

The Accomack County Board of Social Services met at its facility on Tuesday, April 16, 2019, at 9:30 A.M. Vice-Chairman Reneta Major assumed the role of Chairman as she had received a telephone call from Chairman Laura B. Gordy's niece, Mrs. Billie D. Dennis, who stated she had taken Ms. Gordy to Riverside Emergency Room for some testing. Ms. Major asked the Board to keep Ms. Gordy in their thoughts and prayers. Present were Ms. Reneta Major; Mr. Robert Martin; Mrs. Elsie Mackie; Mr. Robert Crockett; Mr. John Sparkman; and Mrs. Vicki J. Weakley, Secretary. Ms. Major gave the Invocation.

Ms. Major proceeded to **Item 3 – Approve Minutes of March 19, 2019**. On motion by Mr. Crockett, seconded by Mrs. Mackie, the Minutes were approved as written.

Ms. Major continued to **Item 4 – Fraud Report**. Mr. Sparkman stated our Fraud Investigator Frances Bailey had gone back to 1985. Mrs. Weakley stated she was sure the clients who owed the money were surprised.

Ms. Major proceeded to **Item 5 – Director's Report**. Mrs. Weakley stated she had attended the Members Helping Members Board meeting; our Agency had a Quarterly Staff meeting; the VLSSE (Virginia League of Social Services Executives) Board meeting in Bedford County; a Supervisors' meeting; a meeting relative to revising the ACDSS Orientation Manual; and a CPMT (Community Policy and Management Team) meeting.

Ms. Major continued to **Item 6 – April is Administrative Support Month**. Mrs. Weakley stated this group would be doing the same as benefit and services units. Our Agency would be paying for them to go out for lunch.

Ms. Major proceeded to **Item 7 – Child Abuse and Prevention Month**. Mrs. Weakley stated we had put pinwheels out front and the Board Members were given lapel pins. We also had a sign made for Prevention Month. At the end of the month we will be taking it down and storing it for use next year. Ms. Major encouraged the Board Members to wear their lapel pins as there is so much child abuse occurring today.

Ms. Major continued to **Item 8 – Update on Medicaid Renewals**. Mrs. Weakley stated as of that morning the State had informed us we had 5 over dues and all five were computer issues that did not bridge between the State and Medicaid systems. It has taken us a week to determine the five cases as the computer system was not co-operating. By the end of the day the bridge issue would be resolved and we would be down to zero. We are actually working a month ahead and the goal is to be two months ahead. We are in a good place and the Eastern Regional Specialist cancelled her meeting to come to our Agency. Ms. Major stated kudos to staff and Mrs. Weakley.

Ms. Major proceeded to **Item 9 – Update on APS Abuse Types**. Mrs. Weakley stated at the March 16<sup>th</sup> meeting Mr. Crockett had asked about the numbers. She further stated she cannot look at the numbers from last year as they switched the computer system. However, a request has been made to the State to get the numbers. Mrs. Weakley stated so far in 2019 we have had 102 complaints, 42 of which were last month. Mrs. Weakley stated that figure was more than Northampton County DSS had all year. Ms. Major stated that was correct. Mrs. Weakley stated they had not figured out why it spiked so high last month. Workers have 45 days to complete the cases so they have not been completed, and those 42 are not included in the numbers. Twenty-six cases were determined to be self-neglect and 13 were neglected, mostly by relatives. As soon as the State pulls the numbers from last year, she stated she would give

the information to the Board. She just wanted to let everyone know how we stand at the present time.

Ms. Major continued to **Item 10 – FPM (Family Partnership Meeting)**. Mrs. Weakley stated the Board received a copy of the Award Letter. We had three family partnership meetings and earned \$900 which will be put back into providing services and doing more partnership meetings.

Ms. Major proceeded to **Item 11 – DMV Guidelines**. Mrs. Weakley said the State previously had DMV Guidelines that stated if a worker had points on his/her driving record they could not drive an agency vehicle and not be considered for hire. The State determined this policy was creating issues in hiring good employees. Mrs. Weakley stated if a worker had a ticket he/she could not drive an agency vehicle. If the worker was in Services, that would mean he/she could not do the job. Employees can take the DMV course to recover their points quicker. The State requested each Director compose a plan. They gave a couple of examples. She adopted one of the plans. In that plan it states the worker has to have a valid Virginia driver's license; however, we have folks working at ACDSS who live in Maryland. She left out that requirement. The rest of it falls in line with the State recommendations. She wanted to bring it to the Board and get it approved.

Mr. Sparkman inquired if a worker received two moving violations in the past 12 months, did that mean you would be terminated? Mrs. Weakley stated it would depend on the specific situation. For example, if you have two speeding tickets, that would be six points on your driving record. You could take the defensive driving class, which is done once a month at ESCC, and you would receive five points on your record. You would then be down to negative one. Mrs. Weakley stated for benefits and the clerical units, it isn't as important as service workers who have to be on the road on a daily basis. The other workers would not be allowed to drive to the post office or training; i.e., they would have to drive their personal cars. A CPS worker has to drive around children as well as parents and we cannot have someone who has a reckless driving record carrying our clients around. This would also put our agency at risk of being sued. If that worker were to drive one of our vehicles and have an accident, the first thing said in court would be "that person should not have been allowed to drive an agency vehicle, because you knew they had a poor driving record."

On motion by Mr. Crockett, seconded by Mr. Sparkman, the Board adopted the DMV plan selected by Mrs. Weakley. The motion carried.

Ms. Major continued to **Item 12 – Comp Plan**. Mrs. Weakley stated it has not changed any from the previous year, except for the Governor's pending signature for the 3% raise that we anticipate becoming effective July 1, 2019. On motion by Mr. Crockett, seconded by Mr. Sparkman, the Comp Plan was approved as written. The motion carried.

Ms. Major proceeded to **Item 13 – Board Training**. Mrs. Weakley stated our Eastern Regional Director JoAnn Wilson-Harfst has offered to do Board training again this year for new Board Members. Since we did not have any new members Mrs. Weakley inquired what our Board wanted to do; i.e., attend or not attend. This year it will be on June 13<sup>th</sup> in Suffolk and on October 31<sup>st</sup> at the Regional Office. The Board did not feel the need to attend. Ms. Major stated if anyone changed their mind they should contact Mrs. Weakley.

Ms. Major continued to **Item 14 – Updates to Board Manual**. Mrs. Weakley stated the Board had inquired about the updates. She explained some broken links in the electronic version were repaired and some items were moved to a different

location in the manual. She further stated they have now made it possible for the Commissioner of DSS to go into any agency he deems necessary and take over foster care. There will be five new people being employed at the State level, who would go in and take over foster care units that are not complying with policy. Also, the authority would be given to terminate any employees the Commissioner wishes to terminate. Currently this is solely being done for foster care; however, she believes there is a possibility it might be expanded.

Mrs. Weakley continued by stating they added a note from the Commissioner into the Mission and Vision Statement which was previously not in the Manual. They also have a list of expectations for new board members. She did not see anything different in the wording. She just believes the wording was previously not in the Manual. Mrs. Weakley also stated another statement had been added that local board members may be removed from the board by the entity which nominated the member or by the State Board. The piece about the State Board was not previously in the Manual. They have also added a chapter to include rules of local government, board, directors and other staff. A lot of localities acted as if social services had nothing to do with them. Mrs. Weakley stated this has not been the way she had felt since becoming Director. The intent in these changes is to make it clear there is a connection with local Government and they have some oversight over social services.

Mrs. Weakley stated there was more information about the local budget process in Chapter 5. We submit the budget to the State and County and go through the approval process. She stated the Board could access all the details in Chapter 5.

Mrs. Weakley further stated the Manual also includes the hiring process for directors and that included the new EPPE she gave our Board. The other item was they removed the history of social service programs.

Mrs. Weakley stated they also added an appendix stating they want the chairman of the board to sign off on all authorities the board gives directors; however, she stated she would discuss that at the July meeting.

Mr. Crockett stated he had one comment from observation of what changes have been made. The changes made by the State are putting the blame on locals. Are there any changes on the State level that look like they were putting it on themselves? Mrs. Weakley stated she couldn't say it was putting blame on them. Mr. Crockett stated it was not going to happen. Mrs. Weakley stated when the Rockbridge incident occurred, there was a lot of discussion that the State did not have enough authority to step in and correct things. There were several agencies they reviewed, and determined they had "fatal errors". Although those directors stated "you have no authority over me and we are not going to do what you asked of us." Mr. Crockett inquired whether the State contacted the local board. Mrs. Weakley stated she did not know. Mr. Crockett said the State should have followed up. Mrs. Weakley stated the new policies say the state can come in and make changes and the Commissioner has the right to terminate employees.

Mrs. Weakley stated they are looking to possibly change state supervised locally administered status, we currently operate under. There are nine states that actually do it this way. North Carolina is one of those states, however, it is changing to a totally state supervised system. Ms. Major inquired how that would look. Mrs. Weakley said she did not know. Mr. Crockett stated if that occurred there would be no local control just a total state operation. Mrs. Weakley further stated they are currently just discussing it and looking at the nine states doing it now, as well as looking at other states.

The State is looking at a “Dash Board” that will release our statistics to the general public. There have been concerns over the information being released. Mrs. Weakley stated we don’t do evaluations on volunteers, interns or emergency workers who have part-time positions. The State kept telling us only 80% of our staff currently had evaluations. We knew our permanent employees had up-to-date evaluations; however, they kept including interns and part-time employees in the statistics. It took several months to get that piece straight.

Mrs. Weakley stated there are currently some issues with VaCMS which is the computer system used by the benefit workers. They are doing studies and they realize they have on average 115 minutes of latency time; i.e., 115 minutes per day, per worker, when they are just sitting and watching the computer buffering in order to get to the next screen. Then, it is said workers are not being efficient with their time. How efficient can a worker be while wasting two hours per day watching the computer buffer? She further stated at the last State meeting she attended they had an IT person present, who stated at the State Central Office they have a bank of computers which are to tell them when the system goes down. However, people in local agencies say the system is down but the State says they are up and running. So the 115 minutes of downtime may actually be a conservative number.

Ms. Major proceeded to **Item 15 – Financial Statement – Shirley Harmon – Administrative Office Manager**. Ms. Harmon stated for the month of March our Total Expenditures were \$332,315.94. Our Year-To-Date Total Local Adjustment was \$440,916.82 and our Total Local Balance to Date is \$375,382.18. Mr. Crockett stated we have used 71% of the budget and on budget we would have used 83%. It appears we are in good shape.

On motion by Mr. Crockett, seconded by Mr. Sparkman, the Board went into Closed Session for the purpose of discussing Director’s Consult (Other), as permitted by the Code of Virginia, Section 2.2.3712.

On motion by Mr. Crockett, seconded by Robert Martin, Mr. Crockett stated everything discussed in Closed Session was the reason why they went into Closed Session (Mr. Martin – yes; Ms. Mackie – yes; Mr. Crockett – yes; Mr. Sparkman – yes; Ms. Major – yes).

The next regular meeting is scheduled for Tuesday, May 21, 2019, at 9:30 A.M.

The meeting was adjourned at 10:15 A.M.

APPROVED: **C. Reneta Major** \_\_\_\_\_

ATTEST: **Vicki J. Weakley** \_\_\_\_\_