

**DURHAM COUNTY BOARD OF SOCIAL SERVICES**  
**Minutes**  
**April 24, 2013**

The Durham County Board of Social Services held its regular meeting on Wednesday, April 24, 2013 9:00 a.m., at 220 East Main Street in conference room 609. The following DSS Board Members were in attendance: Chairman Newman Aguiar, Vice Chair Dr. Tara L. Fikes, Helen J. Berry, Jane Volland and Commissioner Wendy Jacobs.

The DCDSS Department was represented by the following: Director Michael A. Becketts, Shawn Asor-Sallaah, Gwendolyn Biggs, Cynthia Cason, Shelia Dorsett, Mary Flounoy, Risa Foster, Leah Fullerton, Faith Gibson, Laurie Hasty, Vickie Henderson, Linda Hicks, Andrea Hooks, Victor Isler, Angela Johnson, Deborah Jones, Gary Meares, Shonda McCain, Erica Mitchell, Cecilia Owens, Toni Pedroza, Robyn Riley, Meghan Russ, Nancy Santos, Shauna Shaw, Lynn Thomas, Bob Wallace, Darlene Whitfield, Jovetta Whitfield, Catherine Williamson-Hardy and Montrella Springfield.

Assistant County Attorney Danielle Briggs attended the Board meeting.

Public Attendees: Yasmin Fozard and Limei Zhu

Board Chair Newman Aguiar called the meeting to order. Chair Aguiar asked attendees for a brief introduction.

**Approval of Minutes**

Chair Newman Aguiar informed board members the minutes from March 27, 2013 regular meeting and April 8, 2013 work session required approval. Vice Chair Tara Fikes offered the motion for approval of the minutes from March 27, 2013 regular meeting. Commissioner Wendy Jacobs seconded. The minutes for the March 27, 2013 regular meeting were approved by unanimous vote. Commissioner Wendy Jacobs offered a motion to accept the April 8, 2013 work session minutes. Board member Jane Volland seconded. The minutes for the April 8, 2013 work session were approved.

## **Public Comments**

Yasmin Fozard, Executive Director of Asoka and Company communicated concerns as a Work First Vendor. Ms. Fozard distributed information to the DSS Board and briefly stated her concerns. A letter submitted to the Board from the DSS Director will be forwarded to Ms. Fozard. Ms. Fozard was informed that the Board has limitation when it comes to contracts. Ms. Fozard thanked the Board the opportunity to address her concerns.

## **Proposed Agenda**

Agenda approved as printed.

## **DSS Board Report - Chair Newman Aguiar**

No DSS Board Report.

## **Director's Report - Michael Becketts**

Director Becketts provided a written report with highlights and challenges over the past month along with the DSS Action Items Report.

## **Assistant Directors' Update**

### **a. CSE, Finance and Facility Support-Antonia Pedroza**

A written report has been submitted to the DSS Board.

### **b. Family Economic Independence-Rhonda Stevens**

A written report has been submitted to the DSS Board.

### **c. Customer Accountability and Program Development-Catherine Williamson-Hardy**

A written report has been submitted to the DSS Board.

### **d. Family Safety and Permanence-Jovetta Whitfield**

April is Child Abuse Month. The blue pins have been distributed to represent Child Abuse Prevention Month.

## **Unfinished Business**

### Staff Vacancies

- Only a few vacant positions over 60 days.
- Some positions have been offered to applicants but declined due to several reasons:
  - a. The time it takes to make an offer to the applicant and;
  - b. Salary
- Supervisors can go back to the pool of applicants where in the past vacancies were advertised again.
- Director Becketts plans to meet with HR about a hiring range.
- There is a Benchmark study in process for specific positions in the County.
- Neighboring counties offer higher salaries, however, Durham offer benefits that are not available in other counties.
- The Board requested data which differentiate benefits and salaries in surrounding counties.
- The Board requested results from the Benchmark study.

### Action Items

- Board member Helen Berry contacted Chairman Fred Foster. Chairman Foster is supportive of Social Services.
- Board members will contact County Commissioners before the May meeting.
- Mr. Becketts provided information in the Director's report on actions items.

## **Mission & Vision Statements**

Staff designated to the Mission and Vision Committee attended the DSS Board Meeting. Director Becketts facilitated the discussion on the Agency's Mission and Vision Statements.

### **Current Vision**

Our vision is a community where families achieve well-being.

### **Proposed Vision**

Our vision is a community where individuals and families achieve well-being.

There was a discussion on the definition of well-being:

- Self-sufficient, bills paid, necessities
- Physical, emotional, financial,
- Safety, stability
- Self esteem, meaningful life

- Purpose, live, learn, thrive
- Personal responsibility
- A good or satisfactory condition of existence at that moment.
- Staff were given an opportunity to email their feedback to the DSS Director's office. The response will be consolidated and forwarded to the Board.

**Current Mission**

Our mission is to partner with families and communities in achieving well-being through prosperity, permanence, safety and support.

**Proposed Mission**

Our mission is to partner with individuals, families and community groups to help our residents achieve well-being by meeting their basic needs.

Discussion will continue after the vision is completed.

Chair Aguiar inquired about additional concerns or questions requiring the DSS Board attention. Vice Chair Tara Fikes offer a motion to adjourn the meeting, seconded by Board Member Jane Volland. With a unanimous vote the meeting adjourned at 10:55 am.

Respectfully submitted

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Chairperson

\_\_\_\_\_

Date

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Secretary to the Board

\_\_\_\_\_

Date