

The Northampton County Board of Social Services met in the Board Room of the Social Services Building on May 16, 2023. The meeting was called to order under code §2.2-3708.2 at 11:00 am. Present were Edith Johnson, Chairwoman, Spencer Murray, and Mozella Francis, Director.

On a motion by Mr. Murray the minutes of the April 18, 2023, Board of Directors meeting were approved. There was no public comment or correspondence.

The Board was provided with a copy of the FY 2023 budget. Ms. Francis reviewed the budget sheet pointing out the budget lines that would not be expended by the close of the fiscal year. Ms. Francis pointed out that for the first time in a while, social services would be returning funding from budget line (833) Adult Services. Ms. Francis explained that historically, this budget line has encumbered all funding, months before the close of the fiscal year. She pointed out that since COVID, the agency has not been able to keep individuals who are willing to provide companion service. This continues to be a challenge, despite great efforts. Mr. Murray inquired if Ms. Francis had any ideas why it was so difficult to recruit. Ms. Francis reported that the hours which they can offer is often not enough to make it work while. The Agency will continue to strategize as the new fiscal year approaches. There were no additional outliers with the budget.

Mr. Murray motioned to accept the budget report. All were in favor.

Ms. Francis presented the staff evaluations that needed to be reviewed and signed by the board chair. There were no questions or concerns.

Ms. Francis asked that the board allow her to donate one of the agency older vehicles to the Sheriff's Department. Ms. Francis assured the board that there was ample number of vehicles remaining to meet the need of the department both for local and abroad training.

Mr. Murray motioned to allow Northampton Social Services to donate one of their older vehicles to the Sheriff's Department. Ms. Johnson seconded the motion.

Ms. Francis reviewed the FY2024 agency Compensation Plan to the board. Ms. Francis pointed out the need to have flexibility with the plan especially surrounding staffing and retention. The Board discussed the different aspects and agreed to a final plan. Mr. Murray inquired about the staff salary increase that had been approved by the Board and how is that be impacted since the budget hasn't been signed by the Governor. Ms. Francis reported that if what is placed in the Comp Plan does not reflect the state increase; the plan would have to be amended.

Mr. Murray made a motion to accept final FY2024 Compensation Plan for submission to the State. Ms. Johnson seconded the motion.

Ms. Francis updated the board on all agency programs. Ms. Francis reported that she will provide

an overview of all legislative changes that impact social service's programs in the upcoming months.

On a motion by Mr. Murray and seconded by Ms. 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.

Mr. Murray motioned that the Director be able to donate one of the agencies old vehicles to the Sheriff's Department. Ms. Johnson seconded the motion.

On a return to open session, all agreed and certified that nothing was discussed or voted upon that was not in accordance with the code 2.1-344.

The next Board of Directors meeting is scheduled for Tuesday, June 20, 2023, at 11:00 a.m.

The meeting was adjourned at 12:00 p.m.

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Edith Johnson, Chairman June 20, 2023	Mozella F. Francis Director