

**NH DIVISION FOR CHILDREN, YOUTH & FAMILIES**  
**Advisory Board Meeting**  
**May 20, 2019**

Attendance: Mike Adamkowski, Tessa Dyer, Sandra McGonagle, Larry Shulman, Monica Zulauf, Rep. Berrien, Rep. Long, Mike Donati and Melissa Wardner. Excused: Dolly McPhaul, Rep. Rice and Rep. Weber. Absent: Sen. Reagan. Public Audience: Keith Kuenning, Emily Lawrence and Michael Brewster.

Approval of Citizen's Review Panel Annual Report: Motion made by Larry Shulman to approve as written. Seconded by Sandra McGonagle - all in favor.

Approval of April Minutes: Motion made by Sandra McGonagle to approve April minutes as written. Seconded by Monica Zulauf – all in favor.

Board Bi-Laws & Mission: Unfortunately Rep. Weber is not in attendance to review with the group.

Workforce Capacity Report: March stats were reviewed as the April stats had not been compiled yet.

There was intense discussion about hiring for DCYF and what can be done to make it move more quickly. Rep. Long was very adamant about needing to get the hiring under control. He was not pleased with the vacancies that were listed. Some questions & ideas:

- Is it reasonable to put a timeframe on hiring? Rep. Long feels that children are being harmed now due to the lack of staffing.
- Does DCYF conduct exit interviews? What are the reasons for leaving?
- What about scholarships for MSW students?
- What is the pay rate/scale?
- What about retaining staff, what do the DO's say? Does any one DO have more problems than others?
- What about Supervision of staff?
- What about the Case Aides that were used for the Assessment closings, are they still helping? State funded positions have been requested in the budget for this purpose.

DCYF is having a Job Fest on June 13<sup>th</sup> at the SYSC. The Division is hoping to conduct 20-30 interviews on that day. If all goes well, there will be more planned beginning in August.

Missy to see if Joe and/or Marie Noonan can make it to the next meeting to discuss Recruitment and Retention. A motion was made by Rep. Long to create a sub-committee to review recruitment and retention policies and programs. 2<sup>nd</sup> by Larry Shulman; 4 yes and 3 abstentions.

The sub-committee consists of Rep. Long, Larry Shulman and Mike Adamkowski. Mike will reach out to Director Ribsam to set up a time to meet to discuss lowering the caseload, retention and plans for vacancies.

The Board reviewed Larry's combined report with the updates to what has been completed, etc. Please turn in report at the end of meeting as this is an internal document only, not meant to be shared with public, etc. There was discussion as to whether the board should even have this report – this is something that the Division should be documenting. Ask Rebecca Ross about it.

Mr. Brewster wanted to know if there is a report of the new disposition of unfounded with concerns? How many were closed completely and how many ended up in court or somewhere else?

There was discussion about supervised visitation centers. Keith Keunning from Waypoint, discussed the fact that visitation centers are closing across the state and the dangers of where people are meeting for supervised visitations. Many were using Libraries but now the Library's are not allowing due to the possible dangers involved (ie. Violent parent).

Mr. Brewster had a few comments:

- Hiring – build a better H&HHS by treating clients like humans – separate criminal from non-criminal, don't force yourself on them.
- Opioid Child – tighter investigations
- Front end – guilty or not guilty

Meeting was adjourned at 3:39.

Next meeting is June 17, 2019 at 2:00 in the Dolloff Building.

Respectfully submitted,

Melissa Wardner  
Administrative Assistant  
DCYF