

Local Human Services Organization and Governance

Social Services Attorneys
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SCHOOL OF GOVERNMENT

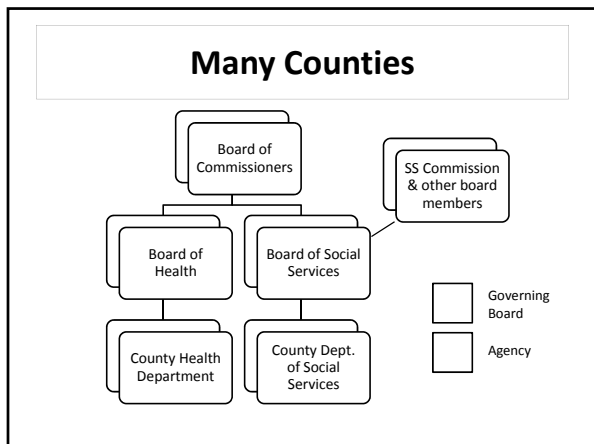
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County Options

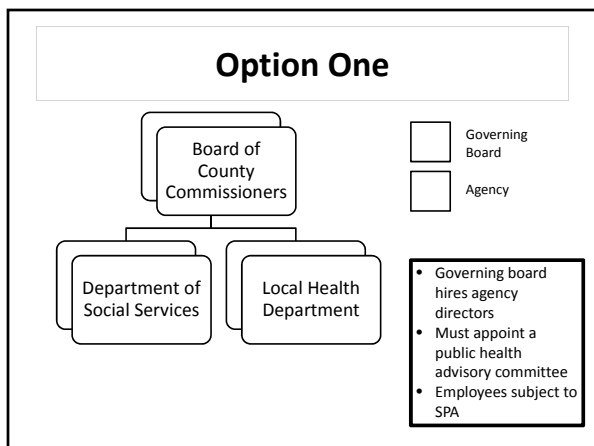
- Stay the same
- Options for local agencies under “old” laws
- Options under new legislation:
 1. Board of county commissioners (BOCC) may assume powers and duties of governing boards
 2. BOCC may create consolidated human services agency and appoint CHS board to govern
 3. BOCC may create CHSA and directly serve as governing board

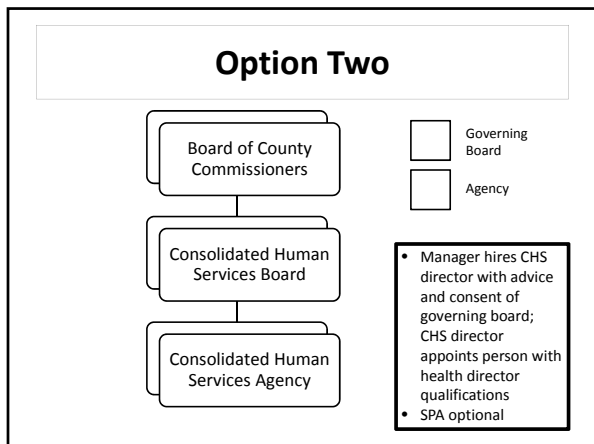
Options Under “Old” Laws

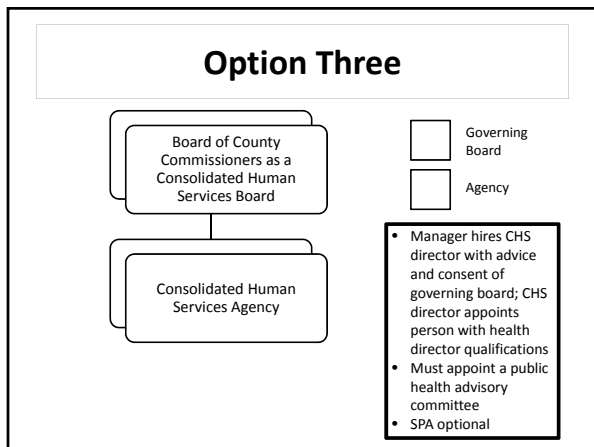
Public Health	Social Services
<ul style="list-style-type: none"> • Single county department with local board of health • District health department with district board of health • Public health authority with public health authority board 	<ul style="list-style-type: none"> • Single county department with social services board • Multi-county agency with county social services boards

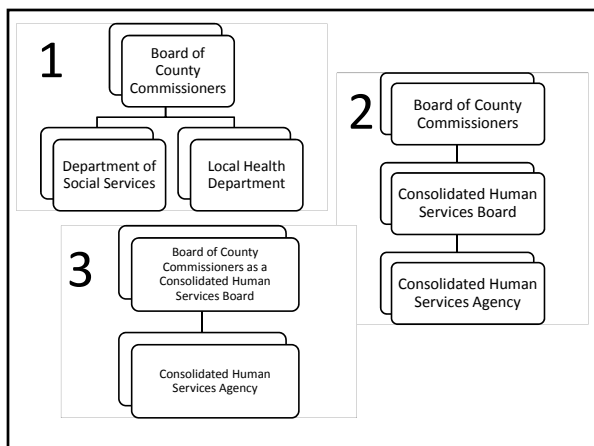


- ### Options Under New Law (H 438)
1. Directly assume the powers and duties of one or more local boards. Agencies stay the same.
 2. Create a consolidated human services agency (CHSA) and appoint a consolidated human services board.
 3. Create a CHSA and directly assume the powers and duties of its board.

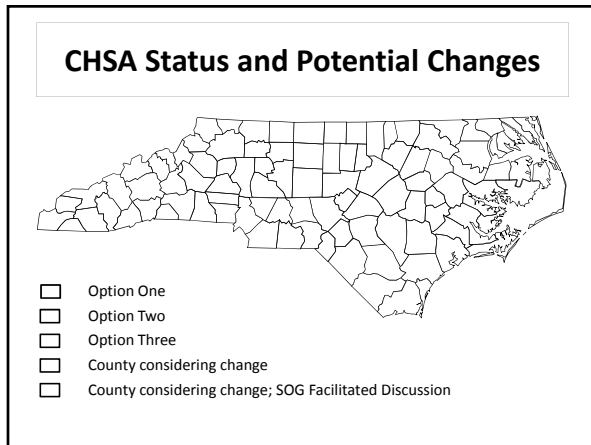


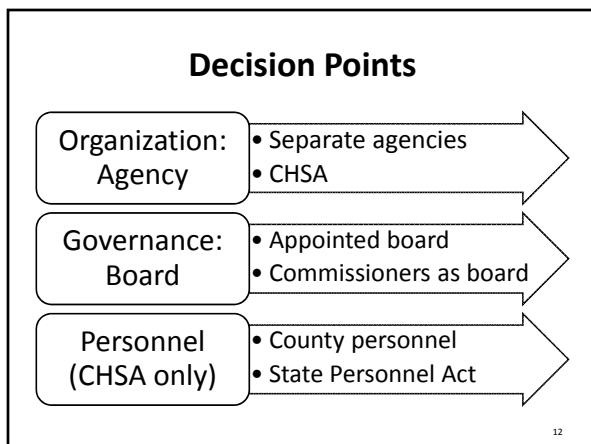






	Option One	Option Two	Option Three
Governing board hires agency director	X		
Manager hires agency director with advice and consent of board		X	X
SPA optional		X	X
Must appoint public health advisory committee	X		X
Must appoint person with health director qualifications	X*	X	X





Personnel

- State Personnel Act (SPA)
 - General rule: Employees of local public health and social services agencies are *subject* to the SPA
 - Exception: Public health authorities, CHSA
 - Some county personnel ordinances or policies may also apply to these employees
 - These employees are *county employees*



Personnel: CHSA Option

- If a county creates a CHSA that includes public health and/or social services, the county has a choice.
 - Elect to keep those employees subject to the SPA
 - Elect to remove those employees from the SPA
- County personnel policies must satisfy federal merit personnel standards, if applicable

Federal Merit Personnel Standards

- | | |
|---|---|
| • Recruiting, selecting, and advancing employees based on merit | • Correcting inadequate performance |
| • Equitable and adequate compensation | • Assuring fair treatment of applicants and employees |
| • Training employees | • Assuring employees are protected against coercion for partisan political purposes |
| • Retaining/separating employees on the basis of performance | |

5 CFR § 900.603

Will we save money if we create a CHSA?

What is a "human service"?

If comm'rs assume the powers and duties of a board, what will they REALLY need to do?

If we opt out of SPA, what changes do we need to make to our personnel policy/ordinance?

Questions?