

DEPARTMENT OF HEALTH AND HUMAN SERVICES
OFFICE OF DIRECTOR

ACTION REFERRAL

TO <i>Supra</i>	DATE <i>3-26-14</i>
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DIRECTOR'S USE ONLY	ACTION REQUESTED
1. LOG NUMBER 000334	<input type="checkbox"/> Prepare reply for the Director's signature DATE DUE _____
2. DATE SIGNED BY DIRECTOR <i>Cleared 4/10/14, letter attached.</i>	<input checked="" type="checkbox"/> Prepare reply for appropriate signature DATE DUE <i>4-7-14</i>
	<input type="checkbox"/> FOIA DATE DUE _____
	<input type="checkbox"/> Necessary Action

APPROVALS (Only when prepared for director's signature)	APPROVE	* DISAPPROVE (Note reason for disapproval and return to preparer.)	COMMENT
1.			
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4.			

RECEIVED

MAR 26 2014

Department of Health & Human Services
OFFICE OF THE DIRECTOR

March 24, 2014

Mr. John Supra
Deputy Director & CIO
SCDHHS

Dear Mr. Supra:

Please read this entire letter if not for the benefit of myself and my family to at least get an insight into SCHHS operations. I am requesting this letter be placed in my Personnel File.

I was terminated on March 17th for "unsatisfactory performance during your probation period and falsification of records for travel you submitted during the period of January 3-31, 2014."

I have the following four questions and a few statements.

1. If I submitted "falsification of records for travel... January 3-31, 2014." which would result in termination why were these requests not rejected outright?
2. If I submitted "falsification of records for travel... January 3-31, 2014." which would result in termination why were these requests approved by Pat McWhite?
3. If I submitted "falsification of records for travel... January 3-31, 2014." which would result in termination why was I paid the \$53.00 requested by SCDHHS?
4. If I had "unsatisfactory performance during your probation period and falsification of records for travel you submitted during the period of January 3-31, 2014" why was I still the Laurens County Supervisor in January, all of February, and until the middle of March? (I even, with permission traveled to Whitten Center and to Greenville's County Office on Friday March 14th for a Supervisor's meeting with Central Office representatives).

I cannot imagine paying \$53.00 of "falsification" money to someone then having this same "unsatisfactory performance" Supervisor continue to supervise for the better part of two and half months. Unless SCDHHS is that cumbersome of an operation or a plot had to be hatched. While this last statement sounds dramatic the following paragraph may make it more plausible.

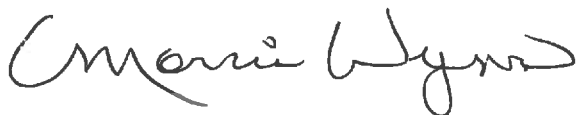
Laurens County has two sponsored workers at Whitten Center, Hattie Williams and Cortney Lowman. Both have failed the recently created exam for their positions. While Ms. Williams is receiving one on one training from Cynthia Orner Ms. Lowman is being denied such training. Therefore, SCDHHS has picked Ms. Williams to pass the retest keeping her job while Ms. Lowman will fail the retest and I assume will lose her job. Ms. Orner knows who gave her these specific instructions which go to the point that Ms. Williams would meet Ms. Orner at the Laurens Office for this training while Ms. Lowman was kept away at Whitten Center-never being trained.

As far as the cumbersome reason goes I was the first on-site supervisor the Laurens County Office has had in sixteen months. Sixteen months. In the beginning I had Jill Bryant and Rebecca Smith in quasi supervisors' roles one technical the other my supervisor mix. Ms. Smith backs away and retires in December 2013. Then I have apparently no-one as a recognized supervisor then I get Pat McWhite, a person I had never met who to this day I have only met with twice. Once in finishing the performance appraisals (which I had never done SCDHHS appraisals ever...on employees new to me and me to them) and the day she cheerfully showed up to terminate me. I know of no organizational chart which defines who is in charge of whom. Or even something which helps to explain roles and how different segments of the agency interact. Training was a few haphazard Central Office classes, a few training sessions in the Laurens Office and two supervisory meetings held in Greenville. Then it was best of luck! MEDS, Onbase, ACCESS on the way, Magi & Non-Magi, and two posted manuals with the requirements of each fashioned to application dates. Scanner problems, IT issues, scores of job aides/work arounds, broken furniture, snowstorm disruptions and oh yeah an office to supervise.

I am sixty-one years old and my wife Rhonda has a Defibrillator implant that keeps her alive (not a pace maker a Defibrillator pacing her failed heart at 100% pacing). At my age with my wife's medical condition in this contracted competitive work environment it is not necessary to hang a termination noose around my neck. As far as I'm concerned SCDHHS can go its way and I will go mine. I asked twice to simply resign during the March 17th meeting. The first request was rejected outright while the second time it was going to be asked about and I would be told. As of the date of this letter I have been told nothing. So for the third time and this time in writing I would like to resign from SCDHHS as of Monday St. Patrick's Day March 17th 2014.

To me to simply part ways is far more equitable for both SCDHHS and myself than this charge.

Sincerely,



Morris Wynn MPPA, CPM
C/o 504 Eighty Oak Ave
Mt. Pleasant, SC 29464
864-325-8155
morriswynn@msn.com

Nikki Haley GOVERNOR
Anthony Keck DIRECTOR
P.O. Box 8206 > Columbia, SC 29202
www.scdhhs.gov

March 17, 2014

VIA HAND DELIVERY

Mr. Morris Wynn
504 Eighty Oak Avenue
Mount Pleasant, S.C. 29464

Dear Mr. Wynn:

Effective immediately, you are hereby terminated from employment with the South Carolina Department of Health and Human Services (the Department). Your termination is a result of unsatisfactory performance during your probationary period and falsification of records for travel you submitted during the period of January 3 – 31, 2014. As stated in Section 19-704.02 of the South Carolina Human Resources Regulations, "An employee who performs unsatisfactorily during the probationary period must be terminated before becoming a covered employee."

As you are aware, as a probationary employee with the Department, you are not covered under the State Employee Grievance Procedure Act or the Department's Employee Grievance Policy; therefore you do not have grievance or appeal rights. A copy of the Department's Employee Grievance Policy is attached.

You will receive your last paycheck along with your annual leave payout from the Department on April 16, 2014. Your insurance coverage as an active employee will terminate effective April 1, 2014. The Department is required to inform you of your right to continue your coverage through COBRA. Enclosed is a COBRA notification packet along with a price list. If you have optional life insurance and would like to continue this coverage, you may do so by contacting MetLife by any of the listed methods on the conversion form. If you have questions about your benefits, please contact Alicia Osborne, Benefits Coordinator, at (803) 898-3970.

Please return all agency property to your supervisor immediately, including any keys, equipment, identification cards, and any other agency property assigned to you.

Sincerely,



John Supra
Deputy Director

cc: Michael Jones, Program Director

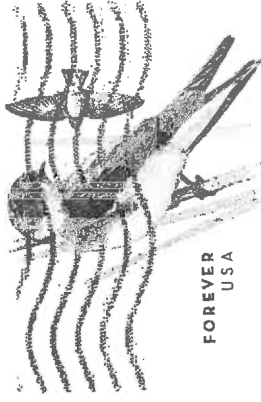
Personnel File

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M. Wynn
504 EIGHTY OAR AVE
MT. PLEASANT, SC 29464

CHARLESTON SC 294
24 MAR 2014 PM 3T



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MAR 26 2014

Department of Health & Human Services
OFFICE OF THE DIRECTOR

MR John Supra / CIO
Deputy Director
SC D HHS
PO BOX 8206
COLUMBIA SC 29202

PERSONAL

29202+8206



April 10, 2014

Mr. Morris Wynn
504 Eighty Oak Avenue
Mount Pleasant, South Carolina 29404

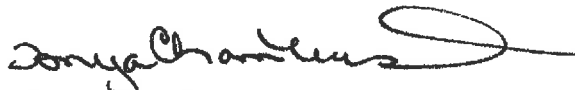
Dear Mr. Wynn:

The South Carolina Department of Health and Human Services (Department) received your letter dated March 24, 2014 in reference to your termination effective March 17, 2014. Upon your initial employment on September 17, 2013 you were notified of the probationary status of your employment as a working test period of twelve (12) months. Your termination was the direct result of your unsatisfactory performance during the probationary period and falsification of records for travel you submitted for the period of January 3 – 31, 2014. You falsified your documents in that you stated you traveled when you did not.

Additionally, in your letter you raised concerns about not receiving adequate training during your probationary period. During the six-month course of your employment, our records indicate you were provided over 82.5 hours of on-the-job training related to Medicaid policy and procedures and supervisory practices and over 48.5 hours of formal classroom training related to leadership, supervision and customer service. Cumulative training hours during your brief tenure amounted to 131.0 hours. We consider 17.50 days of training more than adequate.

Finally, you asked for consideration of a voluntary separation to be substituted for the involuntary termination. Unfortunately, voluntary separation is not an option. Your termination effective March 17, 2014 stands in your permanent personnel record at the Department. Thank you for your inquiry.

Sincerely,



Tonya Chambers

Human Resources Director, Healthy Connections Medicaid

