

Macon County Social Services Board

February 17, 2021

Minutes

Call to Order

Patrick Betancourt called the regular meeting of the Macon County Social Services Board to order. Members attending via ZOOM were: Evelyn Southard and Anne Hyder. Meeting in person were Lisa Leatherman. Patrick Betancourt, Secretary to the Board, Page McCurry, HR Planner/Evaluator and Cathy Makinson, Business Officer designated to record minutes, connecting with Board members through the ZOOM virtual platform.

Minutes

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

Financials/Gallagher Compensation Study

Business Officer, Cathy Makinson, updated the Board on the Energy Programs. Discussion then took place in regards to the County Budget. County reported a \$1.7 million overage in tax revenues. Focus will be on school capital projects. County also is funding a compensation study with Gallagher who is our insurance administrator. It is a three-part study to assist Macon County in market equitability including their benefit package. Usually the first phase is reviewing job descriptions and classification with the second phase looking at the compensation package to determine if it meets county goals. Due to the quick turnaround requested by the county, Gallagher is going to switch those two phases. County is requesting the compensation evaluation be completed by mid-May so they can incorporate the changes in FY 21-22. Once that is completed, if the second phase requires some adjustments due to reclassifications, etc., they will adjust within the budget year. The third phase is an overview of the county as it relates to the job market across the region. County manager is forwarding the prior pay study completed by Springstead to assist with some of the data, however that study only funded 94% of the overall recommendation. Patrick will continue to apprise the Board of the study. Cathy reported the budget is due Friday, March 12th. Therefore, the Board will not be able to take a formal vote on it until the following week. She mentioned it will include three retirements of employees, each with approximately 30 years' experience.

New Social Work Supervisor Position

The request was approved by the County Commissioners at their February meeting and will be effective immediately. DSS plans to post the job opportunity internally to see if there are any qualified staff interested.

Personnel Updates

Personnel updates include an updated Organizational Chart for review. Chart reflects some restructuring with the new SW Supervisor and also the change to transfer supervision of the Computer Tech from Patrick to Page.

COVID Update

Page updated the Board on Covid 19 employee and operations impacts including number of positive DSS cases, organizational use of EPSL and E-FMLA, loss of productivity, teleworking and turnover, handout attached. Page also spoke about the Leadership response, what information is provided to staff as positive cases are identified and the use of the disinfectant sprayer.

Board Member Selection Discussion

Patrick provided the list of recommended candidates and Board made decision on their top three choices to reach out to and then proposed bringing the responses back to the March Board meeting for continued discussion.

Closed Session

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

Next Meeting

Next meeting is scheduled on Wednesday, March 17th, 2021, at 8:30am in the Administrative Conference Room at the Human Services Building.

APPROVED BY:

Chairman | Date

Secretary | Date