

From: Smith, Austin <AustinSmith@gov.sc.gov>
To: Pisarik, Holly <HollyPisarik@gov.sc.gov>
Date: 11/13/2015 10:36:59 AM
Subject: FW: Request to transition DSS employees from the Director

From: Shwedo, Kevin A [mailto:Kevin.Shwedo@scdmv.net]
Sent: Friday, November 13, 2015 10:35 AM
To: Alford, Susan
Cc: Smith, Austin; Sanderson, Jeffrey; Beatty, Dan
Subject: RE: Request to transition DSS employees from the Director

Susan - sorry for the delayed response. We got kicked out of the building at about noon for a bomb scare and did not get back in – only got back from the Manning Town Hall meeting after midnight, so I diverted to the house, rather than the office. These 18 hour days are getting old :)

I will start out by thanking you for sending me a superstar! Jessica is, by far, the strongest team leader I currently have, leading what may prove to be the most crucial aspect of our campaign plan, the VOADs. She is able to 'connect the dots' and has come up with some tremendously valuable points thus far. Jessica has former non-profit experience and has obvious leadership expertise as well. Losing her would create issues with both continuity and possibly delay our response. She has trained the team in this area and the relationships she has developed in a short period of time have greatly enhanced our mission. Losing Jessica will have a detrimental impact on the direction we are headed. I would ask you to reconsider letting her stay. She is helping us keep our heads above water. Thanks!

Kevin

Kevin A. Shwedo
South Carolina Disaster Recovery Coordinator
10311 Wilson Boulevard
Blythewood, South Carolina 29016

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"It's a GREAT day in South Carolina!"

From: Shwedo, Kevin A
Sent: Friday, November 6, 2015 7:00 PM
To: Alford, Susan
Cc: Smith, Austin
Subject: Request to transition DSS employees from the Director -- RESPONSE REQUESTED

Susan – sorry for the delayed response. Let me get with my team to determine impact and get back with you Monday. Thanks
Kevin

JR and Dan – please see note below from Director Alford and provide me an assessment of impact as we start to deal with future ops. Thanks
Kevin

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"It's a GREAT day in South Carolina!"

From: Alford, Susan [<mailto:Susan.Alford@dss.sc.gov>]
Sent: Thursday, November 5, 2015 5:21 PM
To: Shwedo, Kevin A
Cc: Smith, Austin
Subject: Disaster Recovery Team

Kevin,

I would like to negotiate the early withdrawal of my adult advocacy division director, Jessica Hanak-Coulter, from the above team. Jessica is the leader of a new division, and we do not have a director of adult advocacy at this time. I am finding that the impact of our not having leadership in this area is greater than I initially expected, so I have a counter-proposal.

I'd like to send Sele Aligbe, our disaster preparedness director, to be part of the team as of November 30. He could work with Jessica to get oriented as to her responsibilities on the team. Then, I'd like to withdraw Jessica from the team by December 18. We can re-post her adult advocacy director position again in the interim, so she would be ready to start interviewing in January 2016.

Please let me know if this plan would work for you. I think Sele would be a good addition to your team, as he has been the DSS point person for advocating with community partners during the disaster. If this plan is do-able on your end, I would need to talk to him about how his staff will cover disaster preparedness functions in his absence. I am not able to release him to you immediately, since he is the point person for case-managing former shelter-residents from hotels, and we hope to end that process in the next couple of weeks.

Thanks,

Susan Alford
Director
SC Department of Social Services
PO Box 1520
Columbia, SC 29202
(W) 803-898-1390

http://secure-web.cisco.com/1FTCxiJtfPIQiZdIVLayzR6c6dQi9045x7PDn6eqxqekjYG0TzWWP0V7wIIHI7u1Snn3wk_ujpgYw5XYDpS3OWjkFPhxu8Z0pxMcxTVduyobHX60mO69zDF1-YFLAZIRS0Mt8CdtSjeS4-DG__6FRItE07F5fxs2xUY6xOIIDuY4yfBcLY5j54yk8F6GNhySz/http%3A%2F%2Fwww.dss.sc.gov