

The Northampton County Board of Social Services met in the Board Room of the Social Services Building on April 18, 2017. The meeting was called to order at 9:00am. Present were Edith Johnson, Vice Chair, John Williams, Board Member and Mozella Francis, Secretary.

On a motion by Mr. Williams, the minutes of the March 21, 2017 meeting were approved with no noted changes. There was no public comment or correspondence.

The Board was provided a copy of the 2016-17 actual budget along with a copy of the prediction for the remainder of the year. The Board of Directors reviewed the budget and there were no identified concerns.

The Board of Directors was given an overview of the staff vacancies for the agency. Mrs. Francis informed the Board that she would not be replacing the Human Services Aide position, but rather; the position would be filled with another Family Services Worker. She explained that with the new and changing regulations, it would better serve the agency by hiring a worker who could work CPS, Prevention and fill in as needed in other service areas. Mr. Williams reported that he was in agreement to this decision and that it is important to have the man power needed to take care of the populations that we serve. The Board agreed as a whole that they are especially concerned with making sure that children are being cared for and that as an

agency we remain in compliance with all state procedure.

The Board was informed of the agency health care premium renewal increase and the financial impact to the employees. Mrs. Francis explained that each employee would now pay 7.6% more for their current health care plan. She proposed to the Board that the agency absorb most of the cost to offset the difference. Mr. Williams wanted to know what the financial implications of offsetting a large portion of the cost are to the agency. Mrs. Francis explained that an employee whose insurance is at the top tier would have an increase of \$45.96 per month. An employee who has an HSA plan would see a \$42.00 increase in their monthly premium. She explained that this is particularly disheartening since the State has promised a 2% raise. Most employees would not see an increase, but would see a reduction in their take home pay if the agency does not help offset the cost. The proposal is to designate a maximum of \$15,000 to offset the cost of the increased health care which would equal approximately 80% of the increase. Mrs. Francis stated that due to modest spending and excellent Board oversight, the agency would be able to absorb the cost during this fiscal year. She suggested that if the Board agreed to designate the \$15,000 towards increased health care premiums that this is done on an annual basis, pending the budget. The Board was all in agreement. Mr. Williams made a motion to accept budgeting \$15,000 to help offset the increased premium health care for NCDSS for fiscal year 2017-18 and thereafter, pending the

budget. Ms. Johnson seconded the motion and all were in agreement to accept the motion as proposed.

The Board was informed of the Director's community affiliations and memberships. Mr. Williams suggested that at the next meeting, Mrs. Francis bring a list of all memberships for the Board to review in the event that they have other specific Boards and/or memberships that they would like for the Director to be a part of.

On a motion by Vice Chair Edith Johnson, the Board went into Closed Session in accordance with Section 2.1-344 of the Code of Virginia, as amended, for the purpose of discussion or consideration of employment, assignment, appointment, promotion, performance, demotion, salaries, disciplining appointees or employees of any public body.

The Board returned to Open Session.

On a roll call vote certifying to the best of each member's knowledge, only public matters exempted from the public meeting and in the original motion were discussed. The vote was Vice Chair Johnson: yes and Williams: yes.

There were no action items at this time.

Mrs. Francis informed the Board that she would be attending a Director's Conference in Hot Springs, Virginia on May 2-5.

The next Board meeting is scheduled for
Tuesday, May 16, 2017 at 9:00 a.m.

The meeting was adjourned at 10:00 a.m.

Attested by _____
William Denny, Chairman
May 16, 2017
Mozella F. Francis
Secretary