



THE FRANKLIN COUNTY BOARD OF SOCIAL SERVICES HELD THEIR REGULAR MONTHLY MEETING ON MONDAY, JULY 21, 2025, AT 9:30 A.M. AT THE GOVERNMENT CENTER, 1255 FRANKLIN ST. ROCKY MOUNT VA

THOSE PRESENT: Sharon Tudor, Chairperson, Rocky Mount District Representative
Leslie Holden, Vice Chair, Blue Ridge District Representative
Penny Guilliams, Blackwater District Representative
Bill Gruchow, Union Hall District Representative
Dave Thorp, Snow Creek District Representative
Barry Ferguson, Boone District Representative
Mike Carter, BOS Member

THOSE ABSENT: None

OTHERS PRESENT: Anita "Toni" Turner, Director
Ashley Rutter, Assistant Director, Benefits Unit
Jessica Davis, Assistant Director, Services Unit
Kathy Walker, Administrative Coordinator II

MEETING WAS CALLED TO ORDER BY SHARON TUDOR, BOARD CHAIR

Invocation was given by Bill Gruchow, Union Hall District Representative

Pledge of Allegiance was led by Leslie Holden, Blue Ridge District Representative

CHAIRPERSON, SHARON TUDOR COMMENTS

Sharon Tudor, Chairperson, welcomed Penny Guilliams to the DSS Board as the new Blackwater District Representative. Sharon stated that the Board is very happy to have Penny and looks forward to working with her. Penny stated she is honored to be selected and will do her best to service the Board. She hopes to learn a lot over the next four years.

CONSENT AGENDA

-Accounts Payable Listing & Approval of June 24, 2025, Board Meeting Minutes.

-SPECIAL CIRCUMSTANCES FOR BENEFITS, ADMINISTRATIVE AND SERVICES STAFF

Anita "Toni" Turner, Director, reports at this time, currently there are 9 vacancies. Services has 9 vacancies, Benefits has 0 vacancies, and Admin has 0 vacancies. It is recommended that we only pay OT for any management approved Emergency work in the Services Division due to the 9 vacancies along with the fact they have had several new workers hired in recent months who are not yet able to independently manage their caseloads. It is also recommended that we pay OT for any mandatory sitting with

displaced youth in our agency that may occur in August 2025. It is recommended to allow overtime pay out in August for only those reasons.

-FRANKLIN COUNTY SOCIAL SERVICES AFFIRMATIVE ACTION POLICY STATEMENT

The previous Affirmative Action Policy was created and adopted by the Board in 2023. The Affirmative Action was approved for only one year.

The DSS Board is being asked to update the Affirmative Action Policy Statement created to meet Federal Law and VDSS Human Resource: Equal Employment Opportunity Guidance followed by the Franklin County Department of Social Services to increase the time frame for a three-year period at which time the Affirmative Action will be re-reviewed June 2028.



Franklin County

I Setting for Opportunity

FRANKLIN COUNTY DEPARTMENT OF SOCIAL SERVICES

120 East Court Street

Rocky Mount VA 24151

Tel: (540) 483-9247

AFFIRMATIVE ACTION POLICY STATEMENT

EFFECTIVE DATE: July 1, 2025

EXPIRATION DATE: June 30, 2028

It is the policy of the Franklin County Department of Social Services to give all persons who so desire an equal opportunity to compete for employment or promotion. All employees shall be treated equally in regard to hiring, termination, benefits, pay transfers, promotion, or demotion without regard to race, religion, sex, age, handicap, national origin, or political affiliation. This agency prohibits any form of sexual harassment.

The authority for administration of Affirmative Action lies with the Director.

All employees who have a complaint must first try to resolve the complaint through normal supervisory channels noted in the Human Resource Manual. If it is not resolved in this way, the agency follows the Affirmative Action grievance procedure as the avenue for resolution of complaints found in the Administrative Human Services Manual for Local Departments of Social Services- Chapter One-Equal Employment, Disability Accommodation, and Affirmative Action Section III pgs. 13-26.

Each employee has signed off annually that they have read and understand the Administrative Human Services Manual for Local Departments of Social Services and will ask questions when needed. All employees are expected to support the agency policy of nondiscrimination, equal opportunity, and affirmative action as lined out in the Administrative Manual.

Anita "Toni" Turner
Social Services Director

Sharon Tudor
FCDSS Board Chairman

As approved by the Franklin County Board of Social Services on May 23, 2023 Resolution #3-05-2023.
As approved by the Franklin County Board of Social Services on July 21, 2025 Resolution #1-07-2025.

-PROPOSED AMENDMENT TO THE FRANKLIN COUNTY SOCIAL SERVICES BYLAWS

Director Turner received a request from Henry Martinsville Department of Social Services for the Agency's ByLaws to assist in the creation of ByLaws for their agency as required by the VDSS/Virginia Code 63.2-300. After researching, and this includes researching all past Board Minutes on site, contacting the County of Franklin as well as contacting VDSS, it was determined that no ByLaws existed for Franklin County Department of Social Services. Upon the direction of VDSS, the Bedford Department of Social Services was contacted to assist in completing the ByLaws.

The County of Franklin has requested a copy of our ByLaws. After re-reviewing the Franklin County Social Services Board ByLaws, it was determined that a revision needed to be made in 4. A. Election of Officers to be January in lieu of December.

BYLAWS

FRANKLIN COUNTY SOCIAL SERVICES BOARD

ARTICLE 1 - FORMATION

A. This Board was established in 1938. Since that time, the Board has met and carried out its required functions, including the keeping of minutes. As it does not appear that the Board has ever adopted a set of bylaws, the Board of Supervisors adopts the following by-laws to facilitate the powers and duties of the Franklin County Social Services Board in accordance with §63.2-301, et. seq. of the Code of Virginia of 1950, at amended.

B. The official title of this Board shall be the "Franklin County Board of Social Services", hereinafter referred to as the "Social Services Board" or as the "Board".

ARTICLE 2 - MEMBERS

- A. Members shall be appointed by the Franklin County Board of Supervisors. The Social Services Board shall consist of eight members, who shall be residents of the County of Franklin. There shall be seven members of the Social Services Board, one for each district: Blackwater, Blue Ridge, Boone, Rocky Mount, Gills Creek, Union Hall, and Snow Creek, and the eighth member shall be a member at large of the Franklin County Board of Supervisors.
- B. Any board member may be removed by the Board of Supervisors for cause.
- C. Members shall receive compensation as may be authorized by the Board of Supervisors.
- D. No person shall serve more than two consecutive full terms. Terms of office shall commence on July 1 and end on June 30 of the respective years. Appointment shall be for a term of four years each, except appointments to fill vacancies that occur during terms shall only be for the remainder of the unexpired term. Appointments to fill unexpired terms shall not be considered full terms and such persons shall be eligible to be appointed to two consecutive full terms.
- E. The above shall not apply to the member from the Board of Supervisors whose term shall correspond to his/her term in office. When a member of the Board of Supervisors ceases to be a member of the Board of Supervisors, his office as a Member of the Social Services Board shall also be vacated and another member of the Board of Supervisors shall be appointed to fill such vacancy.
- F. All board members must receive VDSS Local Board Member Handbook Training conducted by the Piedmont Regional Office. This handbook can be located at https://fusion.dss.virginia.gov/Portals/0/lb_handbook.pdf

The Board Chair and Board Secretary (Director) is accountable for making sure each Board member receives the required trainings found on the Local Board Members Pre-Service Agreement. The board member is responsible for completing all VDSS required training.

ARTICLE 3 - OFFICERS

Officers of the Social Services Board shall consist of a chairman, vice-chairman, and a secretary. At the annual or organizational meeting of the Social Services Board, the Board shall elect a chairman and vice-chairman from its own membership who shall serve annual terms. The secretary shall be the Franklin County Director of Social Services (or his/her appointee), who shall not be entitled to vote on matters before the Board.

ARTICLE 4 - MEETINGS

- A. The annual organizational meeting of the Social Services Board for the election of officers and for the transaction of such other business, shall be in ~~December~~ (January) of each year. The schedule of regular meetings of the Board shall be determined by resolution at the annual organizational meeting. The Board shall give notice of the date, time and location of its meetings by placing a notice in a public place at which notices are regularly posted. It shall be sufficient notice of regular meetings to post an annual regular meeting schedule. If for any reason an annual meeting is not held or if the election of officers shall not be held at any annual meeting or any adjournment thereof, the Chairman or Vice-Chairman shall cause the election to be held at a special meeting of the Board as soon thereafter as conveniently may be, and any business transacted or elections held at such meeting shall be as valid as if transacted at the annual meeting.
- B. The Board shall conduct regular meetings monthly and only one meeting may be missed annually per State Board Guidance. It is recommended that at least one such meeting per year shall be an orientation, training, or refresher session.
- C. At no time can three of the constituent members be assembled together at the same time as this then represents a meeting, which, per VDSS Local Board Policy and Roberts Rules of Order, must then be advertised, be open to the public and be recorded with minutes for the public.
- D. Local board meetings are subject to the Virginia Freedom of Information Act per 2.2-3700 of the Code of Virginia.

(i) Remote Participation for In-Person Meeting.

Members may attend and participate in meetings from a remote location by telephone or other audio or video means, provided such attendance complies with the provisions of VA

Code Sec. 2.2-3708.2, as amended from time to time, and subject to the following requirements:

- (1) On or before the day of a meeting, (A) the requesting member shall notify the Chairman that the member is unable to attend the meeting.
- (2) Such non-participation by the absent member shall be limited in each calendar year to two meetings or 25 percent of the meetings of the Board, whichever is fewer.
- (3) A quorum of the Board must be physically assembled at the primary or central meeting location.

(ii) All-Virtual Meetings

The Board may elect to hold an all-virtual meeting in accordance with VA Code Sec. 2.2-3708.3, as amended from time to time, and subject to the following requirements:

- (1) That the Board unanimously approve an all-virtual meeting by consent of each member in writing via electronic mail to the Director and Chairman no less than one week prior to the scheduled meeting. Any member may initiate a request for an all-virtual meeting by electronic mail to all members of the Board, the Director, and a designated member of the Information Technology staff no less than two weeks prior to the scheduled meeting, and such request shall include the date and time of the meeting and method of electronic communication requested.
- (2) Prior to final approval of the all-virtual meeting, the Director shall certify to the Board that Information Technology is able to accommodate the all-virtual meeting with all requirements for such a meeting being met. If Information Technology is unable to accommodate such a meeting, the meeting shall be held in-person as scheduled.
- (3) Upon approval of an all-virtual public meeting, the required meeting notice along with a statement notifying the public that the meeting shall be all-virtual shall be posted and given in accordance with the provisions of § [2.2-3707](#).
- (4) Public access to the all-virtual public meeting shall be provided via notification of the means of communication and log-in or call-in information in the public notice.
- (5) The means of communication used for the meeting shall allow the members and the public to hear the members of the Board and any participants in the meeting, and if audio-visual technology is used, to see members and participants as well.
- (6) A phone number or other live contact information shall be provided to the members of the Board and participants in advance of the meeting to be used in the event that audio or visual transmission of the meeting fails. The public shall be notified of such backup contact information in the public notice.

- (7) Public comment shall be afforded through electronic means, including by way of written comment to be read to the Board during the meeting.
 - (8) No more than three members of the Board shall be together at the same physical location during the all-virtual meeting.
 - (9) If a closed session is held during the meeting, transmission of the meeting to the public may be cut off but must resume before the Board votes to certify the closed meeting as required by subsection D of VA Code Sec. 2.2-3712.
 - (10) The Board shall not convene an all-virtual meeting for consecutive meetings, and shall not convene an all-virtual meeting more than twenty-five percent (25%) of its scheduled meetings per calendar year.
 - (11) Minutes of all-virtual meetings shall be taken as is customary under VA Code Sec. 2.2-3707, and such minutes shall include the fact that the meeting was held by electronic means and the type of electronic communication used.
- C. Special meetings of the Board shall be held whenever called by the Chairman or in pursuance of action by the Board. Written notice of a special meeting to the Board is not required if the time of the special meeting has been fixed at a regular meeting, if all members of the Board are present at the special meeting or file a written waiver of notice. Otherwise, three working days written notice of a special meeting shall be given to the Board stating the time and place and the purpose of the meeting.
- D. A majority of the Board shall constitute a quorum of the Board for the purpose of conducting its business. No vacancy in the membership of the Board shall impair the right of a quorum to exercise all of the powers and perform all of the duties of the Board.
- E. Unless otherwise provided, procedure at meetings shall follow Robert's Rules of Order for small Boards.
- F. When approved, all minutes of meetings of the Board shall be signed by the Secretary and the Chairman or Vice-Chairman.

ARTICLE 5 - POWERS AND DUTIES

It shall be the duty of each local board to interest itself in all matters pertaining to the public assistance and social services needed by people of Franklin County, to direct the activities

of the local director, and to cooperate with the juvenile and domestic relations courts and all other agencies operating for the social betterment and protection of the community. Additionally, the powers of the Social Services Board shall be those set forth in Title 63.2 of the Virginia Code and in Title 22 of the Virginia Administrative Code.

Resolution #03-2-2023 Franklin County Board of Social Services approval of By Laws found on page 54 and 60 of Franklin County Board of Social Services Minutes.

Proposed Amendment to Resolution #03-2-2023 4. (A).December should read January (as notated above)to be approved at the July 21, 2025, Franklin County Board of Social Services monthly meeting.

(RESOLUTION # 01-07-2025)

BE IT THEREFORE RESOLVED, by the Franklin County Board of Social Services to approve the aforementioned Consent Agenda items, as presented.

MOTION BY: Mike Carter
SECONDED BY: Dave Thorp
VOTING ON THE MOTION WAS AS FOLLOWS:
AYES: Thorp, Ferguson, Holden Carter, Guilliams, Gruchow and Tudor
NAYES: None
ABSENT: None

DEPARTMENT UPDATE: BENEFITS UNIT

Diana Cundiff, Benefit Program Supervisor, provided an overview of the general day-to-day operations of LDSS clerical staff's duties and responsibilities.

Hello, I am Diana Cundiff, Benefit Programs Supervisor. I have worked with DSS for 16 years. I started my career with DSS as the Foster Care/Front Desk clerk at our old annex building located on East Court Street. I then moved to a Benefits Worker, to a Senior Benefits Worker, and to my current position as a Benefit Programs Supervisor.

My unit consists of 1 Senior Benefits Worker and 5 Clerical Staff.

We have two clerical staff that handle registering all applications. They are Linda Underwood (23 years of service) and Crystal Young (18 years of service). The applications could be for SNAP, TANF, Medicaid, Child Care, or Energy. The applications are received via paper or online. On a monthly average, we receive 160 SNAP applications, 160 Medicaid applications, and 14 TANF applications.

The remaining three clerical staff in my unit are the Front Desk Staff. They are Sandy Lawson (20 years service), Teresa Guilliams (10 years service), and Michelle Cook (2 years service). These ladies handle a variety of daily tasks. The tasks consist of answering the phone, handling incoming and outgoing mail, scanning documents into VACMS, issuing EBT cards, assisting clients that come into the office with questions or helping complete paperwork or application, and other tasks that may arise. On a monthly average, the front desk staff handles 1500 pieces of incoming mail, 2440 phone calls, assists 721 walk-in clients, and issues an average of 150 EBT cards to SNAP recipients. We have seen an increase in the number of EBT cards issued, due to the increase of cards being scammed.

Along with having knowledge of the benefits side, the front desk has also gained knowledge of the service side. The front desk staff assists clients with reaching the intake worker to file a CPS or APS complaint, notarizes paperwork for the service workers, hand delivers court papers to service supervisors that are served by the police, and notifies workers of appointments in the office.

The front desk staff does a wonderful job of serving the citizens of Franklin County and supporting their fellow co-workers.

DEPARTMENT UPDATE: BENEFITS UNIT

Ashley Rutter, Assistant Director, Benefits Unit, reported statistics for Benefits Report based on most recent PIMR (Performance Indicator Monthly Report) from May 2025:

Program:	FCDSS	GOAL	STATEWIDE
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SNAP (expedited)	100%	97%	96%
SNAP	99%	97%	99%
TANF	100%	97%	98%
VIEW	52%	50%	29%
Medicaid Reviews	99%	97%	97%
Child Care	100%	97%	90%

Ashley Rutter, Assistant Director, Benefits Unit, reported the Budget Reconciliation of 2025 and the passing of OBBB, H.R. 1 (One Big Beautiful Bill Act) will have a tremendous impact on our Benefits programs. Out of the changes that were passed, the SNAP Benefit Cost sharing, SNAP Administrative Cost share, Work requirements implemented for Medicaid recipients, and the frequency of Medicaid redeterminations, will be significant changes that will greatly impact households and the structure of local agencies. The SNAP benefit cost sharing portion is based on the overall State's payment error rate (our current rate for Franklin Co is 0% error rate) which is over 11%, meaning that Virginia will have to pay the highest penalty of 15% (initially the Bill was set at 25%); that 15% equates to about \$270 million dollars; this is in addition to the approximately \$90 million dollars in administrative costs that will move from the Federal government to the state; that being said, it will cost approximately \$361 million dollars for the state in order to keep SNAP as a whole as it is now. For Medicaid, notable changes were the addition of a work requirement for individuals who are on Medicaid expansion (this does not include children or the disabled/Medicare eligible), and also the requirement to increase the frequency of Medicaid expansion renewals to twice a year instead of annually. This will create an additional 600,000 renewals for the state of Virginia. The state is requesting localities to provide ideas or strategies on 1) how to reduce the overall state SNAP error rate and 2) how to support the implementation of the Medicaid Work Requirements and six-month renewals.

Additional information about LIHEAP: The LIHEAP (energy assistance program) cannot be eliminated through budget reconciliation but can only be acted on through the budget process with congress. LIHEAP elimination for the state was introduced in Governor Youngkin's budget; however, we will have to wait on the outcome of the elections in November to get additional information in regard to the future of the LIHEAP. The good news is that due to the timing of the elections, we were advised by Deputy Carl Ayers that we should still be able to operate the Heating assistance program this fall and possibly the crisis program in the winter.

DEPARTMENT UPDATE: SERVICES UNIT

Jessica Davis, Assistant Director, Services Unit, reported for the SafeMeasures data reviewed on 07/14/2025 with extraction data of 07/13/2025. Out of the below five reports reviewed, we met all except the In Home Services first contact due to the neglect of duties of a former employee of the In Home Services Unit.

Safe Measures		FCDSS	PIEDMONT	STATE	Prior Month (FCDSS)	Last year year same month
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						(FCDSS)
CPS Timeliness of Victim Contact	GOAL 95%	98%	88%	87.4%	100%	96.9%
Foster Care Monthly Visits	GOAL 95%	95%	89%	90.2%	98.6%	98.4%
In Home Services First Contact	GOAL 90%	87%	81%	85%	93%	89.8%
AFCARS-Court Documentation in OASIS	GOAL 95%	96.3%	83%	84%	100%	100%
Kinship Placements	GOAL 24%	27.3%	24.2%	23.5%	22.6%	18%

DIRECTOR'S REPORT/STAFF VACANCY REPORT:

Anita "Toni" Turner, Director, reviews the Vacancy Report at each Board Meeting reviewing the number of vacancies, interviews in process, and answering any questions asked by Board members.

Anita "Toni" Turner, Director, provided the Board with the following staff vacancy update:

VACANCY TIME PERIOD: June 16, 2025 - July 15, 2025

Total Agency Vacancies as of 07/15/2025: 9 Vacancies

Services Division - 9 ((6) #58, #62, #52, #71017, #87, #48 Family Services Specialist I/II for In Home Services/Prevention, Child Protective Services, and Foster Care & #90 (1) Family Partnership Coordinator & (2) #69, #22 Human Services Assistant III for APS-AS/IHS-Prevention & Visitation)

Benefits Division - 0

Administration Division - 0

Recruitment in Process: Family Services Specialist I/II Req #4105 #65 Foster Care/Adoption/Recruitment

Interview Date 06/06/2025

Applied: 8

Screened: 5

Interviewing: 3

Offer: 1

HIRED: 06/16/2025

Recruitment in Process: Family Services Specialist I/II Req #4211 #61 In Home Services/Prevention

Interview Date 6/17/2025

Applied: 6

Screened: 4

Interview: 2 with 1 applicant declining due to conflict and 1 no response

Offer made: 1

Hired: 07/07/2025

Recruitment in Process: (2) Human Services Assistant III Req #TBD #69 Adult Protective Services/In Home Services-Prevention & 22 Visitation Coordinator Foster Care

Interview Date TBD

Applied: 12

Screened: TBD with 1 withdrawing application

Interviewing: TBD

Offer: TBD

HIRED: TBD

Recruitment in Process: Family Services Specialist I/II (Family Partnership Meeting Facilitator) Req #4335 #90

Interview Date TBD

Applied: 10

Screened: TBD

Interviewed: TBD

Offer: TBD

Hired: TBD

Current Postings:

FSS I/II #61 In Home Services/Prevention

FSS I/II #65 Foster Care

FSSI/II #90 Family Partnership Meeting Facilitator (FPM)

HSALII #69 & #22 In Home Services/Prevention-Adult Services/Adult Protective Services & Visitation

Future Postings:

FSS I/II CPS #87

FSS I/II FC/Adoption/Recruitment #62

FSS I/II FC #52 & #71017 Foster Care

New Hires:

Hannah Mollin FSSI #65 FC/Adoption/Recruitment

Luke Rowland FSSI #61 In Home Services/Prevention

Promotions:

N/A

Lateral Move:

N/A

Temporary Part Time Emergency Worker:

N/A

Separations:

Reagan Lawson FSSI #58 In Home Services/Prevention (terminated 06/27/2025)

Drema Allen FSSI #48 Foster Care/Adoption/Recruitment (terminated 06/30/2025)

Bailey Simino FSSI #71017 Foster Care (resigned 07/03/2025)

Retirements:

N/A

Interns:

Keira Kennedy Ferrum College 1 paid intern (20 hours week in CPS unit)

OTHER MATTER DISCUSSED

Bill Gruchow inquired about the new attorney. Anita "Toni" Turner, Director, stated that staff really likes him and he is very, very good at his job, very professional and the DSS staff is hoping he will decide to continue with the agency.

Mike Carter, BOS member, informed the Board that a new company, Traditional Medicinals, will be opening at the Summit View Business Park, and there will be an open house on Tuesday, July 29, 2025.

(RESOLUTION #02-07-2025)

BE IT THEREFORE RESOLVED, by the Franklin County Board of Social Services to go into closed session in accordance with 2.2-3711a-1, personnel, for the purpose of discussion, consideration, or interviews of prospective candidates for employment and a-29 contracts, discussion of the award of public contract involving the expenditure of public funds, of the Code of Virginia, as amended.

MOTION BY: Barry Ferguson

SECONDED BY: Leslie Holden

VOTING ON THE MOTION WAS AS FOLLOWS:

AYES: Thorp, Ferguson, Holden, Carter, Williams, Gruchow and Tudor

NAYES: None

ABSENT: None

Sharon Tudor, Chair, called the meeting to order.

(RESOLUTION #03-07-2025)

BE IT THEREFORE RESOLVED, by the Franklin County Board of Social Services and certified by a recorded vote that, to the best of each Franklin County Board of Social Services member's knowledge, only public business matters lawfully exempted from the open meeting requirements of the Virginia Freedom of Information Act and identified in the motion authorizing the closed meeting were heard, discussed, or considered in the closed meeting in accordance with 2.2-3712 Closed Meetings Procedures; certification of proceedings, of the Code of Virginia, as Amended.

MOTION BY: Leslie Holden

SECONDED BY: Barry Ferguson

VOTING ON THE MOTION WAS AS FOLLOWS:

AYES: Thorp, Ferguson, Holden, Carter, Williams, Gruchow and Tudor

NAYES: None

ABSENT: None

(RESOLUTION #04-07-2025)

BE IT THEREFORE RESOLVED, by the Franklin County Department of Social Services to approve the reviewed lease agreement contract between Grady H. Jones Family Limited Partnership, LLC, d/b/a GHJ Properties, lessor for said property at 3831 Franklin Street, Rocky Mount, VA, 24151, and Franklin County Social Services Department Lessee commencing on August 1, 2025, and expiring on July 31, 2028, **with the option to renew for up to three years with the third year rate to be negotiated.**

(COPY OF SAID LEASE IS HELD IN THE DIRECTOR'S OFFICE)

MOTION BY: Mike Carter

SECONDED BY: Leslie Holden

VOTING ON THE MOTION WAS AS FOLLOWS:

AYES: Thorp, Ferguson, Holden, Carter, Guilliams, Gruchow and Tudor

NAYES: None

ABSENT: None

(RESOLUTION #05-07-2025)

BE IT THEREFORE RESOLVED, the Franklin County Board of Social Services, hereby authorizes a 5% retention raise for Anita "Toni" Turner, MSW, Director to, within the FY25/26, submitted and approved the State Comp Plan during the April 22, 2025, DSS meeting and

BE IT FURTHER RESOLVED, the FY25/26 DSS Comp Plan has been submitted and approved by the State Human Resources (HR) Office for Anita "Toni" Turner, MSW, Director to for said retention raise to be effective July 1, 2025.

MOTION BY: Leslie Holden

SECONDED BY: Dave Thorp

VOTING ON THE MOTION WAS AS FOLLOWS:

AYES: Thorp, Ferguson, Holden, Carter, Guilliams, Gruchow and Tudor

NAYES: None

ABSENT: None

The full Board commended the last three years of Toni's directorship. The recognition received from the State level for the local DSS agency has surpassed all other directors employed in a 20 year time period. The Board is grateful for her dedication, leadership and knowledge in striving to make DSS number one in the State of Virginia.

Sharon Tudor, Chair, adjourned the meeting until Tuesday, August 26 , 2025.

Chairperson

Secretary