

Henderson County Department of Social Services



Henderson County Board of Social Services
1200 Spartanburg Highway Hendersonville, NC 28792
September 21st, 2021 @ 12:00 PM

Agenda

- Call to Order.....Dr. Jennifer Hensley, Chair
- Public Input..... Dr. Jennifer Hensley, Chair
- Adjustments to the Agenda.....Dr. Jennifer Hensley, Chair
- Approval of the August 17th, 2021 Minutes* Dr. Jennifer Hensley, Chair
- Board Advocacy Dr. Jennifer Hensley, Chair and Jerrie McFalls, Director
- Reports (Questions Only)
 - Director's Rpt./Statistical Rpt./EOM.....Jerrie McFalls, Director
 - Program Administrators Report..... Jillian Humphries, Joe Maxey, Lorie Horne
- Old Business
 - HC Child Care Prioritization Policy FY 21-22*...Jillian Humphries, IM Program Administrator
- New Business
 - Pathways Initiative.....Rebecca McCall, HC Commissioner
 - Board Advocacy.....Rebecca McCall, HC Commissioner
- Adjournment (Next meeting: October 19th, 2021 at 12:00 PM)Dr. Jennifer Hensley, Chair

* Designates Board Action Necessary

Henderson County Board of Social Services Mission Statement

To provide services that will improve the safety, health, well-being, independence, and quality of life for the residents of Henderson County.

Henderson County Board of Social Services

September 21st, 2021 Regular Meeting Minutes

A. Call to Order

The Henderson County Board of Social Services meeting was called to order by DSS Board Chair Dr. Jennifer Hensley at 12:00 pm.

Board Members Present	Dr. Jennifer Hensley, Member Melinda Lowrance, Member Margaret Stone, Member Josh Simpson, Member (via telephone) Judy Smith, Member (via telephone)
Staff Leadership Present	Jerrie McFalls, Secretary to the Board/Director Joseph Maxey Jr., Administrative Officer Lorie Horne, Social Work Program Administrator Jillian Humphries, Economic Services Program Administrator Karen Vale, Clerk to the Board
Guest	Rebecca McCall – HC Commissioner

B. Public Input

None

C. Adjustments to the Agenda

None

D. Approval of Minutes

Dr. Hensley asked if there were any changes to the minutes from the August 17th, 2021 meeting, there were none. Mrs. Stone made a motion to approve the minutes as written, Mrs. Smith seconded the motion. Board members were individually polled for their vote, all stated “yes”, and the minutes were approved.

E. Board Education

Board Advocacy

Dr. Hensley shared that Board of Social Services is charged with ensuring that the department is protecting the community while continuing to run efficiently and support the employee’s as they carry out these duties. What are the best ways to advocate for the department as a Board member? Dr. Hensley introduced Rebecca McCall, Vice Chair of the Henderson County Board of Commissioners. Director McFalls reminded the Board that review and approval of the DSS budget is part of their duties, as they have to approve the budget and submit it to the Commissioners. The HC Commissioners are charged with incorporating the DSS budget into the overall county budget, voting on approval, and ensuring adherence to the final product. Advocacy with the commissioners is necessary in seeking increased funding for programs and staffing. During the FY 21-22 budget cycle, Director McFalls and Dr. Hensley met with several commissioners to discuss DSS budget requests. She believes this was important for the agency as well as the commissioners. Mrs. McCall shared that beginning in early January with the budget retreat and continuing through final approval in June, many discussions are held regarding county department needs and spending. Advocacy during the early budget process is best, as it gives the departments and the commissioners time to research and review department needs.

In addition to advocacy during the budget process, DSS is always in need of new foster parents. Advocating at community functions and local churches about the need for foster parents and upcoming foster parent training classes helps to educate the community. Specifically, licensed foster parents are needed to care for full-time placements as well as respites, medically fragile infants, teens, and large sibling groups. With the upcoming changes to group home facilities, DSS's are going to be seeking more placements in single family homes. Mrs. McCall asked if the Fostering Hopes partnership has been helpful? Mrs. Horne responded that they have been helpful in finding and training foster parents. Dr. Hensley asked how often foster parents are evaluated regarding finances, condition of home, and mental health well-being? Mrs. Horne stated that licensed foster homes go through a re-licensing process every two years where financial status and a physical home inspection are reviewed. A mental health review has not been a part of the licensing or re-licensing process per State guidelines. If a complaint is received regarding a foster home, a CPS report would be processed and then sent to a neighboring county for investigation/review/determination. Mrs. McCall asked about utilizing kinship placements for children coming into foster care. Mrs. Horne responded that kinship placements are utilized, they do not have to be licensed but the house does need to meet certain requirements set out by the Court. The social worker will discuss options for kinship placement with the parent when the child is removed from the home. If a child is placed in an unlicensed kinship placement, DSS staff will have on-going dialogue with the placement about the process to become licensed and the added support available to licensed foster parents. Finally, Mrs. Horne added that DSS is also working with Children's Hope Alliance on licensing of therapeutic foster parents. Vice-Chair Lowrance asked about the process if the foster parents decide to move to another state, is there still communication with the agency. Director McFalls responded that HC DSS has had foster parents move with the children to another state and we have had foster parents move to Henderson County from another state. Through the interstate compact program, our staff can work to make the necessary arrangements for the birth parents to still be able to see their child. If the foster parents are moving to a state where it would be a hardship for the birth parents to see the child, HC DSS can say that the foster child cannot go and would need to be placed in a new foster home.

Regarding board advocacy, Director McFalls added that Guardian Ad Litem's are always needed. They are the voice of the child with the judge and offer another person to maintain contact with the child. Finally, as board member are out in the community and they meet someone who needs Medicaid, Food Stamps, Day Care assistance, please refer them to the agency so that we can help our citizens secure the benefits they need.

As part of the board advocacy discussion, Dr. Hensley asked about the number of unfilled positions in the department. Director McFalls shared that there are currently 21 open positions. Of those 21, four new staff will be starting on 9/27/21, two new staff will start on 10/11/21 and three positions are being reclassified. The September Director's Report outlines the current vacancies and highlights the on-going concerns regarding out staffing challenges. Commissioner McCall shared that the county is currently in the process of hiring a human resource analyst that will be charged with going through each county department and analyzing the pay structure of every position. Currently, EMS, DSS and the Health Department are being evaluated prior to the human resource analyst being hired. Commissioner McCall is hoping to have the data pulled together within the next few months for the commissioners to review. There is also the money coming from the federal government through a COVID relief provision that Henderson County is using to add seven staff positions to EMS. That funding runs out in 2024,

maintaining that staffing level will require a different solution after that date. Vice Chair Lowrance asked Commissioner McCall if the availability of affordable housing in Henderson County will also be reviewed by the new HR analyst position. The commissioners are also looking at ways to support the City of Hendersonville in their actions to increase available affordable housing.

F. Reports

Director's Monthly Report (Attachment I)

In addition to the above discussion, Director McFalls highlighted several other areas regarding staffing and recruitment:

- Other NC Counties are actively recruiting current HC DSS staff
- Conversation with Cleveland County Director Katie Swanson
- Outside consultants being used to reach out to DSS staff
- County HR is attending job fairs
- Statewide conference calls between directors have discussed staffing shortages
- County HR has been posting vacancy announcements on social media platforms
- The stress on current staff with COVID and short staff has increased caseloads

September Employees of the Month (Attachment II)

No Discussion

August 2020 - August 2021 Statistical Report (Attachment III)

No Discussion

September Program Administrator's Report (Attachment V)

No Discussion

G. Old Business

Henderson County Childcare Prioritization Policy*

The Board approved the policy during the August 17th, 2021 meeting and it was sent to our DHHS consultant for review. It was returned for a revision adding a provision for vulnerable populations, specifically special needs children. Vice Chair Lowrance made a motion to approve the updated version of the policy, Mrs. Stone seconded the motion. Board members were individually polled for their vote, all stated "yes", and the policy was approved.

H. New Business

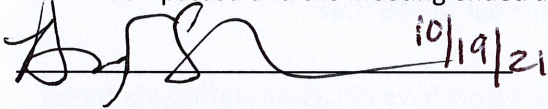
Pathways Initiative

Commissioner McCall shared information from the North Carolina Association of County Commissioners (NCAACC) regarding their initiative generated by the president of the organization. Mrs. McCall was part of task force two years ago that was focused on developing pathways for disconnected youth. They are youth between the ages of 16 – 19, not working and/or not in school. A report was developed as part of the task force and it was then shared with all 100 counties in NC. The most recent data shows that

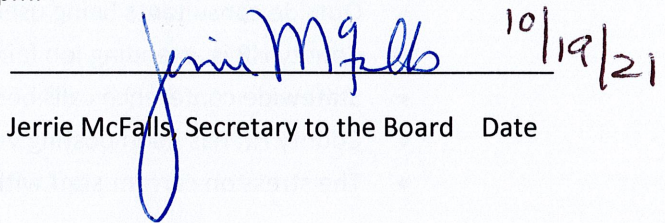
Henderson County has a disconnected youth population of 8%. Commissioner McCall has developed a local task force to address this issue, but due to COVID has been unable to meet. The task force is made up of staff from HC DSS, HC Sheriff's Office, Blue Ridge Community College, HC Public School District and Crossnore. The task force will utilize resources from throughout the county to develop pathways for our youth. Commissioner McCall is very excited to get started and hopes to have a report ready by the first of the year.

I. Adjournment

Chair Hensley thanked Commissioner McCall for her attendance at the meeting. Mrs. Stone asked about the Board meeting scheduled for November 16th as it is the same day as the training provided by the UNC School of Government. Clerk Karen Vale will add this topic to the agenda for the October meeting. Mrs. Stone made a motion to adjourn the meeting, Vice-Chair Lowrance seconded the motion. The motion passed and the meeting ended at 1:25 pm.

 10/19/21

Dr. Jennifer Hensley, Chair Date

 10/19/21

Jerrie McFalls, Secretary to the Board Date

Attachments:

- I. Director's Report – September 2021
- II. August 2020 – August 2021 Statistical Report
- III. Employees of the Month – September 2021
- IV. Program Administrator's Report – September 2021
- V. Adult Services Narrative
- VI. FY 21-22 2-Month YTD Financial Report
- VII. Henderson County Child Care Prioritization Policies - Updated

Monthly Director's Report to Board of Social Services



September 2021

Submitted by:
Jerrie McFalls, Director

This month I am reporting on our current situation with employee retention and hiring. We currently have the following vacancies:

Administration:

1 Administrative Assistant I (Social Work Services)

Adult Services:

1 Social Worker III

1 Social Worker II

Child Welfare:

2 Social Work Supervisor III

5 Social Worker Investigation, Assessment and Treatment (I&AT)

1 Social Worker I&AT (on-call)

4 Social Worker III Foster Care/ Permanency Planning

1 Social Worker II (60% position)

Income Maintenance:

1 Income Maintenance Supervisor III

3 Income Maintenance Caseworker II

1 Processing Assistant II (Medicaid transportation)

Of these:

1 Income Maintenance Supervisor III will begin on 9/27/21

3 Income Maintenance Caseworker II staff will begin on 9/27/21

2 SW I&AT will begin on 10/11/21

3 positions are being considered for reclassification

Additionally:

5 Income Maintenance II positions were filled on 9/13/21

- ~ I am concerned that nearby counties are recruiting/attempting to recruit specific staff from us
- ~ It is not unusual for staff to change counties. It is unusual however for other counties to target specific staff offering them specific positions
- ~ Staff are going to other counties for significant pay increases
- ~ In the past few weeks, we have had a Social Work Supervisor contacted directly by a consultant working on behalf of Cleveland County Department of Social Services who offered the Supervisor a position in Cleveland County making \$12,000 more per year and with a \$5000 sign on bonus
- ~ At least one Henderson County Social Worker was offered a position with a similar increase and the ability to work from home 2 or 3 days per week at Cleveland County DSS
- ~ We have recently lost staff, both Social Work and Economic Benefits to Buncombe County Health and Human Services and Transylvania County Department of Social Services,
- ~ Social Workers recently left Henderson County to go to Cleveland County DSS, Polk County DSS, Transylvania County DSS, Buncombe County DSS and the State of NC.
- ~ We have invested significant funds and time in training these staff
- ~ Historically Buncombe County has paid significantly higher than surrounding counties but at this point most surrounding counties exceed our pay rate
- ~ In addition, other counties are accepting 100% of the sick leave balance an employee has, Henderson County accepts up to 225 hours

- ~ Surrounding counties are also awarding annual leave rates considering all years that an employee has worked at a County DSS. Henderson County applies 50% of the total years worked in other counties and 100% for previous work in Henderson County
- ~ Henderson County has excellent medical insurance, a state-of-the-art wellness center/ program and other superior benefits. Unfortunately, many younger employees do not value these benefits the same as they do salary
- ~ DSS is not the only county agency facing these challenges
- ~ Statewide, County DSS agencies are experiencing fewer applicants and less qualified applicants
- ~ Currently we receive sufficient applications for most vacant positions

HENDERSON COUNTY DEPARTMENT OF SOCIAL SERVICES
MONTHLY COMPARATIVE STATISTICS

PROGRAM AREA - MONTHLY CASE COUNT	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21	Apr-21	May-21	Jun-21	Jul-21	Aug-21	% Change From Prior 12 Mths
Food Stamp (FNS) Cases	5275	5351	5111	5090	5258	5391	5583	5701	5739	5777	5836	5889	5964	
FNS Apps Taken	304	273	375	391	304	269	246				146	128	180	
Individuals Served	10635	10827	10275	10172	10543	10790	11189	11441	11525	11610	11720	11794	11926	
Work First Employment Cases	5	6	7	7	9	7	6	4	5	2	2	4	3	-43.8%
Child Only Work First Cases	94	95	95	92	90	90	88	89	85	80	82	82	79	-10.7%
Crisis Heat/Cooling (CIP)	36	69	144	124	159	151	112	64	23	18	20	25	56	
Low Income Energy (LIEAP)	0	0	0	0	463	361	148	77	3	0	0	0	0	
Medical Assistance Cases ^{2 & 4}	16334	16486	16655	16794	17019	17171					14027	14461	14976	
Participants	22257	22454	22708	22962	23268	23470					20339	20862	21549	
Applications Received	370	393	421	457	487	511					226	264	272	
Medicaid Transports	1161	966	1168	778	1409	1121	1030	1559	1274	1634	1434	1118	306	
Individuals Transported	143	125	145	131	84	107	159	148	173	183	164	152	185	
Child Support Cases	2397	2380	2365	2364	2368	2353	2363	2363	2350	2338	2332	2336	2313	-2.0%
Child Support Collections	\$391,349.72	\$333,695.71	\$335,662.71	\$337,233.05	\$338,251.17	\$303,713.44	\$312,838.13	\$395,757.75	\$361,135.02	\$334,773.76	\$407,149.66	\$347,877.93	\$327,509.67	-6.4%
Child Day Care	470	608	418	418	464	509	509	462	458	458	447	443		
Child Day Care Expenditures ¹	\$268,179	\$268,179	\$199,026	\$231,033	\$216,700	\$211,818	\$212,332	\$272,439	\$256,796	\$257,448	\$223,250	\$219,960		
CPS Investigations Initiated	76	88	91	79	77	70	73	105	103	105	67	67	86	3.1%
CPS Investigations Continuing	89	107	107	95	103	113	105	124	138	151	134	101	125	9.7%
CPS -In-Home Case Mgt	41	37	33	34	31	33	31	30	29	21	25	25	22	-28.6%
CPS-Children In Custody (0-18)	171	167	170	172	173	170	172	166	162	170	176	171	171	0.6%
CPS-Foster Care (age 18-21) ³	14	15	15	16	15	14	14	15	15	22	22	24	25	49.3%
APS Open Cases	23	23	46	49	37	57	46	44	36	45	47	33	27	-33.3%
Spec. Asst. In-Home	123	122	123	126	126	127	126	124	126	126	126	118	118	-5.2%
Guardianship Cases	25	25	25	24	25	25	26	25	25	26	25	25	27	7.6%
In-Home Aid Services(Contract)	88	85	83	81	82	82	81	81	82	80	79	76	74	-9.4%

1 - New category as of 7/1/2014

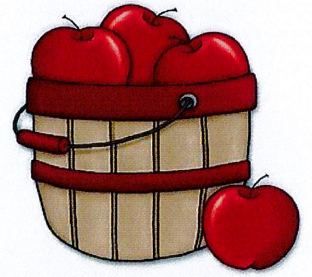
2 - New category as of 3/1/2015

3 - New category as of 1/1/17

4 - Medicaid #'s revised beginning 7/2017

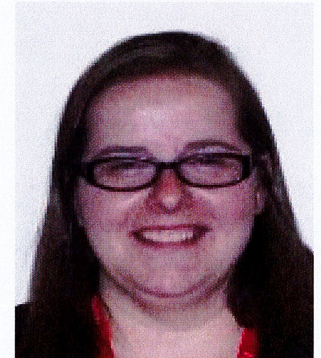


September Employees of the Month



Ryan Garcia (SWS 3 Adult Services Unit 2): Ryan recently exemplified service and dedication to the agency when he managed both Adult Services units for several months. This included being the on-call supervisor for APS 24/7 during those months, but he never complained about having to do so. Ryan remained calm under pressure and was able to keep all of the many Adult Services programs running smoothly. His excellent organization skills and ability to juggle lots of different responsibilities at once helped ensure that all necessary tasks were completed timely. Ryan is extremely knowledgeable about Adult Services programs, and he is great at thinking of new ideas and processes to help things work more efficiently. We're lucky to have Ryan on the Adult Services team!

Bethany Burrell (IMC 2 – PLA/SA): Bethany is such a hard worker! She is efficient with her daily work and completes her cases in a timely manner consistently. She always has a smile on her face and is eager to help a co-worker when needed. She has a sweet personality and is always pleasant to be around, she lifts others spirits. Bethany is all around a wonderful employee!



Suzie Nanney (Lead Child Support Agent 2): She has served Child Support for 30 years with dedication and a positive attitude. She goes beyond her duties with her willingness to take on many tasks to help the unit. Her knowledge and skills of the program shows in her daily interaction with parents, social workers and court officials. Her co-workers rely on her for the acute information she delivers. She has been an asset to this team in many ways.



Program Administrators Report for September 2021

Social Work

Adult Services

Adult Services did see a slight drop in screened in reports giving them some needed time to catch up.

We wanted to share an update to a success story regarding one of our guardianship clients that was shared with you a year ago, September 2020. This guardian is a 30-year-old male with a diagnosis of bipolar disorder, schizophrenia, intellectual disability, PTSD and ADHA. With all these challenges he is making such progress in his life and is a true example of our mission here at Henderson County DSS. He is the subject of article that was published by VAYA September 14th. While at McCullough's he was highly medicated and getting into fights; now he is in an alternative family living home. He is off much of his medication and we have even been able to end Family Preservation services and behavior services because he is doing so well. He still sees the psychiatrist, but the change in life and daily purpose has had a great impact on him. He has always talked about his love for doing yard work, he started receiving supported employment services through the Medicaid Innovations Waiver and in that receiving job training, but he wasn't able to successfully interact with the community without sharing his life story. It was felt his constant "training", was going nowhere and there was no reason why he couldn't take advantage of Vaya's Microenterprise program and start his own business doing yard work, so we reached out to Vaya and met with them regarding a Microenterprise. He was allowed grant money to purchase a leaf blower, weed eater, push mower, rake, electronic scale, and other items totaling over \$1,000. He and the family he lives with now have chickens, and this has been his responsibility to care for them. Attached is a copy of the article and pictures. He did consent to the article and pictures.

Child Welfare

With the continued rise in foster care numbers, we would like to share some numbers involving permanence for our children. Since the beginning of this fiscal year, the foster care teams have completed four adoptions and currently are working on 11 more. We have 12 children in trial home placements and hope to see these children reunified with their parents soon.

As always, we are looking for new foster parents and supports for our current licensed families. Our next foster parenting training class (MAPP) will begin September 16th. We currently have four families committed and one of those families is a kinship provider.

We recently promoted Hugh Rutledge as our CPS Program Manager, he has 23 years with Henderson County DSS and has 26 years with Henderson County. He has recently begun meeting with Child and Family Resource center about their Community Response program. This is a prevention program that works with families who have no substantiated finding but have needs that could be supported by this program, for example housing assistance, parenting skills, navigation through public assistance programs, some monetary resources and can support the family for six months. The plan is to strengthen this program with additional staff which Family Resources has already begun, and this will allow for more referrals from HCDSS. The goal is to reduce any repeat involvement with Child Protective Services.

I would like to give a quick kudos to our three Program Managers. In the last year we have promoted and filled each of these positions from within the agency. Libby Myers, Program Manager for Foster Care/ Adoptions/ Licensing, has approximately 18 years with Henderson County DSS; Hugh Rutledge, Program Manager for CPS Investigations/In-home/On-call, has been with Henderson County DSS 23 years and 26 years with Henderson County; Traci Corn, Program Manager for Adult Services/ Foster Care 18-21/Child Support, has been with

Henderson County DSS for approximately 10 years. They have jumped in with lots of ideas and energy. I am very excited to have all this experience and enthusiasm leading these programs.

Economic Services

Food & Nutrition

- Due to ongoing COVID waivers, Food & Nutrition cases with 6 months certifications continue to be auto certified by the State through December 2021 OR when the governor ends the state of emergency.

Medicaid

- The Public Health Emergency has been extended for 90 days, through mid-October. We are to continue to follow COVID19 protocol and waiver guidance until this time and/or notified otherwise.

Additional Information

- We are preparing for and awaiting guidance regarding a new program that our agency will begin administering this winter.
 - This is the Low-Income Household Water Assistance Program (LIHWAP).
 - Payments for this program are expected to begin in January 2022.
- We filled our vacant Program Manager position. Vicki Huntley begins September 27th.
- We have filled eight Income Maintenance Caseworker positions, with start dates ranging from September 13th through September 27th.

Old jeans, determination and heart are behind Jeremy's Lawn and Garden

Jeremy has always loved helping his mother around the yard with hands-on work. A Vaya Health member with an intellectual and/or developmental disability, Jeremy has turned his passion for keeping busy outdoors into a business: Jeremy's Lawn and Garden. He's starting with yard work services this fall but plans to diversify by adding fresh eggs and vegetables in the coming year.

Sherrie, Jeremy's Alternative Family Living (AFL) staff, knows how hard Jeremy works and just how much he enjoys being outdoors. With a large property in the country, there's plenty to do. Sherrie says she knows when he puts on his old jeans that he's going out to do yard work, and he wears his old jeans quite a bit. Having his own business around this type of work has been a long-term goal for Jeremy, and his AFL placement is the perfect place for him to start.

"We have the accessibility for him to have chickens and to have a garden here," said Sherrie. "We wanted that so he could have something off season when he's not raking leaves. We felt like he would be more successful in this type of atmosphere than in a public job since he loves to garden."

Though Jeremy wanted to start his business earlier by selling vegetables, things didn't quite work out as planned. Working hard several hours a day every day during the spring and summer, he hoped to share an abundance of fresh produce. A lack of nutrients in the soil from years of previous gardens, too much rain and a number of hungry wildlife (including a neighborhood cow) all kept that from happening. On top of it all, they returned from vacation to discover that his flock of ten chickens had been reduced to one. Despite the setbacks, if there's one thing that describes Jeremy besides hard-working, it's determined.

Extra protections were added to the chicken coop and another flock is being slowly introduced to the one he had left, which means fresh eggs are now available. Jeremy and his employment worker are studying soils and getting tips on how to correct the PH levels for a better harvest next year, and Sherrie is role playing with him to practice interacting with customers.

"He's a hard worker and is very respectful," said Sherrie. "His heart is in it, and I think he will be successful."

Getting his business up and running and finishing his tasks one at a time give Jeremy a huge sense of accomplishment. He not only enjoys what he does, but he's also meeting his goals, which gives him confidence. And it makes him happy.

"I want to get out there and make a name for myself," said Jeremy.

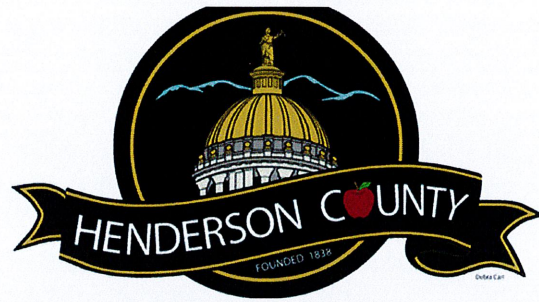
If you are in the west Buncombe area, near Erwin Hills, you can give Jeremy a reason to put on his old jeans. Jeremy's Lawn and Garden sells fresh eggs and provides lawn mowing, weed eating, raking leaves, planting and shoveling sidewalks and driveways. Contact Jeremy for service details and pricing at jeremylandg79@gmail.com

<https://www.vayahealth.com/learn-more/idd/microenterprise-directory/>



Henderson County Department of Social Services
FY21-22 2 MONTH YTD AUG21 - (091721)

DESCRIPTION	TARGET =													%	SPENT	\$	UNSPENT
	ACTUAL FY 12-13	ACTUAL FY 13-14	ACTUAL FY14-15	ACTUAL FY15-16	ACTUAL FY16-17	ACTUAL FY17-18	ACTUAL 2018-19	ACTUAL 2019-20	ACTUAL 2020-21	BUDGET 2021-2022	YTD SPEND 2021-2022						
SALARIES - WAGES, OT, TEMP	6,675,430	6,822,428	7,179,068	7,179,338	7,477,098	7,553,754	7,849,280	8,076,196	8,129,494	8,601,836	1,276,190	14.8%	7,325,646				
DEFERRED COMP - SUPP, LGERS & 401K	519,736	551,487	591,834	563,817	636,219	654,785	708,049	833,486	946,709	1,039,219	147,984	14.2%	891,235				
INSURANCE - MEDICAL & DENTAL	1,845,802	2,079,280	2,089,895	2,050,190	2,160,256	2,243,185	2,287,467	2,099,836	2,320,530	2,504,138	329,002	13.1%	2,175,136				
UNEMPLOYMENT & WORKERS COMP	191,262	126,452	95,351	53,849	60,374	82,422	123,599	81,594	44,158	93,288	40,311	43.2%	52,977				
SOCIAL SECURITY (FICA)	485,558	495,573	527,147	519,084	540,337	545,069	566,159	585,472	585,472	661,300	91,789	13.9%	569,511				
STAFF TRAINING	22,972	23,460	21,363	29,320	43,424	49,668	52,019	34,265	30,632	70,000	409	0.6%	69,591				
STAFF	9,740,760	10,098,679	10,504,658	10,395,598	10,917,709	11,128,883	11,586,573	11,707,743	12,056,996	12,969,781	1,885,684	14.5%	11,084,097				
TECHNOLOGY (IT) - CAPITALIZED & NON-CAP	182,013	237,928	215,713	162,227	166,555	288,605	106,714	152,837	280,472	299,257	40,944	13.7%	258,313				
**SUPPLIES - OFFICE, CLNG, FOOD, DP, FURNITURE & DUES	156,036	159,567	223,383	284,504	178,221	267,041	125,735	104,835	336,548	147,500	19,779	13.4%	127,721				
TELEPHONE - AGENCY SYSTEM & STIPEND	110,054	118,303	123,525	80,537	103,696	97,738	111,656	147,477	123,677	149,663	18,113	12.1%	131,550				
POSTAGE	59,643	61,131	35,256	53,606	39,650	41,001	44,025	45,341	43,756	50,000	-1,503	-3.0%	51,503				
MAINT & REPAIR - BUILDING, GROUNDS & EQUIPMENT	8,488	2,791	17,437	4,397	0	0	0	0	0	0	0	0	0				
CONTRACTED SERVICES	448,887	551,002	772,476	573,428	599,967	644,263	538,747	489,949	480,872	688,000	56,304	8.2%	631,696				
OUTSIDE SERVICES - PRINTING, MED/LEGAL/PROF/RESEARCH/JUDICIAL/ADV	39,316	38,701	54,609	58,012	74,726	82,702	71,884	121,597	126,036	151,000	11,262	7.5%	139,738				
CLIENT TRAVEL ³ - MILEAGE, FUEL & VEHICLE EXPENSE	117,636	118,153	118,911	140,182	132,864	103,720	106,488	77,621	60,750	93,750	6,909	7.4%	86,841				
RENT (EQUIPMENT & PROPERTY)	83,680	80,989	85,660	74,450	43,343	43,368	39,061	32,617	28,319	82,000	1,631	2.0%	80,369				
INSURANCE/BONDING	122,750	104,118	119,193	106,257	103,321	106,953	100,722	95,452	98,735	1,000,279	98,735	9.9%	901,544				
GUARDIANSHIP ASSISTANCE	28,800	28,800	28,800	32,800	40,800	35,699	26,400	26,400	26,400	42,000	4,400	10.5%	37,600				
FOSTER CARE TRAINING	5,657	4,499	5,122	8,070	5,479	4,358	6,882	6,929	3,420	12,000	373	3.1%	11,627				
ADMINISTRATIVE	1,180,947	1,268,053	1,584,370	1,416,243	1,322,067	1,426,843	1,171,599	1,148,218	1,328,512	2,416,192	216,003	8.9%	2,200,189				
TOTAL STAFF & ADMINISTRATIVE	11,103,719	11,604,661	12,304,742	11,974,069	12,406,331	12,844,331	12,864,886	13,008,797	13,665,980	15,685,230	2,142,631	13.7%	13,542,599				



Henderson County Child Care Prioritization Policies

A waiting list will be maintained by Henderson County when there is a lack of subsidy funding to serve all children who need services. When the budget allows us to start serving the children on the waiting list, priority is given. After this, families are offered childcare placements on a first come, first served basis according to the date they were added to the waiting list. Families who are requesting full-time care may be prioritized over families who are requesting part-time care based on individual need and circumstance. If childcare cases are in jeopardy of termination due to potential lack of funding, Henderson County will contact DCDEE for guidance.

Families on the waiting list must be eligible to receive subsidized childcare under DCDEE state guidelines. Families must report any changes that affect their eligibility, including changes in address or phone number. If childcare assistance is no longer needed, families should notify the Subsidized Child Care office in their county. Once funding becomes available, families will receive written notification. Failure to respond timely to the notice will result in removal from the waiting list.

During a waiting list situation, the local DSS/LPA directors may authorize families to receive services based on these priority groups as follows:

1. Foster Care children placed in Henderson County Department of Social Services custody. When the child is no longer in foster care the responsible adult will have 10 days to contact childcare staff and complete an application for continued eligibility.
2. Families who need childcare to support Child Protective Services for child(ren) to remain in his or her home, families experiencing crisis, to prevent foster care placement or to support Family reunification/permanent placement may be prioritized over those who need childcare for any other reason. (CPS or CWS referral required)
3. Vulnerable populations - Special Needs Children with a current IEP or IFSP or families experiencing Homelessness with a temporary living situation due to an economic hardship.
4. Families needing childcare to support Work First Employment Services may be given priority over other families needing childcare. (referral required from Work First staff)
5. Teen parents who need childcare to remain in high school or obtain their GED may be given priority over other families needing childcare to support education. Priority will be given to Adolescent Parent Program (APP) parents and these parents will be monitored by the APP program coordinator ensuring that they adhere to the school system attendance policy.
6. Responsible adults whose family is already receiving childcare services and later comes back to apply for another child (including newborns, preschoolers, or school-agers) may be given priority over other families applying for services.
7. Local policy option will not be exercised to set-aside amount greater than the minimum set-aside determined by DCDEE.

Approved by the Henderson County Board of Social Services on 9/21/2021 Chairperson

A handwritten signature in black ink, appearing to be 'ASL', is written over a horizontal line. The signature is located in the bottom right corner of the page, below the text 'Chairperson'.