

The Accomack County Board of Social Services met at its facility on Tuesday, October 17, 2017, at 9:00 A.M. Present were Ms. Reneta Major, Chairman; Ms. Laura B. Gordy, Vice-Chairman; Robert D. Crockett; Mrs. Elsie B. Mackie; Mr. John Sparkman; Mrs. Nicolette Hickman; and Mrs. Vicki J. Weakley, Secretary.

Ms. Major called the meeting to order. Ms. Major welcomed Mrs. Hickman back and requested Mrs. Hickman to give the Invocation.

At this time Ms. Major stated the Board Members were set to poll employees relative to Director Weakley's six month evaluation. She further stated before this was done she was requesting Administrative Office Manager Shirley Harmon, Office Supervisor Linda C. Rew, and Director Vicki J. Weakley to please step out until after the questioning of polled employees.

Ms. Major requested Mrs. Rew deliver the envelopes to her for the drawing of names from each unit: Benefit Program Specialist workers, Family Service Specialist workers, and Clerical/Financial Services staff.

On motion of Mr. Crockett, seconded by Mrs. Mackie, the Board went into Closed Session for the purpose of interviewing polled employees, relative to Director Weakley's six month evaluation.

Upon the request of Board Member Mr. Crockett, Administrative Office Manager Shirley Harmon, Office Supervisor Linda C. Rew, and Director Vicki J. Weakley were asked to return to the meeting.

On motion by Mr. Crockett, seconded by Ms. Gordy, the Board returned to Open Session. On motion by Mr. Crockett, seconded by Mr. Sparkman, the Board confirmed the matters discussed in Closed Session (Mrs. Hickman – yes; Mrs. Mackie – yes; Ms. Gordy – yes; Mr. Crockett – yes; and Mr. Sparkman – yes).

Ms. Major proceeded to **Item 4 – Introduction of New Benefit Program Supervisor – Gar Kellam; Family Service Specialist III – Selina Coulbourne; and Benefit Program Specialist IV – Tammy Bennett.** While Mrs. Rew was contacting the workers to come before the Board, Ms. Major continued with the Agenda.

**Item 5 – Approve Minutes of August 15, 2017.** On motion by Ms. Gordy, seconded by Mr. Sparkman, the Minutes of August 15, 2017 were approved as written. Mrs. Hickman abstained from the motion as she was not present at the August 15, 2017 meeting.

**Item 6 – Election of Chairman and Vice-Chairman.** Mr. Crockett inquired whether anyone had any objection to the slate of officers we currently had with Mr. Sparkman agreeing to current officers. On motion by Mr. Crockett, seconded by Mrs. Hickman, Ms. Major was nominated to remain as Chairman and Ms. Gordy as Vice-Chairman. The motion carried.

Ms. Major continued to **Item 7 – Fraud Reports – August and September 2017.** Ms. Mackie asked Mrs. Weakley whether Emergency Fraud Investigator Alfonso Montalvo was doing anything other than fraud; i.e., did he still have a caseload? Mrs. Weakley stated he was helping out with one of the vacant positions. She also informed the Board Mr. Montalvo had withdrawn from the interview process for the Fraud Investigator position. She had offered the position to a police officer in Montana, but he declined due to the salary. The position is being re-advertised.

Mrs. Mackie further stated it appeared Mr. Montalvo had only done three investigations for each of the above months. Mrs. Mackie inquired whether

referrals were down or if there was something else happening? Mrs. Weakley stated referrals are down; however, she believed this is related to the State frequently asking the agency to stop what we are working on to work on correcting issues related to the new VaCMS computer system, i.e., things that were placed in one system and not in the other or did not transfer when they went into the new VaCMS system. She believed most of the workers were more focused on getting the special projects and overdue cases completed, than on fraud referrals. There are also new workers who are not familiar with the fraud process yet.

At this time the Board reverted back to **Item 4 – Introduction of New Benefit Program Supervisor – Gar Kellam; Family Service Specialist III – Selina Coulbourne; and Benefit Program Specialist IV – Tammy Bennett.** On behalf of the Board Ms. Major congratulated each of them on his or her promotion. She then introduced each one to the other Board Members. Ms. Major stated on behalf of the Board they were so happy for each of them having progressed in their positions and she knew they would do a fine job.

Ms. Major proceeded to **Item 8 – Director’s Update.** Mrs. Weakley stated she had attended the following meetings during the months of August and September, 2017:

- 1) Truancy meeting
- 2) Regional Directors’ Meeting
- 3) Optima Health Care with BPS (Benefit Program Specialist) staff concerning people being assigned to Optima even though Optima does not serve our hospital
- 4) Two meetings with VEC Veteran’s Representative – Mr. Hightower. He set up in our reception area twice to identify veterans who came to our agency, to see how he could serve them
- 5) Healthy Communities Executive Committee Retreat
- 6) Healthy Communities Meeting
- 7) Members Helping Members Board Meeting
- 8) United Way Kick-Off Campaign – attended with Mrs. Linda Rew
- 9) Three CPMT Meetings
- 10) Agency Training Day in September

Ms. Major continued to **Item 9 – Back to School Project.** Mrs. Weakley stated Family Services Specialist III Sylvia Stanley had brought a correction to her the previous day: The total donations were \$2,400. They served 28 families and a total of 72 children. Ms. Gordy stated she wanted to acknowledge Ocean View United Methodist Church who had given us money, every year for Christmas and other projects and how nice she thought it was of them to do so.

Ms. Major proceeded to **Item 10 – Violent Death Among Hispanics in Virginia.** Mrs. Weakley stated she shared this with the Board so they would be aware that the Hispanic population in the State is about 8% and our population is about 9%. Hispanic deaths seem to be younger than others as there are more suicides. Homicides were frequently related to gang activity. Mrs. Weakley further stated she had two copies of the full report if anyone wanted to see the full report.

Ms. Gordy stated she was surprised to see our Hispanic deaths, homicides and suicides were higher. Ms. Major stated it was high; however, it had gone down from years back when we had a lot of labor camps. Currently we have more Hispanic residents on the Shore. They are more locally based and we do not see the violence we saw in the past.

Ms. Major continued to **Item 11 – Median Income Chart**. Mrs. Weakley stated the estimated income for four people in a Virginia household was \$94,877 and our clients are significantly below this.

Ms. Major proceeded to **Item 12 – New Security Cameras**. Mrs. Weakley stated we have replaced our security cameras as our previous cameras were the old analog system. The camera in the CPS visitation room went out completely and staff could not observe what was transpiring in the room and the video was grainy. All cameras are now up and running. Barney Russell, from Bullfeathers, helped us figure out how to place the cameras with better angles. The original cameras were installed when the facility was built, 12 years ago.

Ms. Major continued to **Item 13 – Foster Care Open House**. Mrs. Weakley stated we are having difficulty recruiting foster parents and Northampton County DSS is having the same issue. We had a foster care open house. Five families attended. Most of them expressed an interest in continuing the process to become foster parents.

Mrs. Weakley stated she received an email from the State after the Board packet was prepared, stating the Eastern Region should be proud of the work done by staff to accomplish having 168 children adopted in FY 2017. Virginia had a total of 747 adoptions which is a new record. Mrs. Weakley stated for the past Fiscal Year ACDSS had one child returned to a previous caretaker, three children that were adopted and two children who were emancipated and left the system. This gave us a total of six children this year who left foster care in Accomack County.

Ms. Major proceeded to **Item 14 – Job Fair**. Mrs. Weakley stated Perdue and Tyson have been coming to our agency to hold Job Fairs. They were pulling in our clientele as well as other people from the community. We will continue to hold these job fairs. Mrs. Mackie inquired whether we had results from this effort. Mrs. Weakley confirmed we have had success. The companies have also softened their rules regarding previous employees returning.

Ms. Major continued to **Item 15 – Financial Statement – Administrative Office Manager – Shirley Harmon**. Ms. Harmon stated we did not have a meeting in September; however, our Total Expenditures for August were \$312,554.44. For the month of September our Total Expenditures were \$287,687.56. Our Year-To-Date Total Local Adjustment was \$163,896.78 and our Total Local Balance to Date is \$615,602.22.

On motion by Ms. Gordy, seconded by Mr. Crockett, the Board went into Closed Session for the purpose of discussing Personnel (Termination – Effective 9/13/17) and Resignation (Office Associate III –Effective 9/30/17); Acceptance of Custody (Case #001-045891000 and #001-045890003); Consent to Adopt (Case # 001-053953006); Leave Without Pay (9/20/17 – 3 Hrs.); and Staff Evaluations, as permitted by the Code of Virginia, Section 2.2-3712.

On motion by Mrs. Mackie, seconded by Ms. Gordy, the Board returned to Open Session. On motion by Mr. Crockett, seconded by Mrs. Hickman, the Board confirmed the matters discussed in Closed Session (Mrs. Hickman – yes; Mrs. Mackie – yes; Ms. Gordy – yes; Mr. Crockett – yes; Mr. Sparkman – yes).

On motion by Mr. Sparkman, seconded by Mr. Crockett, the Board approved the following Personnel issues (Termination and Resignation) – Mrs. Hickman – yes; Mrs. Mackie – yes; Ms. Gordy – yes; Mr. Crockett – yes; and Mr. Sparkman – yes):

- I. Personnel:
  - A. Termination: Eff. 9/13/17
  - B. Resignation: Eff. 9/30/17

On motion by Mrs. Mackie, seconded by Mrs. Hickman, the Board approved the following Acceptance of Custody and Consent to Adopt:

- II. Acceptance of Custody:
  - 1. Case #001-045891000
  - 2. Case #001-045890003
- III. Consent to Adopt:
  - 1. Case #001-053953006

On motion by Mrs. Hickman, seconded by Mr. Crockett, the Board approved Leave Without Pay: 9/20/17 – 3 Hrs

On motion by Mrs. Hickman, seconded by Mrs. Mackie, the Board approved the Staff Evaluations.

Ms. Major informed the Board Members she would be forwarding the Director's Evaluation Forms to them and she further requested they immediately complete same so they can be reviewed at the commencement of the next meeting on November 21, 2017.

The meeting adjourned at 11:30 A.M.

APPROVED: C. Reneta Major

ATTEST: Vicki J. Weakley