



## **Macon County Social Services Board**

Friday, August 16, 2024

Regular Meeting Minutes

### **Welcome/Call to Order**

Patrick Betancourt called the regular meeting of the Macon County Social Services Board to order. Members in attendance included Cara Smith, Mike Williams, Patrick Betancourt (Executive Officer and Secretary to the Board), Beneth Aiken, and Lynne Kurimay. Members not in attendance were Anne Hyder and Amy Sanderfur due to an excused absences.

### **Proposed Agenda**

Proposed Agenda was approved on motion of Mike Williams and seconded by Cara Smith.

### **Minutes**

July minutes were approved on motion of Cara Smith and second by Mike Williams.

### **Fiscal/Budget Update**

Patrick and Lynne reported briefly on the continued transition from Amy Sanderfur to Lynne Kurimay as Amy's last day will be on September 20, 2024. Mike Williams inquired about a retirement celebration and Patrick let the Board know that notice of the occasion would be provided to all Board members. Lynne Kurimay reported on the Social Services Institute (SSI) training that she recently attended. She also shared some of her personal and professional background experience. Patrick expressed his ongoing appreciation for County Administration understanding the importance of allowing the overlap in Amy and Lynne's positions to ensure a smooth transition while training is being completed. Patrick added that in the next few years there will be multiple members of leadership that will be eligible to retire and assured the board that succession planning is of utmost importance. Patrick stated that we are on track to be able to present to the Board the close out information for the fiscal year. Patrick and Lynne gave an update on Adoption Incentive dollars. These are federal monies given to state jurisdictions to help support certain types of Adoptions. He explained how those dollars are allocated and the parameters in which they can be used.

### **Follow up to Email Re: Pay Study**

Patrick reported to the Board that the Compensation Committee, which is comprised of all county department heads, held a meeting to discuss the pay study that the county invested in several years ago. He stated that there was discussion of what non-fiscal strategies could be implemented in order to attract quality employees and increase retention of current employees. He stated that, at this time, the County is unlikely to request another pay study to be completed before 2026. There was discussion of flexible work schedules and work from home positions. However, salaries appear to be the main reason that we are losing employees. Mike Williams requested salary grade structure to be shared with the board for review and Patrick agreed to send that to all board members via email this week.

### **Personnel Update/Agency Exits Data**


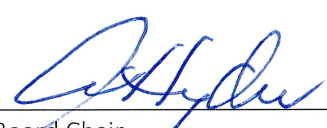
Beneth Aiken shared personnel updates. There was one departure from the agency, Brenda Checefsky who was in Intake. There were four promotions within the agency: Lynne Kurimay to Administrative Officer II, Hannah Strum to Social Worker III in Adult Services, Kayla Hardy to Administrative Assistant II, and Sam Sterrett to Social Worker IA/T. There was one transfer within the agency, Melissa Moore to Food

and Nutrition. The agency welcomed four new employees: Britany Welch, Nicole Mason Rodriguez, and Rebecca Tallent joined the Medicaid unit. Claire Lathers joined the Child Protective Services Unit. There were no personnel changes at Senior Services.

Patrick added that DHHS announced that they have awarded the Child & Family Specialty Plan statewide contract to Blue Cross and Blue Shield to include the mental and behavioral health fields along with physical health to children and families involved with the child welfare system. He shared his concerns and the effect that this decision could have on the families that we serve given our close working relationship with Vaya Health. The upcoming board meeting schedule was also reviewed. The next meeting remains as scheduled, Friday, September 20, 2024 at 10:00 am.

There was no closed session.

A motion to close was made by Mike Williams, seconded by Cara Smith. Meeting adjourned.

APPROVED BY:  Sept. 20, 2024  9/20/24  
Executive Officer/Secretary Date Board Chair Date