

# Has It Really Been Five Years?

## An Update on Consolidated Human Services Agencies



### Options

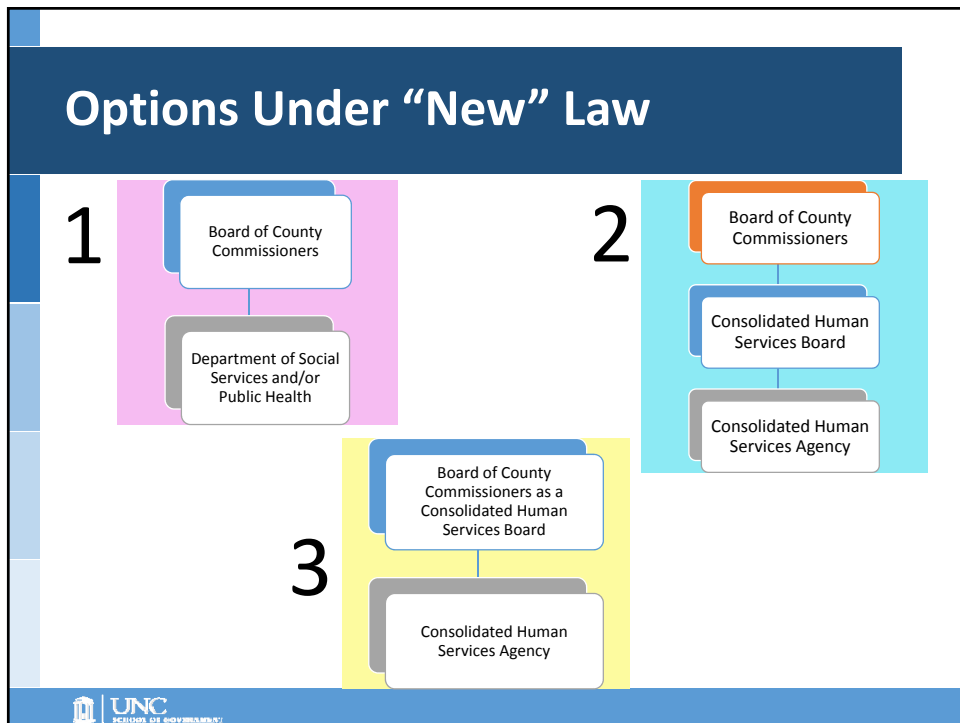
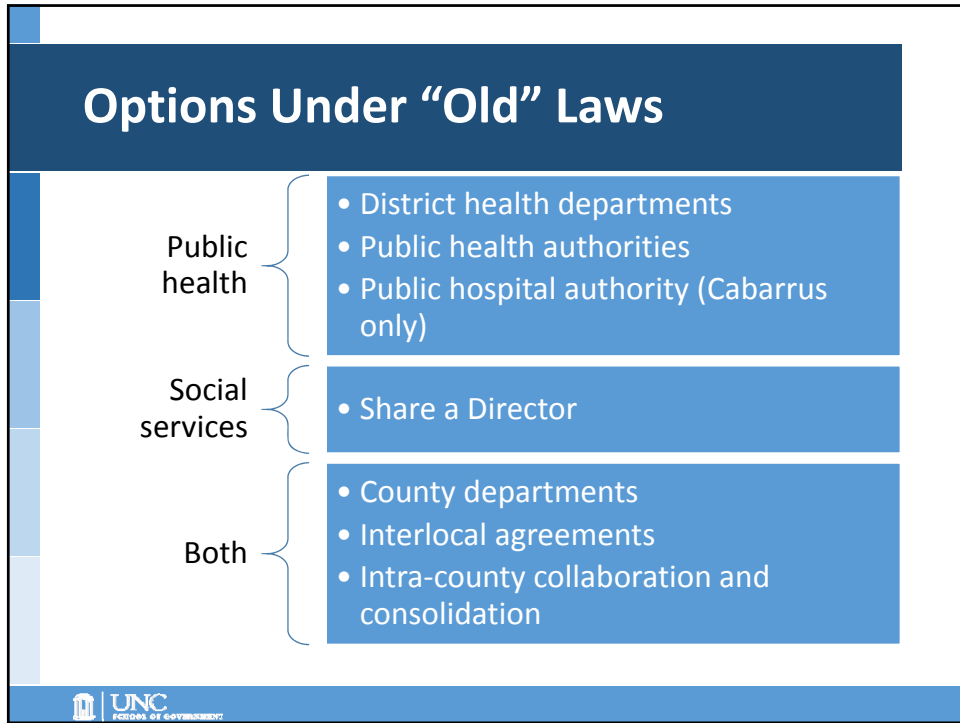


Stay the same

Options under "old" laws

Options under new law



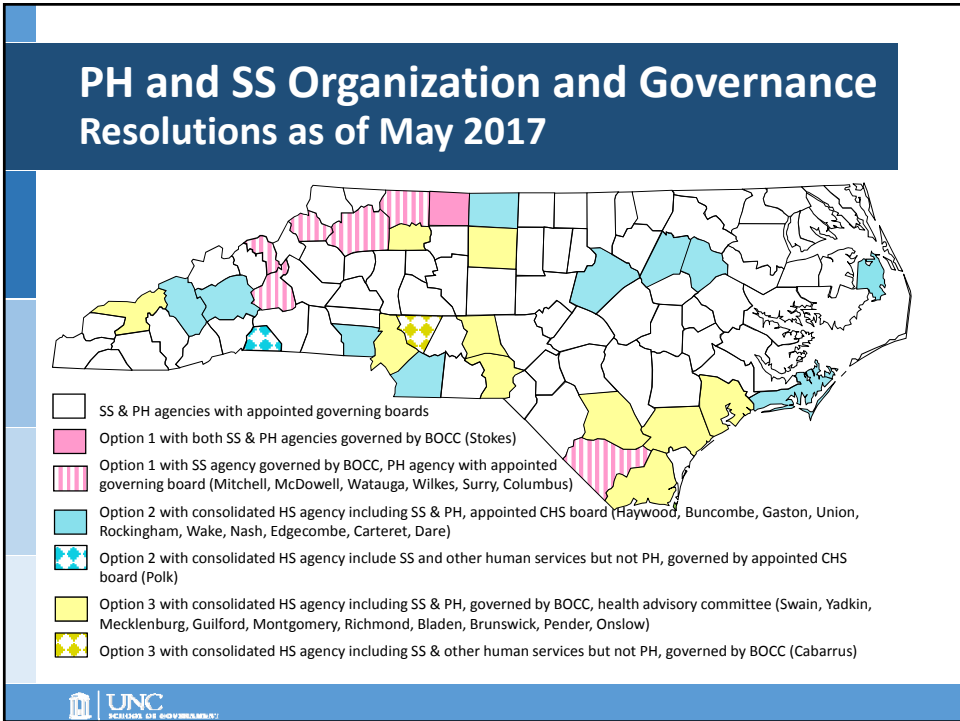


## Key Differences

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

\* If public health affected, must appoint health advisory committee

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## 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?

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- **CHSA Resources**
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