a much-needed IT upgrade.

Over the past year the department has been able to realign its focus on to the corrective aspect of "corrections." Programming such as behavioral/ mental health counseling, Case Management, Licensed Alcohol Drug Abuse Counseling (LADAC) have all been restored. Our focus has been to make every

effort to provide all offenders the skillset to make a successful and safe re-entry into the community. This is challenging to say the least. The department has been faced with a significant increase in high management need offenders over the past year. Mental health and substance abuse plague our population, making housing exceptionally challenging. The percentage of offenders needing detoxification protocols has increased significantly over this past year. We are seeing detox cases from several abused substances, ranging from opioid abuse, methamphetamines, and alcohol. Working to detox and care for offenders takes a team approach. The departments' body of work looks more like a medical facility than a correctional facility, at times. Offenders with Substance Use Disorders (SUD) are very common. Treatment of offenders with severe alcohol dependency is an ongoing battle for our facility. Providing treatment of alcohol withdrawal poses some of the most dangerous situations for our facility. We are most fortunate to have the hardworking, dedicated team of medical professionals that we do. I would like to thank Medical Services Coordinator Sarah Burrill-RN, Medical Director Dr. Robert Soucy, David Olson-RN, Savannah Harrison-RN and Sora Davis, Tommi Meckley- Case Manager, Suzanne Dewitt- LADAC Counselor for their dedication and assistance in providing medical and health treatment to the inmate population.

I owe my greatest thanks to the employees of the Coös County Department of Corrections. I can't say enough how much their hard work, sacrifice and dedication is appreciated. They are the epitome of professionals in every way. I am grateful to serve them as superintendent and cherish that opportunity. I must extend a sincere appreciation to Coös County Administrator Jennifer Fish and her team of outstanding employees. Coös County is a leader in teamwork and draws its success from its employees and elected officials. I am very proud to be apart of such a high functioning organization. The Coös County Department of Corrections and its staff thank the excellent citizens of Coös County for their continued support. We will continue to put forth the highest level of integrity and commitment towards public trust, that you all have come to know and expect.

Respectfully submitted,  
*Benjamin H. Champagne*  
*Superintendent*

## COÖS COUNTY TREASURER'S REPORT - 2022

In December 2021, the County Delegation authorized me as Treasurer to borrow up to \$11,000,000 in Tax Anticipation Notes (TANs) for 2022 operations. State statute requires towns, unincorporated places and the city to pay the county tax on or before December 17<sup>th</sup>. The use of TANs is needed to support the County's cash flow requirements during the year. In January, the county solicits interest rate bids from banks doing business in Coös County. The County Commissioners accepted Northway Bank's bid of 0.49% down from .065% in 2021. During the year, the County only borrowed \$3,300,000. Based on the Federal Reserve's aggressive response to inflation during 2022, several interest rates hikes occurred during the year. I, therefore, do not expect to see interest rates below 1% in the foreseeable future.

In January of each year, it is difficult to project cash flow needs for the next twelve months and in 2022, cash flow to New Hampshire's counties continued to be ideal due to the inflow of funds from the federal government. Congress passed several aid packages related to the pandemic as well as the American Rescue Plan Act (ARPA). In 2022, Coös County received its second and last tranche of ARPA funds totaling \$3,065,372.

Total interest paid on the short-term notes was \$3,061. The TANs were paid off on December 13, 2022.

The towns, unincorporated places and City of Berlin paid a total county tax of \$16,313,460, a zero percent tax increase over 2021.

Coös County has long-term debt and following is a summary of outstanding debt:

- In October 2016, the County borrowed \$560,000 for a Roof Replacement and Ventilation System Project at the Coös County Nursing Home facility in Berlin. This is a 10-year note at an interest rate of 1.90%. The first payment was made on September 20, 2017. Currently the principal balance is \$235,488.
- Coös County, on behalf of the Unincorporated Place of Wentworth Location, borrowed \$90,000 in 2014 for a Rip Rap Project along the Magalloway River. The County authorized additional borrowing in 2018 re-financing the note for \$104,000. Currently, the principal balance is \$62,400. Principal and interest payments on this 10-year note are being made by the property taxpayers of Wentworth Location. The note carries an interest rate of 2.7%.
- In June 2019, the County entered into an agreement to borrow \$900,000 from the State of NH Revolving Loan Fund Program to tie the County Complex in W. Stewartstown into the upgraded Stewartstown Water system. After project completion and loan forgiveness of \$190,890 from the State, the final loan amount was actually \$675,130. The term of this state revolving loan is 20 years at an interest rate of 1.26%. The principal balance on December 31, 2022 was \$624,936.
- On May 15, 2020, the County took out a 5-year loan for \$386,955 at 4% for a major upgrade to its Information Technology (IT) systems. The loan balance is currently \$157,952.
- Subsequently on November 23, 2020 another 5-year loan totaling \$21,356 was secured for IT upgrades at an interest rate of 4.28%. The current principal balance is \$8,558.

Coös County ended 2022 in a solid financial position as evidenced by the financial statements that are part of this report. General Fund Cash at December 31, 2022 was \$10,047,233. Cash from the American Rescue Plan Act (ARPA) and the Local Assistance & Tribal Consistency Fund (LATCF), which is part of ARPA, are not co-mingled with general fund cash in accordance with federal guidance. The cash balance in that account at December 31, 2022 was \$5,074,710.

I wish to thank Jennifer Fish, County Administrator, Carrie Klebe, Finance Director, and the finance staff members in West Stewartstown, Berlin and Lancaster for their watchful oversight of the day-to-day fiscal operations and monetary transactions of the County ensuring compliance with best practices for internal control of the County's finances. Best wishes to Jennifer Fish who will be leaving her County Administrator position at the end of March and to Paul Grenier who did not seek re-election to his position as County Commissioner.

Respectfully submitted,  
*Suzanne L. Collins*  
*County Treasurer*

**SCHEDULE OF COUNTY PROPERTY  
December 31, 2022**

Description	2022 Estimated Sound Insurance Appraisal
<u>WEST STEWARTSTOWN</u> <i>(Including Contents)</i>	
Nursing Hospital & 2008 Addition	\$10,920,100
Jail and House of Correction	\$4,750,500
Hay and Cow Barn	\$638,100
Recycling Center & Recycling Storage Building	\$392,010
Frame Garage	\$98,200
Machinery Shed	\$13,608
County Administrator's House/Garage	\$355,200
Transfer Station	\$5,000
 <u>BERLIN</u> <i>(including contents)</i>	
Nursing Home & 2008 Sunroom	\$11,110,200
Garage/Generator Building	\$218,500
	\$28,501,418

**UNINCORPORATED PLACES  
2022 COMBINED BALANCE SHEET**

	ASSETS				LIABILITIES & FUND BALANCE				
	Cash	Taxes & Other Receivables	Due From General Fund	Total Assets	Other Liabilities	Due To General Fund	Reserved Special Purposes	Fund Balance	Total Liabilities & Fund Equity
Atkinson & Gilmanton Academy	\$3,107	\$0	\$243,078	\$246,185	\$0	\$0	\$3,107	\$243,078	\$246,185
Bean's Grant	\$0	\$0	\$2,459	\$2,459	\$0	\$0	\$0	\$2,459	\$2,459
Bean's Purchase	\$180	\$0	\$38,455	\$38,635	\$0	\$0	\$180	\$38,455	\$38,635
Cambridge	\$17,239	\$11,101	\$121,364	\$149,705	\$0	\$0	\$17,239	\$132,465	\$149,705
Chandler's Purchase	\$0	\$0	\$1,331	\$1,331	\$0	\$0	\$0	\$1,331	\$1,331
Crawford's Purchase	\$72	\$0	\$48,624	\$48,697	\$0	\$0	\$72	\$48,624	\$48,697
Cutt's Grant	\$0	\$0	\$493	\$493	\$0	\$0	\$0	\$493	\$493
Dix's Grant	\$3,683	\$0	\$267,544	\$271,227	\$0	\$0	\$3,683	\$267,544	\$271,227
Dixville	\$37,991	\$5,650	\$280,246	\$323,887	\$0	\$0	\$37,991	\$285,896	\$323,887
Erving's Grant	\$1,790	\$301	\$55,585	\$57,676	\$0	\$0	\$1,790	\$55,886	\$57,676
Green's Grant	\$816	\$35,116	\$6,043	\$41,975	\$0	\$0	\$816	\$41,159	\$41,975
Hadley's Purchase	\$0	\$0	\$495	\$495	\$0	\$0	\$0	\$495	\$495
Kilkenny	\$549	\$0	\$12,247	\$12,796	\$0	\$0	\$549	\$12,248	\$12,796
Low & Burbank Grant	\$677	\$0	\$16,976	\$17,652	\$0	\$0	\$677	\$16,976	\$17,652
Martin's Location	\$76	\$6,785	\$12,294	\$19,155	\$0	\$0	\$76	\$19,079	\$19,155
Millsfield	\$2,980	\$51	\$166,184	\$169,215	\$0	\$0	\$2,980	\$166,235	\$169,215
Odell	\$3,573	\$4,991	\$17,308	\$25,872	\$0	\$0	\$3,573	\$22,299	\$25,872
Pinkham's Grant	\$0	\$44,875	\$30,021	\$74,896	\$0	\$0	\$0	\$74,896	\$74,896
Sargent's Purchase	\$0	\$0	\$283,325	\$283,325	\$0	\$0	\$0	\$283,325	\$283,325
Second College Grant	\$1,626	\$0	\$286,676	\$288,301	\$0	\$0	\$1,626	\$286,676	\$288,301
Success	\$9,616	\$17,263	\$54,614	\$81,493	\$0	\$0	\$9,616	\$71,877	\$81,493
Thompson & Meserve's Purchase	\$0	\$5,049	\$15,637	\$20,686	\$0	\$0	\$0	\$20,686	\$20,686
Wentworth Location	\$2,504	\$32,319	\$0	\$34,823	\$0	\$13,204	\$2,504	\$19,115	\$34,823
<b>Totals</b>	<b>\$86,479</b>	<b>\$163,501</b>	<b>\$1,960,999</b>	<b>\$2,210,980</b>	<b>\$0</b>	<b>\$13,204</b>	<b>\$86,479</b>	<b>\$2,111,297</b>	<b>\$2,210,980</b>

**COOS COUNTY UNINCORPORATED PLACES**  
**TAX COLLECTOR'S REPORT**  
Fiscal Year Ended December 31, 2022

	<u>2022</u>	Levies of <u>2021</u>
<b>Uncollected Taxes - Beginning of Fiscal Year:</b>		
Property Taxes	0.00	194,095.42
<b>Credit Balances</b>	0.00	-14.00
<b>Taxes Committed to Collector:</b>		
Property Taxes	307,518.00	0.00
Yield Taxes	283,262.00	0.00
<b>Abatements Made:</b>		
Property Taxes	51,272.54	0.00
Overpayment	0.00	659.93
<b>Interest &amp; Fees Collected on Delinquent Taxes:</b>	<u>624.81</u>	<u>623.77</u>
<b>Total Debits</b>	<u><u>\$642,677.35</u></u>	<u><u>\$195,365.12</u></u>
<b>Remitted to Treasurer during Fiscal Year:</b>		
Property Taxes	218,762.55	193,365.36
Yield Taxes	283,262.00	0.00
Interest/Costs	624.81	623.77
Conversion to Lien	0.00	1,375.99
<b>Abatements Made:</b>		
Property Taxes	218.00	0.00
<b>Uncollected Taxes End of Fiscal Year:</b>		
Property Taxes	139,834.99	0.00
<b>Credit Balances</b>	-25.00	0.00
<b>Total Credits</b>	<u><u>\$642,677.35</u></u>	<u><u>\$195,365.12</u></u>



**COOS COUNTY UNINCORPORATED PLACES**  
**TAX COLLECTOR'S REPORT**  
 Summary of Tax Accounts  
 Fiscal Year Ended December 31, 2022

	DR.		
	<u>2021</u>	Levies of <u>2020</u>	<u>2019</u>
Unredeemed Tax Lien Balances at Beginning of Fiscal Year	0.00	1,802.35	203.23
Liens Executed During Fiscal Year	1,592.36	0.00	0.00
Interest & Costs Collected After Lien Execution	<u>105.40</u>	<u>132.36</u>	<u>0.00</u>
<b>Total Debits</b>	<b><u><u>\$1,697.76</u></u></b>	<b><u><u>\$1,934.71</u></u></b>	<b><u><u>\$203.23</u></u></b>

	CR.		
	<u>2021</u>	Levies of <u>2020</u>	<u>2019</u>
<b>Remitted to Treasurer during Fiscal Year:</b>			
Redemptions	1,592.36	730.62	0.00
Interest & Costs (After Lien Execution)	105.40	132.36	0.00
Abatements of Unredeemed Tax	0.00	95.86	203.23
Unredeemed Taxes End of Year	<u>0.00</u>	<u>975.87</u>	<u>0.00</u>
<b>Total Credits</b>	<b><u><u>\$1,697.76</u></u></b>	<b><u><u>\$1,934.71</u></u></b>	<b><u><u>\$203.23</u></u></b>



Statement of Appropriations and Revenue as Voted

Coos County

For the period beginning January 1, 2022 and ending December 31, 2022

Form Due Date: September 1 (or 20 Days after a Supplemental Meeting)

This form is to be used by the county to report the voted appropriations from any annual or special meeting. The Clerk of the County Convention and the Chairperson must sign the form and file, as required under RSA 24:24, with the Secretary of State. The completed form must be submitted to the Department of Revenue Administration by September 1 (per RSA 21-J:34) for the Annual Meeting or within 20 days after the vote taken at any supplemental meeting.

CERTIFICATION OF VOTE

This is to certify that the appropriations entered on this form are those voted by the county convention.

Name	Position	Signature
Robert Theberge	Chairperson	<i>Robert L. Theberge</i> <small>Robert L. Theberge (Aug 31, 2022 12:52 EDT)</small>
Larry Laflamme	Clerk of County Convention	<i>Larry Laflamme</i> <small>Larry Laflamme (Sep 1, 2022 1:03 EDT)</small>

This form must be signed, scanned, and uploaded to the Municipal Tax Rate Setting Portal:  
<https://www.proptax.org/>

For assistance please contact:  
NH DRA Municipal and Property Division  
(603) 230-5090  
<http://www.revenue.nh.gov/mun-prop/>



**Appropriations**

Account	Purpose	Article	Appropriations As Voted
<b>General Government</b>			
4110	County Convention Costs	Coos County 2022	\$15,000
4120	Judicial		\$0
4122	Jury Costs		\$0
4123	County Attorney's Office	Coos County 2022	\$498,360
4124	Victim Witness Advocacy Program	Coos County 2022	\$124,790
4130	Executive	Coos County 2022	\$389,290
4150	Financial Administration	Coos County 2022	\$310,490
4151	Treasurer	Coos County 2022	\$9,640
4153	Other Legal Costs		\$0
4155	Personnel Administration		\$0
4191	Planning and Zoning (Unincorp. Places)		\$0
4192	Medical Examiner	Coos County 2022	\$20,000
4193	Register of Deeds	Coos County 2022	\$369,872
4194	Maintenance of Government Buildings		\$0
4196	Insurance Not Otherwise Allocated		\$0
4198	Contingency		\$0
4199	Other General Government	Coos County 2022	\$231,190
<b>General Government Subtotal</b>			<b>\$1,968,632</b>
<b>Public Safety &amp; Corrections</b>			
4211	Sheriff's Department	Coos County 2022	\$1,230,050
4212	Custody of Prisoners		\$0
4214	Sheriff's Support Services		\$0
4219	Other Public Safety		\$0
4230	Corrections	Coos County 2022	\$2,941,240
4235	Adult Probation and Parole		\$0
<b>Public Safety &amp; Corrections Subtotal</b>			<b>\$4,171,290</b>
<b>County Farm</b>			
4301	Administration		\$0
4302	Operating Expenditures		\$0
4309	Other County Farm		\$0
<b>County Farm Subtotal</b>			<b>\$0</b>





**Appropriations**

Account	Purpose	Article	Appropriations As Voted
<b>Capital Outlay</b>			
4901	Land and Improvements		\$0
4902	Machinery, Vehicles, and Equipment	Coos County 2022	\$148,300
4903	Buildings		\$0
4904	Improvements other than Buildings		\$0
<b>Capital Outlay Subtotal</b>			<b>\$148,300</b>
<b>Depreciation Expense</b>			
4905	Depreciation		\$0
4906	Amortization		\$0
<b>Depreciation Expense Subtotal</b>			<b>\$0</b>
<b>Interfund Operating Transfers</b>			
4911	Transfers to General Fund		\$0
4912	Transfers to Special Revenue Fund	Coos County 2022	\$100,000
4913	Transfers to Capital Projects Fund	Coos County 2022	\$2,224,500
4914	Transfers to Proprietary Fund		\$0
4915	Transfers to Capital Reserve Fund	Coos County 2022	\$14,410
4916	Transfers to Trust and Fiduciary Funds		\$0
<b>Interfund Operating Transfers Subtotal</b>			<b>\$2,338,910</b>
<b>Total Voted Appropriations</b>			<b>\$46,179,360</b>



**Estimated Revenues**

<b>Account</b>	<b>Source</b>	<b>Article</b>	<b>Estimated Revenue Ensuing Fiscal Year</b>
<b>Assessments/Taxes</b>			
3110	Property Taxes (Unincorp. Places)		\$0
3111	Municipal Assessment		\$16,313,460
3120	Land Use Change Taxes (Unincorp. Places)		\$0
3180	Resident Taxes (Unincorp. Places)		\$0
3185	Yield Taxes (Unincorp. Places)		\$0
3186	Payments in Lieu of Taxes (Unincorp. Places)		\$0
3187	Payments in Lieu of Taxes	Coos County 2022	\$250,000
3189	Other Taxes		\$0
3190	Interest and Penalties on Delinquent Taxes (Uninco	Coos County 2022	\$100
3191	Penalties on Delinquent Municipal Assessments		\$0
3200	Licenses, Permits, and Fees		\$0
<b>Assessments/Taxes Subtotal</b>			<b>\$16,563,560</b>
<b>Licenses, Permits, and Fees</b>			
3220	Motor Vehicle Fees (Unincorp. Places)		\$0
3230	Building Permits (Unincorp. Places)		\$0
3290	Other Licenses, Permits, and Fees		\$0
<b>Licenses, Permits, and Fees Subtotal</b>			<b>\$0</b>
<b>From the Federal Government</b>			
3319	Federal Grants and Reimbursements	Coos County 2022	\$4,284,900
<b>From the Federal Government Subtotal</b>			<b>\$4,284,900</b>
<b>From the State of New Hampshire</b>			
3351	Shared Revenue - Block Grant (Unincorp. Places)		\$0
3352	Incentive Funds		\$0
3354	Water Pollution Grants		\$0
3355	Housing and Community Development	Coos County 2022	\$1,055,000
3356	State/Federal Forest Land Reimbursements (Unincorp		\$0
3359	Other State Grants and Reimbursements	Coos County 2022	\$15,110
<b>From the State of New Hampshire Subtotal</b>			<b>\$1,070,110</b>
<b>Revenue from Other Governments</b>			
3379	Intergovernmental Revenues	Coos County 2022	\$92,880
<b>Revenue from Other Governments Subtotal</b>			<b>\$92,880</b>



**Estimated Revenues**

Account	Source	Article	Estimated Revenue Ensuing Fiscal Year
<b>Charges for Services</b>			
3401	Sheriff's Department	Coos County 2022	\$326,010
3402	Register of Deeds	Coos County 2022	\$355,000
3403	County Corrections	Coos County 2022	\$3,800
3404	County Nursing Homes	Coos County 2022	\$14,120,430
3405	County Farm		\$0
3406	Cooperative Extension Service		\$0
3407	Maintenance Department		\$0
3409	Other Charges	Coos County 2022	\$10,000
<b>Charges for Services Subtotal</b>			<b>\$14,815,240</b>
<b>Miscellaneous Sources</b>			
3501	Sale of County Property		\$0
3502	Interest on Investments	Coos County 2022	\$10,000
3503	Rents of Property	Coos County 2022	\$7,980
3504	Fines and Forfeits		\$0
3505	Escheats		\$0
3506	Insurance Dividends and Reimbursements		\$0
3508	Contributions and Donations		\$0
3509	Other Miscellaneous Sources	Coos County 2022	\$85,000
<b>Miscellaneous Sources Subtotal</b>			<b>\$102,980</b>
<b>Other Financial Sources</b>			
3911	Transfers from General Fund		\$0
3912	Transfers from Special Revenue Fund	Coos County 2022	\$9,700
3913	Transfers from Capital Projects Fund	Coos County 2022	\$2,314,500
3914	Transfers from Proprietary Funds		\$0
3915	Transfers from Capital Reserve Fund	Coos County 2022	\$69,910
3916	Transfers from Trust and Fiduciary Funds		\$0
3934	Proceeds from Long-Term Bonds/Notes		\$0
<b>Other Financial Sources Subtotal</b>			<b>\$2,394,110</b>
<b>Total Estimated Revenues</b>			<b>\$39,323,780</b>

**Budget Summary**

Item	Ensuing Year
Total Voted Appropriations	\$46,179,360
(Less) Total Estimated Revenues	\$39,323,780





## 2022 COUNTY TAX APPORTIONMENT

COÖS COUNTY	% PROPORTION TO COUNTY TAX	APPORTIONMENT OF COUNTY BUDGET
Atkinson/Gilmanton Academy Grant	0.0198%	3,227
Bean's Grant	0.0000%	0
Bean's Purchase	0.0000%	0
Berlin	15.2606%	2,489,525
Cambridge	0.2262%	36,903
Carroll	12.8162%	2,090,770
Chandler's Purchase	0.0009%	154
Clarksville	1.6831%	274,574
Colebrook	4.4482%	725,650
Columbia	2.4947%	406,969
Crawford's Purchase	0.0055%	894
Cutt's Grant	0.0000%	0
Dalton	2.7400%	446,993
Dix Grant	0.0252%	4,106
Dixville	0.6573%	107,222
Dummer	2.0782%	339,028
Errol	2.5069%	408,970
Erving's Grant	0.0014%	225
Gorham	7.0628%	1,152,180
Green's Grant	0.1942%	31,676
Hadley's Purchase	0.0000%	0
Jefferson	3.4720%	566,398
Kilkenny	0.0006%	101
Lancaster	7.6981%	1,255,824
Low & Burbank's Grant	0.0000%	0
Martin's Location	0.0070%	1,148
Milan	3.7996%	619,849
Millsfield	1.8914%	308,553
Northumberland	4.2573%	694,506
Odell	0.0685%	11,179
Pinkham's Grant	0.1042%	16,996
Pittsburg	9.1379%	1,490,709
Randolph	1.8487%	301,594
Sargent's Purchase	0.0450%	7,337
Second College Grant	0.0362%	5,909
Shelburne	1.7599%	287,105
Stark	1.7946%	292,762
Stewartstown	2.9047%	473,851
Stratford	2.1163%	345,243
Success	0.3085%	50,334
Thompson & Meserve's Purchase	0.1587%	25,898
Wentworth Location	0.1861%	30,358
Whitefield	6.1835%	1,008,740
<b>TOTALS</b>	<b>100.0000%</b>	<b>16,313,460</b>

**CONSOLIDATED BALANCE SHEET**  
**DECEMBER 31, 2022**

<b>ASSETS:</b>	
Cash - County	\$16,191,224
Cash - Recycling Center	9,801
Accounts Receivable - Coös County Nursing Hospital	735,855
Accounts Receivable - Coös County Nursing Home	886,714
Accounts Receivable - County	82,896
Accounts Receivable - Special Revenue	30,000
Accounts Receivable - Recycling Center	5,243
Purchased Taxes - County	976
Tax Deeded Property - County	399
Inventories	196,878
Pre-Paid Expenses - Coös County Nursing Hospital	78,380
Pre-Paid Expenses - Coös County Nursing Home	65,984
Pre-Paid Expenses - County	26,066
Pre-Paid Expenses - Recycling	5,403
Future Debt Retirement - Coös County Nursing Home	235,488
Future Debt Retirement - County Complex Water System Connection	624,936
Future Debt Retirement - County IT Equipment Upgrade	166,510
<b>TOTAL ASSETS</b>	<b><u>\$19,342,752</u></b>
<b>LIABILITIES:</b>	
Accounts Payable - All Funds	1,465,891
Accrued Expense - All Funds	462,241
Payroll Deductions Payable - All Funds	(122,920)
Capital Improvement Notes - Berlin Nursing Home Roof/Ventilation Project	235,488
Capital Improvement Notes - County Complex Water System Connection	624,936
Capital Improvement Notes - County IT Equipment Upgrade	166,510
<b>TOTAL LIABILITIES</b>	<b>\$2,832,146</b>
<b>FUND EQUITY:</b>	
Reserve for Special Purpose	
Facility Fund	390,373
Sick Pay	288,134
Deeds Surcharge	84,991
Vehicle Reserve Fund	52,299
Recycling Center Equipment	9,801
Inventory Offset	196,878
DOC Electronic Monitoring Security Deposits	520
Reserve for 53rd Payroll	50,000
Reserve - County Lancaster Cabling Project	2,124
Reserve - County Sheriff Guns	3,766
Reserve - Gas/Fuel Expense	50,000
Reserve - Finance & Accounting Software	300,000
Reserve for ARPA: Broadband	182,900
Reserve for ARPA: City of Berlin	250,000
Reserve for ARPA: Town of Jefferson	2,547
Reserve for ARPA: Town of Gorham	205,539
Reserve for ARPA: Town of Colebrook	229,000
Reserve for ARPA: Unallocated	1,024,074
Reserve for CCNH: Car	2,905
RSA 151 Unclaimed Funds	400
General Fund - Due to Unincorporated Places	1,960,999
Undesignated/Unreserved	
Nursing Hospital, Nursing Home, County, Farm	10,987,993
Recycling Center	175,332
Transfer Station	60,032
<b>TOTAL FUND EQUITY</b>	<b><u>16,510,606</u></b>
<b>TOTAL LIABILITIES AND FUND EQUITY</b>	<b><u>\$19,342,752</u></b>

**BUDGET**  
**OF**  
**COÖS COUNTY, NEW HAMPSHIRE**

JANUARY 1, 2022 TO DECEMBER 31, 2022



Thomas M. Brady, Chairman

Raymond Gorman, Vice-Chair

Robert Théberge, Clerk

**BOARD OF COUNTY COMMISSIONERS**



# **BUDGET PROPOSAL**

## **APPROPRIATIONS**

**COÖS COUNTY  
BUDGET - APPROPRIATIONS**

ACCOUNT #	DESCRIPTION	FY 2022	12/31/2022	FY 2023
		BUDGET TOTAL	ACTUALS	COMM'R
<b>WEST STEWARTSTOWN NURSING HOSPITAL</b>				
<b>ADMINISTRATION</b>				
01-05100-0100	Administrator's Salary	126,540	130,894	139,130
01-05100-0400	Accounting Staff Salaries	97,310	92,194	104,070
01-05100-0600	Performance Incentive	5,000	0	0
01-05100-0800	In Lieu of Health Benefit	10	0	10
01-05100-0900	Longevity Pay	1,300	1,300	1,300
01-05100-1000	Social Security (FICA)	17,040	16,955	18,050
01-05100-1100	Life Insurance	60	58	60
01-05100-1200	Health Insurance	27,300	26,745	42,400
01-05100-1300	Retirement	27,710	27,707	33,620
01-05100-1400	Workers' Compensation	1,630	1,624	1,630
01-05100-1700	Education and Conferences	2,000	1,341	2,000
01-05100-1800	Employee Physicals	150	0	150
01-05100-1900	Employee Recognition	4,500	3,630	4,000
01-05100-2000	Legal Services	2,620	0	5,000
01-05100-2100	Audit Services	7,000	6,976	10,190
01-05100-2400	IT Contracted Services	151,800	129,659	167,000
01-05100-2410	IT Hardware/Equipment	20,000	13,312	22,000
01-05100-2500	Accounts Payable/Accounting Allocation	57,000	57,000	61,460
01-05100-2600	Human Resources/Payroll Allocation	113,868	113,868	119,480
01-05100-2800	DOC: Administration Services Allocation	(7,500)	(7,857)	(7,500)
01-05100-3600	Office Supplies	9,000	6,809	9,000
01-05100-3700	Dues/Licenses/Subscriptions	4,900	4,032	4,900
01-05100-3800	Postage	4,000	2,303	4,000
01-05100-3900	Administration Supplies and Expenses	1,900	1,702	3,500
01-05100-6800	Communications	40,380	40,375	38,610
01-05100-7000	Travel	2,200	613	2,200
01-05100-7500	Bad Debts/Allowance & Recovery	13,700	13,700	19,500
01-05100-8200	Equipment Repair/Maintenance Contracts	19,380	20,067	50,900
01-05100-9300	Liability Insurance	14,890	12,111	16,170
01-05100-9700	New Equipment	2,000	1,393	500
01-05100-9900	Retiree Benefits	17,540	16,793	18,860
	<b>TOTAL ADMINISTRATION</b>	<b>785,228</b>	<b>735,303</b>	<b>892,190</b>
<b>DEBT SERVICE</b>				
01-05100-9000	Principal: Long-Term Notes	29,260	30,171	31,300
01-05100-9100	Interest: Long-Term Notes	3,390	3,507	3,500
	<b>TOTAL DEBT SERVICE</b>	<b>32,650</b>	<b>33,678</b>	<b>34,800</b>
<b>ASSESSMENTS</b>				
01-05120-3700	Provider Assessment	479,870	530,995	444,240
	<b>TOTAL ASSESSMENTS</b>	<b>479,870</b>	<b>530,995</b>	<b>444,240</b>
<b>DIETARY DEPARTMENT</b>				
01-05130-0100	Dietary Director's Salary	66,960	65,220	69,220
01-05130-0200	Cooks' Salaries	177,860	157,406	200,750
01-05130-0300	Dietary Aides' Salaries	507,480	409,173	524,540
	Dietary Aides' Salaries (Retirements)	0		15,660
01-05130-0400	Assistant Dietary Manager	45,180	21,260	45,930
01-05130-0800	In Lieu of Health Benefit	3,900	3,900	4,000
01-05130-0900	Longevity Pay	6,400	6,037	7,200

**COÖS COUNTY  
BUDGET - APPROPRIATIONS**

ACCOUNT #	DESCRIPTION	FY 2022		FY 2023 COMM'R
		BUDGET TOTAL	12/31/2022 ACTUALS	
01-05130-1000	Social Security (FICA)	54,330	46,913	60,430
01-05130-1100	Life Insurance	250	123	250
01-05130-1200	Health Insurance	342,780	230,011	325,520
01-05130-1300	Retirement	80,040	58,336	85,790
01-05130-1400	Workers' Compensation	10,450	10,449	10,450
01-05130-1700	Education and Conferences	3,200	1,588	3,200
01-05130-1800	Employee Physicals	750	525	450
01-05130-2300	Registered Dietitian	17,600	10,615	17,600
01-05130-2400	DOC: Inmate Meals Allocation	(210,000)	(179,811)	(210,000)
01-05130-2500	DOC: Employee Meals Allocation	(24,000)	(23,833)	(26,000)
01-05130-3800	Dishes and Glassware	1,050	948	1,180
01-05130-3900	Dietary Supplies and Expenses	36,000	33,143	38,520
01-05130-5000	Food	340,000	302,761	363,000
01-05130-7000	Travel	800	0	100
01-05130-8200	Equipment Repair/Maintenance Contracts	5,000	1,609	5,000
01-05130-9700	New Equipment	3,200	2,729	2,000
01-05130-9900	Retiree Benefits	41,000	34,361	34,150
<b>TOTAL DIETARY DEPARTMENT</b>		<b>1,510,230</b>	<b>1,193,463</b>	<b>1,578,940</b>
<b>NURSING DEPARTMENT</b>				
01-05140-0100	Director of Nursing Salary	95,960	95,759	101,380
01-05140-0200	Registered Nurses' Salaries	1,444,960	1,133,332	1,535,540
	Registered Nurses' Salaries (Retirements)	0		86,890
01-05140-0300	Licensed Practical Nurses' Salaries	191,490	180,979	117,400
01-05140-0400	Nursing Assistants' Salaries	1,559,980	1,519,259	2,334,370
	Nursing Assistants' Salaries (Retirements)	0		66,270
01-05140-0500	Medication Nursing Assistant Salaries	197,350	177,784	204,950
01-05140-0600	Scheduling Coordinator	76,580	79,189	56,640
01-05140-0800	In Lieu of Health Benefit	10,730	10,725	16,100
01-05140-0900	Longevity Pay	23,670	18,022	22,560
01-05140-1000	Social Security (FICA)	328,990	233,552	316,620
01-05140-1100	Life Insurance	850	338	840
01-05140-1200	Health Insurance	1,213,950	638,719	1,586,090
01-05140-1300	Retirement	387,190	251,428	400,600
01-05140-1400	Workers' Compensation	58,440	58,440	58,440
01-05140-1700	Education and Conferences	17,600	7,875	36,400
01-05140-1800	Employee Physicals	1,500	664	1,500
01-05140-2300	Contract Nurses	1,042,210	1,291,869	50,000
01-05140-2400	DOC: Nursing Services Allocation	(500)	(15)	(200)
01-05140-3100	Medical and Surgical Supplies	162,420	172,414	160,000
01-05140-3900	Nursing Supplies and Expenses	10,000	10,662	10,000
01-05140-7000	Travel	600	212	600
01-05140-8200	Equipment Repair/Maintenance Contracts	34,120	19,106	30,000
01-05140-8800	Equipment Rental	4,000	2,749	4,000
01-05140-9700	New Equipment	16,140	13,752	20,010
01-05140-9900	Retiree Benefits	121,780	119,753	128,150
<b>TOTAL NURSING DEPARTMENT</b>		<b>7,000,010</b>	<b>6,036,568</b>	<b>7,345,150</b>
<b>HEALTH INFORMATION MANAGEMENT</b>				
01-05141-0100	Health Information Manager	31,340	31,617	0
01-05141-0200	Health Information Clerk	81,340	82,656	101,610
01-05141-0800	In Lieu of Health Insurance	10	0	10

**COÖS COUNTY  
BUDGET - APPROPRIATIONS**

ACCOUNT #	DESCRIPTION	FY 2022		FY 2023 COMM'R
		BUDGET TOTAL	12/31/2022 ACTUALS	
01-05141-0900	Longevity Pay	1,100	1,097	1,100
01-05141-1000	Social Security (FICA)	7,600	7,845	7,030
01-05141-1100	Life Insurance	30	16	20
01-05141-1200	Health Insurance	55,670	42,907	49,800
01-05141-1300	Retirement	15,830	12,146	14,170
01-05141-1400	Workers' Compensation	130	129	130
01-05141-1700	Education and Conferences	300	86	2,480
01-05141-3600	Office Supplies and Expense	2,000	1,506	2,000
01-05141-7000	Travel	100	0	100
01-05141-8200	Equipment Repair/Maintenance Contracts	100	0	100
01-05141-9700	New Equipment	100	0	710
<b>TOTAL HEALTH INFORMATION MGMT</b>		<b>195,650</b>	<b>180,006</b>	<b>179,260</b>
<b>STAFF DEVELOPMENT</b>				
01-05142-0100	Staff Development Director's Salary	84,410	82,106	64,670
01-05142-0800	In Lieu of Health Insurance	10	0	10
01-05142-1000	Social Security (FICA)	5,390	5,691	4,260
01-05142-1100	Life Insurance	20	19	20
01-05142-1200	Health Insurance	34,400	33,973	36,900
01-05142-1300	Retirement	11,080	11,020	8,930
01-05142-1400	Workers' Compensation	1,100	1,098	1,100
01-05142-1700	Education and Conferences	500	637	1,000
01-05142-1800	LNA/MNA Classes	2,000	1,216	2,500
01-05142-1900	In House Education	1,400	564	1,400
01-05142-3900	Staff Development Supplies and Expenses	800	653	800
01-05142-7000	Travel	100	63	100
01-05142-8200	Equipment Repair/Maintenance Contracts	100	0	480
01-05142-9700	New Equipment	3,400	2,735	100
<b>TOTAL STAFF DEVELOPMENT</b>		<b>144,710</b>	<b>139,774</b>	<b>122,270</b>
<b>QUALITY MANAGEMENT</b>				
01-05143-0100	Quality Director's Salary	87,420	86,983	60,460
01-05143-0800	In Lieu of Health Insurance	2,000	1,500	10
01-05143-1000	Social Security (FICA)	6,850	6,622	4,110
01-05143-1100	Life Insurance	20	18	20
01-05143-1200	Health Insurance	10,740	10,732	27,310
01-05143-1300	Retirement	11,470	11,722	8,340
01-05143-1400	Workers' Compensation	1,170	1,162	1,170
01-05143-1700	Education and Conferences	300	143	600
01-05143-3600	Office Supplies	1,000	806	1,000
01-05143-3700	Dues/Licenses/Subscriptions	300	0	300
01-05143-3800	Employee Health Expense	1,000	1,384	1,000
01-05143-7000	Travel	100	0	100
01-05143-8200	Equipment Repair/Maintenance Contracts	100	0	480
01-05143-9700	New Equipment	3,350	1,993	100
<b>TOTAL QUALITY MANAGEMENT</b>		<b>125,820</b>	<b>123,065</b>	<b>105,000</b>
<b>PLANT OPERATIONS</b>				
01-05150-0100	Plant Manager's Salary	70,110	65,322	77,000
01-05150-0200	Maintenance Salaries	115,910	102,336	123,380
01-05150-0800	In Lieu of Health Benefit	2,010	1,500	10
01-05150-0900	Longevity Pay	1,100	1,104	1,300

**COÖS COUNTY  
BUDGET - APPROPRIATIONS**

ACCOUNT #	DESCRIPTION	FY 2022	12/31/2022	FY 2023
		BUDGET TOTAL	ACTUALS	COMM'R
01-05150-1000	Social Security (FICA)	13,570	12,245	14,650
01-05150-1100	Life Insurance	40	38	40
01-05150-1200	Health Insurance	49,030	43,075	53,120
01-05150-1300	Retirement	26,420	23,460	27,960
01-05150-1400	Workers' Compensation	2,380	2,376	2,380
01-05150-1700	Education and Conferences	600	204	400
01-05150-1800	Employee Physicals	80	0	80
01-05150-2000	DOC: Maintenance Services Allocation	(11,000)	(12,024)	(13,500)
01-05150-2900	Outside Services	30,000	26,420	30,000
01-05150-3900	Plant Supplies and Expenses	7,750	4,822	7,750
01-05150-6100	Electricity	72,000	61,959	72,000
01-05150-6200	Propane Gas	17,800	13,786	21,970
01-05150-6300	Water System Maintenance Expense	500	0	500
01-05150-6350	W.Stewartstown Water Dept. Expense	28,000	24,322	28,000
01-05150-6400	Sewer	19,410	19,401	19,410
01-05150-6500	Fuel	70,000	70,409	105,580
01-05150-7000	Travel	300	271	300
01-05150-7900	Vehicle Supplies and Expenses	8,000	8,234	8,000
01-05150-8100	Building Repairs	38,680	25,071	45,000
01-05150-8200	Equipment Repair/Maintenance Contracts	5,000	2,005	5,000
01-05150-8300	Grounds Maintenance	4,650	1,391	4,650
01-05150-8400	Snow Removal	8,000	10,704	9,000
01-05150-9300	Property Insurance	9,300	7,174	9,300
01-05150-9700	New Equipment	2,500	698	1,000
01-05150-9900	Retiree Benefits	5,720	5,469	6,150
	<b>TOTAL PLANT OPERATIONS</b>	<b>597,860</b>	<b>521,773</b>	<b>660,430</b>
<b>LAUNDRY DEPARTMENT</b>				
01-05160-0100	Laundry Director's Salary	66,400	52,433	24,150
01-05160-0200	Laundry Aides' Salaries	165,120	109,525	173,850
01-05160-0300	Laundry Porters' Salaries	90,520	72,838	80,940
01-05160-0800	In Lieu of Health Benefit	2,000	2,000	2,000
01-05160-0900	Longevity Pay	3,870	2,368	2,590
01-05160-1000	Social Security (FICA)	22,120	17,830	20,530
01-05160-1100	Life Insurance	70	34	70
01-05160-1200	Health Insurance	112,830	31,317	78,810
01-05160-1300	Retirement	31,830	21,811	28,760
01-05160-1400	Workers' Compensation	3,920	3,916	3,920
01-05160-1700	Education and Conferences	700	345	700
01-05160-1800	Employee Physicals	300	338	300
01-05160-2000	DOC: Laundry Services Allocation	(26,000)	(27,631)	(27,000)
01-05160-3700	Linens	12,500	5,589	13,750
01-05160-3900	Laundry Supplies and Expenses	26,000	19,583	26,000
01-05160-7000	Travel	100	0	100
01-05160-8200	Equipment Repair/Maintenance Contracts	4,000	2,757	4,400
01-05160-9700	New Equipment	550	463	610
01-05160-9900	Retiree Benefits	12,840	12,467	13,490
	<b>TOTAL LAUNDRY DEPARTMENT</b>	<b>529,670</b>	<b>327,982</b>	<b>447,970</b>



**COÖS COUNTY  
BUDGET - APPROPRIATIONS**

ACCOUNT #	DESCRIPTION	FY 2022		
		BUDGET TOTAL	12/31/2022 ACTUALS	FY 2023 COMM'R
<b>HOUSEKEEPING DEPARTMENT</b>				
01-05170-0100	Executive Housekeeper's Salary	34,400	20,472	24,150
01-05170-0200	Porter Salary	79,880	44,759	48,280
	Porter Salary (Retirements)	0		38,780
01-05170-0300	Housekeeping Aides' Salaries	240,600	237,780	275,990
01-05170-0800	In Lieu of Health Benefit	10	1,000	2,000
01-05170-0900	Longevity Pay	3,550	3,023	3,500
01-05170-1000	Social Security (FICA)	24,950	22,111	28,630
01-05170-1100	Life Insurance	90	63	90
01-05170-1200	Health Insurance	164,280	105,066	134,600
01-05170-1300	Retirement	52,140	32,526	53,900
01-05170-1400	Workers' Compensation	4,670	4,661	4,670
01-05170-1700	Education and Conferences	900	431	900
01-05170-1800	Employee Physicals	300	338	300
01-05170-2900	Outside Services	28,600	22,832	31,950
01-05170-3900	Housekeeping Supplies and Expenses	38,000	35,701	41,800
01-05170-7000	Travel	100	0	100
01-05170-8200	Equipment Repair/Maintenance Contracts	5,000	2,586	5,000
01-05170-9700	New Equipment	9,980	2,821	5,560
01-05170-9800	Furnishings	6,700	5,540	4,060
01-05170-9900	Retiree Benefits	18,670	10,304	10,650
	<b>TOTAL HOUSEKEEPING DEPARTMENT</b>	<b>712,820</b>	<b>552,013</b>	<b>714,910</b>
<b>PHYSICIANS &amp; CONSULTANTS</b>				
01-05180-1700	Physician Education and Conferences	500	500	500
01-05180-2200	Physician Services	9,000	6,753	9,000
01-05180-2300	Pharmacist Services	7,000	4,176	7,000
01-05180-2400	Dentist Services	10,000	4,267	10,000
01-05180-3400	Mental Health Social Worker	7,200	6,600	7,200
01-05180-3600	Psychiatrist Services	19,200	8,400	19,200
	<b>TOTAL PHYSICIANS &amp; CONSULTANTS</b>	<b>52,900</b>	<b>30,696</b>	<b>52,900</b>
<b>ACTIVITIES DEPARTMENT</b>				
01-05191-0100	Activity Director Salary	62,680	61,923	68,290
01-05191-0200	Activity Aides' Salaries	361,640	293,359	329,760
01-05191-0800	In Lieu of Health Insurance	3,000	3,250	3,500
01-05191-0900	Longevity Pay	5,100	4,571	5,300
01-05191-1000	Social Security (FICA)	30,830	25,821	28,630
01-05191-1100	Life Insurance	90	82	90
01-05191-1200	Health Insurance	135,640	117,425	145,440
01-05191-1300	Retirement	46,050	36,272	42,630
01-05191-1400	Workers' Compensation	5,310	5,303	5,310
01-05191-1700	Education and Conferences	1,500	988	2,000
01-05191-1800	Employee Physicals	150	75	150
01-05191-2900	Chaplain Services	3,200	1,300	3,200
01-05191-3600	Beauty Shop Supplies	1,000	138	1,000
01-05191-3900	Activities Supplies and Expenses	15,000	5,158	15,900
01-05191-6700	Advertising	450	0	450
01-05191-7000	Travel	100	0	200

**COÖS COUNTY  
BUDGET - APPROPRIATIONS**

ACCOUNT #	DESCRIPTION	FY 2022		
		BUDGET TOTAL	12/31/2022 ACTUALS	FY 2023 COMM'R
01-05191-8200	Equipment Repair/Maintenance Contracts	100	0	100
01-05191-9700	New Equipment	1,000	534	1,100
01-05191-9900	Retiree Benefits	3,100	2,981	3,450
	<b>TOTAL ACTIVITIES DEPARTMENT</b>	<b>675,940</b>	<b>559,180</b>	<b>656,500</b>
	<b>SOCIAL SERVICES</b>			
01-05192-0100	Social Services Director's Salary	70,200	69,164	73,820
01-05192-0800	In Lieu of Health Benefit	2,000	2,000	2,000
01-05192-0900	Longevity Pay	1,100	1,100	1,100
01-05192-1000	Social Security (FICA)	5,610	5,480	5,890
01-05192-1100	Life Insurance	20	19	10
01-05192-1300	Retirement	10,020	9,486	10,340
01-05192-1400	Workers' Compensation	860	859	860
01-05192-1700	Education and Conferences	450	43	450
01-05192-3900	Social Services Supplies and Expenses	500	195	500
01-05192-7000	Travel	300	0	300
01-05192-9900	Retiree Benefits	5,720	5,469	6,150
	<b>TOTAL SOCIAL SERVICES</b>	<b>96,780</b>	<b>93,815</b>	<b>101,420</b>
	<b>PHYSICAL THERAPY</b>			
01-05193-0100	Restorative Aides' Salaries	101,420	65,666	85,710
01-05193-0200	Restorative Nurse	47,570	40,771	44,030
01-05193-0800	In Lieu of Health Insurance	10	0	10
01-05193-0900	Longevity Pay	0	837	900
01-05193-1000	Social Security (FICA)	10,120	7,825	8,800
01-05193-1100	Life Insurance	30	14	30
01-05193-1200	Health Insurance	63,320	25,214	65,570
01-05193-1300	Retirement	20,330	10,332	11,950
01-05193-1400	Workers' Compensation	2,170	2,168	2,170
01-05193-1700	Education and Conferences	300	86	800
01-05193-2300	Consultant Services	22,000	7,635	22,000
01-05193-3900	Physical Therapy Supplies and Expenses	800	289	800
01-05193-7000	Travel	100	0	300
01-05193-9700	Physical Therapy Equipment	500	0	750
	<b>TOTAL PHYSICAL THERAPY</b>	<b>268,670</b>	<b>160,837</b>	<b>243,820</b>
	<b>OCCUPATIONAL &amp; SPEECH THERAPY</b>			
01-05194-3900	OT Supplies and Expenses	700	98	700
01-05194-4000	Speech Supplies and Expenses	300	0	300
	<b>TOTAL OCCUPATIONAL &amp; SPEECH THER</b>	<b>1,000</b>	<b>98</b>	<b>1,000</b>
	<b>COVID 19</b>			
01-05195-1000	LTC Stabilization Program Payroll Tax	0	0	10
01-05195-2000	COVID 19 Expenses	1,000	0	1,000
01-05195-2350	Long term Care Stabilization Program	0	0	10
01-05195-2370	Covid 19 Testing	100	0	10
01-05195-2400	Grants and/or State & Federal Funds	100	0	100
01-05196-0000	ARPA Stipend	301,000	222,600	10
01-05196-1000	ARPA Stipend Payroll Tax	23,030	15,688	10
	<b>TOTAL COVID 19</b>	<b>325,230</b>	<b>238,288</b>	<b>1,150</b>
	<b>TOTAL WS NURSING HOSPITAL</b>	<b>13,535,038</b>	<b>11,457,532</b>	<b>13,581,950</b>

**COÖS COUNTY  
BUDGET - APPROPRIATIONS**

ACCOUNT #	DESCRIPTION	FY 2022	12/31/2022	FY 2023
		BUDGET TOTAL	ACTUALS	COMM'R
<b>NURSING HOSPITAL SPECIALS</b>				
01-09256-9770	65 LB Washer	0	0	0
01-09256-9771	Raine Tubs (2)	0	0	21,000
01-09256-9772	Food Delivery System	0	0	32,100
01-09256-9773	Capital Projects (GOFERR Grant)	0	0	2,000,000
	<b>TOTAL WSNH SPECIALS</b>	<b>0</b>	<b>0</b>	<b>2,053,100</b>
	<b>TOTAL WS NURSING HOSPITAL &amp; SPECIALS</b>	<b>13,535,038</b>	<b>11,457,532</b>	<b>15,635,050</b>

**BERLIN NURSING HOME**

<b>ADMINISTRATION</b>				
02-05600-0100	Skilled Administrator's Salary	164,687	164,687	167,040
02-05600-0200	Office Manager's Salary	68,813	68,812	73,920
02-05600-0300	Office Staff Salaries	263,830	247,729	276,020
02-05600-0800	In Lieu of Health Benefit	2,000	1,500	4,000
02-05600-0900	Longevity Pay	2,100	3,000	3,200
02-05600-1000	Social Security (FICA)	32,143	32,142	37,970
02-05600-1100	Life Insurance	110	104	130
02-05600-1200	Health Insurance	89,570	89,147	116,030
02-05600-1300	Retirement	77,770	77,769	71,760
02-05600-1400	Workers' Compensation	2,660	2,652	2,660
02-05600-1700	Education and Conferences	7,840	5,352	2,200
02-05600-1900	Employee Recognition	7,300	6,508	7,300
02-05600-2000	Legal Services	5,000	0	5,000
02-05600-2100	Audit Services	6,980	6,976	10,190
02-05600-2300	Consultant Services	5,600	0	5,600
02-05600-2400	IT Contracted Services	151,800	130,733	167,000
02-05600-2410	IT Hardware/Equipment	19,215	19,216	14,700
02-05600-2500	Accounts Payable/Accounting Allocation	9,500	9,500	10,250
02-05600-3500	Dues and Licenses	4,220	4,600	6,700
02-05600-3600	Office Supplies	15,600	15,884	17,160
02-05600-3700	Subscriptions and Periodicals	1,100	529	1,110
02-05600-3800	Postage	3,500	2,594	3,730
02-05600-3900	Administration Supplies and Expenses	9,000	9,162	8,510
02-05600-6700	Advertising	2,500	0	2,500
02-05600-6800	Communications	40,185	36,506	45,500
02-05600-7000	Travel	5,030	4,404	6,910
02-05600-7500	Bad Debts/Allowance & Recovery	22,070	22,065	12,000
02-05600-8200	Equipment Repair/Maintenance Contracts	35,765	29,780	64,252
02-05600-9300	Liability Insurance	16,400	14,316	20,520
02-05600-9700	New Equipment	420	180	620
02-05600-9900	Retiree Benefits	8,470	8,311	8,900
	<b>TOTAL ADMINISTRATION</b>	<b>1,081,178</b>	<b>1,014,158</b>	<b>1,173,382</b>
<b>DEBT SERVICE</b>				
02-05610-9000	Principal: Long-Term Notes	88,050	88,966	91,260
02-05610-9200	Interest: Long-Term Notes	9,230	9,349	7,070
	<b>TOTAL DEBT SERVICE</b>	<b>97,280</b>	<b>98,315</b>	<b>98,330</b>

**COÖS COUNTY  
BUDGET - APPROPRIATIONS**

ACCOUNT #	DESCRIPTION	FY 2022	12/31/2022	FY 2023
		BUDGET TOTAL	ACTUALS	COMM'R
<b>ASSESSMENTS</b>				
02-05620-3700	Provider Assessment	750,000	583,976	750,000
	<b>TOTAL ASSESSMENTS</b>	<b>750,000</b>	<b>583,976</b>	<b>750,000</b>
<b>DIETARY DEPARTMENT</b>				
02-05630-0100	Dietary Supervisor's Salary	76,430	76,399	79,500
02-05630-0200	Cooks' Salaries	213,380	176,400	189,320
02-05630-0300	Dietary Aides' Salaries	444,580	412,963	440,900
	Dietary Aides' Salaries (Retirements)	0	0	1,690
02-05630-0400	Assistant Dietary Supervisor's Salary	48,480	48,393	50,450
02-05630-0800	In Lieu of Health Benefit	3,775	3,775	8,350
02-05630-0900	Longevity Pay	9,600	7,980	9,100
02-05630-1000	Social Security (FICA)	56,610	52,243	56,080
02-05630-1100	Life Insurance	140	134	150
02-05630-1200	Health Insurance	193,405	176,375	203,910
02-05630-1300	Retirement	97,510	60,495	77,030
02-05630-1400	Workers' Compensation	9,410	9,408	9,410
02-05630-1700	Education and Conferences	2,100	664	800
02-05630-1800	Employee Physicals	500	195	500
02-05630-2300	Registered Dietitian	18,750	17,213	18,750
02-05630-3800	Dishes and Glassware	1,650	1,171	1,850
02-05630-3900	Dietary Supplies and Expenses	36,500	30,490	35,500
02-05630-5000	Food	324,970	282,381	333,120
02-05630-6200	Cooking Gas	2,750	1,729	2,800
02-05630-7000	Travel	800	569	1,060
02-05630-8200	Equipment Repair/Maintenance Contracts	7,000	4,882	7,000
02-05630-9700	New Equipment	6,500	5,532	1,730
02-05630-9900	Retiree Benefits	23,100	23,244	24,870
	<b>TOTAL DIETARY DEPARTMENT</b>	<b>1,577,940</b>	<b>1,392,633</b>	<b>1,553,870</b>
<b>NURSING DEPARTMENT</b>				
02-05640-0100	Director of Nursing Salary	118,060	118,058	99,150
02-05640-0200	Registered Nurses' Salaries	1,227,658	1,227,613	1,896,760
	Registered Nurses' Salaries - (Retirements)	0	0	29,690
02-05640-0300	Licensed Practical Nurses' Salaries	147,350	146,569	37,300
02-05640-0400	Nursing Assistants' Salaries	1,554,320	1,554,306	2,737,820
	Nursing Assistants' Salaries (Retirements)	0	0	19,410
02-05640-0500	Medication Nursing Assistant Salaries	533,070	533,069	252,210
	MNA Salaries (Retirements)	0	0	56,120
02-05640-0800	In Lieu of Health Benefit	14,000	8,400	8,800
02-05640-0900	Longevity Pay	22,350	22,346	27,440
02-05640-1000	Social Security (FICA)	263,657	263,623	362,690
02-05640-1100	Life Insurance	740	350	800
02-05640-1200	Health Insurance	613,940	611,839	1,946,540
02-05640-1300	Retirement	232,740	231,991	251,060
02-05640-1400	Workers' Compensation	63,630	63,627	63,630
02-05640-1700	Education and Conferences	5,800	4,499	58,650
02-05640-1800	Employee Physicals	2,000	768	6,700
02-05640-2300	Contract Nurses	2,227,345	2,209,515	100,000
02-05640-3100	Medical and Surgical Supplies	174,800	150,225	174,800
02-05640-3900	Nursing Supplies and Expenses	18,700	18,271	18,200

**COÖS COUNTY  
BUDGET - APPROPRIATIONS**

ACCOUNT #	DESCRIPTION	FY 2022	12/31/2022	FY 2023
		BUDGET TOTAL	ACTUALS	COMM'R
02-05640-7000	Travel	2,800	730	3,200
02-05640-8200	Equipment Repair/Maintenance Contracts	40,300	33,462	40,300
02-05640-8800	Equipment Rental	10,400	8,269	10,400
02-05640-9700	New Equipment	10,200	9,974	10,550
02-05640-9900	Retiree Benefits	8,500	8,311	8,900
	<b>TOTAL NURSING DEPARTMENT</b>	<b>7,292,360</b>	<b>7,225,817</b>	<b>8,221,120</b>
	<b>HEALTH INFORMATION MANAGEMENT</b>			
02-05641-0200	Health Information Clerks	192,250	181,358	201,860
02-05641-0800	In Lieu of Health Benefit	2,000	1,500	2,000
02-05641-0900	Longevity Pay	3,100	3,700	3,700
02-05641-1000	Social Security (FICA)	13,840	13,213	14,480
02-05641-1100	Life Insurance	40	38	40
02-05641-1200	Health Insurance	70,300	61,734	78,730
02-05641-1300	Retirement	27,450	21,357	28,360
02-05641-1400	Workers' Compensation	260	258	260
02-05641-1500	Unemployment Insurance	70	0	0
02-05641-1700	Education and Conferences	700	0	700
02-05641-1800	Employee Physicals	450	0	450
02-05641-3600	Office Supplies	1,200	496	1,200
02-05641-7000	Travel	300	0	320
02-05641-8200	Equipment Repair/Maintenance Contracts	2,300	1,838	4,380
	<b>TOTAL HEALTH INFORMATION MGMT</b>	<b>314,260</b>	<b>285,493</b>	<b>336,480</b>
	<b>STAFF DEVELOPMENT</b>			
02-05642-0100	Staff Development Director's Salary	87,477	87,477	92,270
02-05642-0200	RN Staff	10	0	10
02-05642-0800	In Lieu of Health Insurance	10	0	10
02-05642-0900	Longevity Pay	600	600	700
02-05642-1000	Social Security (FICA)	6,550	6,529	6,920
02-05642-1100	Life Insurance	10	14	20
02-05642-1200	Health Insurance	15,220	12,036	17,050
02-05642-1300	Retirement	12,340	12,822	12,830
02-05642-1400	Workers' Compensation	1,050	1,041	1,050
02-05642-1700	In House Education	14,000	14,507	14,000
02-05642-2300	Consultant Services	1,500	1,180	1,500
02-05642-3800	Infection Control Expense	550	14	0
02-05642-3900	Staff Development Supplies and Expenses	870	768	1,280
02-05642-7000	Travel	760	655	880
02-05642-8200	Equipment Repair/Maintenance Contracts	200	0	200
02-05642-9700	New Equipment	330	0	7,830
02-05642-9900	Retiree Benefits	5,740	4,156	4,450
	<b>TOTAL STAFF DEVELOPMENT</b>	<b>147,217</b>	<b>141,800</b>	<b>161,000</b>
	<b>QUALITY MANAGEMENT</b>			
02-05643-0100	Quality Director's Salary	96,750	96,749	97,190
	Quality Director's Salary (Retirements)	0	0	73,080
02-05643-0800	In Lieu of Health Insurance	10	1,500	10
02-05643-0900	Longevity Pay	1,500	7,066	10
02-05643-1000	Social Security (FICA)	6,880	19	12,630
02-05643-1100	Life Insurance	20	23,005	20
02-05643-1200	Health Insurance	22,280	13,362	27,310

**COÖS COUNTY  
BUDGET - APPROPRIATIONS**

ACCOUNT #	DESCRIPTION	FY 2022	12/31/2022	FY 2023
		BUDGET TOTAL	ACTUALS	COMM'R
02-05643-1300	Retirement	13,490	1,220	13,620
02-05643-1400	Workers' Compensation	1,220	0	1,220
02-05643-1700	Education and Conferences	600	0	400
02-05643-2300	Consultant Services	200	0	200
02-05643-3900	Quality Mgmt. Supplies and Expenses	610	648	1,420
02-05643-7000	Travel	420	0	420
02-05643-9900	Retiree Benefits	2,650	4,156	4,450
	<b>TOTAL QUALITY MANAGEMENT</b>	<b>146,630</b>	<b>147,726</b>	<b>231,980</b>
<b>PLANT OPERATIONS</b>				
02-05650-0200	Maintenance Salaries	27,580	24,894	48,440
02-05650-0800	In lieu of Health Insurance	10	0	10
02-05650-0900	Longevity Pay	900	346	1,000
02-05650-1000	Social Security (FICA)	2,180	1,931	3,780
02-05650-1400	Workers' Compensation	580	579	580
02-05650-1700	Education and Conferences	10	0	100
02-05650-1800	Employee Physicals	310	0	310
02-05650-2800	Bio Hazardous Waste Disposal	1,350	1,264	1,350
02-05650-2900	Outside Services	45,500	44,202	40,000
02-05650-3900	Plant Supplies and Expenses	15,000	14,980	13,500
02-05650-6100	Electricity	82,400	82,392	90,000
02-05650-6300	Water	34,640	33,360	34,000
02-05650-6400	Sewer	47,040	47,037	54,000
02-05650-6500	Fuel	65,300	65,299	48,380
02-05650-6600	Propane	35,000	32,805	55,450
02-05650-7000	Travel	1,200	700	800
02-05650-7900	Vehicle Supplies and Expenses	7,000	3,433	7,200
02-05650-8100	Building Repairs	24,301	22,428	20,000
02-05650-8200	Equipment Repair/Maintenance Contracts	29,774	29,769	20,240
02-05650-8400	Snow Removal	12,000	12,735	7,300
02-05650-9300	Property Insurance	9,600	7,413	6,370
02-05650-9700	New Equipment	4,500	4,130	5,340
	<b>TOTAL PLANT OPERATIONS</b>	<b>446,175</b>	<b>429,699</b>	<b>458,150</b>
<b>LAUNDRY DEPARTMENT</b>				
02-05660-0200	Laundry Aides' Salaries	237,540	238,444	267,700
	Laundry Aides' Salaries (Retirements)	0		7,830
02-05660-0800	In Lieu of Health Benefit	1,600	1,200	1,600
02-05660-0900	Longevity Pay	6,086	5,868	7,900
02-05660-1000	Social Security (FICA)	17,690	17,658	19,800
02-05660-1100	Life Insurance	40	35	40
02-05660-1200	Health Insurance	70,300	66,326	78,730
02-05660-1300	Retirement	14,384	14,330	12,360
02-05660-1400	Workers' Compensation	3,340	3,334	3,340
02-05660-1700	Education and Conferences	200	0	200
02-05660-1800	Employee Physicals	1,800	0	1,750
02-05660-3700	Linens	17,310	17,301	17,350
02-05660-3900	Laundry Supplies and Expenses	11,890	9,740	12,130
02-05660-6200	Gas for Dryers	20,500	12,323	23,460

**COÖS COUNTY  
BUDGET - APPROPRIATIONS**

ACCOUNT #	DESCRIPTION	FY 2022	12/31/2022	FY 2023
		BUDGET TOTAL	ACTUALS	COMM'R
02-05660-7000	Travel	100	0	100
02-05660-8200	Equipment Repair/Maintenance Contracts	7,390	5,033	8,800
02-05660-9700	New Equipment	2,910	2,904	3,000
<b>TOTAL LAUNDRY DEPARTMENT</b>		<b>413,080</b>	<b>394,498</b>	<b>466,090</b>
<b>HOUSEKEEPING DEPARTMENT</b>				
02-05670-0100	Environmental Services Manager	79,900	79,896	81,500
02-05670-0200	Porter Salaries	281,935	281,936	270,560
02-05670-0300	Housekeeping Aides' Salaries	224,045	224,043	275,040
02-05670-0400	Environmental Services Asst. Manager	69,180	66,001	74,020
02-05670-0800	In Lieu of Health Benefit	2,000	1,400	5,600
02-05670-0900	Longevity Pay	10,900	9,766	10,600
02-05670-1000	Social Security (FICA)	50,670	48,766	52,310
02-05670-1100	Life Insurance	110	112	130
02-05670-1200	Health Insurance	141,745	141,646	165,870
02-05670-1300	Retirement	46,835	46,492	42,970
02-05670-1400	Workers' Compensation	8,410	8,404	8,410
02-05670-1700	Education and Conferences	200	0	200
02-05670-1800	Employee Physicals	2,000	229	1,950
02-05670-3900	Housekeeping Supplies and Expenses	59,005	41,541	53,300
02-05670-7000	Travel	100	0	100
02-05670-8200	Equipment Repair/Maintenance Contracts	3,145	3,351	2,050
02-05670-9700	New Equipment	4,070	2,715	3,000
02-05670-9800	Furnishings	10,300	9,949	16,800
<b>TOTAL HOUSEKEEPING DEPARTMENT</b>		<b>994,550</b>	<b>966,247</b>	<b>1,064,410</b>
<b>PHYSICIANS &amp; CONSULTANTS</b>				
02-05680-2200	Physician Services	523,400	346,498	555,000
02-05680-2300	Pharmacy Consultant	10,000	8,419	10,000
02-05680-2400	Medical Director	30,400	27,980	30,400
02-05680-2500	Dentist Services	15,700	12,672	15,740
02-05680-2600	Mental Health Services for Residents	16,500	12,477	16,500
02-05680-2700	Mental Health Consultant	700	0	700
<b>TOTAL PHYSICIANS &amp; CONSULTANTS</b>		<b>596,700</b>	<b>408,046</b>	<b>628,340</b>
<b>ACTIVITIES DEPARTMENT</b>				
02-05691-0100	Activity Director's Salary	69,300	68,924	73,820
02-05691-0200	Activity Aides' Salaries	215,100	213,447	278,500
02-05691-0800	In Lieu of Health Benefit	2,000	1,500	2,000
02-05691-0900	Longevity Pay	4,900	5,494	5,700
02-05691-1000	Social Security (FICA)	22,990	20,512	25,620
02-05691-1100	Life Insurance	70	57	70
02-05691-1200	Health Insurance	103,137	83,648	106,040
02-05691-1300	Retirement	42,273	42,273	39,640
02-05691-1400	Workers' Compensation	4,110	4,108	4,110
02-05691-1700	Education and Conferences	1,085	900	1,160
02-05691-1800	Employee Physicals	350	0	360
02-05691-2300	Consultant Services	6,390	3,494	6,150
02-05691-2900	Chaplain Services	3,000	3,000	3,000
02-05691-3900	Activities Supplies and Expenses	15,650	12,774	15,420

**COÖS COUNTY  
BUDGET - APPROPRIATIONS**

ACCOUNT #	DESCRIPTION	FY 2022		FY 2023 COMM'R
		BUDGET TOTAL	12/31/2022 ACTUALS	
02-05691-7000	Travel	575	0	670
02-05691-8200	Equipment Repair/Maintenance Contracts	200	0	200
02-05691-9700	New Equipment	1,800	637	1,050
<b>TOTAL ACTIVITIES DEPARTMENT</b>		<b>492,930</b>	<b>460,768</b>	<b>563,510</b>
<b>SOCIAL SERVICES</b>				
02-05692-0100	Social Services Salaries	204,380	172,510	220,670
02-05692-0800	In Lieu of Health Benefit	3,600	1,700	3,600
02-05692-0900	Longevity Pay	1,200	1,200	1,200
02-05692-1000	Social Security (FICA)	15,660	13,058	16,740
02-05692-1100	Life Insurance	40	29	40
02-05692-1200	Health Insurance	24,390	13,041	27,310
02-05692-1300	Retirement	21,960	21,959	22,030
02-05692-1400	Workers' Compensation	2,570	2,562	2,570
02-05692-1700	Education and Conferences	540	0	360
02-05692-1800	Employee Physicals	100	0	100
02-05692-3900	Social Services Supplies and Expenses	2,000	832	1,900
02-05692-7000	Travel	70		50
<b>TOTAL SOCIAL SERVICES</b>		<b>276,510</b>	<b>226,891</b>	<b>296,570</b>
<b>PHYSICAL THERAPY</b>				
02-05693-0100	Restorative Aides' Salaries	77,440	77,440	109,820
02-05693-0200	Restorative Nurse	47,610	47,608	44,680
02-05693-0800	In Lieu of Health Benefit	1,500	1,500	2,000
02-05693-0900	Longevity Pay	2,500	2,171	2,360
02-05693-1000	Social Security (FICA)	9,230	9,227	11,230
02-05693-1100	Life Insurance	30	19	30
02-05693-1200	Health Insurance	36,230	34,943	43,840
02-05693-1300	Retirement	7,710	6,337	13,600
02-05693-1400	Workers' Compensation	1,850	1,845	1,850
02-05693-2300	Physical Therapy Consultant	4,000	0	4,000
02-05693-3900	Physical Therapy Supplies and Expenses	3,000	2,956	3,000
02-05693-8200	Equipment Repair/Maintenance Contracts	200	0	200
02-05693-9700	New Equipment	0	0	0
<b>TOTAL PHYSICAL THERAPY</b>		<b>191,300</b>	<b>184,047</b>	<b>236,610</b>
<b>OCCUPATIONAL THERAPY</b>				
02-05694-2300	Consultant Services	4,000	0	4,000
02-05694-3900	OT Supplies and Expenses	2,000	849	2,000
02-05694-8200	Equipment Repair/Maintenance Contracts	100	0	100
02-05694-9700	New Equipment	1,300	820	1,300
<b>TOTAL OCCUPATIONAL THERAPY</b>		<b>7,400</b>	<b>1,669</b>	<b>7,400</b>
<b>SPEECH CONSULTANT</b>				
02-05698-2300	Speech Contracted Services	1,600	0	1,600
<b>TOTAL SPEECH CONSULTANT</b>		<b>1,600</b>	<b>0</b>	<b>1,600</b>
<b>COVID 19</b>				
02-06000-0000	Long Term Care Stabilization Program	10	0	10
02-06000-1000	LTC Stabilization Program Payroll Tax	10	0	10
02-06000-1500	LTCS Program Payment - Contract Staff	10	0	10
02-06000-2000	Covid19 Expenses	10	0	10



**COÖS COUNTY  
BUDGET - APPROPRIATIONS**

ACCOUNT #	DESCRIPTION	FY 2022		FY 2023 COMM'R
		BUDGET TOTAL	12/31/2022 ACTUALS	
02-06000-2010	Covid 19 Testing	191,790	52,390	200,000
02-06100-3000	Grants and/or State & Federal Funds	10	0	10
02-06200-0000	ARPA Stipend Payroll	417,200	281,300	10
02-06200-1000	ARPA Stipend Payroll Tax	31,920	20,220	10
	<b>TOTAL COVID 19</b>	<b>640,960</b>	<b>353,910</b>	<b>200,070</b>
	<b>TOTAL BERLIN NURSING HOME</b>	<b>15,468,070</b>	<b>14,315,693</b>	<b>16,448,912</b>

**NURSING HOME SPECIALS**

02-09258-9746	Car	35,000	32,095	0
02-09258-9762	Propane Tank Project	73,670	53,629	0
02-09258-9763	Alladin Tray Delivery Carts (2)	12,500	12,989	0
02-09258-9764	Boiler	0	0	0
02-09258-9765	Video Camera Security System	10,800	10,772	0
02-09258-9766	Air Conditioner Quote for Kitchen	0	0	18,350
02-09258-9767	Capital Projects (GOFERR Grant)	0	0	400,000
	<b>TOTAL CCNH SPECIALS</b>	<b>131,970</b>	<b>109,485</b>	<b>418,350</b>

**TOTAL BERLIN NURSING HOME & SPECIALS 15,600,040 14,425,178 16,867,262**

**COUNTY**

**COUNTY ADMINISTRATION**

03-04100-0100	Commissioners' Salaries	23,800	23,800	26,350
03-04100-0200	Administrative Assistant	22,700	22,189	22,700
03-04100-0300	County Administrator	107,340	106,569	108,860
	County Administrator - ( Resignation)			71,520
03-04100-0350	Assistant County Administrator			38,050
03-04100-0500	Human Resource/Payroll Coordinator	59,080	58,309	60,860
03-04100-0800	In Lieu of Health Insurance	1,510	1,500	2,000
03-04100-0900	Longevity Pay	1,150	1,151	520
03-04100-1000	Social Security (FICA)	16,480	15,318	28,960
03-04100-1100	Life Insurance	150	172	260
03-04100-1200	Health Insurance	52,740	20,858	73,100
03-04100-1300	Retirement	26,760	25,878	38,340
03-04100-1400	Workers' Compensation	300	297	300
03-04100-1700	Education & Conferences	3,500	2,043	5,000
03-04100-2000	Outside Legal Services	20,000	7,605	15,000
03-04100-2400	IT Contracted Services	6,900	3,240	21,000
03-04100-2410	IT Hardware/Equipment	7,000	3,987	16,000
03-04100-2600	Human Resources/Payroll Allocation	(50,590)	(50,588)	(51,950)
03-04100-3600	Office Supplies	4,500	4,559	6,000
03-04100-3800	Postage	2,000	1,176	1,500
03-04100-3900	Administrative Supplies & Expense	7,000	7,196	8,000
03-04100-6700	Advertising	5,000	4,391	5,000
03-04100-6800	Communications	3,200	3,851	4,000
03-04100-7000	Employees' Travel & Expense	3,000	2,966	4,000
03-04100-7100	Commissioners' Travel & Expense	47,500	37,707	48,000

**COÖS COUNTY  
BUDGET - APPROPRIATIONS**

ACCOUNT #	DESCRIPTION	FY 2022		FY 2023 COMM'R
		BUDGET TOTAL	12/31/2022 ACTUALS	
03-04100-9300	Liability Insurance	800	590	760
03-04100-9700	New Equipment	2,500	676	3,000
03-04100-9900	Retirees	12,330	12,181	13,060
<b>TOTAL COUNTY ADMINISTRATION</b>		<b>386,650</b>	<b>317,621</b>	<b>570,190</b>
<b>COUNTY TREASURER</b>				
03-04101-0100	Treasurer's Salary	4,000	4,000	5,000
03-04101-0200	Deputy Treasurer Salary	300	0	300
03-04101-1000	Social Security (FICA)	310	306	390
03-04101-1400	Workers' Compensation	10	6	10
03-04101-3900	Treasurer Supplies & Expense	1,500	1,293	1,500
03-04101-7000	Treasurer Travel & Expense	3,500	1,544	3,500
03-04101-9400	Fidelity Bonds	20	8	20
<b>TOTAL COUNTY TREASURER</b>		<b>9,640</b>	<b>7,158</b>	<b>10,720</b>
<b>COUNTY FINANCE</b>				
03-04102-0100	Finance Officer	102,050	101,716	102,270
03-04102-0200	Accounting Staff	159,680	157,611	183,750
03-04102-0800	In Lieu of Health Benefit	10	0	10
03-04102-0900	Longevity Pay	2,000	2,028	2,100
03-04102-1000	Social Security (FICA)	19,240	17,698	22,160
03-04102-1100	Life Insurance	60	74	60
03-04102-1200	Health Insurance	99,930	99,926	111,660
03-04102-1300	Retirement	37,080	36,059	38,990
03-04102-1400	Workers' Compensation	320	316	320
03-04102-1700	Education & Conferences	830	268	830
03-04102-2100	Audit Services	7,690	4,190	6,190
03-04102-2200	Actuarial Attestation - OPEB	3,500	3,500	5,000
03-04102-2300	IT Contracted Services	6,600	3,757	18,000
03-04102-2310	IT Hardware/Equipment	300	0	3,000
03-04102-2400	Payroll/Accounting Allocation	(63,280)	(63,280)	(67,530)
03-04102-2500	Accounts Payable/Accounting Allocation	(66,500)	(66,500)	(71,700)
03-04102-2600	Sheriff Office Allocation	(24,560)	(2,786)	(22,918)
03-04102-3600	Office Supplies & Expense	6,200	6,250	5,000
03-04102-3800	Postage	1,800	1,682	2,000
03-04102-6800	Communications	5,200	4,488	5,200
03-04102-7000	Employee Travel & Expense	2,500	901	2,500
03-04102-8200	Equipment Repair/Maintenance Contracts	6,000	4,571	22,000
03-04102-9300	Liability Insurance	530	433	650
03-04102-9700	New Equipment	1,500	180	1,000
03-04102-9701	Covid 19 Expenses	10	0	10
<b>TOTAL COUNTY FINANCE</b>		<b>308,690</b>	<b>313,079</b>	<b>370,552</b>
<b>COUNTY REPORT</b>				
03-04103-6700	Printing Expense	2,640	2,587	2,590
<b>TOTAL COUNTY REPORT</b>		<b>2,640</b>	<b>2,587</b>	<b>2,590</b>
<b>COUNTY ATTORNEY</b>				
03-04110-0100	Attorney's Salary	86,000	86,000	100,000
03-04110-0200	Deputy/Assistant Attorney Salaries	155,030	110,047	160,000
03-04110-0300	Legal Secretary/Assistant Salaries	68,720	61,177	69,380
03-04110-0400	Investigator/Discover Coordinator	7,840	0	7,980

**COÖS COUNTY  
BUDGET - APPROPRIATIONS**

ACCOUNT #	DESCRIPTION	FY 2022	12/31/2022	FY 2023
		BUDGET TOTAL	ACTUALS	COMM'R
03-04110-0800	In Lieu of Health Benefit	6,000	4,300	4,000
03-04110-0900	Longevity Pay	1,200	1,200	1,200
03-04110-1000	Social Security (FICA)	20,630	19,867	22,770
03-04110-1100	Life Insurance	20	9	20
03-04110-1200	Health Insurance	33,320	6,048	27,490
03-04110-1300	Retirement	38,850	35,963	42,580
03-04110-1400	Workers' Compensation	530	515	550
03-04110-1700	Education and Conferences	4,000	50	4,000
03-04110-2300	Contracted Services	20,000	15,653	15,000
03-04110-2400	IT Contracted Services	4,100	2,588	8,400
03-04110-2410	IT Hardware/Equipment	800	290	1,200
03-04110-3600	Office Supplies	5,500	5,334	5,500
03-04110-3700	Dues and Subscriptions	1,740	1,780	1,780
03-04110-3800	Postage	1,200	945	1,200
03-04110-3900	Attorney Supplies and Expenses	1,800	615	3,000
03-04110-6800	Communications	7,000	7,203	7,000
03-04110-7000	Travel	6,000	2,379	6,000
03-04110-8200	Equipment Repair/Maintenance Contracts	3,500	3,403	3,500
03-04110-8800	Office Rent	19,050	19,045	19,240
03-04110-9300	Property Liability Insurance	710	564	700
03-04110-9800	Law Library	4,800	4,775	3,600
03-04112-0000	ARPA Stipend	10	0	10
03-04112-1000	ARPA Stipend Payroll Tax	10	0	10
<b>TOTAL COUNTY ATTORNEY</b>		<b>498,360</b>	<b>389,751</b>	<b>516,110</b>
<b>VICTIM/WITNESS ADVOCACY PROGRAM</b>				
03-04111-0100	Program Coordinator's Salary	46,620	38,039	47,130
03-04111-0200	Clerk Salary	14,580	9,882	15,020
03-04111-0800	In Lieu of Health Benefit	10	700	2,000
03-04111-1000	Social Security (FICA)	4,690	3,567	4,760
03-04111-1100	Life Insurance	20	9	20
03-04111-1200	Health Insurance	28,440	9,046	10,030
03-04111-1300	Retirement	8,610	6,847	8,580
03-04111-1400	Workers' Compensation	90	82	90
03-04111-1700	Education and Conferences	4,500	400	4,500
03-04111-2300	Contracted Services	2,000	0	2,000
03-04111-2400	IT Contracted Services	1,600	881	6,800
03-04111-2410	IT Hardware/Equipment	1,200	997	1,200
03-04111-3600	Office Supplies	2,000	486	2,000
03-04111-3700	Dues/Licenses/Subscriptions	50	0	50
03-04111-3800	Postage	1,050	330	1,050
03-04111-6800	Communications	3,000	3,016	3,000
03-04111-7000	Travel	2,000	268	2,000
03-04111-8200	Equipment Rental and Repair	100	0	100
03-04111-8800	Office Rent	4,030	4,029	4,070
03-04111-9300	Property Liability Insurance	200	156	200
<b>TOTAL VICTIM/WITNESS ADVOCACY</b>		<b>124,790</b>	<b>78,736</b>	<b>114,600</b>
<b>REGISTER OF DEEDS</b>				
03-04120-0100	Register's Salary	47,500	47,500	55,000
03-04120-0200	Clerks' Salaries	60,282	39,129	69,290
03-04120-0300	Deputy Register's Salary	44,500	44,322	47,860

**COÖS COUNTY  
BUDGET - APPROPRIATIONS**

ACCOUNT #	DESCRIPTION	FY 2022	12/31/2022	FY 2023
		BUDGET TOTAL	ACTUALS	COMM'R
03-04120-0800	In Lieu of Health Benefit	2,000	2,000	4,000
03-04120-0900	Longevity Pay	600	600	700
03-04120-1000	Social Security (FICA)	11,770	9,645	13,050
03-04120-1100	Life Insurance	30	18	20
03-04120-1200	Health Insurance	64,460	31,697	54,620
03-04120-1300	Retirement	21,080	16,818	23,020
03-04120-1400	Workers' Compensation	220	220	220
03-04120-1700	Education and Conferences	700	325	700
03-04120-2500	Secure Data Storage System	12,400	12,400	12,400
03-04120-3500	Record Books	200	0	0
03-04120-3600	Office Supplies and Expenses	3,750	1,588	3,800
03-04120-3800	Postage	3,500	3,340	3,500
03-04120-6800	Communications	2,400	2,401	2,400
03-04120-6900	Internet On-Line Service	8,400	8,400	8,400
03-04120-7000	Travel	1,500	155	1,500
03-04120-8200	Book Repair and Reproduction	9,100	8,895	9,000
03-04120-8700	Office Rent	26,900	26,893	27,170
03-04120-8800	Equipment Maintenance and Lease	20,610	20,096	20,610
03-04120-9300	Property Liability Insurance	470	314	380
03-04120-9800	Index Processing	25,500	22,348	25,500
03-04120-9900	Microfilm	2,000	0	2,000
<b>TOTAL REGISTER OF DEEDS</b>		<b>369,872</b>	<b>299,104</b>	<b>385,140</b>
 <b>SHERIFF'S DEPARTMENT</b>				
03-04140-0100	Sheriff's Salary	59,000	59,000	64,000
03-04140-0200	Clerk's Salary	49,710	50,167	49,710
03-04140-0300	Deputy Special Details	30,000	20,337	30,000
03-04140-0400	Deputy Transportation Salaries	131,510	127,336	131,510
03-04140-0401	Deputy Full Time	189,980	185,202	186,910
	Deputy Full Time - (Retirement)	0		27,050
03-04140-0402	Deputy Overtime	12,000	11,226	12,000
03-04140-0405	Deputy Stonegarden Salaries	36,160	7,997	36,160
03-04140-0600	Deputy Court Attendance Salaries	103,000	87,186	103,000
03-04140-0700	Deputy Civil Process/On-Call	24,680	25,208	26,000
03-04140-0701	Deputy OHRV Patrols	20,000	16,575	20,000
03-04140-0702	Deputy OHRV Patrols Grant	10,000	3,285	10,000
03-04140-0703	Deputy Forest Management	50,000	17,038	30,000
03-04140-0800	Deputy Forest Patrol Salaries	10,000	9,311	10,000
03-04140-0801	Deputy Drug Task Force Salary	0	0	60,000
03-04140-0850	In Lieu of Health Insurance	10	0	10
03-04140-0900	Longevity Pay	3,600	3,696	3,800
03-04140-1000	Social Security (FICA)	23,000	20,127	7,580
03-04140-1100	Life Insurance	40	38	40
03-04140-1200	Health Insurance	74,990	68,899	83,850
03-04140-1300	Retirement	72,340	57,631	77,470
03-04140-1400	Workers' Compensation	7,480	7,473	7,480
03-04140-1700	Officer Training Materials	5,000	3,926	6,000
03-04140-2300	Contracted Services	0	0	20,000
03-04140-2400	IT Contracted Services	5,500	2,165	16,000
03-04140-2410	IT Hardware/Equipment	600	0	600
03-04140-2420	Finance/Sheriff Allocation	24,560	2,786	22,918
03-04140-2900	Other Services: Extradition	3,000	30	3,000

**COÖS COUNTY  
BUDGET - APPROPRIATIONS**

ACCOUNT #	DESCRIPTION	FY 2022	12/31/2022	FY 2023
		BUDGET TOTAL	ACTUALS	COMM'R
03-04140-3500	Dues and Fees	11,000	10,398	11,000
03-04140-3600	Office Supplies	4,000	1,775	4,000
03-04140-3700	Gasoline	34,500	33,284	30,000
03-04140-3800	Postage	1,200	917	1,200
03-04140-3900	Other Supplies and Expenses	2,500	2,066	2,500
03-04140-4200	Prisoner Transportation Expenses	1,500	780	1,500
03-04140-4300	Deputy Training Expenses	2,000	2,566	3,000
03-04140-4500	Deputy Court Attendance Expenses	29,750	28,753	28,000
03-04140-4800	Deputy OHRV Expenses	6,000	3,203	6,000
03-04140-5200	Uniforms	8,000	8,643	8,000
03-04140-6800	Communications	14,600	13,457	12,000
03-04140-7000	Travel	7,000	2,225	7,000
03-04140-8100	Vehicle Purchase	87,905	87,905	45,000
03-04140-8200	Vehicle Repair	25,000	23,705	25,000
03-04140-8300	Equipment Repair/Maintenance Contracts	1,000	480	1,000
03-04140-8700	Rent	15,560	15,557	15,720
03-04140-9300	Property Liability Insurance	1,780	1,448	1,840
03-04140-9700	New Equipment	29,255	29,627	20,000
	<b>TOTAL SHERIFF'S DEPARTMENT</b>	<b>1,228,710</b>	<b>1,053,428</b>	<b>1,267,848</b>
	<b>SHERIFF'S GRANTS</b>			
03-04141-0000	Sheriff -1st Responder Covid19 Stipend	10	0	10
03-04141-1000	Sheriff -1st RCSP-Payroll Tax	10	0	10
03-04141-5300	Grants	1,300	1,300	1,500
03-04142-0000	ARPA Stipend	10	0	10
03-04142-1000	ARPA Stipend	10	0	10
	<b>TOTAL SHERIFF'S GRANTS</b>	<b>1,340</b>	<b>1,300</b>	<b>1,540</b>
	<b>MEDICAL REFEREES</b>			
03-04150-2400	Medical Referees' Services	22,500	21,243	20,000
	<b>TOTAL MEDICAL REFEREES</b>	<b>22,500</b>	<b>21,243</b>	<b>20,000</b>
	<b>STATE ASSISTANCE PROGRAMS</b>			
03-04193-5200	Home and Community Based Care	1,700,000	1,384,745	1,500,000
03-04193-5600	Intermediate Nursing Care	4,947,700	4,318,013	4,750,000
	<b>TOTAL STATE ASSISTANCE PROGRAMS</b>	<b>6,647,700</b>	<b>5,702,758</b>	<b>6,250,000</b>
	<b>CORRECTIONS DEPARTMENT</b>			
03-06100-0100	Superintendent's Salary	95,890	95,278	98,840
03-06100-0300	Sergeants' Salaries	237,140	237,124	243,200
03-06100-0400	Correctional Officers' Salaries	478,780	378,472	476,080
03-06100-0500	Corporals' Salaries	336,130	286,807	250,990
	Corporals' Salaries - (Resignation)	0	0	60,670
03-06100-0600	Training Salaries	5,000	0	2,000
03-06100-0700	Medical Services Nurses	239,770	223,845	237,510
03-06100-0800	In Lieu of Health Benefit	20,000	18,250	21,500
03-06100-0900	Longevity Pay	16,340	8,774	16,460
03-06100-1000	Social Security (FICA)	35,230	32,148	34,890
03-06100-1100	Life Insurance	210	213	200
03-06100-1200	Health Insurance	239,770	155,100	238,720
03-06100-1300	Retirement	451,190	370,981	426,930

**COÖS COUNTY  
BUDGET - APPROPRIATIONS**

ACCOUNT #	DESCRIPTION	FY 2022	12/31/2022	FY 2023
		BUDGET TOTAL	ACTUALS	COMM'R
03-06100-1400	Workers' Compensation	15,790	15,789	15,790
03-06100-1600	Employee Meals	24,000	23,833	26,000
03-06100-1700	Education and Conferences	1,000	0	1,000
03-06100-1800	Employee Physicals	400	300	400
03-06100-1900	Training Supplies and Expenses	8,500	5,134	8,000
03-06100-2000	Legal Services/Costs	1,000	0	1,000
03-06100-2200	IT Contracted Services	10,000	4,802	21,000
03-06100-2210	IT Hardware/Equipment	7,000	7,315	7,000
03-06100-2300	Physician Services	27,500	27,500	28,000
03-06100-2400	Nursing Services	500	15	500
03-06100-2500	Medical Services	60,000	35,993	65,000
03-06100-2550	Medical Assisted Treatment Expenses	0	0	5,000
03-06100-2600	Psych/Rehab/Anger Programs	15,000	10,406	10,000
03-06100-2650	Case Management	3,500	3,356	3,000
03-06100-2700	Dental Services	2,500	(264)	2,500
03-06100-2800	Electronic Monitoring Service	1,500	1,386	1,500
03-06100-2900	Hospitalization	7,500	0	7,500
03-06100-3000	Laundry Services	27,640	27,631	27,000
03-06100-3100	Maintenance Services	12,030	12,024	13,500
03-06100-3200	Administration Services	7,500	7,857	7,500
03-06100-3600	Administrative Supplies	11,000	10,786	11,000
03-06100-3700	Publications	100	0	100
03-06100-3800	Inmate Clothing/Bedding	6,600	6,806	5,000
03-06100-3900	Corrections Supplies and Expenses	21,000	13,230	21,000
03-06100-4100	Inmate Pay	7,000	4,573	6,000
03-06100-5000	Food/Meals (Inmate Meals)	207,330	180,696	205,000
03-06100-5200	Uniforms	9,500	7,410	9,000
03-06100-5600	Prisoners: Other Institutions	63,000	25,650	55,000
03-06100-6100	Electricity	18,000	12,116	17,000
03-06100-6300	W.Stewartstown Water Dept. Expense	7,000	7,621	7,000
03-06100-6400	Sewer	4,000	4,850	4,000
03-06100-6500	Fuel	22,000	18,037	26,400
03-06100-6800	Communications	18,000	17,994	15,000
03-06100-7000	Travel	4,000	1,132	2,500
03-06100-7900	Vehicle Supplies and Expenses	3,500	3,921	2,500
03-06100-8100	Building Repairs/Maintenance	29,000	28,742	25,000
03-06100-8200	Equipment Repair/Maintenance Contracts	6,500	4,372	10,000
03-06100-9300	Property Liability Insurance	7,420	5,745	6,170
03-06100-9700	New Equipment	1,500	1,294	1,500
03-06100-9900	Retiree Benefits	35,450	34,227	38,170
<b>TOTAL CORRECTIONS DEPARTMENT</b>		<b>2,870,210</b>	<b>2,379,271</b>	<b>2,826,520</b>

**CORRECTIONS SPECIAL**

03-06190-0000	ARPA Stipend	60,000	54,000	10
03-06190-1000	ARPA Stipend Payroll Tax	1,000	1,155	10
03-06197-0000	1st Responder Covid 19 Stipend Program	10	0	10

**COÖS COUNTY  
BUDGET - APPROPRIATIONS**

ACCOUNT #	DESCRIPTION	FY 2022		FY 2023 COMM'R
		BUDGET TOTAL	12/31/2022 ACTUALS	
03-06197-1000	1st RC19SP Payroll Tax	10	0	10
03-06197-1100	Covid Testing	10	0	10
03-06197-9707	Video Surveillance Equipment	10,000	2,711	10,000
<b>TOTAL CORRECTIONS SPECIALS</b>		<b>71,030</b>	<b>57,866</b>	<b>10,050</b>
<b>TOTAL CORRECTIONS &amp; SPECIALS</b>		<b>2,941,240</b>	<b>2,437,138</b>	<b>2,836,570</b>
<b>LAND MANAGEMENT</b>				
03-07100-2000	Legal Fees & Services	500	0	1,000
03-07100-8000	Other Expense	200	0	500
03-07100-8100	Building Repairs/Maintenance	2,500	0	2,500
03-07100-8300	Land Maintenance	3,000	0	3,000
03-07100-8500	Real Estate Taxes	5,800	5,106	6,000
03-07100-9300	Property Liability Insurance	1,100	422	370
03-07100-9900	Retiree Benefits	5,960	5,717	6,150
<b>TOTAL LAND MANAGEMENT</b>		<b>19,060</b>	<b>11,245</b>	<b>19,520</b>
<b>COUNTY ADMINISTRATIVE BUILDING</b>				
03-08100-0100	Housekeeping Porter Salaries	7,760	7,629	10,270
03-08100-1000	Social Security (FICA)	340	584	790
03-08100-6100	Electricity	1,500	1,453	2,000
03-08100-6500	Fuel	5,000	3,624	5,000
03-08100-8000	Other Expense	3,000	822	3,000
03-08100-8100	Building Repairs/Maintenance	8,400	7,848	6,000
03-08100-8400	Snow Removal	6,000	5,000	6,000
03-08100-9300	Property Liability Insurance	300	230	200
<b>TOTAL COUNTY ADMINISTRATIVE BUILDING</b>		<b>32,300</b>	<b>27,190</b>	<b>33,260</b>
<b>COOPERATIVE EXTENSION</b>				
03-08360-2300	Contracted Services	235,960	235,961	235,960
<b>TOTAL COOPERATIVE EXTENSION</b>		<b>235,960</b>	<b>235,961</b>	<b>235,960</b>
<b>COÖS COUNTY CONSERVATION DISTRICT</b>				
03-08400-0100	District Administrator Salary	34,590	34,171	36,700
03-08400-0800	In Lieu of Health Insurance	10	0	10
03-08400-1000	Social Security (FICA)	2,650	2,088	2,810
03-08400-1100	Life Insurance	10	10	10
03-08400-1200	Health Insurance	30,070	25,295	32,260
03-08400-1300	Retirement	4,870	4,804	5,070
03-08400-1400	Workers' Compensation	50	47	50
03-08400-1900	Education Workshops	1,000	0	1,000
03-08400-2000	Training	0	0	1,000
03-08400-7000	Travel	1,500	348	1,500
03-08400-9300	Property and Liability Insurance	10	53	120
03-08400-9900	Retiree Benefits	13,400	13,373	14,530
<b>TOTAL CONSERVATION DISTRICT</b>		<b>88,160</b>	<b>80,188</b>	<b>95,060</b>
<b>DEBT SERVICE</b>				
03-09150-9200	Interest: Short-Term Notes	20,000	3,061	20,000
03-09160-9000	Principal: Long-Term Notes	48,680	46,828	47,830
03-09170-9000	Interest: Long-Term Notes	10,390	10,133	9,140
<b>TOTAL DEBT SERVICE</b>		<b>79,070</b>	<b>60,022</b>	<b>76,970</b>

**COÖS COUNTY  
BUDGET - APPROPRIATIONS**

ACCOUNT #	DESCRIPTION	FY 2022	12/31/2022	FY 2023
		BUDGET TOTAL	ACTUALS	COMM'R
<b>COUNTY DELEGATION</b>				
03-09300-7400	Delegation Expenses	10,000	6,221	10,000
03-09300-7500	Contingency Fund	5,000	0	5,000
	<b>TOTAL COUNTY DELEGATION</b>	<b>15,000</b>	<b>6,221</b>	<b>15,000</b>
<b>OTHER SPECIAL APPROPRIATIONS</b>				
03-09401-5300	Senior Meals	17,000	17,000	17,000
03-09402-5300	Retired Senior Volunteer Program	16,000	16,000	17,000
03-09403-5300	Child Advocacy Center of Coos County	15,000	15,000	20,000
03-09405-5300	Response Program	6,000	6,000	6,000
03-09407-5300	Tri County Transit	36,000	36,000	36,000
03-09409-5300	Coös Economic Development Corp	45,000	45,000	45,000
03-09410-5300	Food Pantry Program	5,000	5,000	5,000
03-09411-5300	Funerals: County Assisted Person	4,500	0	4,500
03-09413-5300	Tyler Blaine House Homeless Program	10,000	10,000	10,000
03-09415-5300	Coös ServiceLink Resource Center	5,800	5,800	5,800
03-09416-5300	Energy Assistant Services Program	5,000	5,000	5,000
	<b>TOTAL OTHER SPECIAL APPROPRIATION</b>	<b>165,300</b>	<b>160,800</b>	<b>171,300</b>
<b>COUNTY SPECIALS</b>				
03-09450-5301	Reserve for 53rd Payroll	50,000	0	50,000
03-09450-5302	Water System Connection	0	0	0
03-09450-5305	Facility/Feasibility Study	50,000	0	0
03-09450-5306	ARPA Expenses	0	0	0
03-09450-5307	Cabling for Lancaster Facility	7,000	4,876	0
03-09450-5308	County Administration Building generator	10,000	5,095	0
03-09450-5309	ARPA-Heating System DOC	300,000	0	0
03-09450-5310	ARPA-New Windows BNH	300,000	1,500	0
03-09450-5311	ARPA-New Entrance engineer fee-BNH	7,500	6,000	0
03-09450-5312	ARPA-Cybersecurity Software & Training	100,000	0	0
03-09450-5313	ARPA Funds Audit/Administration Exp.	14,410	3,500	0
03-09450-5314	ARPA-HVAC WSNH	1,500,000	0	0
03-09450-5315	County Admin. Basement Meeting Room	0	0	25,000
03-09450-5316	Implementation of Finance/PR/HR Software	0	0	300,000
	<b>TOTAL COUNTY SPECIALS</b>	<b>2,338,910</b>	<b>20,971</b>	<b>375,000</b>
	<b>TOTAL COUNTY</b>	<b>15,515,892</b>	<b>11,226,500</b>	<b>13,367,930</b>
<b>FEDERAL FUNDS</b>				
05-08100-3700	CDBG: Public Facilities	500,000	0	500,000
05-08100-4000	CDBG: Community & Wellness Ctr Project	500,000	0	500,000
05-08100-4010	CDBG: Community Planning Grant	25,000	0	25,000
05-08100-4014	USDA: RBDG Coos Broadband	30,000	30,000	0
	<b>TOTAL FEDERAL FUNDS</b>	<b>1,055,000</b>	<b>30,000</b>	<b>1,025,000</b>



**COÖS COUNTY  
BUDGET - APPROPRIATIONS**

ACCOUNT #	DESCRIPTION	FY 2022	12/31/2022	FY 2023
		BUDGET TOTAL	ACTUALS	COMM'R
<b>COOS COUNTY RECYCLING CENTER</b>				
07-09100-0100	Supervisor Salary	38,030	35,737	66,660
07-09100-0800	In Lieu of Health Benefit	1,500	1,500	2,500
07-09100-0900	Longevity Pay	480	565	900
07-09100-1000	Social Security (FICA)	570	543	980
07-09100-1300	Retirement	12,210	12,622	21,960
07-09100-1400	Workers' Compensation	1,400	945	1,400
07-09100-1500	Unemployment Insurance	60	0	60
07-09100-3700	Gasoline/Diesel	10,500	17,553	15,000
07-09100-3900	Recycling Supplies and Expenses	7,000	5,504	7,000
07-09100-4000	Commodity Disposal Fees	3,500	4,985	4,000
07-09100-6100	Electricity	3,500	1,950	3,500
07-09100-6500	Fuel	4,000	3,594	4,000
07-09100-6800	Communications	650	678	650
07-09100-7900	Equipment Repairs and Expenses	10,000	9,261	7,000
07-09100-8100	Building/Grounds Maintenance	7,000	6,068	7,000
07-09100-9300	Property Liability Insurance	480	540	480
07-09100-9706	Truck	0	0	0
07-09100-9707	Interest on Truck Loan	0	0	0
07-09100-9708	Skid Steer Loader	47,000	46,414	0
07-09100-9709	Recycling Containers	0	0	25,950
<b>TOTAL RECYCLING CENTER</b>		<b>147,880</b>	<b>148,458</b>	<b>169,040</b>
<b>TRANSFER STATION</b>				
08-09200-0100	Operator's Salary	25,660	26,644	26,420
08-09200-0900	Longevity Pay	1,700	582	1,260
08-09200-1000	Social Security (FICA)	1,970	2,083	2,030
08-09200-1400	Workers' Compensation	650	646	650
08-09200-3900	Transfer Station Supplies and Expenses	1,000	369	1,000
08-09200-6100	Electricity	1,200	915	1,200
08-09200-6500	Fuel	800	488	800
08-09200-6800	Communications	700	678	700
08-09200-9300	Property Liability Insurance	70	54	80
<b>TOTAL TRANSFER STATION</b>		<b>33,750</b>	<b>32,459</b>	<b>34,140</b>
<b>TOTAL APPROPRIATIONS</b>		<b>45,887,600</b>	<b>37,320,127</b>	<b>47,098,422</b>



# **BUDGET PROPOSAL**

## **REVENUES**

**COÖS COUNTY  
BUDGET - REVENUE**

ACCOUNT #	DESCRIPTION	FY 2022 DELEGATION	12/31/2022 ACTUALS	FY 2023 PROPOSED BUDGET
<b>WEST STEWARTSTOWN NURSING HOSPITAL</b>				
<b>SERVICES TO RESIDENTS</b>				
01-05021-0000	Medicaid New Hampshire	3,516,910	3,123,004	3,274,050
01-05022-0000	Private Pay	328,500	322,703	438,000
01-05023-0000	Medicaid Other States	740,020	818,228	941,700
	<b>TOTAL SERVICES TO RESIDENTS</b>	<b>4,585,430</b>	<b>4,263,935</b>	<b>4,653,750</b>
<b>SERVICES TO OTHERS</b>				
01-05040-0000	Sale of Meals: Employees	2,000	5,680	3,000
01-05041-0000	Sale of Meals: Guests	100	0	100
	<b>TOTAL SERVICES TO OTHERS</b>	<b>2,100</b>	<b>5,680</b>	<b>3,100</b>
<b>OTHER REVENUES</b>				
01-05049-0001	Refunds: Prior Year Expense	100	346	100
01-05049-0002	Covid Testing Reimbursement	10	0	10
01-05049-0003	Rebates for Hydro Electricity	1,800	1,431	10
	<b>TOTAL OTHER REVENUES</b>	<b>1,910</b>	<b>1,777</b>	<b>120</b>
<b>QUALITY INCENTIVE PROGRAM</b>				
01-05050-0000	NH Quality Incentive Payment	920,000	971,795	920,000
	<b>TOTAL QUALITY INCENTIVE PROGRAM</b>	<b>920,000</b>	<b>971,795</b>	<b>920,000</b>
<b>SERVICES</b>				
01-05055-0000	Medicaid Proportional Payment	1,650,000	2,434,350	2,000,000
01-05061-0000	Grants and/or State & Federal Funds	10	593,225	1,200,000
01-05066-0000	LTC Stabilization Funds	10	0	10
01-05066-0100	LTC Stabilization Funds - Contract Staff	10	0	10
01-05067-0000	ARPA	324,030	324,030	10
01-05068-0000	Transfer from Reserve for Air/Heat Project	0	0	800,000
01-05069-0000	USAC Grant	0	0	50,000
	<b>TOTAL SERVICES</b>	<b>1,974,060</b>	<b>3,351,605</b>	<b>4,050,030</b>
<b>CAPITAL PROJECT</b>				
01-05067-0000	IT Hardware/Equipment Note	0	0	0
	<b>TOTAL CAPITAL PROJECTS</b>	<b>0</b>	<b>0</b>	<b>0</b>
	<b>TOTAL WS NURSING HOSPITAL</b>	<b>7,483,500</b>	<b>8,594,791</b>	<b>9,627,000</b>

**BERLIN NURSING HOME**

<b>SERVICES TO RESIDENTS</b>				
02-05521-0000	Medicaid New Hampshire	5,023,910	4,282,934	5,023,910
02-05522-0000	Private Pay	766,500	1,270,135	766,500
02-05523-0001	Medicare A	804,000	930,894	804,000
02-05523-0002	Medicare B	377,600	195,687	377,600
02-05523-0003	Medicare Supplemental Insurance	235,900	210,592	235,900
	<b>TOTAL SERVICES TO RESIDENTS</b>	<b>7,207,910</b>	<b>6,890,241</b>	<b>7,207,910</b>

**COÖS COUNTY  
BUDGET - REVENUE**

ACCOUNT #	DESCRIPTION	FY 2022 DELEGATION	12/31/2022 ACTUALS	FY 2023 PROPOSED BUDGET
<b>SERVICES TO OTHERS</b>				
02-05524-0000	Sale of Meals: Guests	2,160	39	2,160
02-05525-0000	Sale of Meals: Employees	8,920	0	8,920
	<b>TOTAL SERVICES TO OTHERS</b>	<b>11,080</b>	<b>39</b>	<b>11,080</b>
<b>OTHER REVENUES</b>				
02-05529-0000	Misc. Revenues	10	686	10
02-05529-0200	Rebates for Hydro Electricity	2,000	1,750	2,000
02-05531-0000	Sale of Equipment	0	0	10
02-05532-0000	Refunds: Prior Year Expense	0	3,641	10
02-05532-0001	Covid Testing Reimbursement	15,000	0	15,000
	<b>TOTAL OTHER REVENUES</b>	<b>17,010</b>	<b>6,078</b>	<b>17,030</b>
<b>QUALITY INCENTIVE PROGRAM</b>				
02-05550-0000	NH Quality Incentive Payment	1,390,000	1,286,137	1,390,000
	<b>TOTAL QUALITY INCENTIVE PRGRM</b>	<b>1,390,000</b>	<b>1,286,137</b>	<b>1,390,000</b>
<b>SERVICES</b>				
02-05055-0000	Medicaid Proportional Payment	1,721,000	1,628,331	1,600,000
02-05529-0100	CARES Act	10	229,642	10
02-05532-0100	LTC Stabilization funds	10	0	10
02-05532-0200	LTC Stabilization funds - Contract Staff	10	0	10
02-05536-0000	Grants and/or State & Federal Funds	10	3,800	600,000
02-05537-0000	ARPA	449,120	449,120	10
02-05571-0000	Transfer from ARPA for Windows	0	0	300,000
02-05572-0000	USAC Grant	0	0	50,000
	<b>TOTAL SERVICES</b>	<b>2,170,160</b>	<b>2,310,893</b>	<b>2,550,040</b>
<b>CAPITAL PROJECTS</b>				
02-05580-0000	IT Hardware/Equipment Note	0	0	0
	<b>TOTAL CAPITAL PROJECTS</b>	<b>0</b>	<b>0</b>	<b>0</b>
	<b>TOTAL BERLIN NURSING HOME</b>	<b>10,796,160</b>	<b>10,493,388</b>	<b>11,176,060</b>

**COUNTY GOVERNMENT**

<b>CAPITAL PROJECT</b>				
03-04000-0003	NH DWSRF Project Funding	0	0	0
03-04000-0004	IT Hardware/Equipment Note	0	0	0
	<b>TOTAL CAPITAL PROJECT</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>TAXES AND SERVICES</b>				
03-04001-0000	County Tax	16,313,460	16,313,460	17,991,982
	<b>TOTAL TAXES AND SERVICES</b>	<b>16,313,460</b>	<b>16,313,460</b>	<b>17,991,982</b>
<b>REGISTER OF DEEDS</b>				
03-04011-0000	Register of Deeds Fees	355,000	447,531	345,000
03-04011-0001	Deeds: Surcharge Account	0	0	0
	<b>TOTAL REGISTER OF DEEDS</b>	<b>355,000</b>	<b>447,531</b>	<b>345,000</b>

**COÖS COUNTY  
BUDGET - REVENUE**

ACCOUNT #	DESCRIPTION	FY 2022 DELEGATION	12/31/2022 ACTUALS	FY 2023 PROPOSED BUDGET
<b>SHERIFF'S DEPARTMENT</b>				
03-04010-0000	Sheriff: Court Security	103,000	157,290	103,000
03-04012-0100	Sheriff: Forest Service Contracts	18,000	12,080	10,000
03-04012-0300	Sheriff: Special Details	30,000	29,330	30,000
03-04014-0000	Sheriff: Juvenile Transports	5,000	339	5,000
03-04015-0000	Sheriff: Civil Process Fees	85,000	68,663	85,000
03-04017-0000	Sheriff: Sale of Equipment	5,000	0	5,000
03-04026-0000	Sheriff: Forest Management	50,000	22,000	30,000
03-04020-0000	Sheriff: Grants	86,160	17,740	146,160
03-04022-0000	Sheriff: OHRV Fines/Tickets	30,000	15,719	20,000
03-04025-0000	Sheriff - 1st Responder Covid 19 Stipend	10	0	10
	<b>TOTAL SHERIFF'S DEPARTMENT</b>	<b>412,170</b>	<b>323,160</b>	<b>434,170</b>
<b>VICTIM/WITNESS ADVOCACY PROGRAM</b>				
03-04013-0100	Victim/Witness Advocacy Program	40,500	28,651	40,500
	<b>TOTAL VICTIM/WITNESS ADVOCACY</b>	<b>40,500</b>	<b>28,651</b>	<b>40,500</b>
<b>COUNTY ATTORNEY</b>				
03-04013-0200	Prosecutor's Grant	14,080	7,746	14,000
03-04013-0400	Grants and/or State & Federal Funds	10	0	10
	<b>TOTAL COUNTY ATTORNEY</b>	<b>14,090</b>	<b>7,746</b>	<b>14,010</b>
<b>CORRECTIONS DEPARTMENT</b>				
03-06040-0000	Corrections: Board and Room	1,000		100
03-06041-0000	Corrections: Electronic Monitoring Fees	1,000	2,760	1,500
03-06043-0000	Corrections: Grants	10		25,000
03-06044-0000	Corrections: Rebate Hydro Electricity	300	358	500
03-06090-0000	Corrections: Miscellaneous Income	1,500	507	600
03-06191-0000	Corrections: FRC19 Stipend	10		10
	<b>TOTAL CORRECTIONS DEPARTMENT</b>	<b>3,820</b>	<b>3,625</b>	<b>27,710</b>
<b>LAND MANAGEMENT</b>				
03-07051-0000	Land Rental	6,250	8,501	7,500
03-07052-0000	Building Rental	1,730	1,584	1,730
	<b>TOTAL LAND MANAGEMENT</b>	<b>7,980</b>	<b>10,085</b>	<b>9,230</b>
<b>INVESTMENTS</b>				
03-09061-0000	Interest: Savings and CD's	10,000	32,183	22,000
03-09062-0000	Interest: Delinquent Taxes	100	949	100
	<b>TOTAL INVESTMENTS</b>	<b>10,100</b>	<b>33,132</b>	<b>22,100</b>
<b>OTHER REVENUES</b>				
03-09093-0000	Federal Lands: PILT	250,000	290,383	250,000
03-09097-0000	Refunds: Prior Year Expense	5,000	441,686	10,000
03-09098-0000	Miscellaneous Income	5,000	127,525	10,000
03-09099-0000	Surplus to Reduce Taxes	6,855,580	6,855,580	5,000,000
	<b>TOTAL OTHER REVENUES</b>	<b>7,115,580</b>	<b>7,715,174</b>	<b>5,270,000</b>

**COÖS COUNTY  
BUDGET - REVENUE**

ACCOUNT #	DESCRIPTION	FY 2022 DELEGATION	12/31/2022 ACTUALS	FY 2023 PROPOSED BUDGET
<b>REVENUES FROM GRANTS</b>				
03-04002-0000	Grants and/or State & Federal Funds	10	660,502	610,000
03-04002-0100	ARPA Funds Audit/Admin Fees	15,410	24,722	10
03-04002-0200	ARPA-HVAC Nursing Hospital	1,500,000	1,500,000	10
03-04002-0300	ARPA-Heating System DOC	300,000	300,000	10
03-04002-0400	ARPA-New Windows Nursing Home	300,000	300,000	10
03-04002-0500	ARPA-New Entrance engineer fee-Nursing Hi	7,500	7,500	10
03-04002-0600	ARPA-Cybersecurity Software & Training	100,000	100,000	10
03-04002-0700	ARPA-DOC Stipends	60,000	60,000	10
	<b>TOTAL OTHER REVENUES</b>	<b>2,282,920</b>	<b>2,952,724</b>	<b>610,070</b>
<b>REVENUE FROM RESERVE FUNDS</b>				
03-09096-0000	Transfer funds from Facility Fund	4,700	4,700	10
03-09096-2000	Transfer funds from Reserve for Software	0	0	300,000
03-04003-0100	Capital Reserve-Sheriff Weapons	19,500	0	10
03-04003-0200	Capital Reserve -Propane Tanks	40,000	40,000	10
03-04003-0300	Capital Reserve - Data Cabling	7,000	4,876	10
03-04003-0400	Capital Reserve - Nursing Home Car	35,000	32,095	10
	<b>TOTAL RESERVE FUNDS TRANSFER</b>	<b>106,200</b>	<b>81,671</b>	<b>300,050</b>
	<b>TOTAL COUNTY GOVERNMENT</b>	<b>26,661,820</b>	<b>27,916,959</b>	<b>25,064,822</b>
<b>FEDERAL FUNDS</b>				
05-08010-0000	CDBG: Public Facilities	500,000	0	500,000
05-08012-0000	CDBG: Community & Wellness Center Prjct	500,000	0	500,000
05-08013-0000	CDBG: Community Planning Grant	25,000	0	25,000
05-08014-0000	USDA: RBDG Coos Broadboard	30,000	30,000	0
	<b>TOTAL FEDERAL FUNDS</b>	<b>1,055,000</b>	<b>30,000</b>	<b>1,025,000</b>
<b>COÖS COUNTY RECYCLING CENTER</b>				
07-09051-0000	Interest on Equipment Fund	0	192	0
07-09052-0000	Municipal Reimbursements	57,880	57,881	69,200
07-09053-0000	Transfer from Savings	5,000	5,000	0
07-09055-0000	Sale of Cardboard	0	27,000	0
07-09055-0001	Sale of Newspaper	0	456	0
07-09055-0003	Sale of Mixed Paper	0	1,472	0
07-09056-0000	Sale of Aluminum/Steel	0	9,899	0
07-09057-0000	Sale of Plastics	0	16,698	0
07-09058-0000	Sale of Returnables	0	33,617	0
07-09058-0002	Miscellaneous Income	0	5,620	0
07-09059-0000	Surplus to Reduce Municipal (Commodities)	85,000	85,000	99,840
	<b>TOTAL RECYCLING CENTER</b>	<b>147,880</b>	<b>242,835</b>	<b>169,040</b>
<b>TRANSFER STATION</b>				
08-09080-0000	Town Reimbursements	35,000	35,168	36,500
	<b>TOTAL TRANSFER STATION</b>	<b>35,000</b>	<b>35,168</b>	<b>36,500</b>
	<b>TOTAL REVENUES</b>	<b>46,179,360</b>	<b>47,313,141</b>	<b>47,098,422</b>

COÖS COUNTY DELEGATION  
QUARTERLY MEETING  
Monday, March 7, 2022 at 10:00 a.m.  
North Country Resource Center - Lancaster, NH

Present: Representatives Robert Théberge, Chair; Larry Laflamme, Clerk; Kevin Craig; Arnold Davis; William Hatch; Eamon Kelley; Dennis Thompson; and Edith Tucker. Also, Present: Commissioner Raymond Gorman; County Administrator Jennifer Fish; Superintendent Ben Champagne; Director of Finance Carrie Klebe; Nursing Hospital Administrator Laura Mills; Nursing Home Administrator Lynn Beede; Sheriff Brian Valerino; Captain Keith Roberge; Deputy Jason Huter; Chief Steve Sherman; and Administrative Assistant Linda Harris.

Chairman Théberge called the meeting to order at 10:07 a.m. The Pledge of Allegiance was led by Representative Tucker.

1. The roll was called by the Clerk, Representative Laflamme. There were eight members present. Representative Merner was excused.
2. *Review & Approval of the Minutes of the December 13, 2021, Supplemental Budget Delegation Meeting / Public Hearing of the 2022 Proposed Budget, as distributed:* A motion was made by Representative Tucker, seconded by Representative Davis to approve the minutes of the December 13, 2021, Supplemental Budget Delegation Meeting / Public Hearing of the 2022 Proposed Budget, as distributed. The motion was approved unanimously by voice vote.
3. Hearing of the Public:
  - a. Forest and Lands Presentation: Chief Steven Sherman presented to the Delegation in lieu of Director Patrick Hackey. He explained that the \$78,000 funding request submitted to Coös County is used to support the operation of the North Country Resource Center. Remaining funds to operate the facility are from: Federal fire assistance grants, Departments of Natural and Cultural Resources, Fish and Game, Cooperative Extension, and state capital improvement funds.

Chief Sherman reported that there have been several staff changes over the past year. There was a promotion within the department a captain will be starting later this month. This will make the office fully staffed.

4. Review & Approval of the Financial Statements of Coös County and of the Unincorporated Places for the Period Ended December 31, 2021:

Chairman Théberge reviewed the Coös County financials. The total expenditures for the period ending December 31, 2021 were \$35,374,441 or 77% expended. There were no questions. The total revenues for the period ending December 31, 2021 were \$45,924,821 or 100% received. There were no questions.

A motion was made by Representative Hatch, seconded by Representative Thompson to approve the fourth quarter financial statements of Coös County. The motion was approved by roll call 8-0.

The Chair continued with the review of the Unincorporated Places financials. The total expenditures for the period ending December 31, 2021 totaled \$1,247,234 or 78% expended. The total revenues for the period ending December 31, 2021 totaled \$1,332,746 or 83% received. There were no questions.

A motion was made by Representative Hatch, seconded by Representative Davis to approve the fourth quarter financial statements of Coös County Unincorporated Places. The motion was approved by roll call 8-0.

5. Old Business: There was no old business to discuss.

6. New Business:

a. Discussion/action of ARPA Funds Distribution:

Chairman Théberge reported that requests would be forthcoming as part of the budget meeting in March. One of the requests was for firearms for the Sheriff's Department. Sheriff Valerino explained that he was requesting that 9 mm firearms for all his department. The older weapons would be traded in. Representative Tucker asked how many weapons were needed and the Sheriff replied 15 which includes accessories. The Delegation supported the request and agreed that all members of the department should have the same type of weapon.

Another request was presented by Superintendent Champagne for a one-time stipend payment of \$3,000 for twenty Department of Corrections employees. He noted that the staff is well deserved of the stipend. The Delegation also supported this request.

Representative Tucker inquired if the Superintendent was looking into air quality systems for the jail. Superintendent Champagne explained that the engineering of the building is quite difficult. He has done some research but has no costs to share. Discussions need to be held with the Board and Commissioners to come up with appropriate system and cost. Suggestions were brought forth to the Superintendent which will be considered; however, he reminded the Delegation that the type of population needs to be considered.

7. Subcommittee Reports:

Representative Théberge asked if Nursing Home Administrators' reports that are submitted to the Commissioners were also emailed to the Delegation. The Delegation was informed that the reports are part of the Commissioners' minutes.

Representative Thompson reported that the CEDC has received several inquiries for consulting services of businesses. There have also been several loan applications.

Representative Kelley reported that the Cooperative Extension continues to search for a forester.

8. Any other business: Chairman Théberge asked if Representative Tucker could obtain an update on The Balsams resolution which was approved by the Commissioners in December. Representative Tucker replied that she would contact Mr. Otten.

The next Delegation meeting is scheduled for Monday, March 21, 2022 at 10 a.m.

A motion was made by Representative Hatch, seconded by Representative Davis to adjourn the meeting at 11:20 a.m. The motion was approved unanimously by voice vote.

Respectfully submitted,

*Representative Larry Laflamme, Clerk*

Coös County Delegation  
Annual Meeting of the 2022 Proposed Budgets  
March 21, 2022 @ 10:00 a.m.  
North Country Resource Center - Lancaster, NH  
*Amended May 16, 2022*

Present: Representatives Robert Théberge, Chair; Troy Merner, Vice Chair; Larry Laflamme, Clerk; Kevin Craig; Arnold Davis; Eamon Kelley; and Dennis Thompson. Also, Present: Commissioners Thomas Brady, Paul Grenier and Raymond Gorman; County Administrator Jennifer Fish; Director of Finance Carrie Klebe; Superintendent Ben Champagne; Nursing Hospital Administrator Laura Mills; Sheriff Brian Valerino; Captain Keith Roberge; Register of Deeds Leon Rideout; Coös County Attorney John McCormick; County Treasurer Sue Collins; Heidi Barker, UNH



Cooperative Extension; Chief Steven Sherman, DNCR; Administrative Assistant Linda Harris and representatives of the various outside agencies.

Chairman Th  berge called the meeting to order at 10:03 a.m. and led the Pledge of Allegiance.

The roll was called by the Clerk, Representative Laflamme. There were seven members present. Representatives Hatch and Tucker were ~~absent~~ excused.

*Review & Approval of the Minutes of the March 7, 2022, quarterly meeting, as distributed:* A motion was made by Representative Laflamme, seconded by Representative Davis to approve the minutes of the March 7, 2022, quarterly meeting, as distributed. The motion was approved unanimously by voice vote.

*Opening remarks:* County Administrator Jennifer Fish welcomed everyone to the Annual Co  s County Budget Meeting and highlighted some of the changes to the budget since the Public Hearing in December.

When the preliminary 2022 budget was presented at the Public Hearing, the estimated amount to be raised by taxes was \$20,063,774. After all the recommended revisions to various revenue and appropriations line items were made, the recommended amount to be raised by taxes is \$16,160,183. The Commissioners are proposing a level funded budget.

The County Administrator provided the following bulleted highlights:

- The budget includes wage increases for all departments based on new wage schedules with a minimum base of \$15.00 per hour.
- \$35,000 for a new Berlin Nursing Home special for a transportation van.
- \$90,000 for the relocation of the Berlin Nursing Home Propane Tanks.
- \$19,500 for weapons and ammunition for the Sheriff's department.
- \$7,000 for data cabling for Lancaster offices.
- \$10,000 for a generator to run the County Administration Office building.
- The recommended surplus to reduce taxes is \$6,855,580
- Not included in the budget was a request of \$4,700 to be added to the Berlin Nursing Home for the repair of a leak on the generator.

The Commissioners also recommended the Tranche 2 payment in 2022 of ARPA funds of \$3,056,078 be allocated as follows:

1. Premium Pay Stipends and Payroll Taxes for Nursing Home, Nursing Hospital and Corrections employees \$834,150.
2. West Stewartstown Nursing Hospital HVAC \$1,500,000
3. Department of Corrections Heating System \$300,000
4. Berlin Nursing Home New Windows \$300,000
5. Berlin Nursing Home Engineer Fee for new entrance \$7,500
6. Cybersecurity Software and Training \$100,000
7. Audit Fees and Administration of Federal Funds \$15,000

The total Unincorporated Places budget for 2022 is \$1,516,728 compared to the 2021 approved budget of \$1,601,799.

The County Administrator began the review of the Nursing Hospital budget by department. The total proposed expenditures were \$13,826,798. There were no specials requested.

The Berlin Nursing Home budget was reviewed. Ms. Fish noted that the cost for the repair of the generator leak would need to be added to line item 02-05650-8100. The updated total expenditures were \$15,451,740. Total specials were \$148,300. The revised total Berlin Nursing Home proposed expenditures with specials totaled \$15,600,040.

Ms. Fish continued with the review of the County Government budgets which with specials totaled \$15,515,892.

The total proposed appropriations for the Coös County budget were \$46,179,360.

The County Administrator continued with the review of the anticipated revenues.

Ms. Fish noted that \$4,700 from the facility funds would need to be moved from the committed funds and to the 2022 budgeted revenues. The Clerk, Representative Laflamme read the following resolution:

#### RESOLUTION #11

Be it resolved that \$4,700 of the Facility Funds be removed from the Committed Funds and moved to the 2022 budgeted revenues. A motion was made by Representative Thompson, seconded by Representative Craig to approve Resolution #11. The motion passed by a roll call vote 7-0.

The total revised revenues were \$46,179,360.

The following resolutions were read by Representative Laflamme:

#### RESOLUTION #1

Be it resolved by the Coös County Delegation duly convened on this twenty-first day of March 2022, that the sums hereinafter detailed in this resolution are hereby appropriated and the total amount for the fiscal year ending December 31, 2022, shall be \$46,179,360 for the County budget not including the Unincorporated Places. A motion was made by Representative Merner, seconded by Representative Craig to approve Resolution #1. The motion passed by roll call vote 7-0.

#### RESOLUTION #2

Be it resolved by the Coös County Delegation that the sum of \$29,865,900 is hereby adopted as the estimated income from sources indicated for the fiscal year ending December 31, 2022. A motion was made by Representative Thompson, seconded by Representative Davis to approve Resolution #2. The motion passed by roll call vote 7-0.

A motion was made by Representative Merner, seconded by Representative Davis to amend Resolution #2 to \$23,010,320. The motion passed by roll call vote 7-0.

#### RESOLUTION #3

Be it further resolved that the total appropriation being in excess of the total estimated income in the amount of \$16,313,460. The Treasurer shall issue her warrant to the Towns and City in the County for this amount. A motion was made by Representative Merner, seconded by Representative Davis to approve Resolution #3. The motion passed by roll call vote 7-0.

#### RESOLUTION #4

Be it resolved that \$6,855,580 of the operating surplus for the year 2021 be appropriated in the 2022 Budget for the purpose of reducing taxes for 2022. A motion was made by Representative Kelley, seconded by Representative Thompson to approve Resolution #4. The motion passed by roll call vote 7-0.

The County Administrator continued with the review of the Unincorporated Places budgets. The total appropriations and revenues for all Unincorporated Places totaled \$1,516,728. There were no questions.

Representative Laflamme read the following resolutions:

RESOLUTION #5

Be it resolved by the Coös County Delegation duly convened on this twenty-first day of March 2022, that in order to comply with Department of Revenue Administration instruction, the Delegation separately approves total appropriations of \$1,516,728 and revenues of \$1,516,728 for the Coös County Unincorporated Places for calendar year 2022. The Unincorporated Places Budgets for 2022 are adopted separately from the Coös County Budget.

Atkinson & Gilmanton Academy Grant	23,254
Bean's Grant	2,243
Bean's Purchase	13,869
Cambridge	103,013
Chandler's Purchase	3,516
Crawford's Purchase	7,271
Cutt's Grant	2,040
Dix Grant	19,824
Dixville	222,254
Erving's Grant	1,069
Green's Grant	96,102
Hadley's Purchase	40
Kilkenny	799
Low & Burbank Grant	4,983
Martin's Location	13,461
Millsfield	501,431
Odell	42,364
Pinkham's Grant	90,939
Sargent's Purchase	31,015
Second College Grant	32,109
Success	134,578
Thompson & Meserve's Purchase	59,966
Wentworth Location	<u>110,588</u>
Total	\$1,516,728

A motion was made by Representative Thompson, seconded by Representative Davis to approve Resolution #5. The motion passed by roll call vote 7-0.

RESOLUTION #6

Be it resolved that \$847.34 of the 2021 Budget Surplus Balance be reserved and added to the following accounts for interest earned in 2021:

Interest on Sick Trusts 2021	\$ 45.43
Interest on Facility Fund 2021	9.36
Interest on Vehicle Reserve Fund 2021	10.87
Interest on ARPA Cash Account	781.68

A motion was made by Representative Thompson, seconded by Representative Davis to approve Resolution #6. The motion passed by roll call vote 7-0.

RESOLUTION #7

Be it resolved that \$7,329 of the 2021 Budget Surplus Balance be encumbered to the accounts:

Berlin: Renovation & Equipment for the Berlin Nursing Home Engineering for the Propane Project \$5,000	
WSNH: Renovation & Equipment for the West Stewartstown Ice Machine \$2,329	

A motion was made by Representative Thompson, seconded by Representative Kelley to approve Resolution #7. The motion passed by roll call vote 7-0.

**RESOLUTION #8**

Be it resolved that \$101,500 of the 2021 Budget Surplus Balance be encumbered to the accounts for capital projects:

Reserve for Berlin Nursing Home Propane Project	\$40,000
Reserve for Berlin Nursing Home Car	\$35,000
Reserve for Lancaster Cabling Project	\$7,000
Reserve for Sheriff's Office Guns	\$19,500

A motion was made by Representative Davis, seconded by Representative Merner to approve Resolution #8. The motion passed by roll call vote 7-0.

**RESOLUTION #9**

Be it resolved that \$519,500 of the 2021 Budget Surplus Balance be encumbered to the following reserve accounts:

Reserve for 53 <sup>rd</sup> Payroll 2026 Fund	\$50,000
Reserve for Gasoline/Fuel Expense	\$50,000
Reserve for Facility Fund	\$350,000
Reserve for Sick Leave Trust	\$69,500
Reserve for Finance/Accounting Software Upgrade	\$300,000

A motion was made by Representative Thompson, seconded by Representative Kelley to approve Resolution #9. The motion passed by roll call vote 7-0.

**RESOLUTION #10**

Be it resolved that \$2,293,590 of the 2021 Budget Surplus Balance be encumbered to the accounts:

Reserve for ARPA: Broadband	\$200,000
Reserve for ARPA: City of Berlin	\$250,000
Reserve for ARPA: Town of Jefferson	\$224,402
Reserve for ARPA: Town of Gorham	\$216,000
Reserve for ARPA: Town of Colebrook	\$229,000
Reserve for ARPA: Town of Stratford	\$90,667
Reserve for ARPA: Town of Pittsburg	\$50,589
Reserve for ARPA: Unallocated ARPA Funds (Tranch 1)	\$1,032,932
<i>(County \$560,904; District 1 \$70,493; District 2 \$70,493; District 3 \$140,639)</i>	

A motion was made by Representative Davis, seconded by Representative Merner to approve Resolution #10. The motion passed by roll call vote 7-0.

Other Business:

- a. Approval of SEA Collective Bargaining Agreement - Cost Items: The County Administrator reported that a tentative agreement had been reached with the SEA (Department of Corrections Union) on wages for the fiscal years 2022, 2023 and 2024.

Article	Subject	FY22	FY23	FY24
14.1 Wages	2022 New wage schedule retroactive to January 2, 2022	\$809,740		

14.1 Wages	2023 2% COLA wage increase effective January 1, 2023		\$825,089	
14.1 Wages	2023 2% COLA wage increase effective January 1, 2023			\$851,165

Representative Thompson stated that he could not support the proposed agreement since the employees were also receiving a stipend. Superintendent Champagne stated that the \$60,000 in stipends was not only for SEA members but for all Department of Corrections employees. Each employee will be receiving a one-time \$3,000 payment.

A motion was made by Representative Merner, seconded by Representative Davis to approve the financial part of the SEA Collective Bargaining Agreement.

Article	Subject	FY22	FY23	FY24
14.1 Wages	2022 New wage schedule retroactive to January 2, 2022	\$809,740		
14.1 Wages	2023 2% COLA wage increase effective January 1, 2023		\$825,089	
14.1 Wages	2023 2% COLA wage increase effective January 1, 2023			\$851,165

The motion passed by roll call vote 6-1. (*Representative Thompson*)

- b. ~~Chairman Théberge expressed that he was disappointed with Representatives Hatch and Tucker for not attending the budget meeting.~~

The Chair also noted that the proposed redistricting that will be presented to the Governor for review will be vetoed by the Governor.

The next Quarterly Delegation meeting is scheduled for Monday, May 16, 2022 at 10 a.m. at the North Country Resource Center.

A motion was made by Representative Thompson, seconded by Representative Kelley to adjourn the meeting at 11:14 a.m.

Respectfully submitted,  
*Representative Larry Laflamme, Clerk*

COÖS COUNTY DELEGATION  
QUARTERLY MEETING  
Monday, May 16, 2022 at 10:00 a.m.  
North Country Resource Center - Lancaster, NH

Present: Representatives Troy Merner, Vice-Chair; Larry Laflamme, Clerk; Kevin Craig; Arnold Davis; Eamon Kelley; and Edith Tucker. Also, Present: Commissioner Raymond Gorman; County Administrator Jennifer Fish; Director of Finance Carrie Klebe; Nursing Home Administrator Lynn Beede; Sheriff Brian Valerino; County Attorney John McCormick; and Administrative Assistant Linda Harris.

Vice Chair Merner called the meeting to order at 10:09 a.m. and led the Pledge of Allegiance.

1. The roll was called by the Clerk, Representative Laflamme. There were six members present. Representatives Théberge and Thompson were excused. Representative Hatch was absent.

2. Review & Approval of the Minutes of the March 31, 2022, Annual Budget Meeting, as distributed: Representative Merner noted that the March 7, 2022, minutes as indicated on the agenda were previously approved at the March 21, 2022, meeting.

Representative Tucker stated that she was not happy for being chastised by the Chair at the budget meeting. She had emailed the Chair and she would not be at the budget meeting as she attended the hearing on the cannabis bill in Concord. She asked for the minutes to be amended by indicating that it was an excused absence and to strike the Chair's comment. A motion was made by Representative Kelley, seconded by Representative Laflamme to strike the comment made by the Chair under "Other Business, item B" and to add Representative Hatch and Representative Tucker as excused and not absent. The motion was approved by roll call 6-0. A motion was made by Representative Davis, seconded by Representative Craig to approve the minutes as amended. The motion was approved unanimously by voice vote.

3. Hearing of the Public: There were no comments.
4. Review & Approval of the Financial Statements of Coös County and of the Unincorporated Places for the Period Ended March 31, 2022:

Vice Chair Merner reviewed the Coös County financials. The total expenditures for the period ending March 31, 2022, were \$9,329,782 or 20% expended. There were no questions. The total revenues for the period ending March 31, 2022, were \$10,598,481 or 23% received. There were no questions.

Vice Chair Merner continued with the review of the Unincorporated Places expenditures and revenues. The total expenditures for the period ending March 31, 2022, were \$64,023 or 4% expended. There were no questions. The total revenues for the period ending March 31, 2022, were \$504,570 or 33% received. There were no questions.

A motion was made by Representative Craig, seconded by Representative Davis to approve the 2022 first quarter financial statements of Coös County and the Unincorporated Places. The motion was approved by roll call 6-0.

5. Old Business: There was no old business to discuss.
6. New Business:
  - a. Approval of the National Forest Reserve Funds (NFR) Distribution as recommended by the Board of Commissioners: The County Administrator reported that the NH Department of Education announced that the county will receive \$109,147.57 in National Forest Reserve Funds. The County Administrator recommended that the funds be used to offset tuition costs and be distributed as follows:

<b>Supervisory Union 7 (2 Students)</b>	
Colebrook School District	54,994.28
<b>Supervisory Union 20 (1 Student)</b>	
Errol School District	32,729.61
<b>Supervisory Union 20 (1 Student)</b>	
Milan Village School	21,423.68
<b>TOTAL</b>	<b>\$109,147.57</b>

The Commissioners approved the recommendation at their regular monthly meeting on May 11, 2022. A motion was made by Representative Tucker, seconded by Representative Davis to approve the distribution of the National Forest Reserve Funds as recommended by the Board of Coös County Commissioners. The motion was approved by roll call 6-0.

- b. Approval of Planning Board Reappointments for three-year terms per Board of Commissioners' Recommendation: Scott Rineer/Member and Leon Rideout/Alternate:

Representative Merner proposed filling the vacant alternate position with the new Coös Economic Development Director Erika Canales pending the Board of Commissioners' approval. Representative Tucker suggested that a letter of should be sent to former member Mark Frank thanking him for his years of service on the Planning Board. A motion was made by Representative Tucker, seconded by Representative Kelley to reappoint Scott Rineer/Member and Leon Rideout/Alternate to three -year terms per the Board of Commissioners' recommendation. And, to appoint Erika Canales as the new alternate pending the Board of Commissioners' approval. The motion was approved by roll call 6-0.

- c. Approval of Zoning Board Reappointments for three years per Board of Commissioners' Recommendations: The County Administrator reported that the reappointments were overlooked last year. The list presented will bring all terms up to date. A motion was made by Representative Tucker, seconded by Representative Davis to reappoint the following members per the Board of Commissioners' recommendation: Paul Cyr/Member, Scott Deblois/Member and Roland Théberge to three-years terms ending 2/2025. Mark Evans/Member and Gregory Sipple to three-year terms ending 2/2024. The motion was approved by roll call 6-0.

- d. Discussion and Setting of the 2023-2024 Elected Officials' Salaries:

The County Attorney salary is currently at \$86,000. Representative Laflamme stated that at the joint meeting there was a long discussion on salary increases and the need to attract and retain employees. The same should be said for the elected officials' salaries. Representative Laflamme noted that a ten percent increase to the current salary would be \$96,400 and twenty percent would be \$103,200. A motion was made by Representative Laflamme, seconded by Representative Tucker to set the County Attorney's salary for 2023-2024 at \$100,000 per annum. The motion was approved by roll call 6-0.

The Sheriff salary is currently at \$59,000. Representative Tucker noted that the Sheriff also receives retirement as a former police officer. Representative Laflamme noted that past employment should not reflect the position regardless of income stream. Sheriff Valerino agreed that the salary is set for the position and not for the individual in office. He will not request an increase in salary that is not who he is. Representative Merner stated that the position did not receive an increase at the last setting. A motion was made by Representative Merner, seconded by Representative Kelley to increase the Sheriff's salary to \$64,000. The motion was approved by roll call 6-0.

The Register of Deeds salary is currently at \$47,500 and the lowest in the state. Representative Merner stated that the workload has tripled, and it is a very busy office. A motion was made by Representative Merner, seconded by Representative Kelley to increase the Register of Deeds salary to \$55,000. The motion was approved 6-0.

The County Treasurer salary is currently at \$4,000. A motion was made by Representative Laflamme, seconded by Representative Kelley to increase the Treasurer's salary to \$5,000. The motion was approved by roll call 6-0.

The County Commissioners' salaries are currently \$10,000/Chair and \$9,000/Commissioners. Representative Tucker noted that the Delegation needs to look towards the future and these salaries should be increased. Representative Craig also noted that other counties do not have the Unincorporated Places and suggested an increase of \$1,000 for both. A motion was made by Representative Craig, seconded by Representative Kelley to increase the Commissioners' salaries to \$10,000. The motion was approved by roll call 6-0. A motion was made by Representative Craig, seconded by Representative Kelley to increase the Chair's salary to \$11,000. The motion was approved by roll call 6-0.

7. Subcommittee Reports:

Representative Kelley reported that the UNH Cooperative Extension barbeque will be held on June 6. He will email the information to the Delegation.

Representative Merner reported on the last Planning Board meeting. Wayne Presby and Attorney Duval provided a presentation on a proposed project at the Cog.

8. Any Other Business: There was none.

9. The next Delegation meeting is scheduled for Monday, August 15, 2022, at 10 a.m. Representative Tucker inquired if the meeting could begin at 9 or 9:30. Representative Merner replied that the meeting time is set at the discretion of the Chair.

A motion was made by Representative Davis, seconded by Representative Kelley to adjourn the meeting at 11:22 a.m. The motion was approved unanimously by voice vote.

Respectfully submitted,  
*Representative Larry Laflamme, Clerk*

COÖS COUNTY DELEGATION  
QUARTERLY MEETING  
Monday, August 29, 2022 at 10:00 a.m.  
North Country Resource Center - Lancaster, NH

Present: Representatives Robert Théberge, Chair; Kevin Craig; Arnold Davis; and Edith Tucker. Also Present: Commissioner Raymond Gorman; County Administrator Jennifer Fish; Superintendent Ben Champagne; Director of Finance Carrie Klebe; Nursing Home Administrator Lynn Beede; Sheriff Brian Valerino; Captain Keith Roberge; Erika Canales, CEDC Director; and Administrative Assistant Linda Harris.

Chairman Théberge called the meeting to order at 10:11 a.m. and led the Pledge of Allegiance.

The roll was called by Acting Clerk, Representative Davis. There were four members present. Representatives Hatch, Laflamme, Merner and Thompson were excused. Representative Kelley was absent. Chairman Théberge announced that there was not a quorum. There would be no approvals or votes taken at the meeting.

*Review & Approval of the Minutes of the May 16, 2022, Quarterly Meeting, as distributed:* The minutes will be included on the next agenda for approval.

*Hearing of the Public:* Erika Canales, CEDC Director, stated that she had a report for the Delegation. Chairman Théberge asked that she return for the October meeting as he preferred that all members of the Delegation be in attendance. Ms. Canales agreed to do so.

*Old Business:* There was no old business to discuss.

*New Business:*

The County Administrator reported that the request for use of Facility Funds was withdrawn. The Nursing Home budget was reviewed, and funds are available through line-item budget transfers.

*Subcommittee Reports:*

- Representative Craig reported that the Department of Corrections has a low census, but staff are dealing with high-risk inmates and experiencing critically low staffing.



- Commissioner Gorman reported on the Cooperative Extension, on behalf of Representative Kelley, that a forester had been hired and will begin in two weeks.

*Any other business:*

Chairman Théberge reported that he is working on clarifying the language of RSA 79:14 which pertains to the collection and distribution of normal yield taxes in unincorporated towns and unorganized places. The RSA needs clarification. Representative Tucker advised that she will be a stickler on this issue. The RSA should not be changed for an arrangement that has worked for several years.

The meeting ended at 10:28 a.m.

Respectfully submitted,  
*Representative Arnold Davis, Acting Clerk*

COÖS COUNTY DELEGATION  
 QUARTERLY MEETING  
 Monday, October 31, 2022 at 10:00 a.m.  
 North Country Resource Center - Lancaster, NH

Present: Representatives Robert Théberge, Chair; Troy Merner, Vice Chair; Larry Laflamme, Clerk; Kevin Craig; Arnold Davis; Eamon Kelley; and Edith Tucker. Also Present: Commissioner Raymond Gorman; County Administrator Jennifer Fish; Superintendent Ben Champagne; Director of Finance Carrie Klebe; Nursing Home Administrator Lynn Beede; Captain Keith Roberge; County Attorney John McCormick; Ray Berthiaume, County Forester; Andy Schafermeyer, 4-H Healthy Living/Outdoor Education Field Specialist; Administrative Assistant Linda Harris.

Chairman Théberge called the meeting to order at 10:04 a.m. and led the Pledge of Allegiance.

The roll was called by the Clerk, Representative Laflamme. There were seven members present which was a quorum. Representatives Hatch and Thompson were excused.

*Review & Approval of the Minutes of the May 16, 2022, and August 29, 2022, Quarterly Meetings, as distributed.* A motion was made by Rep. Tucker, seconded by Rep. Davis to approve the minutes of the May 16, 2022, and August 29, 2022, Quarterly Meetings, as distributed. The minutes were approved in the affirmative by voice vote.

*Hearing of the Public:*

- Introduction of the three new Cooperative Extension personnel: Commissioner Ray Gorman introduced two of the three newly hired Cooperative Extension personnel: Ray Berthiaume, County Forester; and, Andy Schafermeyer, 4-H Healthy Living/Outdoor Education Field Specialist. The third individual was at orientation.

*Review & Approval of the Financial Statements of Coös County and of the Unincorporated Places for the period ended June 30, 2022 and period ended September 30, 2022:*

Chairman Théberge began the review of the Coös County financials. The total expenditures for the period ending June 30, 2022, were \$18,992,457 or 41% expended. There were no questions. The total revenues for the period ending June 30, 2022, were \$22,759,717 or 49% received. There were no questions.

Chairman Théberge continued with the review of the Unincorporated Places expenditures and revenues. The total expenditures for the period ending June 30, 2022, were \$177,319 or 12% expended. There were no questions. The total revenues for the period ending June 30, 2022, were \$1,086,326 or 72% received. There were no questions.

A motion was made by Representative Merner, seconded by Representative Tucker to approve the 2022 second quarter financial statements of Coös County and the Unincorporated Places. The motion was approved by roll call 7-0.

Chairman Thérberge continued the review of the Coös County financials. The total expenditures for the period ending September 30, 2022, were \$27,092,684 or 59% expended. There were no questions. The total revenues for the period ending September 30, 2022, were \$26,720,198 or 58% received. There were no questions.

Chairman Thérberge continued with the review of the Unincorporated Places expenditures and revenues. The total expenditures for the period ending September 30, 2022, were \$389,980 or 26% expended. There were no questions. The total revenues for the period ending September 30, 2022, were \$1,182,678 or 78% received. There were no questions.

A motion was made by Representative Kelley, seconded by Representative Davis to approve the 2022 third quarter financial statements of Coös County and the Unincorporated Places. The motion was approved by roll call 7-0.

*Old Business:* There was no old business to discuss.

*New Business:*

- a. Discussion of County Land: Chairman Thérberge previously distributed a copy of RSA 24:13 for information purposes. He noted that the approval of the bond, pertaining to the Balsams, would be a Delegation function.

The Chair suggested increasing the Delegation's contingency line item to \$10,000. Rep. Tucker countered with \$20,000. She noted that there will be several new members to the Delegation who may request new computers. A motion was made by Rep. Merner, seconded by Rep. Kelley to increase the contingency line item to \$20,000. The motion was approved by roll call 7-0.

*Subcommittee Reports:*

- Nursing Homes: The Berlin Nursing Home hopes to be out of outbreak soon.
- Corrections Department/Representative Craig: Superintendent Champagne reported that there continues to be staffing issues; inmate substance, and mental health issues, and working on fixing maintenance issues at the facility.
- County Sheriff/Representative Laflamme: reported that a meeting is scheduled with Forest & Lands to resolve the ongoing issue.
- UNH Cooperative Extension Advisory Board/Representative Kelley: the new staff was introduced earlier in the meeting.
- Coös County Planning Board/Representative Merner: A meeting was held with members of the Balsams staff to begin the process of reviewing a site plan application for the ski area. The review will continue at the November 16 meeting. The Planning Board made the determination at the meeting that this proposal will have potential for regional impacts due to its location relative to NH Route 26 through Dixville Notch.

*Any other business:* Rep. Merner thanked Representatives Tucker, Laflamme and Craig for their years of service on the Delegation.

The Organization Meeting of the new Delegation is scheduled for Monday, December 12, 2022, at 10 a.m. at the North Country Resource Center, Lancaster; and the Public Hearing on the Proposed 2023 Coös County and Unincorporated Places Budgets is scheduled for Friday, December 16, 2022, at 10 a.m. at the North Country Resource Center, Lancaster.

A motion was made by Representative Tucker, seconded by Representative Laflamme to adjourn the meeting at 10:50 a.m. The motion was approved unanimously by voice vote.

Respectfully submitted,  
*Representative Larry Laflamme, Clerk*

COÖS COUNTY DELEGATION  
ORGANIZATIONAL MEETING  
Monday, December 12, 2022 at 10:00 a.m.  
North Country Resource Center - Lancaster, NH

Present: Representatives Troy Merner, Vice Chair; Corinne Cascadden; Arnold Davis; Eamon Kelley; Seth King; Henry Noël; Mike Ouellet; and James Tierney. Also Present: Commissioner Raymond Gorman; County Administrator Jennifer Fish; Superintendent Ben Champagne; Director of Finance Carrie Klebe; Captain Keith Roberge.

The Pledge of Allegiance was led by Vice Chair Merner and the meeting was called to order at 10:05 a.m. The roll was called by Representative Corinne Cascadden. There were eight members in attendance. Representative Hatch was excused.

Introduction of Delegation Members: A brief introduction was provided by each Delegation member.

Election of Officers:

A motion was made by Representative Davis, seconded by Representative Kelley to nominate Representative Troy Merner as Chair. There were no other nominations. Representative Merner accepted the nomination. The motion was approved by voice vote 8-0.

A motion was made by Representative Merner, seconded by Representative Kelley to nominate Representative Arnold Davis as Vice Chair. There were no other nominations. Representative Davis accepted the nomination. The motion was approved by voice vote 8-0.

A motion was made by Representative Merner, seconded by Representative Davis to nominate Representative Corinne Cascadden as Clerk. The motion was approved by voice vote 8-0.

Sub-Committee Assignments: Chairman Merner proceeded with the sub-committee assignments:

- |   |  |
|---|--|
| • Executive Committee   | Officers of the Delegation                     |
| • Nursing Homes   | Representative Kelley                          |
| • Corrections Department  | Representative Noël / Representative Ouellet   |
| • County Sheriff/County Attorney  | Representative Noël                            |
| • Budget Transfer Committee   | Executive Committee                            |
| • Elected Officials' Salaries - Year 2024   | Representative Merner / Representative Tierney |
| • Unincorporated Places   | Representative Davis                           |
| • Capital Improvements, Revenue Items and Surplus                                 | Representative Ouellet                         |
| • Economic Development  | Representative Tierney / Representative Davis  |
| • Register of Deeds   | Representative Merner                          |
| • Performance Audits  | Representative Hatch                           |
| • Ex-officio Member/ UNH Cooperative Extension Advisory Board & Soil Conservation | Representative Kelley                          |
| • Ex-officio Member/ Coös County Planning Board                                   | Representative Merner / Representative Ouellet |
| • Ex-officio Member/ Coös Economic Development Corporation                        | Representative Noël                            |

Review & Approval of the Minutes of the October 31, 2022, quarterly meeting, as distributed: Chairman Merner noted that only members of the Delegation that were present at the meeting were able to approve the minutes. A

motion was made by Representative Kelley, seconded by Representative Davis to approve the minutes of the October 31, 2022, quarterly meeting. The minutes were approved in the affirmative by voice vote.

Hearing of the Public: Erika Canales, Executive Director of the Coös Economic Development Corporation (CEDC) introduced herself and noted that she looks forward to working with members of the Delegation.

Any Other Business:

- a. Resolution on Provided Electronic Devices: Chairman Merner announced that Delegation members may purchase an electronic device as outlined in the resolution. A receipt for approval must be submitted to the Chair which in turn will be submitted to the County Administrator for reimbursement.
- b. Delegation Contact List: The Chair asked the Delegation members to complete the sheet and return to the Administrative Assistant.
- c. Coös County Delegation Handbook: The Chair stated that the handbook is a reference tool.
- d. Chairman Merner noted that attendance at the scheduled meetings is imperative. In-person meetings constitute a quorum.
- e. Chairman Merner reviewed proposed 2023 meeting dates:

Monday, February 27, 2023	Quarterly Meeting (4th)
Monday, March 20, 2023	Annual Budget Meeting
Monday, May 1, 2023	Quarterly Meeting (1st)
Monday, July 31, 2023	Quarterly Meeting (2nd)
Monday, October 30, 2023	Quarterly Meeting (3rd)
Monday, December 11, 2023	Public Hearing 2024 Budget

A motion was made by Representative Davis, seconded by Representative Cascadden to adjourn the meeting at 10:35 a.m. The motion was approved unanimously by voice vote.

Respectfully submitted,  
*Representative Corinne Cascadden, Clerk*

Coös County Delegation  
Delegation Meeting  
Public Hearing of the 2023 Proposed Budgets  
December 16, 2022 at 10:00 a.m.  
North Country Resource Center  
629 Main Street Lancaster, NH

Present: Representatives Troy Merner, Chair; Arnold Davis, Vice Chair; Corinne Cascadden, Clerk; Seth King; Henry Noël; Mike Ouellet; and James Tierney. Also, Present: Commissioners Thomas Brady, Paul Grenier and Raymond Gorman; County Administrator Jennifer Fish; Director of Finance Carrie Klebe; Nursing Hospital Administrator Laura Mills; Superintendent Ben Champagne, Captain Keith Roberge, County Attorney John McCormick, County Treasurer Sue Collins, Register of Deeds Leon Rideout; Commissioner-elect Robert Théberge; Administrative Assistant Linda Harris; and members of the public.

Chairman Merner opened the Delegation Meeting at 10:07 a.m. Representative Davis led the Pledge of Allegiance.

The roll was called by the Clerk, Representative Cascadden. There were seven members present. Representative Hatch was excused. Representative Kelley was absent.

New Business:

- a. Treasurer's Resolution for Borrowing Funds in Anticipation of 2023 Taxes. Chairman Merner read the following resolution:

Resolution #1

Be it resolved by the Coös County Delegation duly convened on this sixteenth day of December, 2022, that since the monies in the treasury of the County of Coös are insufficient to meet the demands upon the same and the sum of Eleven Million Dollars (\$11,000,000) being the projected amount necessary for the purpose of operating the county for the Fiscal Year 2023, the Coös County Treasurer is hereby authorized to borrow up to \$11,000,000 upon order of the County Commissioners pursuant to RSA 29:8.

A motion was made by Representative Tierney, seconded by Representative Noël to approve Resolution #1. The motion was approved by roll call 7-0.

- b. Chairman Merner read the Continuing Resolution on the 2023 Budget Spending 1/1/2023 - 3/31/2023:

Resolution #2

Authorization for Coös County to Pay 2023 Expenses  
(RSA 24:15)

Due to timing differences, the County operates without an approved operating budget during the months of January, February, and part of March. Historical figures demonstrate that the January through March expenses will total approximately \$9,500,000.

RSA 24:15 states that no County Commissioner or elected or appointed official shall pay, or agree to pay, or incur any liability for the payment of any sum of money for which the County Convention has made no appropriation.

I move that we, the County Convention authorize the County to spend up to \$9,500,000 for 2023 expenses during the months of January, February, and March in anticipation of the subsequent approval of the 2023 budget. Further that the \$9,500,000 be allocated proportionately to the line items based on the 2022 approved net appropriations to fund like operating and personnel expenses in existence as of 12/31/2022.

A motion was made by Representative Tierney, seconded by Representative Davis to approve Resolution #2. The motion was approved by roll call 7-0.

- c. Approval of Commissioners' recommendations of ARPA Funds Distribution to the following towns:

City of Berlin	200,000
Town of Jefferson	117,383
Town of Gorham	10,000
Town of Colebrook	75,000
Town of Pittsburg	45,000
Town of Errol	24,644

The County Administrator explained that some of the requests received caused some of the districts to be over the amount available. The Commissioners reallocated funds to balance the requests. These requests will close out the ARPA funds allocated for this purpose. A motion was made by Representative King, seconded by Representative Davis. The motion was approved by roll call vote 7-0.

A motion was made by Representative Davis, seconded by Representative Tierney to adjourn the meeting at 10:43 a.m. The motion was approved in the affirmative by voice vote.

#### PUBLIC HEARING

Chairman Merner opened the public hearing at 10:43 a.m. and asked Jennifer Fish, County Administrator, to begin her budget presentation.

Jennifer Fish, County Administrator welcomed everyone particularly the newly elected State Representatives to the Coös County Delegation, the Honorable John Tierney, the Honorable Seth King, the Honorable Corinne Cascadden, the Honorable Michael Ouellet; and the Honorable Henry Noël to the public hearing on the county budget as recommended by the three County Commissioners - Tom Brady, Paul Grenier and Raymond Gorman.

Ms. Fish noted to the members of the public that line-item budget documents would be provided to all citizens in the Coös County Annual Report and on the County website.

For those who are new to this process, there are services covered in this budget that are mandated by the State Constitution, there are costs that are required by NH state statute and then there are programs that the county has traditionally funded.

The State Constitution requires certain county elected officials to oversee certain government functions. These include the Registrar of Deeds, the County Attorney, Medical Referees, a County Sheriff, a County Treasurer and County Commissioners.

There are other financial responsibilities that fall to the counties as a result of state law. They include the Department of Corrections, the Unincorporated Places and the State Assistance Programs where basically the county functions as tax collector for the State of NH.

Programs that are not required by the Constitution or State law are traditional programs:

- The County Nursing Homes
- Victim/Witness Program;
- UNH Cooperative Extension;
- Coös County Conservation District;
- Other Special Appropriations for Senior Meals, RSVP, Food Pantry, Response Program, North Country Transit and Medical Transportation, Coös Economic Development;
- Land Management
- The Recycling Center; and
- The Transfer Station.

The proposed budget will be revised again before its submission in March to the County Delegation for final action after the following events have taken place:

- The Commissioners and members of the Delegation have had the opportunity to give consideration to comments received from members of the public today and any comments and suggestions received after that;
- Delegation subcommittees have had the opportunity to meet with department heads on any or all budgets for the various county operations; and
- The unencumbered fund balance (surplus) has not been determined for 2022. This amount will be determined when the financial statements are closed in mid to late January after all accounts receivable, accounts payable, encumbrances and accruals for 2022 have been recorded.

APPROPRIATIONS BUDGET SUMMARY:

The proposed 2023 budget includes a Cost-of-Living increase of 2% for SEA Corrections employees in accordance with the current bargaining agreement. There is no adjustment for AFSCME member employees or non-union employees. The budget does include increases for those employees who have not reached the top step on the County's salary schedule. Increases in longevity and the additional payroll cost of employees reaching eligibility criteria for sick time payments on hours accrued over 480 or 720 are also included in the budget. There are several anticipated retirement payouts included in the budget.

- ✓ The health insurance rates have been budgeted for a 10% increase in premium for the 2<sup>nd</sup> half of the year for AFSCME and County Employees. The health insurance rates for the Corrections and Sheriff's departments reflect a 17.9% increase in the 2<sup>nd</sup> half of the year.
- ✓ In November, each nursing home applied for a NH GOFERR long term care grant for capital improvements to their respective buildings. The appropriation and expense are included in the budget.
- ✓ The Commissioners have budgeted a new position, Assistant County Administrator.

REVENUE BUDGET SUMMARY:

The projected 2022 surplus to reduce taxes is \$5,000,000.

The projected total County Tax for 2023 is \$17,991,982.

The Unincorporated Places Budget document contains a summary for the County's 23 Unincorporated Places. These are geographic entities with no formal town government. The County is the local government to these places. Each unincorporated place pays its own expenses and collects its own revenue. The total Unincorporated Places budget for 2023 is \$1,607,125.

The County Administrator began the review of the nursing hospital budget.

The total West Stewartstown Nursing Hospital proposed budget totaled \$13,581,950 and specials in the amount of \$2,053,100 for a total budget request of \$15,635,050. Representative Ouellet inquired about the capital project. The Nursing Hospital Administrator replied it was an HVAC system for the nursing hospital.

The County Administrator noted that all salaries were adjusted in 2022 and are reflected in the budget.

Representative Noël inquired about the HIM Manager position zeroed out. The Nursing Hospital Administrator replied that the position was eliminated, and two clerks were hired to work under the business office manager.

Representative Noël also asked how many nursing staff were in the budget and how many were currently open. The Nursing Hospital Administrator replied that she did not have an accurate figure with her but could provide it to the Delegation. She also noted that she is currently not accepting applications due to staffing.

The County Administrator continued with the Berlin Nursing Home budget. The proposed budget was \$16,448,912 and specials in the amount of \$418,350 for a total budget request of \$16,867,262.

Representative Noël inquired about the GOFERR Grant capital project. Ms. Fish replied the grant was for replacement windows.

The Berlin Nursing Home has 90 long-term care beds (Medicaid) and 10 skilled beds (Medicare). West Stewartstown has a 97-bed license, but the Nursing Hospital Administrator bases her nursing home budget at 84 beds. The nursing hospital does not meet standards for skilled services.

The County Administrator continued with the County Government budget.

Representative King inquired about the long-term notes listed under Debt Service. Ms. Fish replied that the notes were for the IT Infrastructure and the water system at the Nursing Hospital to connect to the Town of Stewartstown.

The total county government budget with specials was \$13,367,930.

The County Administrator reviewed the anticipated revenues which totaled \$47,098,422. There were no questions.

Chairman Merner thanked Commissioner Grenier for his years of dedicated service.

Upon review of the nursing homes loss report, Commissioner Grenier stated that if the Delegation were to close a nursing home the county could not afford to pay for all the residents to be relocated as well as staff earned time.

Representative King noted that if the nursing homes are half-staff and half full why not combine them. Commissioner Grenier replied that there were not enough beds to combine the two. Representative Ouellet stated that the jobs and care are critical to the area towns.

County Treasurer Sue Collins explained that the county taxpayers are responsible to pay for the difference between the state reimbursement and the daily rate of care.

Representative King inquired that the county is still responsible to pay for long-term care residents if the nursing homes were closed. The response was in the affirmative.

Commissioner Gorman stated that the nursing homes in these areas are unique geographically. The two boards must work together.

Representative Davis asked if it would make more sense to build a new 150-bed facility in a more central location. County Treasurer Collins did not think Coös County has the bonding capability for this type of project.

Representative Ouellet left the meeting at 12:40 p.m.

Commissioner Brady added that the nursing homes have unbelievable staff who provide quality care.

Ms. Fish reviewed the Unincorporated Places budgets which totaled \$1,607,125.

Ms. Fish ended her presentation by urging the members of the Delegation to contact her with any questions.

A motion was made by Representative Cascadden, seconded by Representative Tierney to adjourn the meeting at 1:10 p.m. The motion was approved in the affirmative by voice vote.

Respectfully submitted,  
*Representative Corinne Cascadden, Clerk*



## 2022 COOS COUNTY WAGES

On March 8, 2008, the Delegation supported a resolution to provide the public with gross wages of all non-elected Coös County employees. The wages listed below include base pay, overtime, shift differential, weekend premiums, longevity steps, trainer pay, attendance bonus, pay in lieu of health insurance and sick pay in excess of 720 hours or 480 hours (for employees hired January 1, 2012 or after) . Employees designated with a check mark have also received payment of accrued personal and/or sick time at the time of resignation from County employment.

Employee Names	Department/Title	Gross Wages
Accardi, John L	Sheriff Temporary Deputy	31,752.25
Adams, Kathleen D	Dietary Aide	10,031.51
Ahlstrin, Barbara	Registered Nurse	60,007.08
Albert, Jill D	Registered Nurse	122,318.94
Alimandi, Ann M	Health Information Clerk	155.58
Allen, Lori M	Licensed Nursing Assistant	3,393.85
Arsenault, Erin J	Licensed Nursing Assistant	39,389.46
Atwood, Sabrina R	Licensed Nursing Assistant/Medication Nursing Assistant	47,516.24
Aubut, Erica L	Activity Aide	100.82
Aubut, Jacqueline L	Unit Aide	44,151.79
Aubut, Roland D	Porter	37,173.54
Avery, Leslie	Dietary Aide	7,501.99
Bailey, Sharleane L	Registered Nurse/Supervisor	732.92
V Baillargeon, Cynthia M	Business Office Staff	1,902.27
Baillargeon, Gail L	Licensed Nursing Assistant/Medication Nursing Assistant	72,764.95
Bartlett, Jake L	Dietary Aide	7,822.10
Beaudry, Susan D	Registered Nurse	155.58
Beaulieu, Jason L	Dietary Aide	44,281.98
Beaulieu, Lydia L	Registry of Deeds Staff	28,757.99
Beede, Lynn M	Nursing Home Administrator	195,049.99
Belanger, Denise T	Laundry Aide	24,405.21
Belanger, Hollie A	Licensed Nursing Assistant	136.54
Belanger, Roger F	Transfer Station Operator/ Dietary Aide/ Porter	13,925.79
Belleville, Sharon L	HIM Clerk/Accounting Assistant	50,508.09
Bellows, Colette M	Licensed Nursing Assistant	51,751.65
Benoit, Zachary R	Corrections Officer	57,200.22
Bergeron, Elaine M	Licensed Nursing Assistant	47,217.89
V Berry, Sarah D	Director of Nursing	112,941.84
Berube, Deborah R	Dietary Aide/Cook	136.54
Berube, James	Sheriff Temporary Deputy	50.00
Berube, Karen	Registered Nurse	12,843.80
Bettens, Travis J	Dietary Aide	4,799.74
Bibby, Rhia L	Housekeeping Aide/Laundry Aide	80.72
Bilodeau, Amanda K	Laundry Aide	19,058.71
Bilodeau, Greyson E	Unit Aide	2,035.23
V Biron, Donna J	Licensed Nursing Assistant/Medication Nursing Assistant	14,757.69
Biron, Richard A	Corrections Sergeant	83,036.20
Bisson, Susan M	Activity Aide	63,760.00
Bissonnette, Christopher	Housekeeping Aide	9,297.01

## 2022 COOS COUNTY WAGES

	Blair, Jacqueline D	Unit Aide	34,805.13
√	Blanchard, Erin L	Registered Nurse Supervisor	118,321.03
	Boisvert, Dianna S	Licensed Nursing Assistant	47,456.93
	Bolton, Ashley L	Licensed Nursing Assistant	2,128.99
√	Bolton, Julie K	Health Information Manager	33,152.91
	Bonney, Brittany R	Receptionist	48,360.14
	Booth, Diane A	Activity Director	76,115.77
	Bouchard, Lisa	Registered Nurse	21,058.23
	Boucher, Benjamin J	Registered Nurse	79.65
	Boucher, Kaedynce K	Unit Aide	376.28
	Boudle, Ann M	Activity Aide	573.78
	Bouvier, Jr, Dennis R	Plant Manager	69,438.75
	Braase, Jessica M	Registered Nurse/Supervisor	181,324.93
	Brigham, Wanda L	Deputy Registrar of Deeds	45,758.18
	Brochu, Darci S	Licensed Practical Nurse	94,240.10
	Brooks, Dale L	Dietary Aide	79.65
	Brooks, Timothy J	Unit Aide	67.50
	Brosnan, Asa	Registered Nurse	13,743.27
	Brown, Shannon C	Activity Aide	4,213.92
	Brunault, Julie J	Human Resource Coordinator	435.88
√	Buckovitch, Alan J	Porter	44,817.92
√	Bullard, Kimberly J	Housekeeping Aide/Laundry Aide	3,689.50
	Bunnell, Janet A	Registered Nurse	64,007.23
	Bunnell, Nicole C	Laundry Aide	65,905.85
	Burrill, Brittany M	Licensed Nursing Assistant/Medication Nursing Assistant	3,652.52
	Burrill, Sarah E	Medical Service Coordinator/Quality Director	87,296.61
	Buteau, Irene G	Licensed Nursing Assistant	49,221.38
	Cain, Jessica L	Assistant County Attorney	34.14
√	Callahan, Angela	Victim/Witness Coordinator	21,373.86
	Calyer, Christina J	Licensed Practical Nurse	19,751.49
	Cameron, Kade	Licensed Nursing Assistant	6,255.10
	Campbell, Lily M	Dietary Aide	366.87
	Caron, Eric R	Licensed Nursing Assistant	136.54
	Carrier, Melanie	Registered Nurse	21,643.05
	Champagne, Benjamin H	Corrections Superintendent	101,377.90
	Champagne, Jenny	Registered Nurse	1,137.47
	Chapman, Krystal L	Health Information Clerk	60,950.24
	Charest, Julie P	Licensed Nursing Assistant	43,456.76
	Chilafae, Rachel	Medication Nursing Assistant/Licensed Nursing Assistant	45,108.35
	Chorette, Cynthia M	Licensed Nursing Assistant	42,081.63
	Chouinard, Kendra A	Unit Aide	3,707.08
	Christman, Laura	Activity Aide	4,864.83
	Cintron, Audrey M	Registered Nurse	98,761.61
	Cintron, Wilfred J	Laundry Aide	35,300.63
	Clark, Angela C	Resident Accounting	46,216.52
	Clark, Samantha B	Licensed Nursing Assistant/Medication Nursing Assistant	2,459.45

2022 COOS COUNTY WAGES

	Cloutier, Jennifer J	Registered Nurse	223.37
√	Cogswell, Stephanie L	Licensed Nursing Assistant/Medication Nursing Assistant	3,793.23
	Collins, Virginia L	Dietary Aide	108.97
	Cope, Nancy A	Licensed Nursing Assistant	849.85
	Cormier, Peter	Dietary Aide	9,439.43
√	Corriveau, Laurie L	Scheduling Coordinator	79,699.82
	Corrow, Susan A	Legal Secretary	49,965.19
	Costine, Aeris L	Dietary Aide	25,345.50
	Cote, Sheldon	Licensed Nursing Assistant	23,222.33
	Cotnoir, Melinda S	Registered Nurse	25.93
	Cotty, Kayla J	Unit Aide	75.00
	Couture, Arthur W	Sheriff Temporary Deputy	2,319.75
	Couture, Danielle M	Licensed Nursing Assistant	1,205.50
	Couture, Dominick W	Dietary Aide	11,719.32
	Couture, Keith R	Dietary Manager	80,154.58
	Couture, Therese A	Social Services	51,970.28
	Covell, Kathleen M	Laundry Porter/Laundry Aide	20,887.36
	Covey, Scott E	Corrections Corporal	72,242.89
	Covill, Keegan L	Corrections Officer	14,951.61
	Covill, Zacharie R	Corrections Corporal	76,774.27
√	Coy, Tinika K	Unit Aide	33,693.45
√	Croft, Tiffany A	Licensed Nursing Assistant	34,005.71
	Cross, Brian T	Corrections Sergeant	89,607.37
	Cross, Katrinia	Assistant Dietary Manager	8,806.88
	Cross, Wendy L	Licensed Nursing Assistant	113.78
	Croteau, Constance	Quality Management	102,700.11
	Croteau, Martha L	Unit Aide	28,185.03
	Croteau, Rachel	Licensed Nursing Assistant/Medication Nursing Assistant	56,726.18
	Cunningham, Lucille B	Housekeeping Aide/Laundry Aide	364.10
	Cyr, Jr. Paul S	Sheriff Temporary Deputy	855.00
√	Dagesse, James R	Corrections Officer	79,480.07
	Dandeneau, Jensyn M	Licensed Nursing Assistant	51,561.23
	Daniels, Michele M	Accounting Assistant	322.88
√	Daudelin, Helen M	Laundry Porter	54,604.22
	Davis, Sonia M	Licensed Nursing Assistant/ Restorative Aide	51,829.73
√	Day, Dawn M	Licensed Nursing Assistant	61,077.42
	Day, Sandra L	Licensed Nursing Assistant/Medication Nursing Assistant	62,008.94
	Day, Tabatha H	Restorative Nurse/Registered Nurse	30,481.10
	DeBlois, Amber	Dietary Aide	7,931.63
	DeBlois, Morgan H	Human Resource Coordinator	59,809.28
	Desilets, Taylor R	Licensed Nursing Assistant	560.61
	Dinardo, Thomas A	Court Security Officer	9,973.42
	Dion, Louise C	Licensed Nursing Assistant	8,658.15
	Doolan, Mitchell W	Sheriff Sergeant	58,747.90
√	Doucette, Kady R	Registered Nurse	31,870.09
	Downs, Richard E	Court Security Officer	17,557.58

## 2022 COOS COUNTY WAGES

Drapeau, Nora V	Licensed Nursing Assistant/Medication Nursing Assistant	55,853.33
√ Drew, Leslie A	Licensed Nursing Assistant/Medication Nursing Assistant	34,536.29
Dube II, Richard N	Corrections Outside Corporal	67,645.90
Duchano, Denise E	Licensed Nursing Assistant	136.54
Duchesnaye, Kady L	Licensed Nursing Assistant	155.58
Duffy, Timothy S	Registered Nurse	301.55
Duguay, Elaine L	Laundry Aide	44,215.30
Duguay, Gertrude	Dietary Aide	18,073.79
Dumesnil, Allison I	Licensed Nursing Assistant	21,625.20
Dunlap, Kathleen S	Registry of Deeds Staff	7,060.08
Dupuis, Denise	Licensed Nursing Assistant/Medication Nursing Assistant	55,159.74
Eastman, Cheryl A	Licensed Practical Nurse	79,988.92
Edwards, Emily	Dietary Aide/Licensed Nursing Assistant	24,831.21
Edwards, Lorna S	Laundry Aide/Housekeeping Aide	46,487.29
Edwards, Maria	Licensed Nursing Assistant	43,805.54
Eldred, Tarren S	Housekeeping Aide	3,762.00
Elliot, Timothy	Housekeeping Aide	1,947.75
Emerson, Iris E	Sheriff Administrative Assistant	52,967.81
Enman, Keith D	Sheriff Temporary Deputy	16,664.15
Everette, Melody J	Licensed Nursing Assistant	136.54
Faucher, Russell C	Porter	48,512.84
Favreau, Meredith L	Sheriff Temporary Deputy	330.00
Ferren-Avery, Theresa	Dietary Aide	2,592.45
Filteau, Heather L	Licensed Nursing Assistant/Medication Nursing Assistant	27,169.91
Fish, Jennifer A	County Administrator/Unincorporated Places Administrator	153,261.91
√ Flynn, Patricia S	Registered Nurse/Supervisor	129,139.54
Fodor, Tina L	Activity Aide	58,110.41
√ Forbush, Amy L	Licensed Nursing Assistant	37,567.76
Fortier, Deborah	Housekeeping Aide	36,678.10
Fortier, Doris V	Social Services	85,535.15
Fortier, Erin J	Licensed Nursing Assistant/Medication Nursing Assistant	47,518.64
Fortin, Missy L	Housekeeping Aide	15,685.44
Fournier, Shayna A	Licensed Nursing Assistant/Medication Nursing Assistant	67,612.07
Fratu, Brenda L	ADON/Registered Nurse/Supervisor	15,333.35
Fritschy, Brunilda V	Housekeeping Aide	36,128.67
Frizzell, Amelia J	Licensed Nursing Assistant	14,968.87
Fuchs, Danielle A	Licensed Nursing Assistant	48,802.24
Fysh, Jada L	Licensed Nursing Assistant	7,143.24
Gagnon, Kim M	Health Information Assistant	49,802.58
Gagnon, Lucille J	Licensed Nursing Assistant	44,759.33
Gagnon, Monique B	Laundry Aide	41,809.11
Gallagher, Thomas W	Porter	38,033.08
√ Gallant, Sage E	Dietary Aide	6,994.23
Gallant, Tammy A	Registered Nurse/Clinical Coordinator	98,336.58
Gamache, Jonathan P	Assistant Dietary Manager	51,001.08
Gauthier, Erin N	Business Office Staff	48,754.37

## 2022 COOS COUNTY WAGES

Gayle, Angella	Licensed Nursing Assistant	3,753.77
Gebhard, Cynthia L	Activity Aide/Licensed Nursing Assistant	49,945.01
Gendron, Lynn Marie T	Health Information Clerk	51,775.75
Gentili, Michael F	Sheriff Temporary Lieutenant	1,820.88
Gerasimov, Oleg A	Registered Nurse	22.76
Gilbert, Joanne L	Dietary Aide	91.03
√ Giroux, Julie C	Clinical Coordinator/Wound Care Nurse/Asst Dir Nursing Svcs	112,312.57
Giroux, Samuel J	Licensed Nursing Assistant	4,459.63
Gohlke, Steven S	Porter	31,912.11
√ Goslant, Elizabeth J	Licensed Nursing Assistant	17,506.43
Goudreau, Sophia L	Licensed Nursing Assistant	37,371.67
Goyette, Kristen E	Dietary Aide	3.68
Graham, Kyle W	Licensed Nursing Assistant	42,126.30
Graham, Teasha M	Licensed Nursing Assistant/Medication Nursing Assistant	3,054.07
Graves, Christine M	Registered Nurse Supervisor	99,475.74
Gray, Heather	Licensed Practical Nurse	8,224.44
Gray, Kaylan E	Licensed Nursing Assistant	491.54
Gray, Lucie A	Dietary Aide	42,380.37
√ Gray, Tammy L	Corrections Medical Services Coordinator/Registered Nurse	19,975.66
Green, Warren D	Sheriff Temporary Deputy	20,224.66
Greenwood, Patricia	Housekeeping Aide	2,175.41
Gregory, Alizandria P	Licensed Nursing Assistant	59,913.51
Gregory, Suzannette K	Dietary Aide	40,114.42
Grimes, Judy A	Director Quality/Infection Preventionist	368.65
Guy, Ellen M	Licensed Nursing Assistant	43,010.89
Hall, Kendel	Licensed Nursing Assistant	10,577.23
Hand, Sandra L	Cook/Dietary Aide	41,046.87
√ Harding, Tina L	Licensed Nursing Assistant	100,896.35
Harrigan, Nancee L	Licensed Nursing Assistant	55,284.44
Harrington, Sandra H	Registered Nurse	27,387.52
Harris, Linda A	Administrative Assistant	56,602.62
Harrison, Savannah L	Corrections Nurse	70,859.29
Hart, Ravenmoon	Licensed Nursing Assistant	90.15
Hartlen, Pamela J	Registered Nurse Supervisor	114,154.80
Havalotti, Patricia H	Office Manager	54,483.62
Haynes, Ashley D	Licensed Nursing Assistant	136.54
Haynes, Roxanne S	Laundry Aide/Laundry Porter/Housekeeping Aide	49,685.45
Heald, Amanda L	Licensed Nursing Assistant	34.14
Henry, Padence A	Unit Aide	2,941.94
Hernández, Jr, Oscar A	Assistant Dietary Manager	121.37
Hibbard, Rose M	Accounting Assistant	58,032.12
Hibbard, Susan L	Licensed Nursing Assistant/Medication Nursing Assistant	43,243.52
Hickey, Teah L	Dietary Aide	25,205.75
Holt, Michael I	Environmental Services Manager	84,596.11
Honkala, Tina	MDS Coordinator	1,361.87
Hook, Maya B	Licensed Nursing Assistant	7,892.18

2022 COOS COUNTY WAGES

Horne, Cameron	Housekeeping Aide	8,614.50
Houle, Deborah A	Activity Aide/Licensed Nursing Assistant	44,017.36
Houle, Jennifer L	Licensed Nursing Assistant	491.54
√ Houle, Nicole M	Licensed Nursing Assistant	40,284.26
Howard, Susan M	Licensed Nursing Assistant	41,479.82
Howcroft, Sophia R	Dietary Aide	11,199.74
Howcroft, Tracy A	Cook	49,176.75
Howe, Samantha M	Licensed Nursing Assistant	25,624.66
Howe, Savannah M	Licensed Nursing Assistant	11,243.93
Hughes, Amanda G	Licensed Nursing Assistant	14,387.95
Hughes, Nancy J	Director of Social Services	74,963.89
Hughes, Paige D	Licensed Nursing Assistant	16,971.43
Hurley, Robin E	Laundry Aide/Housekeeping Aide	28,075.53
Huter, Jason A	Sheriff Temporary Deputy	17,902.62
Inkel, Alexis B	Licensed Nursing Assistant	14,258.09
√ Jaycox, Barbara J	Dietary Aide	19,623.54
Jeffers, Sandra L	Licensed Nursing Assistant	26,826.15
Jeffers, Vincent M	Restorative Aide/Licensed Nursing Assistant	60,892.37
Jensen, Rolfe	Court Security Officer	21,525.72
Johns, Ariana G	Licensed Nursing Assistant	13,815.68
Johnson, Lydia M	Dietary Aide	17,835.10
Johnson, Rita M	Housekeeping Aide/ Housekeeping Porter/Laundry Aide	45,966.85
Jondro, Rose M	Housekeeping Aide/Laundry Aide	35,650.82
Jones, Grace S	Licensed Nursing Assistant	35,031.04
Joyce, Kimberly A	Licensed Nursing Assistant	53,324.70
√ Joyce, Laura J	Licensed Nursing Assistant	21,421.29
Kelsea, Tyler J	Corrections Officer	54,964.74
Kelty, Cheyenne M	Porter	13,131.05
Kenison, Lillian	Registry of Deeds Staff	4,811.25
Kennett, Patrick J	Dietary Manager	68,356.09
Kenney, Adam C	Dietary Aide	907.25
Kenney, Liane J	Licensed Nursing Assistant	60,012.62
Keyser, Alexis	Dietary Aide	12,198.64
Keyser, Cheyanne	Dietary Aide	19,139.18
Keyser, Jennifer	Dietary Aide	873.44
Kimball, Terry M	Transport Aide/Licensed Nursing Assistant	48,740.68
Kimber, Richard H	Court Security Officer	11,398.51
Klark, Scott	Assistant County Attorney	35,136.40
Klebe, Carrie A	Director of Finance	103,211.01
Labbe, Shauna M	Medication Nursing Assistant	74,847.76
Labelle, Ashlie E	Dietary Aide	7,526.10
Labelle, Christine A	HR Manager/Assistant to the Administrator	70,251.50
Labranche, Mark C	Licensed Nursing Assistant	25,771.24
√ Labrecque, Diane R	Dietary Aide	36,228.36
Lacasse, Lucille A	Housekeeping Aide	35,853.97
Ladd, Ginette L	Accounting Assistant	18,812.69

2022 COOS COUNTY WAGES

Laflamme, Barbara A	Registered Nurse	155.58
Laflamme, Danielle C	Dietary Aide	39,558.92
Laflamme, Diane	Activity Aide	25.93
Laflamme, Jenna M	Unit Aide	19,520.63
Laflamme, Paul A	Cook	1,056.02
Lam, Richard K	Cook	54,351.64
Lambert, Priscilla D	Accounting Assistant	23,224.79
Lamontagne, Sylvain	Transfer Station Operator	17,539.98
Lanciani, Wendy L	Housekeeping Aide/Laundry Aide	38,717.67
√ Lapierre, Donna L	Laundry Aide/Housekeeping Aide	10,675.59
Lapointe, Andre C	Dietary Aide	28,409.30
Largesse, Jessica L	Licensed Nursing Assistant	38.90
Laro, Melinda M	Medication Nursing Assistant	52,257.16
Laverty, Ross J	Corrections Officer	33,362.15
Lavoie, Nell V	Cook	38,194.06
Lebel, Kyle	Corrections Officer	9,924.89
Leblanc, David J	Environmental Services Assistant Manager	70,718.27
Leblanc, Jacqueline	Payroll	52,485.18
Leclercq, Nicole M	Assistant Dietary Manager	10,836.66
Leggett, Sandra	Registered Nurse	3,403.01
Leigh, Alan S	Maintenance Worker	57,264.04
√ Lemay, Carole N	Licensed Nursing Assistant	26,417.46
Lemoine, Jeffrey	Sheriff Temporary Deputy	4,576.00
Lemoine, Michelle	MDS Coordinator/Registered Nurse	86,671.38
Lepage, Joanne M	Unit Aide	32,354.07
Lesperance, James B	Corrections Corporal/Community Programs Corporal	68,235.57
Letellier, Emily B	Dietary Aide	10,578.94
Leveille, Drake A	Unit Aide	5,292.47
√ Lewis, Julie A	Licensed Nursing Assistant	15,233.16
Lewis, Spenser I	Dietary Aide	28,302.86
Lewis, Whitney R	Conservation District Administrator	35,039.31
Long, Deborah K	Licensed Practical Nurse	1,417.95
√ Lord, Leslie W	Corrections Officer	8,725.51
Luciano, Alanna M	Dietary Aide	15,883.15
Ludwick, Aczariah	Dietary Aide	9,366.04
Lyons, Kirsten F	Director of Nursing	109,253.65
Madore, Jules A	Transfer Station Operator	8,405.53
Major, Amber R	Licensed Nursing Assistant/Medication Nursing Assistant	44,688.47
Marcou Jr, Gerald P	Sheriff Chief Deputy	30,912.00
Marquis, Beth M	Transport Aide/Licensed Nursing Assistant/Med. Nursing Assistant	50,161.12
Marquis, Kara S	Activity Aide/Licensed Nursing Assistant	48,814.29
Marquis, Louise L	Registered Nurse	2,401.34
Marsh, Brandon W	Corrections Officer	52,536.53
Marsh, Collette A	Licensed Nursing Assistant	547.12
Martzall, Corey	Registered Nurse	7,114.96
√ Masters, Rebecca S	Licensed Nursing Assistant	33,523.02

## 2022 COOS COUNTY WAGES

	Mathieu, Renald J	Licensed Nursing Assistant	51,827.28
	Mathieu, Sylvie A	Dietary Aide	38,168.59
√	Mcallister, Laura L	Licensed Nursing Assistant	43,134.92
	McCabe, Melissa E	Licensed Nursing Assistant	4,187.35
	McCarthy, Caeley	Licensed Nursing Assistant	4,878.04
	McComiskey, Heidi J	Licensed Practical Nurse	1,313.65
	McCowen, Cindy L	Laundry Aide/Housekeeping Aide	491.54
	McGuire, Charles	Licensed Nursing Assistant	2,456.69
√	McKinnon, Sedrick	Corrections Corporal	21,449.50
√	McKinnon, Shori E	Activity Aide	26,385.87
√	McKinnon, Terry A	Licensed Practical Nurse	11,614.92
	McLain, Julie D	Licensed Nursing Assistant	3,793.67
	McLaughlin, Sally A	Dietary Aide	33,878.65
	Melendy, Kurt A	Maintenance	18,685.90
	Meunier, Devin T	Activity Aide	16,278.31
	Meunier, Dorothy A	MDS Coordinator/Registered Nurse	93,830.29
	Mills, Ellen E	Activity Aide	35,507.03
	Mills, Laura A	Nursing Hospital Administrator	148,348.91
	Milne, Alyssa M	Licensed Nursing Assistant/Medication Nursing Assistant	43,834.80
	Mitchell, Veronica R	Licensed Nursing Assistant	38.90
	Montelin, Maegan M	Licensed Nursing Assistant/Medication Nursing Assistant	57,408.01
	Moren, Paige C	Dietary Aide	362.84
	Morneau, Lucien M	Dietary Aide	10,897.87
	Morneau, Rosalee G	Dietary Aide	31,806.25
	Morrill, Ashley M	Licensed Nursing Assistant	64.83
	Mortenson, Melinda J	Activity Aide	37,621.33
	Nadeau, Gail A	Housekeeping Aide	67,330.92
	Nadeau, Jessica P	Licensed Nursing Assistant/Medication Nursing Assistant	44,156.03
	Nason, Vicky	Business Office Manager/Medicare Biller	71,363.32
	Ndegwa, Olivia L	Licensed Nursing Assistant	14,139.75
	Nelsson, Sharon	Registered Nurse	26,000.15
√	Nelsson, Shawna L	Licensed Nursing Assistant	59,348.05
	Newell, Natasha	Housekeeping Aide	26,846.33
	Nieves, Marlana D	Licensed Nursing Assistant	6,587.28
	Nolet, Lucy R	Housekeeping Aide	36,283.89
	Noyes, Emily M	Dietary Aide/Licensed Nursing Assistant	31,131.04
	Noyes, Kaylee R	Dietary Aide	474.87
√	Noyes, Marie A	Activity Aide/Licensed Nursing Assistant	43,256.17
	Noyes, Mary M	Dietary Aide	46,687.93
	Nugent, Gail D	Registered Nurse	79,799.30
	Nugent-Grant, Marion	Licensed Nursing Assistant	2,041.86
	Olson, David A	Corrections Nurse	99,649.17
	Otis-Duguay, Rebecca E	Unit Aide	230.91
	Owen, Stephanie L	Housekeeping Porter	952.57
√	Paige, Robert W	Licensed Nursing Assistant	33,424.10
	Parent, Joanne S	Cook	56,092.45



## 2022 COOS COUNTY WAGES

Pariseau, Julie P	Licensed Nursing Assistant	8,252.51
Parker, Marie M	Activity Director	66,087.17
Patricio, Crystal V	Licensed Nursing Assistant	113.78
Patry, Richard R	Dietary Aide	19,975.47
Pelletier, Sally J	Accounting Assistant	60,997.13
Peloquin, Debra A	Unit Aide	38,197.11
Pemberton, Jodie	Activity Aide	9,841.72
Perreault, Luc R	Sheriff Full Time Deputy	65,453.19
Perreault, Nicole L	Licensed Nursing Assistant	21,277.99
Perry, Chantal L	Registered Nurse	191.46
Perry, Linda M	Dietary Aide	42,627.62
Perry, Louise A	Licensed Nursing Assistant	31,963.30
Peters, Michelle L	Licensed Nursing Assistant	12.97
Peters, Naomie L	Licensed Nursing/Medication Nursing Asst./Scheduling Coordinator	62,084.35
√ Peterson, Tracey L	Licensed Nursing Assistant	52,776.12
Placey, Abby S	Licensed Nursing Assistant	1,033.80
Placey, Angela	Assistant Dietary Manager	4,589.46
Plant, Helena	Licensed Nursing Assistant	4,025.03
Plourde, Richard D	Sheriff Temporary Deputy	22,234.00
Plumley, Kimberly F	Medication Nursing Assistant	74.55
Potz, JoAnne B	Licensed Nursing Assistant	136.54
Poulin, Amber R	Licensed Nursing Assistant	77.79
Poulin, Bethany A	Restorative/Registered Nurse/Med Svc Coordinator/Director Quality	100,596.06
Poulin, Claire A	Health Information Clerk	49,131.10
Powers, Destiny M	Unit Aide	2,710.80
Presby, Bradley E	Sheriff Temporary Deputy	288.75
Provencher, Julieenne D	Dietary Aide	563.97
Purrington, Garrett	Corrections Officer	56,530.24
Qualter, Erin	Victim/Witness Coordinator	17,203.20
√ Rancourt, Bella J	Restorative Aide	29,619.29
Rancourt, Dalton R	Dietary Aide	30.90
Rano, Susanne L	Director of Nursing	132,240.91
Reilly, Jamesetta	Licensed Nursing Assistant	344.19
Rella, Jason P	Corrections Sergeant	79,078.69
Reynolds, Nicole P	Licensed Nursing Assistant	13,052.83
Reynolds, Theresa M	Court Security Officer	13,998.56
Rich, Roze M	Registered Nurse	52,737.26
Riendeau, Jayden	Housekeeping Aide	11,542.87
√ Riff, Daegan S	Corrections Officer	18,804.79
Rincon, Patricia	Registered Nurse	7,294.65
Rioux, Chantal L	Housekeeping Aide	221.65
Rioux, Danielle D	HR Manager/Assistant to the Administrator	387.71
Roberge, Keith L	Sheriff Captain	89,375.60
√ Rodrigue, Guylaine J	Activity Aide	23,450.20
Rodrigue, Krista	Corrections Nurse	262.25
Rodrigue, Richard G	Maintenance Worker	52,593.92

## 2022 COOS COUNTY WAGES

Rodrigue, Sage M	Staff Development Director/Registered Nurse	87,742.86
Ross, Shauna M	Housekeeping Aide	22,149.61
Rowell, Brenda S	Cook	364.10
√ Roy, Amanda L	Licensed Nursing Assistant/Medication Nursing Assistant	34,119.14
Roy, Cheryl	Licensed Practical Nurse	27,895.91
Roy, Courtney L	Licensed Nursing Assistant/Medication Nursing Assistant	5,949.82
Roy, Donna J	Restorative Aide/Licensed Nursing Assistant	45,623.57
Ryan, Jane	Resident Accounting	382.92
Santy, Candice A	Director of Social Services	78,190.11
Scott, Alyssa J	Activity Director	72.65
Secinore, Gayle D	Dietary Aide	54,571.62
Secinore, Lindsey M	Licensed Nursing Assistant/Medication Nursing Assistant	6,137.25
Sevigny, Nona Rae	Dietary Aide	40,753.83
Sheldon, Charles S	Housekeeping Porter	47,589.95
Shevlin, Stephen M	Unit Aide	13,745.76
Shevlin, Suzanne M	Registered Nurse/Clinical Coordinator	134,492.18
√ Siewierski, Sue E	Accounting Assistant	40,921.06
Silver, Linda C	Activity Aide/Licensed Nursing Assistant	295.97
Skaradosky, Mary M	Laundry Aide	21,760.30
Slack, Aaron J	Licensed Nursing Assistant/Medication Nursing Assistant	78,863.69
Smart, Jordan	Dietary Aide	11,923.42
Smart, Victoria	Director of Housekeeping/Laundry	21,437.50
Smith, Amy E	Registered Nurse/Asst MDS Coordinator	73,656.60
Smith, Barbara G	Licensed Nursing Assistant	1,388.28
Smith, Melissa P	Licensed Nursing Assistant	48,579.62
Smith, Pamela Jean T	Registered Nurse	70,204.72
Speidel, Alexander F	Assistant County Attorney	56.89
St Onge, Denise D	Laundry Aide	14,249.08
St. Onge, Donna L	Porter	80,476.55
St. Onge, Jennifer L	Activity Aide	75,109.04
Stanwood, Vera A	Registered Nurse	5,832.88
Stapleton, Eoin	Sheriff Temporary Deputy	927.50
Stewart, Lisa A	Licensed Nursing Assistant	35,205.46
Stone, Alijah K	Licensed Practical Nurse	19,455.46
Stroffoleno, Meghan	Victim/Witness Clerk	2,516.00
Swift, Jessica M	Cook	50,315.58
√ Tardif, Randy S	Maintenance	7,254.43
√ Tardif, Susan L	Licensed Nursing Assistant	24,785.91
Tetrault, Jacob M	Licensed Nursing Assistant	6,912.10
Therrien, Iva	Housekeeping Aide	2,462.67
Thibault, Maja K	Licensed Nursing Assistant	38,242.77
Thibault, Michelle J	Licensed Practical Nurse	45,213.60
Tholl Jr, John E	Sheriff Temporary Deputy	23,931.83
Timmsen, Johnna M	Dietary Aide/Licensed Nursing Assistant	919.68
Trammell, John R	Sheriff Temporary Deputy	4,042.47
Trant, Cheryl M	Licensed Nursing Assistant	41,551.05

## 2022 COOS COUNTY WAGES

Tremblay, Gilles	Porter	207.44
Turner, Lorraine E	Unincorporated Place Cemetery Maintenance	100.00
Viens, Jacob L	Porter	25,463.01
√ Viens, Sharon L	Licensed Nursing Assistant/Medication Nursing Assistant	8,801.40
Viens, Tina	Assistant Dietary Manager	1,075.43
√ Vigorito, Gina A	Victim/Witness Clerk	22,354.42
Villeneuve, Deeanna D	Licensed Nursing Assistant	10,704.91
Villeneuve, Korin M	Licensed Nursing Assistant/Medication Nursing Assistant	43,570.55
Villeneuve, Sandra	Wound Nurse/Registered Nurse	56,900.59
Von Dohrmann, Albert S	Sheriff Temporary Deputy/Court Security	43,456.93
Walker, Cassandra A	Licensed Nursing Assistant/Medication Nursing Assistant	42,330.98
√ Ward, Erik	Registered Nurse	31,445.72
Warren, Lynn A	Staff Development Supervisor	93,951.61
Warren, Shaina N	Licensed Nursing Assistant	57,246.96
Washburn, Louise R	Licensed Nursing Assistant	61,454.29
√ Watts, Susan M	Registered Nurse/Supervisor	85,739.00
Westover, Alexis L	Licensed Nursing Assistant	227.57
Wheeler, Angela	Licensed Nursing Assistant/Housekeeping Aide	47,414.59
Whitaker, Scott J	Assistant County Attorney	76,910.40
Whitaker, Tori L	Restorative Aide/Medication Nursing Assistant	115,389.23
White, Darrien	Licensed Practical Nurse	828.88
White, Joshua	Sheriff Temporary Deputy	870.00
Williamson, Scott R	Corrections Officer/Corrections Corporal	62,181.52
√ Wood, Briana L	Activity Aide	11,281.58
Woods, Julie	Dietary Aide	10,366.51
Woods, Sarah	Licensed Nursing Assistant	429.32
Wright, Kristina	Cook	34,905.56
Wyatt, Lucie I	Registered Nurse	287.19
Young, Allyson L	Licensed Nursing Assistant	34.14
Young, Janet L	Housekeeping Aide/Laundry Aide	79.65
√ Young, Lisa A	Director of Housekeeping/Laundry	55,103.91
Young, Shelby D	Licensed Practical Nurse	20,872.80
Yourison, Gail A	Restorative Nurse Coordinator/Licensed Practical Nurse	79,829.20
		<b>15,787,979.82</b>

