

Rockingham County Newsletter

A Message from Commissioner St. James:

Do you know who the Commissioners are? We are just like you; homeowners, tax payers and have children of various ages in our local communities. Two work in local municipalities as union workers and the other has owned a trade business for over 25 years. We all currently work more than two jobs and have served many years collectively in our towns as Selectman, Councilor and State Representative before becoming County Commissioners.

As Commissioners we are charged with overseeing the operations of Rockingham County. We empower our Division Directors / Elected Officials to make the best decisions possible for their departments, based on their own expertise. It is our job to look at the bigger picture to set a direction or goal, but it is their job to get us to the outcomes we seek. While we may respectfully question why they do certain things, it is not our role to micro-manage, rather entrust in their ability to make things happen.

We understand our decisions not only impact the taxpayers of Rockingham County but the livelihood of our 700+ employees; none of which are made lightly. A recent determination to outsource our Food Services Department weighed heavily on us as we took into consideration the affected personnel, the critical staffing shortages and the economics of the situation. Although some may not have agreed with the decision, the Commissioners feel it was the right choice for the County. We look forward to the new staff and public dining area with expanded food options, a new employee gym and a modernized Occupational Health office.

Could we improve things at the County level for our employees as well as services to our constituents? Absolutely! There is always room for improvements and we encourage our employees to make suggestions to their supervisors. We need to hear your feedback as we are unable to fix what we do not know is broken. Life is hard enough as it is, we do not want your job to be more difficult than it needs to be and want our employees to find joy in the work they do here at Rockingham County.

Thank you for all your hard work and dedication to Rockingham County, a top 10 County in the United States, it truly is appreciated by the Board of Commissioners!



Inside This Issue

Front Page

Page 1

Corrections

Page 2

County Attorney

Page 3

E&M & Sheriff

Page 4

Finance & Deeds

Page 5

Rehab & Nursing

Page 6

Nursing Scholarship

Page 7

Human Resources

Page 8

Benefit Information

Page 9

Summer Fun

Page 10

FitPicks

Page 11

Back Page

Page 12

Corrections

Employee Notes:

Anniversaries

20 Years

Lt. A Hughes
Lt. M. Marriott

15 Years

Sgt. W. Bousley
Sgt. R. King
Cpl. T. Cwynar
CO P. Valencia

10 Years

CO M. Evans

5 Years

CO Szopa
A. Duchesneau, Accountant
G. Pantazis, MLADC

New Employees

CO A. Kalem
CO T. Butcher
CO M. Moore

Achievements

103rd NHAC Academy graduate
CO S. Tineo
104th NHAC Academy graduates
CO J. Mabey
CO M. Bush
CO R. Desimone

New Challenges for Veteran Employee

The phone rings. On the other end of the line an inmate just wants to touch base and say he's still doing well, is still in recovery, and still going to meetings. This is one of CO A. Sherman's most gratifying moments.

Who knew back in 1999 when CO Sherman was hired as a Corrections Officer that eventually the role could and would drastically change? For years CO Sherman was assigned to the maximum security, open population block. It housed the most hardened of inmates. In the spring of 2016 he decided to reach for a new challenge, a new assignment.

The duties of this assignment are varied. He assists the Video Arraignment program by transporting inmates, providing security, and supporting the program when Cpl. Banville is unavailable.

Another of CO Sherman's duties is that of a facilitator for STAR, the Dept. of Correction's 28-day drug and alcohol program. He runs two Aftercare groups a week and covers where needed, when needed.

CO Sherman also helps the inmates in a myriad of ways. He facilitates communication between the inmate and his lawyer or family when necessary. He also helps transfer funds from an inmate's outside account to his account within the facility using the EZMoney Kiosk in the lobby.

Another very challenging aspect of CO Sherman's new assignment is finding treatment programs for those inmates whose bail conditions convert to PR upon placement in treatment. This challenge takes up much of his time, but through much research and perseverance he's been able to find a few new programs.

Even with the new assignment, CO Sherman still works a block one day a week. It seems as though he's found the new challenges for which he was looking.

In the Year 1984

President Ronald Reagan signed **Corrections Week Proclamation 5187** which stated "...we honor the many contributions and accomplishments of these men and women who are a vital component of the field of corrections."

County Attorney's Office

New Lead In Town

Please join the Rockingham County Attorney and the rest of the staff of the County Attorney's Office in congratulating Attorney Melissa Fales for being promoted to Lead Attorney of our Seacoast Area. Attorney Fales previously served as an Assistant County Attorney in Grafton County and then in Rockingham County. Attorney Fales is a fierce advocate for victims of crime and has successfully prosecuted many serious and complex cases. As a Lead Attorney, Attorney Fales is responsible for supervising 4-5 Assistant County Attorneys and serving as a liaison between the County Attorney's Office and multiple police agencies in the seacoast of Rockingham County.

Champion for Children Award

On April 6, 2017, our very own Lead Attorney Stephanie Johnson was honored by the Child Advocacy Center as a Champion for Children. We are so proud of Attorney Johnson. Attorney Johnson advocates for children on a daily basis by prosecuting sexual offenders who target innocent children. Attorney Johnson is a seasoned prosecutor who handles a great deal of complex cases in Rockingham County, including numerous child sexual abuse cases. Congratulations to Attorney Johnson and the rest of the professionals who were honored including Chief Kyle True of Newmarket Police Department, Lt. Rick Beaudet of New Market Police Department, Haven Advocate Paul Curtis and Community Business Advocate for the CAC, Rick Wallis.

"Attorney Johnson Receiving Award"



BRENTWOOD MAN CONVICTED OF 4 COUNTS OF ARSON, 6 COUNTS OF ATTEMPTED ARSON, 7 COUNTS OF FALSE PUBLIC ALARM (MISD), 4 COUNTS OF SOLICITATION ARSON, 2 COUNTS OF ANIMAL CRUELTY, 2 COUNTS OF BURGLARY, 1 COUNT OF CRIMINAL THREATENING, 1 COUNT OF SOLICITATION OF FALSIFYING PHYSICAL EVIDENCE, AND 1 COUNT OF SOLICITATION CRIMINAL MISCHIEF (MISD)

Lead Attorney Jennifer Hagggar and Assistant County Attorney Terri Harrington represented the State in the above matter with Meghan Lennon serving as the victim/witness coordinator on the case. The defendant was represented by Attorneys Julia Nye and Tara Witt.

After being arrested, the defendant continued his criminal conduct by soliciting other inmates at the County Jail to set fires upon their release from incarceration. Furthermore, the defendant attempted to induce his father to destroy a letter containing evidence favorable to the State.

County Attorney Conway is elated that the State was able to obtain justice for the victim., her family and the other multiple victims in this case. All of the victims in this case, demonstrated strength, courage and grace during the trial and the entire judicial process. County Attorney Conway hopes the convictions can bring a sense of closure and justice to all of the folks who were victimized by this man. The defendant will be sentenced in June.

Engineering & Maintenance

How Well Do You Know Your County?

The Rockingham County Complex encompasses about 500 acres
We have about thirty buildings ranging in construction dates of the 1840's (Carlisle Building) to 2012 (the Biomass Plant)
We have eight emergency generators & have almost 1700 smoke and heat detectors
We have fifteen fire sprinkler systems, two fire pumps, twelve hydrants and one fire pond
We have one dam which is used to control the water level in the fire pond and which can hold back a 100-year storm event from flooding the Jail/Sheriff building
Our 160' high water tower holds 500,000 gallons of water
Each day about 60,000 gallons of water are used at the Complex and end up at the Wastewater Treatment Facility. After treatment the wastewater is pumped to a Spray Irrigation site where the fields are hayed, generating revenue
The County Complex includes two chapels (one each in the jail and nursing home) and one Cemetery where the County's paupers were interred.

Sheriff's Office

Scams!

Sheriff Hureau would like to remind employees to be careful with their personal information. This office and surrounding law enforcement agencies have received numerous complaints regarding ongoing scams. Scammers are masters of emotional manipulation. They push buttons—adding fear, or a sense of urgency—to get you to act without thinking about it. Some individuals are trying to pass themselves off as members of law enforcement and often make demands for money in lieu of arrest.

The Sheriff's Office will never request money be delivered to accounts at the jail, nor do we request money be given to Deputies in lieu of arrest. If you feel you have become a victim of a scam, alert local law enforcement and your banking institution immediately.

Traffic Advisory North Road & Route 27 June 2nd - June 4th

New England Dragway will be hosting the 5th Annual NHRA New England National Races June 2nd through June 4th. Rain dates are scheduled for June 5th & 6th.

Please be advised that this event could cause traffic delays on Route 27 and North Road.

Finance

Kronos Time & Attendance

The Kronos time & attendance program is up and running. We're still working out some of the snags, but overall it is going well. Managers meetings are now being held once a month in the Commissioners Conference Room and will continue for several more months. The next meeting is scheduled for Thursday, June 15th from 1:00 - 2:00 pm.

Busy Month of May

Several members of the Finance Office will be attending various seminars during the first two weeks of May. We also have a handful of staff members with scheduled time off throughout the month. If you need a timely answer and the person you normally speak to is not available, feel free to contact Leila at extension 9413 if you don't know who to get in touch with.

Memorial Day Holiday and June Payrolls

Just a reminder that Memorial Day, May 29th is a payroll Monday. As a result, please make sure all timesheets are approved and submitted as soon as possible for the June 1, 2017 payroll. Managers – if your department's payroll is complete and there are no issues with it, feel free to approve it for the last Friday or Saturday in May, instead of waiting until Monday morning to do so.

June is also one of the two months during 2017 for which there are three pay dates (June 1st, 15th and 29th), with most benefit deductions not being withheld in the June 29th pay date. The other month in 2017 with three pay dates will be November.

Registry of Deeds

WELCOME SPRING!

After a long winter it is always a welcoming sight to see the Ice-Out on the courthouse pond. At this time we would like to welcome our newest employee Meredith Horgan who started employment in our office in March. Our office is also celebrating some years of service milestones among our employees. On April 15th Darlene Dubos celebrated her 15th year of employment with the Registry of Deeds, and on April 23rd Bonnie Goudreau will reach her 30th year of employment. Speaking of milestones, our second longest standing employee is Cheryl Durling who on May 9th will have provided 40 years of service to the taxpayers of Rockingham County. Please welcome our newest employee and congratulate

our long standing employees who have faithfully served this County with courteous and professional service over these past 40 years.

We would also like to announce that we are in the process of upgrading our recording system to an electronic version of recording. Once that new system is in place, we will be opening up e-recording to all members of the public. We are working with Fidlar Technologies to ensure a smooth transition. More updates will be coming as to our progress in this endeavor.

Rehabilitation & Nursing

An Update from the Administrator:

“Progress behind the scenes on the construction project is certainly continuing. The Fernald 2 wing looks different every day. The metal studs are all up and you can easily visualize the location of all of the rooms and offices, etc. They are running copper pipes and electrical wires down the hall and out to all of the rooms.

The first four Blaisdell rooms are now complete. The furniture is all in and there are a few final touches that are being worked on to completely finish them up. They look very different. The block construction is no longer visible and they look fresh and much brighter than before. The tile work in the bathroom looks fantastic and the new sinks with built in hand grips have been noted by residents and direct care staff to be a huge improvement! The length of time to complete those first 4 rooms (8 beds) was certainly much longer than we expected. The good news is that the pace of redoing Blaisdell rooms from this point forward should really pick up steam. The next phase will be much larger in scope. All six rooms across the hall from the first 2 on each Blaisdell floor will be done next. That makes a grand total of 12 rooms (24 beds). They have placed a much longer temporary wall (but not as far across the hall) up so that those rooms can all be under construction. The hallways will be messy leading up to that as they are going to be taking up all of the existing tile in the hallway. The best guesstimate is that this next group of rooms will take 3 months to complete. Then the process will begin again back across the hall...back to the 6 rooms on the current side they are working on.



“Steve Woods, Administrator showing Cathy Stacey, Register of Deeds the great construction progress”

The Blaisdell entrance on the ground floor was closed off Friday March 31st. The Hilton entrance is now the main entrance out back. The other option during construction is to use the entrance by the main switchboard. Demolition work has already begun near the Blaisdell entrance. The revised snack bar is now open for business with much longer hours Mon-Fri 7:00am – 6:30pm and Sat/Sun 9:00am – 5:00pm. There is a new variety of healthy and interesting grab and go items. This will remain in place until mid-summer when the new entrance out back is complete. At that time there will be a brand new Café to unveil. When that opens, the current snack bar will close and become a destination beauty salon for our residents.

Thanks again to everyone for their understanding and patience. It has been a very involved and busy project and will certainly be worth it in the end! !” -**Steve Woods, Administrator**

Long Term Care Foundation

The New Hampshire Long Term Care Foundation (LTCF) is pleased to begin accepting applications for scholarships for the 2017 (fall) - 2018 (spring) academic year.

Since 1995, the LTCF has been improving long term care by assisting dedicated long-term care employees to advance their education to benefit their residents and the profession. Since 1985, The LTCF has awarded more than \$700,000 in scholarship grants to over 275 individuals.

This is a great opportunity for long-term care employees to gain financial support for their educational efforts in pursuing degrees to advance their careers. Past recipients have been pursuing degrees in nursing, therapies, business/administration, activities, and other disciplines.

**Applications are due by June 16, 2017 at 4:00p EST.
Applications MUST be mailed or dropped off in person to:
NHHCA Office, 5 Sheep Davis Road, Suite E; Pembroke, NH 030275
Emailed or Faxed applications will NOT be accepted.**

Scholarship Application Checklist:

Before submitting an application, please check to make sure of the following:

- ◆ Application is complete and accurate
- ◆ Application and all attachments are legible
- ◆ Application and all attachments are paper clipped not stapled in the following order:
 - ◆ Scholarship application (pages 1—5)
 - ◆ Current resume (if applicable)
 - ◆ Essay questions (if submitted on a separate paper)
 - ◆ Addendum (optional)
- ◆ Three (3) Recommendation forms from any of the following: Administrator, Director of Nursing, Nursing or direct supervisor, School instructor.
- ◆ School transcript (if currently enrolled) or Acceptance Letter (if a new student)
- ◆ Application and attachments are one sided (please do not copy or write on both back and front of the page)
- ◆ Application is signed and dated

All details are available at:
<http://ltcf.nhhca.org/scholarships>

Human Resources

Occupational Health

Welcome aboard to a new Physician's Assistant who will be joining Occupational Health to help with coverage when Mary Jean Urich, our current Physician's Assistant, is unable to be on site. Brenda Scronce completed her medical education in 1989 and is licensed in TX, CT, NC, & NH. Brenda currently serves on the NH Society of PAs Board of Directors. Please welcome Brenda Scronce, PA-C.

Tandem Care

Did you know that the cost of your medical tests and procedures can be hundreds, sometimes thousands of dollars less depending on which healthcare facility you use?

Even among Cigna network providers, there may be a significant cost difference with no difference in the quality of care provided. With Tandem it's easy to compare the cost and quality of nearby medical providers. If you choose a low-cost provider, you'll receive a check in the mail – up to \$2,000 for each test or procedure depending on how much you save.

Human Resources can help you along the way. For more information and questions please do not hesitate to contact HR.

<http://tandemcare.com/health-shopper/>



**Do you have
Verizon?**

**Save 18% because you work at
Rockingham County!**

verizonwireless.com/discounts

You are Rock County!

Each of you play an integral role to the success of Rockingham County. There is no position more important than another, and no person more valued than another. Each and every one of you, and your dedication to the County, is what makes us so successful. We are a team, we are all in this together to serve our community and be the best County we can be.

- Alison Kivikoski, Director of Human Resources

“The best preparation for good work tomorrow is good work today.” - Elbert Hubbard

Remember:

**Tandem can help you
save on medical tests
and procedures while
earning cash rewards**

With just one phone call, your Tandem nurse can help you save money on your medical care and earn cash rewards when you choose a lower-cost provider in your area.



Call Tandem whenever you or a family member needs an outpatient test or procedure such as:

- Bone density study
- Colonoscopy
- Lab work
- Mammogram
- MRI
- CT scan
- Outpatient surgery)
- Ultrasound
- Other non-emergency outpatient tests and procedures

Call Tandem toll free
866-797-4100

Email
info@tandemcare.com

Live online
www.tandemcare.com



Benefit Information

Why should you register for MYCigna.com?

If you are a Cigna subscriber and haven't yet registered on www.mycigna.com, you really should check it out! Why? There is a ton of information available to you in addition to many useful tools. Just some of the features you can access once you've registered:

- Claims information for you and your covered family members – medical, vision, and pharmacy;
- Find a doctor, facility, or service provider in the Cigna network;
- Research health advice on a variety of topics;
- Request a replacement ID card;
- Take the Health Assessment;
- Access Cigna Telehealth and MDLive to web chat or talk with a doctor or nurse;
- Order prescriptions via Cigna Home Delivery;
- Obtain health care cost estimates;
- Sign up for online or phone sessions with a health coach;

....you get the idea! Log on to mycigna.com and register today!

Did you know?

If you experience a Status Change or Special Enrollment Event, you only have a limited time to make a change to your insurance coverage!

You have 30 days from the date of the event (actual date of marriage, divorce, birth, loss of job, etc) to make changes to your coverage.

Special Enrollment Events include, but are not limited to:

Marriage, birth, adoption or placement for adoption, death, divorce, legal separation, annulment, change in employment status of employee, spouse or dependent, dependent reaching age limit of plan (age 26).

If you experience any life change event that you think will affect your insurance coverage, don't wait to call Human Resources!



Do you have either a Health Savings Account or a Flexible Spending Account ?

If so, these two websites are totally worth browsing. There are literally hundreds of FSA/HSA eligible items that you can purchase online using your FSA/HSA debit card: thermometers, first aid kits, sunscreen, prenatal vitamins, insoles, diabetes care supplies, stethoscopes, blood pressure monitors, bandages, contact lenses and supplies...the list goes on and on. In addition, there is a Learning Center section with answers to FAQs and the option to Live Chat with a representative. Check it out!

Summer Fun



New Series Starting Soon!

The current Weight Watchers at Work Session that started 3/22/2017 has lost a total of **227** pounds in the first 9 weeks of weigh in!

***Join now ~ New series starts
June 14, 2017***

**17-week session for
\$186 per member.**

You may pay with cash, check, credit/debit card. You may also take advantage of the split payment method in which you write 3 upfront checks of \$62.00 each (deposited on weeks 1, 5, and 9). Minimum requirement 20 participants.

Meetings are held on Wednesday afternoon in the Human Resources Conference Room. Weigh In runs 3:40 pm – 4:05 pm. Meeting starts immediately following last weigh in.

For more information contact Human Resources at extension 9337

Get Active!

Don't Miss the Full Moons!

June 9th at 9:10 AM

July 9th at 12:07 AM

August 7th at 3:03 AM



American Red Cross

Blood Drive

Hilton Auditorium

July 7th, 2017, 12:30 PM - 5:30 PM

The goal was not met last time! Be sure to come out and donate life!

Free Zumba!

Every Monday in May & June

4:30PM - 5:15PM

Hilton Auditorium

Events Through The County:

Pick up Tickets at HR (Checks Only)

Canobie Lake Park - Save \$7

York's Wild Kingdom - Save \$5.25/\$10.25

Online Tickets (Contact HR)

Water County - Save \$18

Funtown/Splashtown USA - Save \$5-\$9

Gunstock Mountain Resort - Various Savings

NASCAR - 20% Off Tickets, 33% Pit Passes

**For Questions Call Human Resources
at Extension 9337**

Rockingham Introduces FitPicks

Offered Through Glendale Senior Dining

Balanced Solutions for a Healthier Workplace

What's the solution?

50% Fruits & Vegetables

25% Wholesome Carbohydrates

25% Lean Proteins

According to the Health & Wellness study conducted last year, employees craved healthier choices and Rockingham County in conjunction with Glendale Senior Dining has delivered. The FitPicks program coming to the Rehabilitation and Nursing Center Café focuses on the whole employee, by offering abundant and appealing value-packed food choices coupled with health information, transparent communication of nutrient and ingredient facts and educational courses.

The FitPicks menu selections developed by Glendale Senior Dining provide nutritious balanced option from entrees to global salads and snack packs on a daily basis. Selections are prepared fresh daily, with a mix of nutrient dense whole food ingredients in satisfying portions within a registered dietitian calorie maximum. Something for everyone!

Aligning with market and consumer trends, the FitPicks team of professional dietitians, chefs, and marketing experts have not just developed a health program, but an all-encompassing approach to wellness.

A focus on “eating and satisfaction” rather than dieting and deprivation is what makes this program unique. Emphasizing the positive such as



Here's the Balance:

Entrée - 600 Calories or Less

Deli - 500 Calories or Less

Grill - 500 Calories or Less

Breakfasts - 350 Calories or Less

Grab & Go Snacks - 200 Calories or Less

Prepared Fresh, In-house, Daily.

healthy choices in abundance makes it easier to stay on a healthy course. These views align everyday to FitPicks culinary commitments.

“Just in time” cooking methods are used to maintain quality and nutritional integrity. Using whole grains, fresh fruits and vegetables along with reducing the use of sodium, sugar, and saturated fat is the new standard. All food is cooked with heart healthy oils and trans fats are never used in the kitchens.

Local and seasonal ingredients will also be used to keep things fresh and exciting. FitPicks brought to you by Glendale Senior Dining helps Rockingham County make the right pick.

FitPicks Recipe

SuperHero American Salad

Salad:

1/2 Cup of Quinoa, Dry
1 Tsp of Extra Virgin Olive Oil
1 Clove of Garlic
1/4 Cup Apricot, Dry
1 Cup of Water
1/8 Tsp of Salt
1/2 Cup of Cherry Tomatoes
1/4 Cup of Red Onion, Chopped
2 Tbs Toasted Almonds, Slivered
1/2 Cup of Spinach, Chopped
1 Boiled Egg
1 Avocado Sliced

Dressing:

1/4 Cup of Orange Juice
2 Tbs of Balsamic Vinegar
1 Tbs of Dijon Mustard
1 & 1/2 Tbs of Olive Oil
1/4 Tsp of Salt

1. Toast quinoa in a dry skillet over medium heat, stirring often, until it becomes aromatic and begins to crackle, about 5 minutes.
2. Transfer to a fine sieve, and rinse thoroughly.
3. Heat oil in a saucepan over medium heat; add minced garlic, and cook, until golden, about 1 minute.
4. Add rinsed quinoa, diced apricots, and continue cooking, stirring often until the quinoa has dried out, and turns a light golden color.
5. Add 1 cup of water, and the salt; bring to a boil. Reduce heat to medium-low, and simmer, uncovered until the quinoa is tender, and all liquid is absorbed. (About 15-18 minutes)
6. For the dressing whisk together all ingredients in a small mixing bowl.
7. Mix the quinoa salad together with the spinach, egg, avocado, and dressing.

Calories: 170 per Serving (12 oz)

Direct Deposit & Employee Self Service

If you are not already set up with direct deposit for payroll, and you are interested, please allow us to show you how easy it is through the Employee Self Service website (ESS).

Stop by Finance anytime and we will walk you through the process, or at least show you how to do it from home. It only takes a few minutes! We can even assist you over the phone if you're in front of a computer and have access to the internet.

You can also update your address, e-mail address, phone number and emergency contact information in ESS. Just call Leila at extension 9413.