

Macon County Social Services Board

June 16, 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. Before formal meeting, Patrick took time to recognize Lisa Leatherman's tenure on the DSS Board of eight years, including mention of a letter he had sent to her Duke Director, expounding on what a great representative she has been on the Board, serving our community and our agency.

Minutes

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

Financials/Contracts

Business Officer, Cathy Makinson, reported to the Board that the FY 21-22 Budget had passed and included a 2% COLA for employees. After reviewing the County Manager's approved budget, it was found that several areas were reduced again this year in administrative areas such as office supplies, etc. The meal contracts for both hospitals have been received and are being finalized. DSS did not experience the difficulty it had in the past of reaching the correct person for completion and signatures on those contracts. Financials were provided in the Board books.

Gallagher Compensation Study Update

Gallagher is looking at several key areas including salary, salary range as it relates to the market, especially on the lower salary scale versus the higher salaried employees. The media has had several articles and some incorrect information has been reported including a 9% increase across the board to all employees. Concern has been expressed that in the past, the county never fully implemented pay study recommendations but there is optimism due to the large sum set aside to address the issue and get salaries closer to the market rate. Patrick noted he is not sure as to how the county will proceed with the decision band method of classification.

Cherokee County CVA Update

Patrick reported he had received information that the Clay County Commissioners had sent a letter to Cherokee County saying it would no longer assist in CVA cases, however that has not been confirmed. Macon County has not received any recent requests from Cherokee County. However, based on current vacancies in child welfare, Macon County remains unable to assist. Macon continues to have one on-going In-Home case in Cherokee County.

Personnel Update

Page reported to the Board that there were two recent resignations including Josh Hickman in Intake and Hannah Anderson in Family and Children's Medicaid, and one retirement of Mark Whitman in Intake. This gave an opportunity to re-evaluate the Intake positions. It was decided to change three of the positions to IMC I instead of IMC II, primarily because they do not carry a caseload and process applications and one of the four Intake positions had already been reallocated to Medicaid. The two remaining Intake workers were given the option to transfer as IMC II to processing or stay in Intake which would mean a reduction in grade and salary. DSS and Senior Services continue to have five vacancies. Page also made the Board aware that two Social Work positions, one in CPS and one in Foster Care will be onboarding on June 21st, along with the new Clerical employee at Senior Services, Leah Hardy. A new DSS Clerical worker, Amanda Montoya began on June 7th. We are currently contracting

with David Smith, the former CPS Supervisor, to assist Child Welfare due to vacancies. He will work through the summer minimally until he continues his education in the fall.

Closed Session

Anne Hyder made a motion to go into Closed Session to discuss case information as allowed Under G.S. 143-318.11. Lisa Leatherman seconded, and motion carried.

Next Meeting

Next meeting is scheduled at a new day and time, Thursday, July 22, 2021 at 9am at the Human Services Building.

APPROVED BY:

Chairman/Date

Secretary/Date