

FORSYTH COUNTY GOVERNMENT

Human Services Consolidation
Employee Q&A Sessions
April 2018

FORSYTH COUNTY
GOVERNMENT CENTER



Introductions

Why Are We Here Today?

- On March 15, 2018 the Board of County Commissioners authorized staff to begin working on a strategy to consolidate the boards of health and social services and create a consolidated human services agency.

Timeline of the Major Elements of Consolidation

	March	April	May	June	July
Board of County Commissioners adopt resolution of intent and pathway document	x				
Conduct series of lunch and learn meetings with staff to engage about consolidation		x	x		
Meet with DSS and Public Health Boards to engage with them about consolidation		x	x		
Board of County Commissioners hold a required public hearing to obtain comments from the public regarding consolidation				x	
Board of County Commissioners adopt resolution formally consolidating the two boards into a Consolidated Human Services Board with the additional required capacities included (consumers/psychiatrist/social worker, etc.)				x	
Applications taken for unfilled CHSA Board capacities (public/consumers, etc.)					x
CHSA Board training					Future

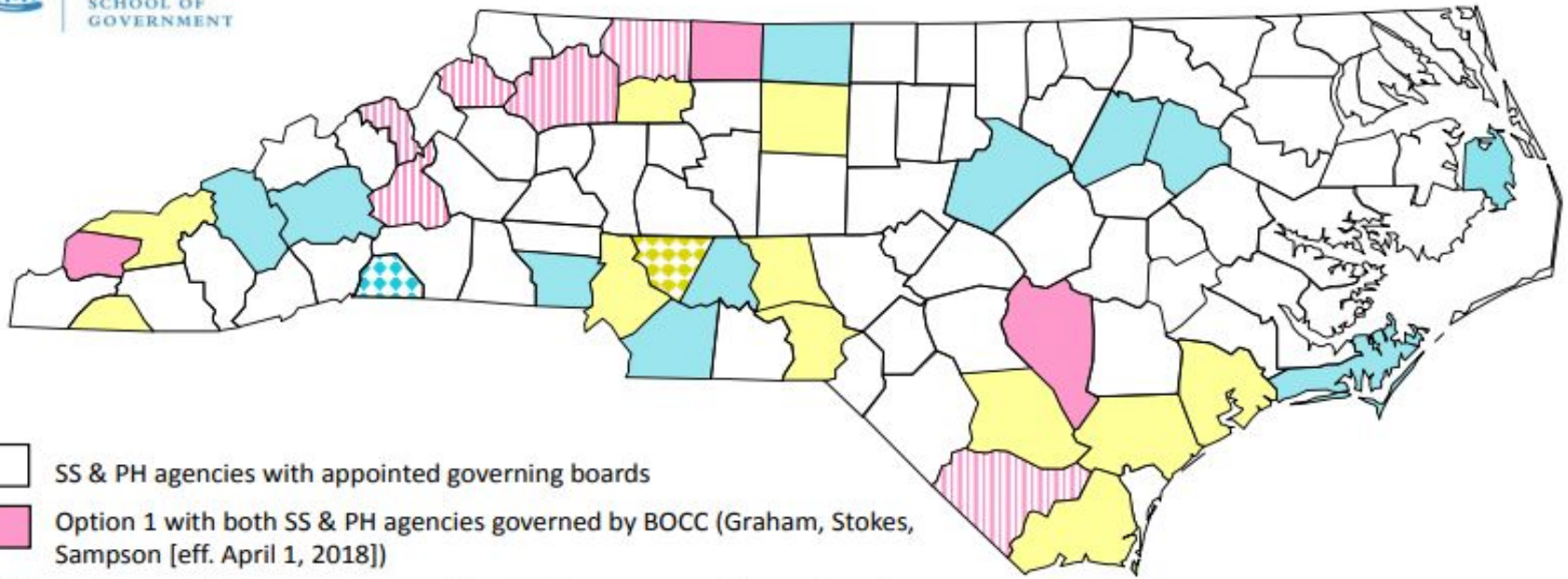
What is a Consolidated Human Services Agency?








- In 2012, the North Carolina General Assembly enacted legislation that provided counties with new options for how they can organize and govern some local human services agencies, including local health departments and departments of social services.
- All counties are now allowed, but not required, to create consolidated human services agencies that are either governed by an appointed board or by the board of county commissioners.
- Counties are also now allowed to keep separate county public health and social services departments but abolish their appointed governing boards and have the elected board of county commissioners assume that role.

What is a Consolidated Human Services Agency?

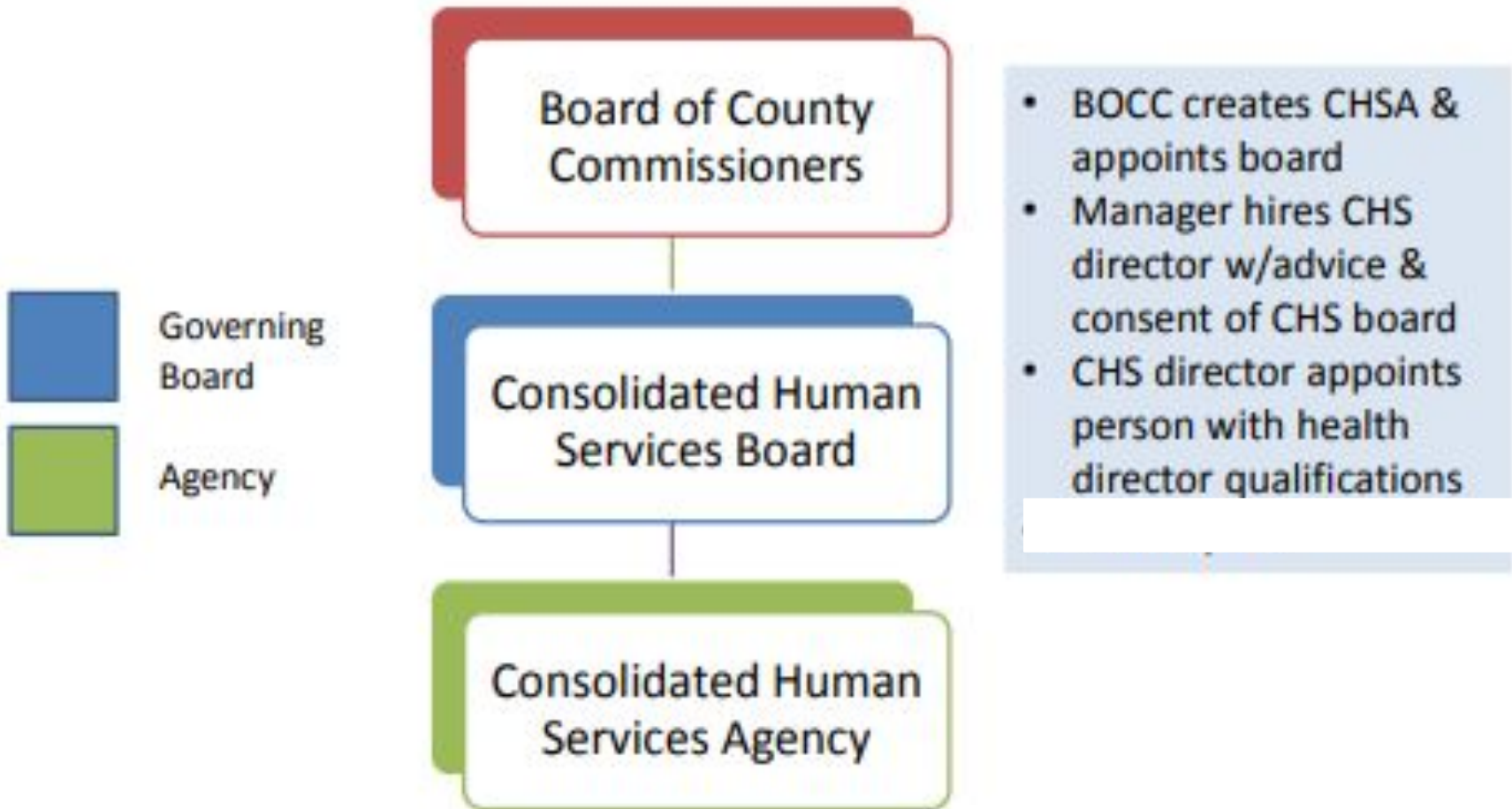
- Option 1
 - BOCC assumes powers and duties of local boards.
 - Agencies stay the same.
- Option 2
 - BOCC creates a consolidated human services agency (CHSA).
 - BOCC appoints a CHS board.
- Option 3
 - BOCC creates a CHSA.
 - BOCC assumes powers and duties of the CHS board.

PH and DSS Organization and Governance *as of January 2018*

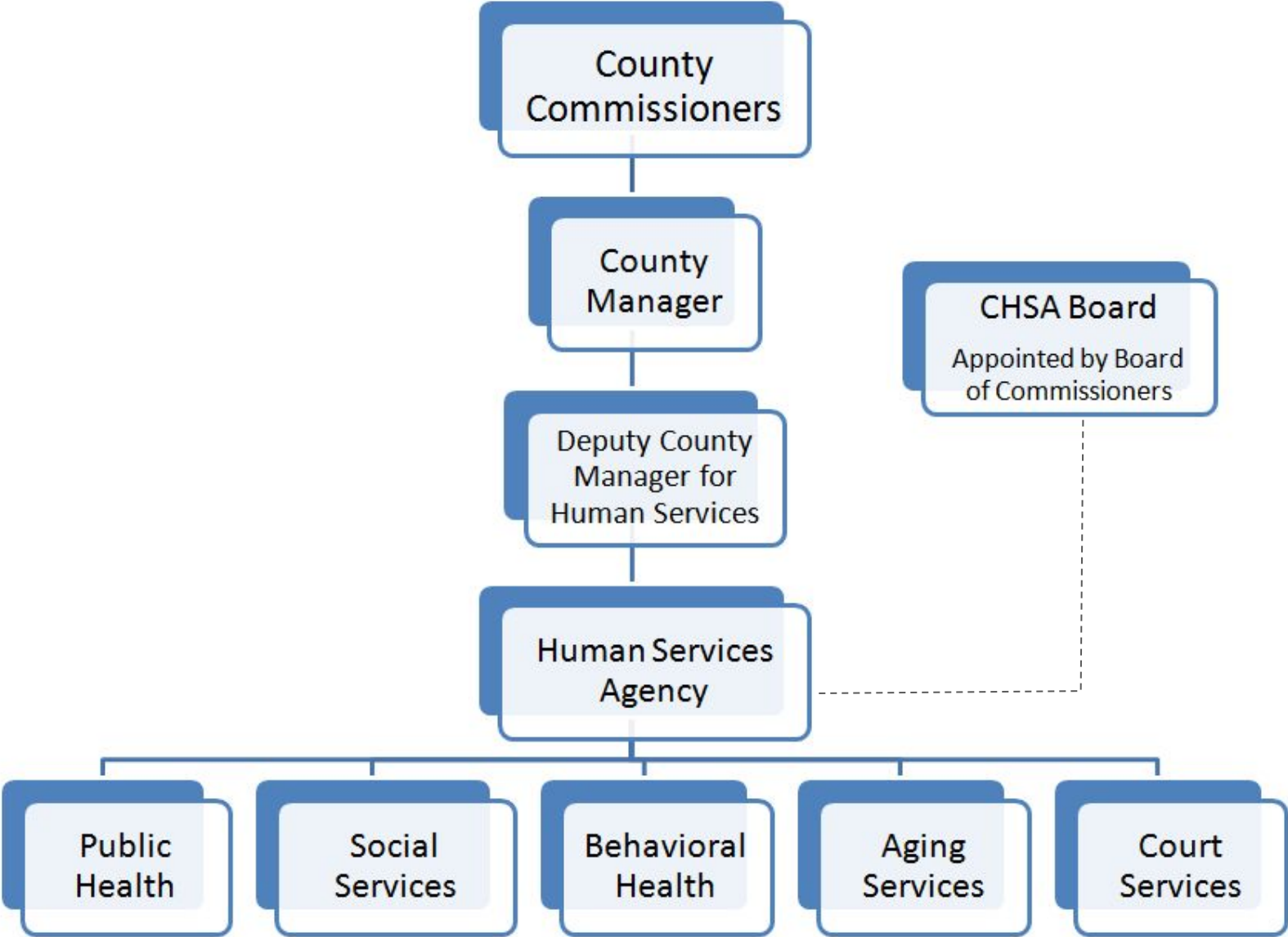


-  SS & PH agencies with appointed governing boards
-  Option 1 with both SS & PH agencies governed by BOCC (Graham, Stokes, Sampson [eff. April 1, 2018])
-  Option 1 with SS agency governed by BOCC, PH agency with appointed governing board (McDowell, Mitchell, Watauga, Wilkes, Surry, Columbus, Pitt)
-  Option 2 with consolidated HS agency including SS & PH, appointed CHS board (Haywood, Buncombe, Gaston, Union, Stanly, Rockingham, Wake, Nash, Edgecombe, Carteret, Dare)
-  Option 2 with consolidated HS agency include SS and other human services but not PH, governed by appointed CHS board (Polk)
-  Option 3 with consolidated HS agency including SS & PH, governed by BOCC, health advisory committee (Clay, Swain, Yadkin, Mecklenburg [no advisory comm.], Guilford, Montgomery, Richmond, Bladen, Brunswick, Pender, Onslow)
-  Option 3 with consolidated HS agency including SS & other human services but not PH, governed by BOCC (Cabarrus)

Forsyth County Recommendation Option 2



Forsyth County Proposed Organization Chart



Why Consolidate?

- To eliminate the governance silos that exist by having separate Social Services and Public Health boards
- To be more strategic in meeting the human services needs of our citizens across all programs
- To create a unified personnel system for all county employees

What Does This Mean For You?

- Benefits remain the same
- Retirement remain the same
- Now DSS and PH employees subject to State Human Resources Act (SHRA)
- If CHSA is created, employees would be governed by County Personnel Policies
 - County Personnel Policies will include the Federal Merit Personnel Standards

Federal Merit Personnel Standards

- Recruiting, selecting, and advancing employees based on merit
- Equitable and adequate compensation
- Training employees
- Retaining/separating employees on the basis of performance
- Correcting inadequate performance
- Assuring fair treatment of applicants and employees
- Assuring employees are protected against coercion for partisan political purposes

Would Grievance Procedures Change?

- Yes, currently the Social Services and Public Health Directors have grievance authority.
- Under the SHRA, any **formal** grievances (i.e. harassment, discrimination, disability accommodation) are submitted to the DSS and PH Director.
 - The DSS and PH Director have the right to investigate agency grievances and report the findings to the employee.
 - Depending on the nature of the grievance, the employee may have the right to appeal to the State Office of Administrative Hearings.

Would Grievance Procedures Change?

- Under the County Personnel Policies, any formal grievances are submitted to the Human Resources Director.
 - Human Resources investigate and report the findings to the employee and Department Manager.
 - The employee has the right to appeal to the County Manager who is the final grievance authority.
- A mere disagreement or difference of opinion with a supervisor or another employee, including performance appraisals and written warnings, is not a grievable issue under both SHRA and County Personnel Policies. You should first try to work through your supervisory chain of command to resolve disagreements as many concerns can be resolved at this level.

Would Disciplinary Procedures Change?

- Yes, currently the Social Services and Public Health Directors have the exclusive right to hire and fire.
- Under the SHRA
 - The DSS and PH Directors have the authority to discipline, including issuing suspensions, demotions and dismissals.
 - They are not required to consult with the Human Resources Director.
 - Employees have the right to appeal to the same DSS and PH Director who made the decision to discipline them.
 - Employees may appeal suspensions, demotions and dismissals to the State Office of Administrative Hearings. This process may be lengthy and costly if an attorney is retained.

Would Disciplinary Procedures Change?

- Under the County Personnel Policies
 - Department Managers have the authority to discipline employees
 - However, they are required to consult with the Human Resources Director prior to taking action to suspend, demote or dismiss employees.
 - Employees may appeal any suspensions, demotions or dismissals to the County Manager who is the final authority. This process is objective, fair, streamlined, timely and cost-effective.



Questions?