Powers and Duties of the DSS Governing Board

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Powers and Duties

Determined by State law

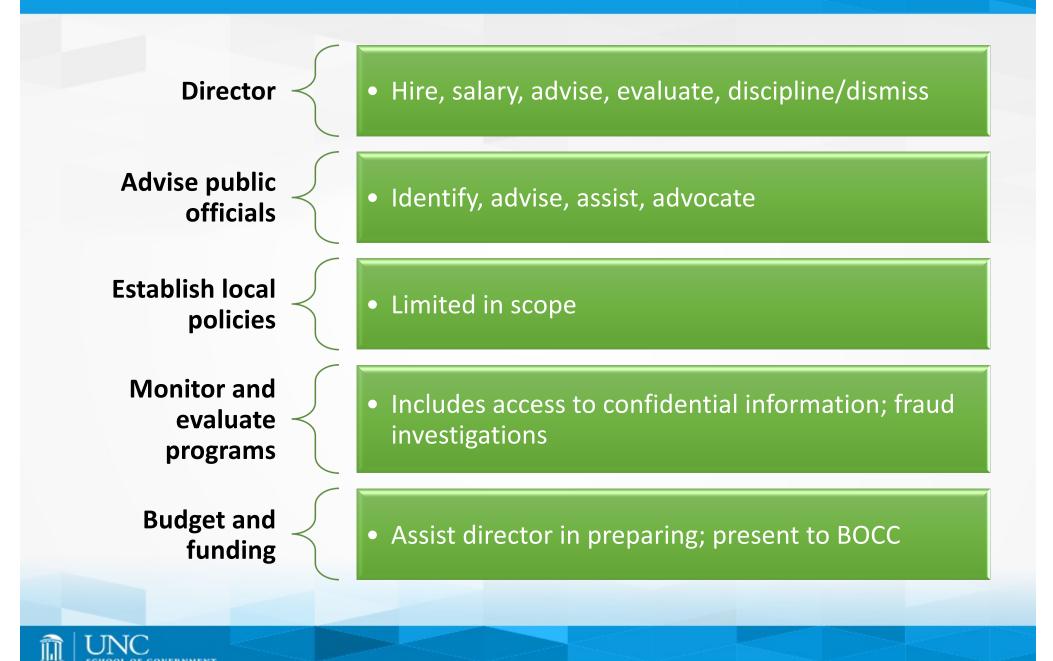
Statutes enacted by General Assembly

Administrative rules adopted by Social Services Commission

Ordinances adopted by county commissioners



Statutory Powers and Duties



Power: Confidentiality



Duty: Confidentiality

Most individually identifiable information held by social services is confidential under law Exceptions allow sharing with law enforcement, courts, schools, health care and other service providers, government oversight, etc.



Personnel: Director

Must comply with applicable legal frameworks

General employment laws

• E.g., Nondiscrimination (race, sex, age, disability status, etc.)

SHRA (unless CHSA not under SHRA)

 E.g., may only dismiss with "just cause" if director is a "career State employee"

County policies or ordinances

- E.g., travel, leave, etc.
- Federal Merit Personnel Standards (if CHSA not under SHRA)



Personnel: DSS Employees

- Board has no authority to
 - Hire, supervise, or fire DSS employees
 - Establish minimum qualifications
 - Establish salary schedule
 - Adopt personnel policies
 - Hear employee grievances or appeals*



Personnel: Social Services Attorneys



- No authority to retain social services attorney unless
 - authority delegated by BOCC or
 - appointment by BOCC of a "special county attorney for social services"



Beyond the Law



- Just the starting point
- How can your board build on this legal foundation to be a strong and effective governing board?

