

**DSS BOARD
STOKES COUNTY GOVERNMENT
DANBURY, NORTH CAROLINA
TUESDAY JANUARY 22, 2019**

Chairman Ronnie Mendenhall
Vice Chairman Andy Nickelston
Board Member Rick Morris
Board Member Jimmy Walker

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APPROVAL OF AGENDA

Chairman Mendenhall entertained a motion to amend the January 22nd Agenda.

Assistant County Manager/Clerk to the Board Shannon Shaver commented:

- DSS Director Stacey Elmes contacted me on Friday afternoon and needed to add some things to the agenda.
- The agenda had already gone out.
- As many of you know Stacey was very busy during the most recent storm in which an Emergency Shelter was opened.
- She did not have the time needed to work on the items for the meeting and would like to add those to the agenda.

DSS Director Stacey Elmes commented:

- I would like to just provide some information on Foster Care, Organizational Structure, and M.O.E.
- There were some questions about some of these items at the last meeting.

Board Member Walker moved to approve the amended January 22nd Agenda with the addition of the requested items.

Vice Chairman Nickelston seconded the motion.

Chairman Mendenhall opened the floor for discussion.

With no further discussion, the amended January 22nd Agenda was approved 4-0.

PUBLIC COMMENTS

Chairman Mendenhall noted there were no individuals signed up for public comments.

INFORMATION

Chairman Mendenhall turned the floor over to DSS Director Stacey Elmes.

DSS Director Stacey Elmes presented the following information to the Board:

DSS Dashboard

Chairman Mendenhall turned the floor over to DSS Director Stacey Elmes.

DSS Director Stacey Elmes provided the following information to the Board:

Stokes County DSS Dashboard 2018				
	October	November	December	Total
ADULT SOCIAL WORK SERVICES				
Guardianship Cases	29	30	31	
New APS Reports Received	11	8	11	30
APS Reports Accepted	6	5	8	19
Investigations Initiated Timely [Goal 95%]	100%	100%	100%	
Outreach Visits	3	3	3	9
In Home Aide Programs/Family Caregiver	39	39	36	
Community Alternatives Program (CAP/DA)	77	77	78	
Representative Payee	14	14	14	
SA - In-Home	66	66	66	
Placement	0	0	0	
Adult Care Homes Monitored	2	5	3	
Total Requests for CIP	24	74	84	182
CIP Expenditures	\$3,343	\$9,105	\$23,693	\$36,141
Total Requests for LIEAP	0	0	261	261
LIEAP Expenditures	\$0	\$0	\$40,900	\$40,900
Unclaimed Bodies	0	0	0	0
Staff Hours Spent at Shelters	0	0	43	43
CHILD CARE SUBSIDY				
Children Receiving Services	267	253	187	
Expenditures	\$82,815	\$86,526	\$87,505	\$256,846
Waiting List	204	214 (130)	214	
CHILD PROTECTIVE SERVICES				
CPS Reports Received	57	48	34	139
CPS Reports Accepted	25	22	17	64
Children Opened	52	52	37	141
Open Reports	38	38	36	
Open Case Management	25	15	16	
Courtesy Requests	6	8	2	16
Substance Affected Infants Reported to DSS	2	0	0	2
Substance Affected Infants Accepted for Inv.	2	0	0	2
Reports Initiated Timely [Goal 95%]	97%	100%	100%	

Reports Completed Timely [Goal 75%]	61%	64%	59%	
Children Remaining at Home [Goal 95%]	88%	99%	86%	
CHILD SUPPORT				
Number of Children Served	1,331	1,346	1,356	
Total Collections	\$219,954	\$206,475	\$202,416	\$628,841
Paternities Established	28	4	11	41
New Court Orders	5	6	16	27
FISHING LICENSE WAIVERS				
Fishing License Waivers	0	1		
FOOD & NUTRITION SERVICES				
Total Households	2,618	2,522	2,455	
Total Individuals	5,474	5,256	5,075	
Report Card (App. Timeliness) [Goal: 95%]	98%	98%	99%	
Report Card (Recert. Timeliness) [Goal: 95%]	99%	99%	unavailable	
Benefits Distributed	\$583,633	\$557,569	\$535,449	\$1,676,651
	October	November	December	Total
FOSTER CARE				
Children Entering Care	6	1	5	12
Total Children in Care	94	83	86	
Children Discharged	5	12	2	19
Children in Care Over 1 Year	35	33	33	
% Receiving a Monthly Visit [Goal 100%]	100%	100%	unavailable	
% Visited in the Home [Goal > 90%]	89%	85%	unavailable	
Foster Care 18-21	10	10	10	
Monitoring of Children No Longer in Custody	5	14	unavailable	
Licensed Foster Homes	19	19	19	
Sanctioned Homes	12	10	9	31
# of Individuals/Families Receiving Training	47/31	53/34	23/13	
Recruitment Events Held	0	0	0	0
Foster Care Costs (county/state/fed)	\$59,425	\$63,218	\$65,706	\$188,349
Children Open for LINKS	75	75	75	
Adoptions Completed	2	0	2	4
Adoption Assistance Cases	151	156	156	
Adoption Assistance Costs (fed & state)	\$18,145	\$7,989	\$25,934	\$52,068
MEDICAID [ADULT, FAMILY & CHILDREN'S]				
# of Cases	7,075	6,735	7,066	
Report Card (Timeliness) [Goal: 85%]	97%	98%	97%	
Public Assistance Hearings (All Areas)	8	5	4	

MEDICAID TRANSPORTATION				
Clients Served	397	366	378	
Trips Provided	1,788	1,646	1,582	5.016
Monthly Cost	\$63,239.99	\$60,752	\$47,598.88	\$171,590.55
PROGRAM INTEGRITY				
New Claims Established	\$ 2,719	\$5,367	\$489	\$8,575
\$Total Collections	\$4,563	unavailable	\$3,909	\$8,472
Retained in County	\$526	unavailable	unavailable	\$526
SPECIAL ASSISTANCE				
# of Special Assistance Cases	117	115	121	
Benefits Distributed	\$48,588	\$47,656	\$50,933	\$147,177
SA/MH LIAISON				
Number of Referrals during the Month	7	0	5	
Open Cases at end of Month	37	32	37	
VACANCIES				
Social Work	0	0	1	
Clerical/Income Maintenance/Child Support	2	2	2	
WORK FIRST				
Total Work First Cases	unavailable	unavailable	unavailable	
Number of Child Only Cases	unavailable	unavailable	unavailable	
Employment Cases	unavailable	unavailable	unavailable	
Referrals for Drug Testing	0	0	0	
Applicants Testing Positive	0	0	0	
Benefits Distributed	unavailable	unavailable	unavailable	
OTHER				
Walk-In Traffic	1,108	1,031	1,191	3,330

Chairman Mendenhall opened the floor for discussion/questions/comments.

Board Member Morris commented:

- The last time we met you were fully staffed.
- I wondered how long that would last.
- Do you know why the Foster Care worker and Adult Medicaid worker left?

DSS Director Stacey Elmes responded:

- The Foster Care workers get pretty burned out.
- This worker has left NC to move back closer to her family.
- The Adult Medicaid position is open due the worker took a position in the Register of Deeds office.

- Staying fully staffed is a challenge.

Board Member Walker commented:

- I am encouraged that you are not saying they are leaving for more money which has been a challenge in the past.
- I know you struggle with staffing.
- I am in full support of you and your staff.
- I appreciate the hard work you continue to put in.

Vice Chairman Nickelston commented:

- Do you have any applicants for these positions?
- Your December walk in numbers have increased?
- Is that good or bad?

DSS Director Stacey Elmes responded:

- We have some good applications for both.
- I am anxious to get those filled.
- December is the month in which LIEAP begins, so that month is always busier.

Stokes DSS Involvement with Cardinal Innovations -December 2018

Chairman Mendenhall turned the floor over to DSS Director Stacey Elmes.

DSS Director Stacey Elmes provided the following information to the Board:

December 12, 2018: Community Partners Meeting held at the Health Department that Cardinal staff facilitates.

December 18, 2018: Juvenile Crime Prevention Committee Meeting. DSS staff and Cardinal staff are committee members.

December 18, 2018: Community Collaborative Meeting. DSS staff and Cardinal staff are committee members.

DSS Director Stacey Elmes commented:

- This month is a little slim due to the holidays.

Chairman Mendenhall opened the floor for discussion/questions/comments.

There were no comments or questions from the Board.

Audits and Technical Assistance

Chairman Mendenhall turned the floor over to DSS Director Stacey Elmes.

DSS Director Stacey Elmes provided the following information to the Board:

FNS Quality Control Active Case Review Findings Report – August and September 2018

- 3 reviews completed.
- All were correct.

Chairman Mendenhall opened the floor for discussion/questions/comments.

There were no comments or questions from the Board.

Federal Government Shutdown Impacts

Chairman Mendenhall turned the floor over to DSS Director Stacey Elmes.

DSS Director Stacey Elmes provided the following information to the Board:

- On December 21, 2018 the federal government began a partial shutdown that impacts operations for several of our federal partnering agencies.
- This communication provides guidance to county departments of social services about the impact on the food and nutrition program.
- As a result of the federal shutdown, the USDA plans to issue February 2019 benefits early.
- Funds were loaded onto the EBT cards and available for use on January 20, 2019.
- Concerned about the budgeting for those that use this program as there will be no way to know when benefits may be available after this.
- We have been trying to prepare and asking for food donations to help those impacted by this.

Chairman Mendenhall opened the floor for discussion/questions/comments.

Vice Chairman Nickelston commented:

- I suppose this is what it is until the government can come to a decision on this.

Board Member Walker commented:

- What is your plan on dealing with this?
- I heard you say you are asking for donations.
- What are you thinking long term if this continues?

DSS Director Stacey Elmes responded:

- I am hoping our elected officials will do the right thing and bring this to a close.
- In the meantime food stamps is a federal program and without those dollars we cannot provide this service.
- The other issue is if we are not processing food stamp applications and benefits then what happens with our workers for this program.
- I am hoping this resolves itself.
- I am hoping the state will let us know by the first of February if we need to worry about March.
- We really do not have any options besides to wait and see what happens.

Board Member Walker continued:

- The state budget is pretty healthy as we have been told.
- Is there any chance of them helping out during this?

DSS Director Stacey Elmes responded:

- I do not see this happening.
- I wish that it would.

Board Member Walker continued:

- It is just not a good situation all the way around.

**Social Services Regional Supervision and Collaboration Working Group –
Stage Two Final Report**

Chairman Mendenhall turned the floor over to DSS Director Stacey Elmes.

DSS Director Stacey Elmes provided the following information to the Board:

- Some of the major focuses in this report are:
- Inter-County Collaboration
- Conflicts of Interest
- Proper training for staff
- Requiring Clerks of Court to give DSS at least a 10 day notice when they will be appointing them as guardian.
- This does not happen now.
- Many times it is the day of the hearing when DSS is notified.
- They would like NC Fast to be reexamined for Child Welfare and Adult Services.
- I am hugely in favor of that.
- Hopefully some of this legislation will be able to be put in place and be of help.

Chairman Mendenhall opened the floor for discussion/questions/comments.

Board Member Morris commented:

- What is the working group going to be doing?
- It sounds that they are not planning to use the work group for case management.

DSS Director Stacey Elmes responded:

- I believe the work group is finished.
- I am not sure where that date came from in there about the work group.
- Child Welfare went live in NC FAST today.
- I checked in with them earlier and they have taken one report in the system and it went fine.
- We will keep our fingers crossed that it goes well.
- That system is just nowhere near what it needs to be.

Board Member Morris continued:

- You are also talking about a whole different situation with case management than what you did today.
- Would you want to take a look down the road at a case management system if this does not work out?

DSS Director Stacey Elmes responded:

- That is correct.
- Today was just intake only.
- It will be at least a year or so to see how this is going to work.
- I would be willing to look at a system if this does not work out.

Board Member Morris continued:

- There is an awful lot of information here.
- I can't quite get my head around how long it would take the legislation to do all of this.

Board Member Walker commented:

- I don't like the idea of someone in Raleigh making all the decisions that affect you.
- I believe those who are in it on a daily basis know what they need.
- Some of this monitoring takes away from you being able to actually do your job.
- How many issues will affect you at the local level?
- What would be different about our department here in Stokes County if all of this is implemented?

DSS Director Stacey Elmes responded:

- All of the issues are important but certainly the ones I have been mentioning are the most important to us.
- The biggest outcome would be that our work should mirror the work of other counties.
- That is one thing this is supposed to do.

- At the present time if we were to receive a CPS on your daughter per say, we would call another county and ask them to take the report.
- They may turn us down and say they don't see it as a conflict of interest.
- They shouldn't be allowed to do that if we see it as a conflict of interest.
- The state will make the final decisions on changes received from the legislature.

Chairman Mendenhall commented:

- I want to go back for a second.
- We are on day 30 of the shutdown.
- Let's say you ask the state and county for help and neither are able to do so, what happens?

DSS Director Stacey Elmes responded:

- I don't think there will be much we can do once we have exhausted all of our resources.
- The issue will also come up with employees.
- We had to do that years ago and we took furlough days.
- The food stamp worker salaries are paid with half county funds and half federal funds.

Board Member Walker commented:

- I believe years ago we have offered for workers to go to other departments when they needed help.
- I believe we did this a few years back with DSS workers.

DSS Director Stacey Elmes responded:

- You are correct.
- Although the other workers were coming here.
- We have never had a surplus for our workers to go anywhere else.

Vice Chairman Nickelston commented:

- If the county were to cover those salaries would it be a possibility to recover this from the state once the shutdown is over?

Assistant County Manager / Clerk to the Board Shannon Shaver responded:

- I am not positive on that but I think it would be unlikely that they would reimburse us.
- Also I am sure if this continues that those workers in question would have plenty of work to catch up on such as scanning, and other things that get back logged when they are so busy.
- I would also think they could help other units as well.

DSS Director Stacey Elmes responded:

- We also have other ways to code their time other than food stamps.

Board Member Walker continued:

- I think if you see something like this is going to happen the sooner we know the better.
- We are better able to help if we know what is coming down the line.

Email

Chairman Mendenhall turned the floor over to DSS Director Stacey Elmes.

DSS Director Stacey Elmes provided the following information to the Board:

- Email received from one of the trainers with NC FAST praising our Social Workers.
- She commended them for their diligence in learning this new program.
- I wanted to share this to show that we do sometimes get words of encouragement.
- We don't get many but it is nice when we do.

Chairman Mendenhall opened the floor for discussion/questions/comments.

Vice Chairman Nickelston commented:

- This is true everywhere.
- No one usually reaches out to tell you what a good job you are doing but they certainly do not have a problem letting you know when they have a complaint.

Chairman Mendenhall commented:

- It is certainly always nice to get words of praise.

Board Member Walker commented:

- I have always known that we have good workers at DSS.
- As a matter of fact we have a lot of good employees.
- I hope you know that we appreciate and support you.

Foster Care, M.O.E. and Organizational Information

Chairman Mendenhall turned the floor over to DSS Director Stacey Elmes.

DSS Director Stacey Elmes provided the following information to the Board:

- At the last meeting Board Member Morris asked me about the list of Foster Care Workers.
- This is just a snapshot of their responsibilities which change daily.

Foster Care Responsibilities (21 to 23 working days to accomplish all work)

- Administrative paperwork determining funding eligibility, placement and accountability.
- Updating forms monthly to reflect payments for room and board, court hearing, PPAT and placement changes.
- Face to face mainly in the home with each foster child.

- Face to face contact with each parent working a case plan towards a goal.
- Monthly home visits with foster children and placement providers.
- Contact with at least two collaterals per month for each child.
- Child Planning Conferences or non-secure custody hearings.
- Developing case plans with parents within thirty days of child coming into custody. Monitor and update as needed. Must be updated every six months.
- Permanency Planning reviews one time per month lasting all day (paperwork). Have to occur within 60 days of a child coming in to a care, then in 90 days and then every 6 months.
- Child and family team meetings to develop and update case plans and then as needed. (This is best practice prior to moving a child.)
- Locating and/or assessing appropriate placement including:
 - Therapeutic placements
 - Kinship
 - Foster parents
 - Out of state placements
 - Group homes
- This involves paperwork, telephone calls and visits.
- Scheduling and supervising visitation. Includes siblings not placed together.
- Arranging community based services to support the children and their families.
- Collaborating with other community service providers to ensure continuity of services and prevent duplication of services.
- Coordinating with the different school systems. If a child moves to another school district, a meeting must be held between DSS and the school system to determine the best course of action for that child. We are currently paying (along with the school system) to transport children to a different school district than they live in to help ease the burden for the children.
- Responding to telephone calls, email, and snail mail (especially unexpected emergency calls)
- Scheduling any appointments needed for children and securing transportation to these appointments.
- Providing support for foster parents/placement providers dealing with behavior issues.
- Treatment team meetings once per month for children in therapeutic placements. These are almost always out of county where the child resides.
- Seeing child in the home within 7 days of every move.
- Pretrial hearings twice per month.
- Court twice per month and sometimes more. This usually lasts the majority of the day. (preparation for court and getting information to attorneys—this is a huge task)
- Ongoing discovery to attorneys (7-days prior to court)
- Coordinating and communicating with GALs.
- Thorough assessments of relatives, ongoing. (Interstate)
- Maintain case record and thorough documentation of case activities.

- Providing LINKS services to assist older youth in learning life skills to make a successful transition from foster care to living on their own.
- Monitor cases for other counties who have children placed in Stokes and report to them.
- Adoption paperwork/Adoption recruitment for children.
- Adoptive Home Studies
- If a child is being committed and a bed is being looked for, DSS is responsible for staying with the child 24/7 until a bed is secured. This has taken up to a week or longer.

Stokes County Department of Social Services

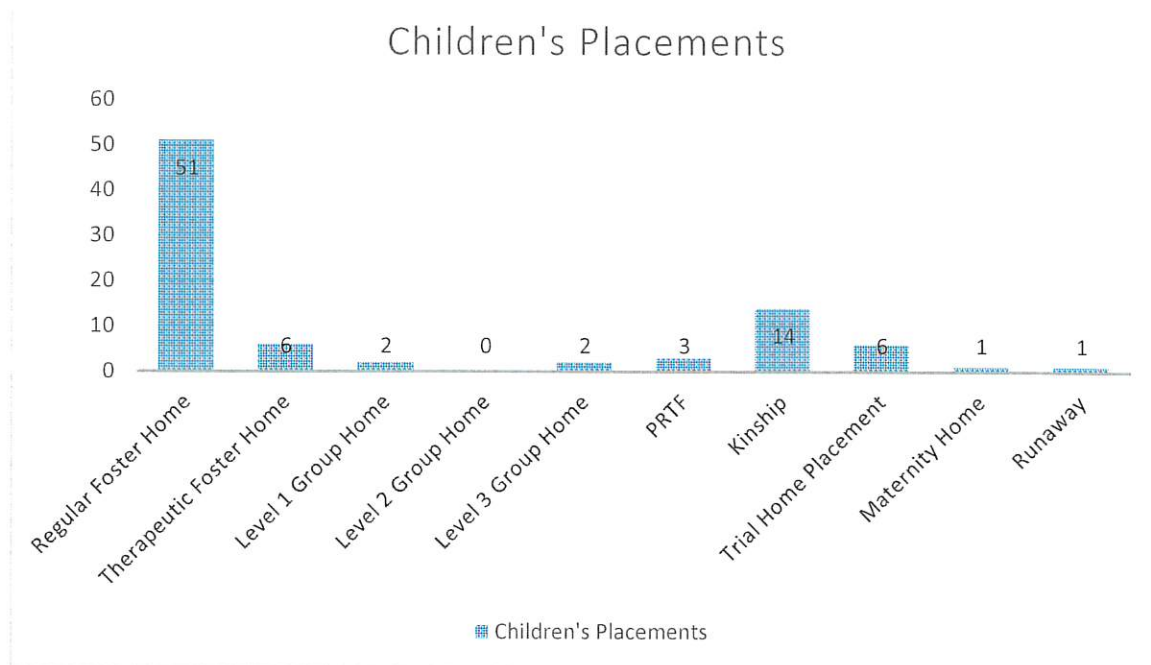
Children in Foster Care Data

How many children in care?

The department is linked to 107 children and young adults associated with foster care. The department has custody of 86 children of the 107. 10 of the 107 children's parents have been given custody of their children and are currently monitored for aftercare services. 11 of the 107 children are in the Extended Foster Care Program for young adult's ages 18-21 years old.

How many children in paid placements?

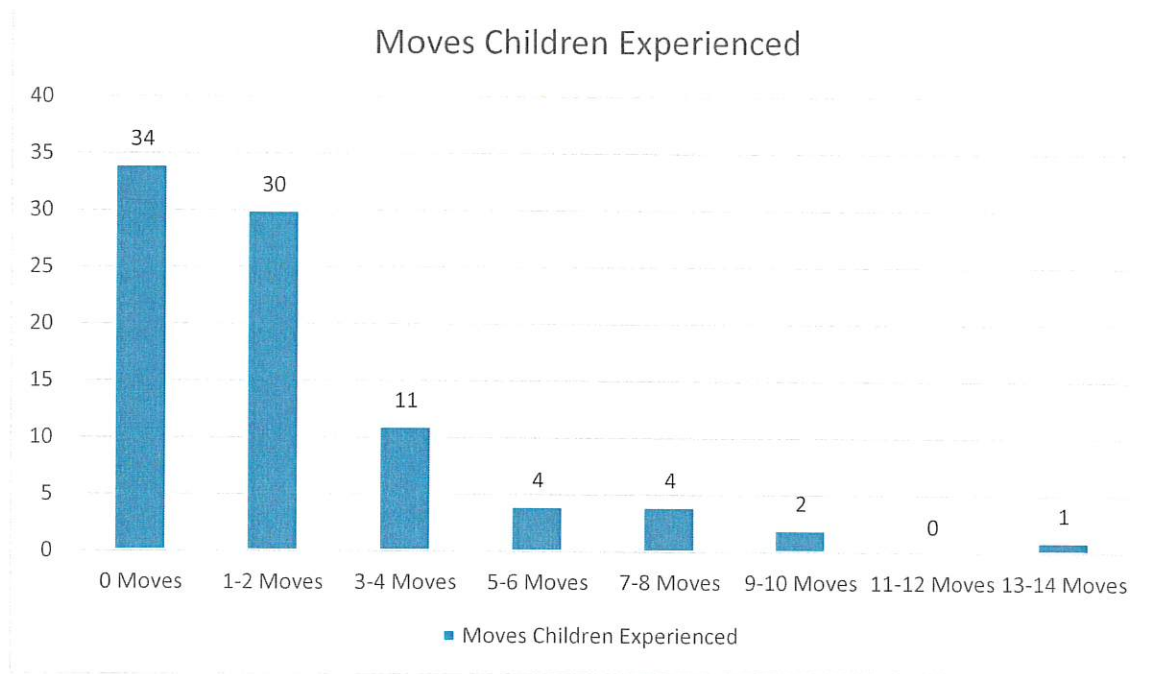
65 children are in paid placements ranging from regular foster care placements to Psychiatric Residential Treatment Facilities (PRTF). See below for placement details:



*This chart reflects children that are in the custody of the department. The chart excludes children the department is monitoring and young adults who are in the extended foster care program.

How many moves?

There have been 155 moves for the 86 children in the department's custody, which is an average of 1.80 moves per child. Children's moves in foster care are based on the needs of the child, therefore, the mentioned average doesn't capture why a child was moved. See below for a more detailed chart of how many children experienced moves based on categorization of moves e.g. 6 children experienced 1-2 moves.



*This chart reflects children that are in the custody of the department. The chart excludes children the department is monitoring and young adults who are in the extended foster care program.

How many kids in therapuetic foster care?

There are currently six children in Therapuetic Foster Care (TFC).

Was this their 1st, 2nd, 3rd, placement?

Of the six chilren in TFC, three have experienced two separate placements in TFC homes and three are currently in their first TFC placement.

How long was their TFC placement? Where did they go from there? Length of stay?

Of the six children in TFC, two have been in TFC placements for 6 months; one has been in TFC for eight months; one has been in TFC for 11 months; and one has been in TFC for seven months. All of the children have remained in TFC with the expception of one child who was hospitalized at Stragetic Behavioral Center and later discharged to another TFC home.

Time to permanency after their TFC?

At this time, the mentioned children still remain in TFC and continue to experience needs for TFC, which impacts permanency for the children.

Children that returned to TFC after their exit from TFC?

The current children in TFC have not been discharged to a lower level, therefore, none of the children have returned to TFC.

MAINTENANCE OF EFFORT FUNDING 2018-2019

Account #	Original Budget ('18-'19)	Revised or New Budget Amounts (approved 8/27/18) (\$\$ left over from '17-'18 MOE)	'18-'19 Final Budget Amounts	'18-'19 Monies Spent Through 9/30/18	'18-'19 Monies Spent Through 12/31/18	Projected to Spend By 6/30/19
100.5200.000 Monarch	\$156,259		\$156,259	\$39,064.74	\$78,129.48	\$156,259
111.5200.003 Insight Human Services	\$71,000		\$71,000	\$10,000.00	\$24,000.00	\$71,000
111.5200.004 NC 211	\$5,000		\$5,000			\$5,000
111.5200.006 Narcans Kits	\$2,500	\$10,000	\$12,500			\$11,700
111.5200.007 Substance Abuse Liaison	\$30,000		\$30,000			\$30,000
111.5200.008 DSS Placements/CCA Assists/Etc.	\$25,000		\$25,000			\$10,000
111.5200.010 Media/Education	\$15,000		\$15,000			\$10,000
111.5200.011 CIT Training	\$5,000	\$10,000	\$15,000			\$15,000
111.5200.012						

Med Lock Boxes	\$7,000		\$7,000			\$2,500
111.5200.013 Transportation to SA/MH Appointments		\$18,951.74	\$18,951.74	\$409.08	\$1145.33	\$7,500
111.5200.016 Comm. Paramedic Program Account #	\$25,000 Original Budget (‘18-‘19)	\$21,000 Revised or New Budget Amounts (approved 8/27/18) (\$\$ left over from ‘17-‘18 MOE)	\$46,000 ‘18-‘19 Final Budget Amounts	 ‘18-‘19 Monies Spent Through 9/30/18	\$526.37 ‘18-‘19 Monies Spent Through 12/31/18	\$46,000 Projected to Spend By 6/30/19
111.5200.014 Youth Haven	\$47,061		\$47,061	\$23,530.50	\$47,061.00	\$47,061
111.5200.017 Med Assist Event		\$8,500	\$8,500	\$7,500		\$8,500
111.5200.018 Faith Based Initiative		\$5,000	\$5,000			\$3,000
111.5200.019 Smoking Cessation/Etc.		\$5,000	\$5,000	\$3,317.50	\$4,925.50	\$4,925.50
111.5200.002 SOC Transportation	\$10,000		\$10,000			\$10,000

Total Spent Thru

12/31/18

TOTALS:	\$398,820	\$78,451.74	\$477,271.74	\$163,287.68	34%
	Projected to Spend by 6/30/19 (without the below additions):			\$438,445.50	92%

Request for remaining monies in this year's budget to be approved for:

1. Stokes Partnership for Children – to help fund a Behavior Inclusion Support Specialist position. This position will be hired by the Partnership and right now the Partnership is looking for a part time person to fill this position. This position really needs to be full time as evidenced by the Needs Assessment completed by county recipients. \$33,000 requested. The Partnership has half of the funds for this position and is requesting assistance with the other half. This request is to allow the Partnership these funds and they will fill the position and use these monies towards this position—whether it be in this fiscal year or in the new fiscal year.
2. Stokes County Health Department—testing to be done on clients who might be positive for Hepatitis C. Many drug users (using needles) are apt to contract Hepatitis C and need treatment. Many of these clients cannot afford the test to determine whether they are positive for this disease. \$5,826.24 requested for these tests to be completed on clients that cannot afford it.

Organizational Structure

DSS Director Stacey Elmes commented:

- I have provided you with our Organizational Chart showing how we are structured.
- The portion in red handwriting are our needs.
- Several of these are reclassifications are because of changes in workload.
- I am a firm believer in people being compensated for what they do and having the appropriate title.
- There are four new positions on this list that I believe are critical to the work that we do.
- Many of these we have asked for in previous budgets.
- I just wanted to share this with you because you don't see things like this when it comes to budget times.
- The positions we are requesting are a Social Worker Supervisor III, Administrative Assistant, and Processing Assistant IV for Foster Care, and an IMC Supervisor II.
- If this were to be approved you are looking at about \$41,000.00 in county dollars for the new positions and about \$5,000.00 for the reclassifications.

Chairman Mendenhall opened the floor for discussion/questions/comments.

Board Member Walker commented:

- My philosophy as far as managers, directors, and supervisors is that you need to run your department as effectively as possible.
- If that takes \$46,000.00 then we need to consider that in the upcoming budget.
- This is the biggest bargain that I know of that we can spend money on.
- One of the best things we can do is to promote people and reward them for the work they are doing, especially when they are doing the job already.
- I think it is not being a responsible employer to not do that.
- What are your thoughts on that?

DSS Director Stacey Elmes responded:

- I agree with that, however I don't really consider these promotions because they are jobs they are doing already.
- I suppose on paper it is a promotion and it would give them a little more money.

Board Member Morris commented:

- Have you prioritized the four new positions with Social Worker Supervisor III being the most important?
- How about the others as far as priority?

DSS Director Stacey Elmes responded:

- The Social Worker Supervisor III is the most important and I have asked for that the past three years.
- The state agrees that we need that position.
- The second position would be the Processing Assistant for Foster Care.
- They need the help so badly.

- The third one would be the IMC Supervisor position, which is critical because this is in Adult Medicaid and they handle so much money as far as payments to nursing homes and other program such as Special Assistance.
- The fourth would be the Administrative Assistant which would provide support to staff and handle employee training.
- There are so many things that I cannot do.

Board Member Morris continued:

- I am ready to take a hard look at this in the budget.

Board Member Nickelston commented:

- I have a couple who are good friends of ours who are Foster Parents here in the County.
- They always talk about how hard you guys work.
- They feel your pain on that.
- I echo what Board Member Morris said with taking a hard look at this in the budget and getting this department the help it needs.

Board Member Walker commented:

- This confirms what we have been saying about a salary study.
- This is something I believe that would be addressed in a salary study.
- We may have other departments in the same situation.

Chairman Mendenhall commented:

- Thank you for all the information you have provided.
- You always do a great job and you and your staff are appreciated.
- I appreciate the organizational chart.

County Manager Oakley commented:

- Thank you for what you do Stacey.
- You are under a tremendous amount of stress and the government shutdown is making that worse.
- Just know that this Board and I are behind you.
- Do not hesitate to reach out if you need something.

Adjournment

There being no further business to come before the Board, Chairman Mendenhall entertained a motion to adjourn the meeting.

Vice Chairman Nickelston moved to adjourn the meeting.

Board Member Walker seconded and the motion carried unanimously.

Shannon Shaver

Clerk to the Board

Ronnie Mendenhall

Chairman