

Macon County Social Services Board

May 19, 2021

Minutes

Call to Order

Patrick Betancourt called the regular meeting of the Macon County Social Services Board to order. Members in attendance were Lisa Leatherman, Anne Hyder, Evelyn Southard, Patrick Betancourt, Secretary to the Board, Page McCurry, HR Planner/Evaluator and Cathy Makinson, Business Officer designated to record minutes. Meeting location and time were changed to the Crawford Senior Center at 9:00am for the purpose of an appreciation breakfast for Senior Services staff and volunteers.

Minutes

Minutes were approved on motion of Anne Hyder and second by Lisa Leatherman.

Financials/Contracts

Business Officer, Cathy Makinson, updated the Board on the one-time LIEAP supplement to be processed by the end of May as that is the end of the state fiscal year. DSS is still awaiting reports that assist in the payment procedure. Cathy presented the Contract Log for FY '21-'22. Contract list was approved as amended, on the motion of Anne Hyder, second by Lisa Leatherman. No update on county proposed budget at this time. Financials were provided in the Board books.

Board Appointment

Lisa Leatherman's term is ending June 30, 2021. Lisa is the longest termed member with eight years due to a former Board member, Jeff King, moving out of county after his initial year. Lisa finished his term and was eligible to serve a full two terms, three years each. Motion was made to appoint Dale West as the new Board member by Anne Hyder, second by Evelyn Southard. Dale will begin serving in July 2021.

Internal Grievance Procedure

Patrick informed the Board that DSS had utilized Drake Maynard, formerly with Office of State Personnel, then renamed Office of State Human Resources, as a consultant in personnel matters. Drake had assisted us in the review and revision of our current DSS personnel policy. Drake was asked to review our Internal Grievance Procedure which details the steps for employee to take if they do not agree with a disciplinary action. Board adopted the Procedure on the motion of Anne Hyder, second by Lisa Leatherman. The Procedure will be included in the larger personnel policy for the Department.

Audit Update

Patrick updated the Board on the FY 2021 Economic Services and Financial Audits to date and their results. Audits included: Case and Procedural Error Rate (CAPER), Child Care Subsidy, DHHS Fiscal, Food and Nutrition Services (FNS) and Energy Assistance (EA) Management Evaluation (ME), Recipient Eligibility Determination Audit (REDA), Special Assistance (SA).

Cherokee County CVA Update

Patrick reported that prior to last week's verdict, there is still ongoing conflict of interest cases which all the counties surrounding Cherokee County had to manage. With 50% vacancy in social work, DSS cannot continue accepting these referrals. Currently the social workers are carrying 40 cases which is 25 over the recommended caseload and there are 78 children in custody. Patrick stated he had been on a conference call with the other western county directors and the state office. On the call, Patrick suggested that Cherokee handle their own cases and have a state representative audit the cases to make sure correct process is followed. There will be a follow-up call in the near future.

Gallagher Compensation Study Update

Gallagher reported that they had received surveys from 15 comparative organizations/agencies of the benchmark positions and analyzed the market average of these. The salaries of these benchmark positions are approximately 10% below market while the ranges of these benchmark positions are approximately 4.5% below market. The hope is that the county will adjust the ranges to negate the market differentials. The county commissioners have set aside a specific amount to address the problem and will factor this amount into next year’s budget. It was decided to delay any COLA as they want to use that amount to apply towards the solution of how to address the compensation shortfall.

Personnel Update

Page informed the Board of several resignations including Richard Cole, Adult Medicaid, John Jarvis, Foster Care worker, Sherre Dean, CPS social worker, Amanda Nicholson, Adult Day director and Angela Carpenter, processing assistant at Senior Services. Page noted that DSS has seen a 19.48% turnover rate within this fiscal year. Page continues to look for every opportunity to recruit qualified applicants.

Closed Session

No closed session this month. Anne Hyder made motion to adjourn, Evelyn Southard, seconded.

Next Meeting

Next meeting is scheduled on Wednesday, June 16th, 2021, at 8:30am at the Human Services Building.

APPROVED BY:

Chairman | Date

Secretary | Date