



STATE OF GEORGIA

Division of Family and Children Services

Nathan Deal
Governor

Bobby D. Cagle
Director

State Advisory Board Meeting Minutes September 13, 2016 10 a.m. – 2 p.m. Atlanta, Georgia

Members in Attendance: Delaine Hunter, Kathy Cooper, Tina Bartleson, Emily Cole, Octavia Fugerson, Dr. Columbus Watkins, Tommy Hill, Rodney Griffin, Cathy Atkins, Meredith Ramaley, Judy Manning, Lee Heery, Cindy England, Dr. Michelle Zeanah, Barbara Sims (via phone), Belva Dorsey (via phone)

Members Absent: Roger Bryant, Toni Oliver, Emily Brantley

Guests: Wayne Drummond, Helen Sloat, Karl Lehman, Cindy Stroud, Johnnie Jenkins, Brenda Patterson, Pamela Perkins Carnes, Anne Burreis

Division Staff: Director Bobby Cagle, Virginia Pryor, Carol Christopher, Vivian Egan, Dahlia Bell-Brown, Dr. Deborah Johnson, Katrina Mitchell, Lee Biggar, Cliff O'Connor, Mable Gibson, Lucy Smith, Ellen Geeker, Susan Boatwright, Donna Pettigrew-Jackson, LaMarva Ivory, LaWanda Proctor, Candis Jones

Chair Atkins: Calls the meeting to order.

Vice Chair Hill: We have a quorum.

- Moment of silence and opening prayer.
- Pledge of allegiance

Chair Atkins: Thank you for being here this morning. We'll now go around and do board member introductions.

- Motion to approve today's agenda - Approved
- Motion to approve the minutes from the July meeting.- Approved
- Overview of Region 4 roadshow from Ms. Cole:
 - o Very informative and well attended. The roadshow is a great opportunity for people in the region to collaborate amongst themselves and stakeholders. Even within the region, it seems that some counties have come up with things to implement and some other counties may not be aware. She hopes that from this board, they can help facilitate better collaboration within their regions. From her button, you can see she is on board with SBC. There are already meetings being held to train stakeholders in SBC. Challenge all to get stakeholders around the state to get everyone on the same page to support the Division and help others better understand the work being done. There was a day where the

Directors met with staff, so that they could freely talk. She spoke with some workers to see if those meetings were meaningful and they were very positive.

- Ms. Cole: before we get to the rollout, encourage DFCS to get board members involved.
- Chair Atkins: Anybody else have anything to share from your community regarding DFCS involvement or things going on?
 - o Ms. Cooper: Was speaking with Judge Perkins, might get better recruitment if we reach out to colleges for internships. Expose them to multiple areas of the agency. Has that been looked into?
 - o Director Cagle: We are working on expanding this statewide, even in state office.
 - o Dr. Lee Heery: What do some of you do to connect with stakeholders?
 - o Pamela Carnes: DOE has Every Student Succeeds Act (ESSA) meetings statewide for stakeholders to attend.
- Bylaws committee update – we won't be voting on these today because we haven't finalized a draft in time. We need to provide everyone 30 days to review them. Please ask questions and comments today to get clarification.
 - o Ms. Bartleson (Bylaws committee chair): draft bylaws in packet and overview.
- Chair Atkins: please start thinking about which proposed committee you would like to volunteer on. Have a series of legal questions. Does a one-year term work with the law?
 - o A: Will check with Governor's office to see what their preference is.
 - o Questions for Vivian Egan – for board members who aren't able to attend, do they still have voting privileges?
 - A: you can vote by telephone. Does that need to be listed in the bylaws? A: it could make it clearer. For notice of meetings, do we need to include the protocol for that in the bylaws? A: you certainly can, but it's clear what the meeting notice requirements are. The state has its own laws and rules already; do we need to attach them to our bylaws? A: that would depend on what you want to include in the bylaws. It may become cumbersome. We can incorporate smaller things into the bylaws.
- Dr. Zeanah: having served on several boards in newer organizations. Suggest doing at least 3-year appointment and you can serve up to 5 years. Would allow for continuity but not lose experience base as we grow. Recommend positions of leadership be at least two years so that as people roll off we have consistent leadership.
 - o Ms. Bartleson: Please get comments to us within the next 10 days.
 - o Ms. Dorsey: re: meeting attendance, did the committee discuss minimum meeting attendance? Are they still in good standing? A: That's a good issue to bring up.
 - o Director Cagle: DECAL had a rule that said attendance was required.
 - o Chair Atkins: when we meet in November, we'd like to finalize the bylaws for a vote in December. Please forward any questions or comments to

Tina. How would you all feel about taking nominations for secretary today?
Vice Chair, please take nominations.

- Vice Chair: Any volunteers? Meredith Ramaley nominates herself, Dr. Zeanah seconds it. All in favor. Please follow up with staff.
- Director Cagle's updates: Secret Santa program. We execute this in conjunction with partners. It is a very involved project, wanted to make you aware of this before our December meeting. 7000 children, 3 gifts per child. Walmart patrons can come into the store and purchase gifts for the children. Some counties that don't participate conduct programs of their own working with local churches and nonprofit organizations. We work closely with our auditor's office to ensure that all of the money is accounted for and transparent. We want to ensure that the accounting is done correctly and to keep this program going. Searching for a warehouse in metro Atlanta, needs to be a minimum of 125,000 square feet for the months of November and December. If you know of anyone who may have warehouse space, we are currently looking for it.
 - Ms. Cole: would you consider space in Carrollton? Most of the events are in metro Atlanta. Walmart has agreed to transport gifts in metro Atlanta. If you are interested in this space, she can work on securing it.
 - Director Cagle: Walmart transports the goods for free. The Walmart events are wonderful and there is so much goodwill. Have to arrange transportation for the county offices to get vans to transport the goods from the warehouse. If you know of anyone who would be interested in corporate sponsorship, please let us know. We've expanded the number of events that we work.
 - Ms. Ramaley: What space did you use last year? A: South Fulton Industrial off I20. Have had locations in Decatur and Stone Mountain. What happens to the other 40 counties who don't participate? A: Some of these counties already have longstanding community events.
 - Dr. Zeanah: the local junior league gives them clothes and then a couple of gifts.
 - Director Cagle: we try to keep the size of gifts to \$150. Often times people will buy gifts beyond what was requested. You do have the remaining roadshow schedule. We are still firming up dates for 2017 and will share it with you once we have those dates.
 - Chair Atkins: personally challenge board members and audience for a gift to share for the Secret Santa program.
 - Director Cagle: We like to have extra gifts in reserve for children who may come into care on or around Christmas day.
 - Ms. England: would love to sponsor a child.
 - Chair Atkins: and don't forget about your own counties as well. We're running ahead so we're going to hear from Budget now.
- Cliff O'Connor: Overview of DFCS Program budgets, broken down by state funds, federal and other. Questions?
 - Ms. England: can we get a copy of this? A: Yes, we will send out the presentation

- Chair Atkins: as a board we go in front of county commissioners to solicit money for the county office, how do we expedite money being available to us to help county directors with children in need? A: the state must still go through the state procurement process when using county funds. Our biggest problem is the time process for the state procurement process. Rules vary by county.
- Ms. Cooper: in the past, commissioners ask that you speak in front of your commissioners when making such requests.
- Cliff O'Connor: would be happy to look into certain situations.
- Pamela Carnes: there is such a small amount of money being spent on child abuse and neglect prevention. A: it's hard to get funding for it nationwide.
- Director Cagle: there is a movement in the Senate called the families first act. One of the components is to allow IV-E funding for prevention services. We're watching it very closely.
- Ms. Ferguson: What are federal and "other"? A: didn't break out other because it's usually very small.

LUNCH

- Ann Burris: Deputy Commissioner for the Office of Human Resources overview
 - Chair Atkins: What are social services salaries in neighboring states? A: Alabama is slightly higher, but have different demographics.
 - Ms. Bartleson: Do you do face to face or online surveys for exit interviews? A: A combo of both. For work stress, do you delve into what kind of stress they were describing? A: Yes. What type of training do supervisory staff get? A: three levels of training. Initial one is required.
 - Ms. England: FLSA impact? A: It won't apply to many of our employees.
 - Director Cagle: can you explain the new changes for the Fair Labor Standards Act (FLSA)? A: Since we are a government entity, there are other exceptions for us. We would give comp time at the overtime rate of time and a half. Once an employee earns over 240 hours, we would begin paying out. FLSA compensatory time is nontransferable.
 - Ms. England: for instance, personally has to take the compensatory time by the end of the year. How does it work for DFCS? A: We don't, it sits in the bank.
 - Chair Atkins: the career path? A: A lot of work has been done.
 - Chair Atkins: scholarships for staff? A: no. IV-E scholarships are available. Will do a training on this.
 - R14: do you do focus groups with staff? Yes
- Lucy Smith, OFI SNAP Time-Limited ABAWD Expansion overview
 - Dr. Zeanah: Who pays for the workforce training? A: provided by the USDA. For SNAP works we are using our federal grant
 - R14: Is DOL notified in advance? A: They are aware of what counties we will be operating in. Conversation with caseworker is done prior to getting cut off? A: it is voluntary. They have to come to us. Each ABAWD is now getting a questionnaire.

- Ms. Sims: Who monitors the volunteers for ABAWD? A: it's the responsibility of the case manager, but the ABAWD provides the information to them monthly.
- Dr. Zeanah: Can we get the details for the entire state ABAWD population? A: yes
- Director Cagle: What was the response rate from the initial three counties? A: around 30% responded to the multiple notices.
- Ms. Heery: how often do people have to reapply for SNAP? A: every 6 months
- Ms. Bartleson: is the worker that the ABAWD would be connecting with in their county? A: yes. If they come in the office they will get local service.
- Candis Jones, Foster Care Recruitment Campaign
 - Ms. Bartleson: some of the barriers to becoming a foster parent is the lengthy list of requirements. What types of supports will be given to foster parents? A: have worked with a vendor to streamline the application process, cut back on redundancy in paperwork. Caregiver navigators.
 - Ms. Cole: is one of the partners Promise 686? A: they are not a private agency provider; those are the ones that are caregivers. It's a different program area.
 - Ms. Heery: what are the CPAs? A: they adhere to federal and state law and must meet licensure requirements.
 - Dr. Zeanah: heard a lot about recruitment, but not retention? A: Director Cagle – hears during roadshows that foster parents can't get calls back. Discuss progressive discipline for staff not returning phone calls and memo that went out yesterday. Looking to replicate Promise 686 model.
- Ms. Dorsey: Region 8, training is difficult to schedule and the location is preventing them to get there. A: IMPACT training is a 24-hour course that is done over a 10-week period. We work with vendors to conduct training so that we can offer it more frequently. If funding is available, they will host it in a different location than the DFCS office. What about support for foster parents that have children with challenging behaviors? A: We are working closely with Amerigroup to address concerns for lack of service in certain areas.
- Chair Atkins: Birthday sharing. Requested a meet and greet with the Governor or a swearing in ceremony for the board. Next board meeting is December 13, 2016 at 10 AM. Board planning session is November 13 and 14. Any last minute thoughts or comments? No. Meeting adjourned.