

Macon County Social Services Board

June 16, 2022

Minutes

Call to Order

Patrick Betancourt called the regular meeting of the Macon County Social Services Board to order. Members attending were Anne Hyder, Evelyn Southard, Page McCurry/HR, Patrick Betancourt, Secretary to the Board, and Cathy Makinson, Business Officer designated to record minutes. Dale West had sent regrets.

Agenda was approved on motion of Evelyn Southard and second by Anne Hyder, with one revision, striking out Senior Services Employee Appreciation and adding under other, the meeting schedule for next year to be considered then deferred to next month's meeting since Dale was not present.

Minutes

Minutes were approved on motion of Anne Hyder and second by Evelyn Southard with one correction of next meeting date.

Financials

Budget Officer, Cathy Makinson, informed the Board that the county budget for FY 22-23 had passed with a 3% COLA and a step increase to continue the changes made through last year's pay plan adjustments. Initial county audit has been completed with expected follow up in July. State fiscal monitoring is scheduled for next week. Patrick explained a couple upcoming paybacks. One is in childcare on how eligibility was determined for approximately \$3,000. Second payback is in Medicaid as a result of the REDA audit that took place over 10 months. That payback is anticipated to be approximately \$4,000 and has a correction action plan in place. Patrick also expressed disappointment in not having two training positions approved in the county budget for next year that he had requested. Monthly financials provided in board books.

Education Incentive Proposal

Patrick mentioned that the current turnover rate for the year is 25% which is the highest since he became Director. There has been much discussion around what we can do to recruit and retain qualified staff. He and Page surveyed social work staff on current student loan debt, referenced in attachment A. The plan was submitted to County Admin to use TANF electing cash to give an education credit of \$100/month if a social worker has been here at least one year as long as we have available funds. The employee must not be under any disciplinary action and is available as long as they are employed. The benefit is to be paid monthly and not annually. It is hoped this might encourage other non-degreed staff to pursue furthering their education but it only benefits those seeking degrees that are applicable to social work positions. The Board was totally supportive of this proposal and thought it was very creative.

Personnel Updates/Turnover Rate

Page provided an update to the Board on the resignation by Miriam Williams, foster care social worker and the retirement celebration for Lisa Hilliard tomorrow. New hires include Sergio Falconi, Adult Services Supervisor, Marce Lacouture, activities director at Senior Services and the transfer of Michaela Brooks from Senior Services to CPS social work. Page also shared media ads she has been creating and utilizing to recruit new staff. Updated org charts are in the board books along with the turnover rate graph.

Other

Patrick informed the Board of a change effective in October in Medicaid funding. NC has to modify how they claim administrative overhead for Medicaid caseworkers as the state is out of compliance. He is

expecting more information from the state has to how the changes will be applied and approximate decrease in Medicaid revenues.

Closed Session

No Closed Session this month.

Next Meeting

Next Meeting is scheduled on Thursday, July 21, 2022, in the Admin Conference Room. Motion to adjourn made by Evelyn Southard, second by Anne Hyder.

APPROVED BY:

Chairman/Date

Secretary/Date