



THE FRANKLIN COUNTY BOARD OF SOCIAL SERVICES HELD THEIR REGULAR MONTHLY MEETING ON TUESDAY, SEPTEMBER 23, 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: Vacant, Gills Creek District Representative

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 Dave Thorp, Snow Creek District Representative

Pledge of Allegiance was led by Penny Guilliams, Blackwater District Representative

(RESOLUTION #01-0 9-2025)

BE IT THEREFORE RESOLVED, by the Franklin County Board of Social Services to go into a Closed Meeting in Accordance with 2.2-3711, a-1, Personnel, a-7, Consult with Legal Counsel, and a-29, Contracts, of the Code of Virginia, as amended.

MOTION BY: Dave Thorp

SECONDED BY: Barry Ferguson

VOTING ON THE MOTION WAS AS FOLLOWS:

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

NAYES: None

ABSENT: None

(RESOLUTION #02-0 9-2025)

BE IT THEREFORE RESOLVED, by the Franklin County Board of Social Services to certify the Closed Meeting in Accordance with 2.2-3712, of the Code of Virginia, in Accordance with 2.2-3711, a-1, Personnel, a-7, Consult with Legal Counsel, and a-29, Contracts, 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, Guilliams, Gruchow and Tudor

NAYES: None

ABSENT: None

(RESOLUTION #03-09-2025)

BE IT THEREFORE RESOLVED, by the Franklin County Board of Social Services to authorize Sharon Tudor, Chair, and Anita "Toni" Turner, Director, to negotiate said terms with Derek Spencer, legal counsel, to the Franklin County Department of Social Services, for a period of six months (March 15, 2026).

MOTION BY: Dave Thorp

SECONDED BY: Barry Ferguson

VOTING ON THE MOTION WAS AS FOLLOWS:

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

NAYES: None

ABSENT: None

CONSENT AGENDA

-Accounts Payable Listing & Approval of August 26, 2025, Board Meeting Minutes.

-SPECIAL CIRCUMSTANCES FOR BENEFITS, ADMINISTRATIVE AND SERVICES STAFF

Anita "Toni" Turner, Director, reports at this time, currently there are 7 vacancies. Services have 5 vacancies, Benefits has 1 vacancy, and Admin has 1 vacancy. It is recommended that we pay OT for any management approved Emergency work in the Services Division due to the 5 vacancies. In particular, the Foster Care unit currently has 3 of the 5 Services vacancies with all foster care workers taking on more work than normal to cover the vacancies. It is also recommended that we pay OT for any mandatory sitting with displaced youth in our agency that may occur in September 2025. The management staff will manage this overtime spending with payroll to keep a close watch on the expenditures.

(RESOLUTION #04-09-2025)

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

MOTION BY: Dave Thorp

SECONDED BY: Bill Gruchow

VOTING ON THE MOTION WAS AS FOLLOWS:

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

NAYES: None

ABSENT: None

DEPARTMENT UPDATE: BENEFITS UNIT

Ashley Gray, Benefits Program Supervisor, Benefits Unit, provided a benefits casework general overview.

Hello, my name is Ashley Gray, and I'd like to share a little bit about the benefit processes for the SNAP and Medicaid programs.

On the SNAP side, our workers receive an average of about 158 new applications each month. With 22 SNAP workers, that works out to around seven applications per worker. For Medicaid, we see about 168 new applications per month, which also averages to about seven per worker across 23 staff.

In addition to new applications, our team also handles a steady flow of renewals and interim reports. For SNAP, we process about 232 renewals each month — roughly 11 per worker — plus about 186 interim reports, which averages eight per worker. Medicaid renewals work a little differently: some are done automatically, but on average, our staff process about 696 renewals in the local office each month, which is around 30 per worker, while another 576 renewals are completed automatically.

Now, in terms of what goes into that work: SNAP applications require quite a bit of hands-on processing. Each one involves an interview, gathering verifications, and reviewing all the information. These have strict timelines — they must be completed within 30 days, or within 7 days if they're expedited. Medicaid applications don't require interviews, but the worker may still need to follow up with clients. Those applications must be finished within 45 days, or within just 7 days for pregnant clients or those applying under the breast cancer category.

Finally, looking at our overall caseloads: right now, we have about 3,450 active SNAP cases, which equals around 157 cases per worker, and about 7,586 Medicaid cases, averaging 330 per worker. Altogether, that brings the average caseload for each worker across all programs to around 487 clients.

Question: That sounds like a lot of work to process each month. How do Benefit staff handle that workload?

Answer: Our workers really have to be diligent. They rely on calendars, reports, and all the tools available to them to stay organized. By keeping track of their tasks carefully, they make sure nothing gets overlooked and that everything is completed within the required timeframes so clients' needs are met promptly.

Question: Are Benefit staff seeing clients in person or over the phone? Is there a time where Benefit workers go out to another location?

Answer: Most of the work with clients is done over the phone; however, workers will set up appointments in office if the client requests this or needs help with their paperwork. Policy does also allow the client to request an alternate, location like their home, if there is not another option, but this is not something that would regularly occur.

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 July 2025:

Program:	FCDSS	GOAL	STATEWIDE
SNAP (expedited)	100%	97%	96%
SNAP	100%	97%	99%
TANF	100%	97%	98%
VIEW	56.5%	50%	29%
Medicaid Reviews	99%	97%	97%
Child Care	100%	97%	89%

Ashley Rutter, Assistant Director, Benefits Unit, reported the agency is working towards reducing the overall SNAP error rate of the state. The agency has completed 76% or greater of the required SNAP Error rate trainings; however, multiple workers who have completed the training and received a certificate of completion are still reflecting on state reports as not completing the trainings. The state has been notified and the agency is requesting that they address the discrepancy. 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. Details in regard to the implementation of changes vary and there is uncertainty around some of the timeframes.

Human Services Work Requirement Crosswalk as Impacted by the One Big Beautiful Bill Act (OBBA/H.R. 1)



The following chart summarizes the Supplemental Nutrition Assistance Program (SNAP) work requirements, Able Bodied Adult Without Dependents (ABAWD) work requirements, the newly established community engagement requirements in Medicaid, the SNAP Employment & Training (SNAP E&T) program requirements, and the Temporary Assistance for Needy Families (TANF) Work Participation Rate (WPR) requirements based on the passage of the One Big Beautiful Bill Act (OBBA/H.R.1).

SNAP ABAWD requirements were significantly altered and new Medicaid community engagement requirements were established by the passage of OBBA/H.R. 1. Our interpretation of these changes is included in the table below. As of the last update to this chart, we are still awaiting guidance from the Food and Nutrition Service (FNS) of the U.S. Department of Agriculture (USDA) and the Centers for Medicare & Medicaid Services (CMS) of the U.S. Department of Health and Human Services (HHS), and thus these interpretations are subject to change as we learn more from our federal partners. If you have any questions or would like to discuss more, please reach out to Chloe Green, Manager of Food & Nutrition Services at cgreen@aphsa.org.

TABLE OF CONTENTS

How does OBBA/H.R. 1 affect requirements?	2	What are the verification requirements?	6
What is the effective date?	2	What are the notice requirements?	6
Can requirements be waived?	2	What happens if a participant fails to comply with work requirements?	7
What is the age range?	2	What are the notice requirements around denial or discontinuation of benefits?	8
Who is exempt or excused (good cause)?	3	How does a request for a fair hearing impact the case?	8
How do short-term hardships affect work requirements?	3	How are other household members impacted?	8
What certification periods are allowed for these individuals?	4	How does an individual regain eligibility?	9
When is the timeframe for compliance oversight with work requirements?	4		
How does an individual meet the requirements?	5		

Human Services Work Requirement Crosswalk as Impacted by the One Big Beautiful Bill Act (OBBA/H.R.1)

	SNAP General Work Requirements	SNAP ABAWD Work Requirements	Medicaid Work Requirements	SNAP Employment & Training	TANF WPR Requirements
How does OBBA/H.R. 1 affect requirements?	No changes to existing statute.	Modifies age range, who is exempt, and how a state or local area can qualify for waivers.	Establishes new community engagement/work requirement provisions for certain adults.	No changes to existing statute.	No changes to existing statute.
What is the effective date?	N/A	As of the last update to this document, we are still awaiting clarity on implementation dates because none were included in the legislation. This uncertainty includes when these changes must be applied to individual eligibility and the impact to currently approved waivers.	January 1, 2027; earlier if a state opts in by amending state plan or receives a 1115 waiver to do so (note that we are still awaiting CMS guidance to understand what would be sufficient to receive this waiver).	N/A	N/A
Can requirements be waived?	No	Yes, at state request, if state or local area has an unemployment rate over 10 percent (note that waivers were previously also permitted with justification of insufficient jobs). There is also a special waiver authority for Alaska and Hawaii through 2028.	If the state substantiates good faith effort to implement the provision, they may request an exemption up to December 31, 2028. However, it is not yet clear how likely it is that waivers will be granted.	No waiver necessary, but states have broad authority on exemptions (see below). State agencies gain approval through the annual state E&T Plan.	A state's WPR requirement can be reduced by several methods. The two most common include excess state Maintenance-of-Effort (MOE) spending or reduction of the state TANF caseload thereby receiving Caseload Reduction Credit (CRC). The individual requirement is monitored at the state level.
What is the age range?	Ages 18-64	Ages 18-64	Ages 19-64	Generally, the same age range as General SNAP Work Requirements.	Generally, parents or adult未婚配偶 receiving TANF cash assistance above 18, or minor parents who are heads of household.

	SNAP General Work Requirements	SNAP ABAWD Work Requirements	Medicaid Work Requirements	SNAP Employment & Training	TANF WPR Requirements
Who is exempt or excused (good cause)?	Already working at least 30 hours a week (or earning wages at least equal to the federal minimum wage multiplied by 30 hours). Meeting work requirements for another program (TANF or unemployment compensation). Taking care of a child under six or an incapacitated person. Unable to work due to a physical or mental limitation. Participating regularly in an alcohol or drug treatment program. Going to school, college, or a training program at least half-time.	Medically certified or physically or mentally unfit for employment. A parent or other member of a household with responsibility for a dependent child under 14 years of age. A pregnant woman. Exempt from the General Work Requirements. Living in an area where the ABAWD Time Limit is waived. Indian or an Urban Indian. California Indian.	A pregnant woman. A person under 19 or over 64. A former foster youth under 26. Tribal members and Alaska Natives. Veterans with rated disabilities. Medically frail individuals. People participating in a substance use or alcohol use disorder treatment program. People who are compliant with TANF/SNAP work requirements. People who are parents or caregivers of a dependent child 13 years of age and under or someone with a disability. People who are currently incarcerated or have been released within the past 90 days. Family caregiver as defined in RAISE Family Caregivers Act. Individuals enrolled in or entitled to Medicare Part A or B coverage. Individuals entitled to certain categories of postpartum medical assistance.	States have broad authority to exempt work registrants from the requirement to participate in E&T. Exemptions can include: For Voluntary Programs: <ul style="list-style-type: none">All work registrants For Mandatory Programs: <ul style="list-style-type: none">Geographic locationPregnancyHomelessnessLow English Proficiency In addition, states must exempt individuals if there are: <ul style="list-style-type: none">Lack of appropriate available slots in E&TAll individuals whose participant reimbursement exceeds what the state agency will reimburse	At the federal level, minor parents who are not heads-of-household, non-recipient parents (unless they live with a child receiving TANF assistance), recipients under age 18, unless they are heads-of-household. States can also create additional exemptions at their discretion. Above these federal regulations, exemptions are at state discretion. This can only include those who are ill or incapacitated, caring for someone who is incapacitated, or above a certain age. Some states also exempt pregnant women or people with infants.
How do short-term hardships affect work requirements?	State agencies are required to take into account good cause for not meeting work requirements including, but not limited to, circumstances beyond the individual's control, such as illness or death of a dependent child care. State agencies determine if individuals have good cause for failing to meet these work requirements.	State agencies must grant good cause for temporary circumstances, such that an individual would have otherwise fulfilled the requirement. Good cause should include circumstances beyond the individual's control, such as, but not limited to, illness, illness of another household member requiring the presence of the individual, a household emergency or unavailability of transportation.	State agencies can deem an individual to have met community eligibility requirements under the following circumstances: <ul style="list-style-type: none">Inpatient hospital services, including nursing home or psychiatric placementIndividual resides in an area declared a disaster under the Stafford ActIndividuals have to travel outside the area to receive medical services for a serious or complex condition	See general work requirements. Good cause includes circumstances where the state agency determines that there is not an appropriate available opening within the E&T program for the participant, available for as long as there is a lack of an appropriate slot.	At state discretion.

	SNAP General Work Requirements	SNAP ABAWD Work Requirements	Medicaid Work Requirements	SNAP Employment & Training	TANF WPR Requirements
What certification periods are allowed for these individuals?	Same as general SNAP population (up to 12 month certifications).	Same as general SNAP population (up to 12 month certs for those under 60, however 3 or 6 month can be recommended by FNS for ABAWDs).	Same as general Medicaid expansion population (every 6 months).	Same as general SNAP population.	At state discretion within the federally required 60-month time limit.
When is the timeframe for compliance oversight with work requirements?	Condition of eligibility—screening part of certification and redetermination. Ongoing throughout receipt of benefits in accordance with reporting requirements.	Not a condition of eligibility; however, a state agency should screen for exemptions as part of the certification/recertification process. Individual must follow requirements on the first day of the first full month after the state agency determines that the individual is not exempt from the requirements. Ongoing throughout receipt of benefits, in accordance with reporting requirements. Participant is allowed three countable months of non-compliance in a 36-month period before subject to termination of benefits. The state agency must track countable months within the 36-month period and apply the time limit accordingly. Note that state agency must track countable months even if there are breaks in a person's time-limit status or participation in SNAP. State has discretionary exemptions that may be applied to some individuals.	Condition of eligibility—at application, the state agency look back period is for 1 or more but not more than 3 consecutive months to determine if work requirement has been met during that period. Seasonal workers allowed an average monthly income that is not less than the applicable minimum wage requirement over a 6-month period. At least one month during at least one month of the previous 6-month eligibility period (but does not have to be the immediately preceding month). At a state agency option, verification can occur more frequently.	States are required to screen all work registrants not otherwise exempted by the state agency as part of the certification process. Screening by an eligibility worker must include the following: <ul style="list-style-type: none">Conduct an assessment of skills to determine appropriate placement and identify barriers to participationScreen for the need for supportive services (transportation, child care, accommodations)Make a referral if appropriate	Generally two years.



	SNAP General Work Requirements	SNAP ABAWD Work Requirements	Medicaid Work Requirements	SNAP Employment & Training	TANF WPR Requirements
How does an individual meet the requirements?	<p>Register for work.</p> <p>Accept an offer of suitable employment.</p> <p>Not voluntarily quit or reduce hours of employment below 30 hours per week without good cause.</p> <p>Participate in workfare or SNAP E&T if required by the state agency.</p>	<p>Work at least 80 hours a month. Work can be for pay, for goods or services (for something other than money), unpaid, or as a volunteer.</p> <p>Participate in a work program at least 80 hours a month. A work program could be SNAP E&T or another federal, state, or local work program.</p> <p>Participate in a combination of work and work program hours for a total of at least 80 hours a month.</p> <p>Participate in workfare for the number of hours assigned to you each month (the number of hours will depend on the amount of your SNAP benefit).</p>	<p>The following criteria were listed in the legislation, but subject to regulation:</p> <ul style="list-style-type: none"> • Works not less than 80 hours/month • Completes not less than 80 hours/month of community service • Participates in a work program 80 hours/month • Any combination of the above totally not less than 80 hours/month • Individual is enrolled in an education program at least half time • Individual has an income above the federal minimum wage times 80 hours, or \$580/month • For seasonal workers, average monthly income above the federal minimum wage times 80 hours, or \$580 over previous 6 month period 	<p>States have flexibility in how they design their program. It is required that states must operate a program that consists of case management and at least one or more components. Components are approved as part of the state plan and can include:</p> <ul style="list-style-type: none"> • Supervised job search with restrictions on length of participation • Job search training • Workfare • Work experience, including on the job training or vocational training • Educational programs, skills training, or other programs that improve participant employability • Job retention services <p>Participants comply by participating in one or more components as directed by the state agency.</p>	<p>In general, the individual compliance requirement varies by states based on their WPR and qualified reductions.</p> <p>If a state does not have a significantly reduced WPR, 50% of all families and 90% of two-parent families must meet work requirements.</p> <p>Federal regulations set the following minimum weekly work requirements:</p> <ul style="list-style-type: none"> • For single parents/caretaker relatives: 30 hours/wk, 20 of which are required core activities • For single parents with a child under 6: 20 hours/wk, 20 of which are required core activities • For two-parent families: 35 hours/wk, 30 of which are required core activities • For two-parent families (with TANF-funded child care): 55 hours/wk, 50 of which are required core activities <p>Core activities include:</p> <ul style="list-style-type: none"> • Unsubsidized or subsidized employment • Work experience • On-the-job training • Job search and job readiness assistance (limited duration) • Community service • Vocational educational training (limited to 12 months) • Caring for a child of a recipient in community service <p>Non-core activities include:</p> <ul style="list-style-type: none"> • Education directly related to employment • Job skills training • Secondary school attendance (for those without a diploma)



5 0888A/H.R.1 | Human Services Work Requirement Crosswalk

American Public Human Services Association 

	SNAP General Work Requirements	SNAP ABAWD Work Requirements	Medicaid Work Requirements	SNAP Employment & Training	TANF WPR Requirements
What are the verification requirements?	<p>State agency is not required to verify an exemption or exception unless it determines the information is questionable or verification is otherwise required by program rules, for example, disability rules.</p> <p>Good cause—state agency must request verification of individual's statements to the extent that the information is questionable. The individual has primary responsibility for providing verification.</p> <p>Registered for work or E&T/ workfare referral verified.</p> <p>Enrollment confirmation; training or work assignment letters.</p>	<p>Exceptions as defined in the Act are verified only if questionable. State agencies are generally not required to verify unless information is otherwise required by program rules or questionable.</p> <p>However, verification rules require mandatory verification for ABAWDs as follows:</p> <ul style="list-style-type: none"> • Hours worked: for individuals satisfying the requirement by working or combining work and participation in a work program or participating in a work program that is not operated or supervised by the state agency • Countable months in another state if there is an indication that the individual participated in that state 	<p>The following verification requirements were listed in the legislation but subject to regulation:</p> <ul style="list-style-type: none"> • The state shall establish processes and use reliable information to validate the same such as prior data or payments or encounter data under this title for individuals and data on payments to such individuals for the provision of services covered under this title, including requiring where possible the applicable individual to submit additional information • The state agency shall implement Ex Parte verification procedures to the extent possible 	<p>States must screen all work registrants not otherwise exempt during the SNAP certification process. Generally, states are required to work and verify participation in E&T components including attendance records, hours of participation and completion of activities and must describe in their state plans how they plan to address how they will monitor and track these.</p>	<p>Almost all work activities must be supervised on an ongoing basis; at least once per day the individual is scheduled to participate and maintain accurate documentation of the type of activity, number of hours participated, supervision and verification of participation, and any exemptions or good cause determinations. State agencies must submit a work participation plan that outlines how states verify work for participants.</p>
What are the notice requirements?	<p>State agencies must provide households with a consolidated written notice and an oral explanation of all applicable work requirements, including the general work requirements, ABAWD requirements, and mandatory SNAP E&T, if assigned.</p> <p>The state agency must provide the consolidated written notice and oral explanation at certification, recertification, and whenever a previously exempt household member or new household member becomes subject to work requirements.</p> <p>Notice of Adverse Action requirements also apply. See below.</p>	<p>Same as SNAP general work requirements.</p>	<p>Notice of community engagement provision implementation prior to December 31, 2026 or at least three months prior to the go-live date and periodically as part of certification and recertification process thereafter, though this will be subject to regulation.</p> <p>Notice required in writing and one additional form, including telephone, text message, website, or other available electronic means.</p>	<p>Same as the SNAP general work requirements.</p>	<p>States must conduct an initial assessment of each recipient who is at least 18 years old, or has not completed high school and is not attending secondary school. States may develop an individual Responsibility Plan (IRP) and act as a formal notice of what is expected from the recipient and what supports may be provided.</p>

6 0888A/H.R.1 | Human Services Work Requirement Crosswalk

American Public Human Services Association 

SNAP General Work Requirements	SNAP ABAWD Work Requirements	Medicaid Work Requirements	SNAP Employment & Training	TANF WPR Requirements
What happens if a participant fails to comply with work requirements? State agency must impose a disqualification in the instance of non-compliance, as follows: <ul style="list-style-type: none">• At the first occurrence of non-compliance, state agency can choose a period of disqualification 1-3 months;• At the second occurrence of non-compliance, state agency can choose a period of disqualification 2-6 months;• At the third occurrence of non-compliance, state agency can choose a period of 6 months or permanent disqualification.	The state agency must apply the time limit to time-limited participants that use all three countable months in a 36-month period.	The following procedures were listed in the legislation but are subject to regulation: If a state is unable to verify that an applicable individual has met the requirement to demonstrate community engagement and is not exempt, the state shall provide a notice of noncompliance, provide such individual with a period of 30 calendar days, beginning on the date on which such notice of noncompliance is received by the individual, to make a satisfactory showing to the state of compliance with such requirement. If applicable, if unable to show that such individual was or should be deemed to have demonstrated community engagement or make a satisfactory showing to the state that such requirement does not apply to such individual on the basis that such individual does not meet the definition of applicable individual). If an ongoing recipient covered by Medicaid, the state agency must also continue to provide medical assistance during the 30 day calendar period. If individual does not provide satisfactory showing, state agency will deny such individual a claim for medical assistance not later than the end of the month following the month in which such 30-calendar-day period ends.	States may designate SNAP E&T participation as mandatory for certain work registrants. If a mandatory participant fails to comply, the state's designated disqualification rules apply. Voluntary participants are not subject to disqualification for noncompliance. Before imposing a sanction, the state must determine whether the individual had good cause for noncompliance. Generally, nonexempt individuals who refuse to participate (without good cause) to mandatory SNAP E&T requirements (as part of the SNAP work requirement) may be disqualified from SNAP.	The state must sanction a TANF household if they refuse to participate in work activities and are not exempt. The sanction is determined by state and can involve reducing or removing benefits from an individual or household.



SNAP General Work Requirements	SNAP ABAWD Work Requirements	Medicaid Work Requirements	SNAP Employment & Training	TANF WPR Requirements
What are the notice requirements around denial or discontinuation of benefits? The state agency must send a formal Notice of Adverse Action (NOAA) to the recipient before suspending, reducing, or terminating benefits due to noncompliance with work requirements. The NOAA must include: <ul style="list-style-type: none">• The action being taken (e.g., benefit suspension or reduction)• The reason for the action• The specific regulation or policy being applied• The effective date of the change• The household's right to request a fair hearing• The deadline for requesting a hearing to continue benefits during the appeal• How to regain compliance, if applicable Timing of the NOAA: <ul style="list-style-type: none">• At least 10 days before the action takes effect (known as "advance notice" or "timely notice")	Same as general work requirements. Note that the state agency must send the NOAA and prepare to terminate benefits for the time-limited participant by the end of their third countable month. If the tracking system indicates that a person is in their third countable month, the state agency proceeds to send the NOAA at least 10 days before the end of the month and prepares to terminate benefits for the time-limited participant before it issues the next month's benefit allotment.	The following procedures were listed in the legislation but are subject to regulation: The individual must be provided written notice and granted an opportunity for a fair hearing prior to discontinuation of benefits. The notice of noncompliance shall include information that such individual may make a satisfactory showing of compliance with such requirement or make a satisfactory showing that such requirement does not apply to such individual on the basis that such individual does not meet the definition of applicable individual and how such individual may reapply for Medicaid.	Same as general work requirements. Note that state agencies may offer a conciliation process as part of its E&T program. In this case, NOAA would be offered no later than the end of conciliation period if necessary.	Every applicant or recipient shall be informed in writing at the time of application and at the time of any action affecting their claim. Notice is mailed at least 10 days before the date of action which is the date upon which the action would become effective.
How does a request for a fair hearing impact the case?	If a recipient requests a fair hearing within that 10-day window, benefits must continue unchanged until the hearing decision is issued, subject to certification periods.	Same as general work requirements.	Unclear, awaiting guidance.	Same as general work requirements. If a recipient requests a fair hearing within that 10-day window, benefits must continue unchanged until the hearing decision is issued unless it meets one of the outlined exceptions.
How are other household members impacted?	State agency option to disqualify entire household if head of household is disqualified.	Can impact benefit level for the household.	No impact because Medicaid eligibility is determined at the individual level.	Same as general work requirements. If an individual fails without good cause to comply with an individual responsibility plan that the individual signed, the state may reduce the amount of assistance otherwise payable to the family by whatever amount it considers appropriate.

	SNAP General Work Requirements	SNAP ABAWD Work Requirements	Medicaid Work Requirements	SNAP Employment & Training	TANF WPR Requirements
How does an individual regain eligibility?	Subject to the disqualification periods imposed by the state agency and compliance with work requirements, participation may resume if individual applies again and is determined by the state agency to be in compliance with work requirements. Individual can also regain participation during the disqualification period if they are eligible for an exemption.	Individuals can reapply at any time. A change in circumstances may make them exempt and therefore eligible. An individual that has used all three countable months of benefits in a 36-month period can also regain eligibility by meeting the ABAWD Work Requirements over 30 consecutive days. An individual that regains eligibility by meeting the 80-hour requirement is eligible for an additional three month eligibility, starting on the date the individual first notifies the state agency that the individual is no longer meeting the requirement. Additional three months only provided once in a 36-month period.	Not explicitly in statute, but it appears this would be addressed in June 2026 regulation as follows: An individual can reapply at any time. A change in circumstances may make them exempt and therefore eligible. Alternatively, they must meet the work requirements for the 30-day period prior to application in order to satisfy this condition of eligibility.	Same as general work requirements.	An individual may reapply for benefits as long as they have not exceeded total time limit on TANF benefits.



DEPARTMENT UPDATE: SERVICES UNIT

Jessica Davis, Assistant Director, Services Unit, reported for the SafeMeasures data reviewed on September 15, 2025, and September 16, 2025, with extraction data of September 14, 2025 and September 15, 2025. For the data pulled, we met AFGAR documentation, Kinship Placements, Foster Care visit, In Home contacts, and First Victim Contact.

For the month of August our agency got recognized for opening 50% of referrals to In-Homes Services cases for those referrals that score High/Very High on the Risk Assessment and have a child that is 0-3 years of age, which is one of the highest percentages in the Piedmont region. The recognition email is attached.

On August 26, 2025, the majority of the services staff attended and participated in Court Training that our Attorney Brian Mangano, Esq. and FSS Dillion put together.

Safe Measures		FCDSS	PIEDMONT	STATE	Prior Month (FCDSS)	Last year year same month (FCDSS)
CPS Timeliness of Victim Contact	GOAL 95%	96.5%	83%	83%	88.1%	96.5%
Foster Care Monthly Visits	GOAL 95%	98.7%	92.3%	91.5%	95.9%	98.5%

In Home Services First Contact	Goal 90%	94.4%	83.1%	85.8%	94.2%	95.9%
AFCARS-Court Documentation in OASIS	GOAL 95%	98.2%	84.8%	84.6%	100%	100%
Kinship Placements	GOAL 24%	26.4%	25.3%	23.4%	26%	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: August 16, 2025 - September 15, 2025

Total Agency Vacancies as of 09/15/2025: 7 Vacancies

Services Division - 5 (#62, #71017, #87, #48 Family Services Specialist I/II for In Home Services/Prevention, Child Protective Services, and Foster Care & #90 (1) Family Partnership Coordinator

Benefits Division - 1 (#49 Fraud Investigator)

Administration Division - 1 (#100597 APAII)

Recruitment in Process: Family Services Specialist I/II (Family Partnership Meeting Facilitator) Req #4644 #90

Applied: 6

Screened: 3

Interviewed: TBD

Offer: TBD

Hired: TBD

Interviews are on Monday September 29, 2025

Recruitment in Process: Family Services Specialist I/II Req #4645 #71017 & #48 Foster Care and Foster Care/Adoption/Recruitment

Applied: 3

Screened: 1

Interviewing: TBD

Offer: TBD

HIRED: TBD

Interviews are on Monday September 29, 2025

Current Postings:

FSS I/II #48 & #71017 & #90 Foster Care/Adoption/Recruitment, Foster Care and Family Partnership Coordinator

Future Postings:

FSS I/II #62 Foster Care

FSS I/II #87 CPS

Fraud Investigator II #49
APAI #100597

New Hires:

Rhonda Penn, HSA III Foster Care Visitation 08/18/25
Bridgett Church, HSA III In Home Services/Adult Protective Services 08/25/25

Promotions:

N/A

Lateral Move:

N/A

Temporary Part Time Emergency Worker:

N/A

Separations:

N/A

Retirements:

N/A

Interns:

Keira Kennedy Ferrum College 1 paid intern under #87 (20 hours week in CPS unit)

Year to Date	Vacancy											
Oct 24	Nov 24	Dec 24	Jan 25	Feb 25	Mar 25	April 25	May 25	June 25	July 25	Aug 25	Sept 25	
8	5	N/A	6	7	8	8	6	8	8	7	7	

RECOMMENDATION: No recommendations at this time.

OTHER MATTER DISCUSSED

Dave Thorp stated the Board meeting was very informative - a super day. Barry Ferguson feels the Board made good steps forward in today's meeting and he really appreciates the work Sharon and Toni do for the organization. Leslie Holden stated she agrees with everything Barry said. Penny Guilliams agreed with Dave, that today's meeting was very informational. Bill Gruchow had nothing more to add. Mike Carter voiced that it is nice to be on a Board so congenial. He stated that the current tax rate in Franklin County is 43 cents per \$100 and the tax rate has not been that low since 1984. He also stated that the County has finalized the purchase of the Mod-U-Kraf building and he encouraged FCDSS to send a letter to the Mayor and Town Manager of Rocky Mount expressing the importance of a Tech Center for the school at the new location.

(RESOLUTION # 05-09-2025)

BE IT THEREFORE RESOLVED, by the Franklin County Board of Social Services to authorize sending a letter to the Mayor and Town Manager of Rocky Mount expressing

the importance of a new Technology Center for the school at the Mod-U-Kraf location recently purchased.

MOTION BY: Bill Gruchow

SECONDED BY: Dave Thorp

VOTING ON THE MOTION WAS AS FOLLOWS:

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

NAYES: None

ABSENT: None

Sharon Tudor, Chair, adjourned the meeting until Tuesday, October 28, 2025.

Chairperson

Secretary