Has It Really Been Five Years? An Update on Consolidated Human Services Agencies

Options

Stay the same
Options under “old” laws
Options under new law
Options Under “Old” Laws

Public health
- District health departments
- Public health authorities
- Public hospital authority (Cabarrus only)

Social services
- Share a Director

Both
- County departments
- Interlocal agreements
- Intra-county collaboration and consolidation

Options Under “New” Law

1. Board of County Commissioners
   - Department of Social Services and/or Public Health

2. Board of County Commissioners
   - Consolidated Human Services Board
   - Consolidated Human Services Agency

3. Board of County Commissioners as a Consolidated Human Services Board
   - Consolidated Human Services Agency
### Key Differences

<table>
<thead>
<tr>
<th></th>
<th>Board</th>
<th>Hire Agency Director</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>DSS</td>
<td>Appointed; 3-5 mem.</td>
<td>Board hires</td>
<td>SHRA</td>
</tr>
<tr>
<td>PH</td>
<td>Appointed; 11 mem.</td>
<td>Board hires</td>
<td>SHRA</td>
</tr>
<tr>
<td>One</td>
<td>Elected*</td>
<td>BOCC hires</td>
<td>SHRA</td>
</tr>
<tr>
<td>Two</td>
<td>Appointed; up to 25 mem.</td>
<td>Manager hires with advice &amp; consent of CHS board</td>
<td>SHRA Optional</td>
</tr>
<tr>
<td>Three</td>
<td>Elected*</td>
<td>Manager hires with advice &amp; consent of BOCC</td>
<td>SHRA Optional</td>
</tr>
</tbody>
</table>

* If public health affected, must appoint health advisory committee

---

### PH and SS Organization and Governance Resolutions as of May 2017

- SS & PH agencies with appointed governing boards
- Option 1 with both SS & PH agencies governed by BOCC (Stokes)
- Option 1 with SS agency governed by BOCC, PH agency with appointed governing board (Mitchell, McDowell, Watauga, Wilkes, Surry, Columbus)
- Option 2 with consolidated HS agency including SS & PH, appointed CHS board (Haywood, Buncombe, Gaston, Union, Rockingham, Wake, Nash, Edgecombe, Carteret, Dare)
- Option 2 with consolidated HS agency including SS and other human services but not PH, governed by appointed CHS board (Polk)
- Option 3 with consolidated HS agency including SS & PH, governed by BOCC, health advisory committee (Swain, Yadkin, Mecklenburg, Guilford, Montgomery, Richmond, Bladen, Brunswick, Pender, Onslow)
- Option 3 with consolidated HS agency including SS & other human services but not PH, governed by BOCC (Cabarrus)
Lessons Learned

- Organizational structure
  - Flexibility, but still must comply with state and federal mandates

- Employees
  - Advance discussion about implications of change
  - Update HR policies/ordinance in advance to comply with federal merit personnel standards
  - Open legal question about transitioning career status employees

- Advisory committees
  - Define roles, including appropriate delegation

- Information sharing
  - Don’t assume a components of a CHSA will be able to share information more freely than they could before consolidation

- Budget impact
  - Don’t assume creating a CHSA will save money

Questions?

- Aimee Wall
  - 919.843.4957
  - wall@sog.unc.edu

- Jill Moore
  - 919.966.4442
  - moore@sog.unc.edu

- CHSA Resources
  - http://www.sog.unc.edu/node/31296