

**From:** Delores Hunt  
**Sent:** Friday, February 13, 2026 10:09 AM  
**To:** DSS.Managers  
**Cc:** Debra Conner  
**Subject:** FW: Changes to the IMC classification requested by NCACDSS - FYI

Team,

I want to share an important update about work underway through the Director's Association and the Professional Capacity Committee, where I serve as one of four chairs.

In preparation for HR-1 and historical desires to change the work against, we requested a change to the current qualification requirements for IMC II and IMC III positions. Currently, an IMC II must have at least one year of IMC-specific experience and an IMC III must have two years of IMC-specific experience to be considered fully qualified (rather than a work-against candidate).

The proposed change would allow comparable experience in lieu of IMC-specific experience. This would be consistent with how comparable experience is applied in other social services classifications.

What is in it for agencies?

This change would give us greater flexibility in hiring and setting starting salaries within the IMC classifications. For example, applicants with relevant backgrounds in banking, finance, customer service, and similar fields (based on an approved list of comparable experience) could potentially qualify at higher levels than current specifications allow. This would be a significant advantage as we continue strengthening recruitment efforts, especially in preparation for HR1.

Dominic Derasmo with the State has agreed to draft the proposed changes to the class specifications. Once the draft is completed, it will move through the formal review and approval process, including review by Association leadership and the State oversight board.

This is not finalized yet, but it has strong support and, if approved, will be a game changer for our hiring process in Economic Services.

I also want to thank each of you for ensuring that our day-to-day responsibilities continue to be handled with excellence. Your leadership and commitment allow me to actively participate in this work and advocate for systemic changes that will support our agency and this profession for years to come.

I will keep you informed as the process moves forward.

Director Hunt

**From:** Kimberly Irvine

**Sent:** Friday, February 13, 2026 9:27 AM

**To:** Bree Clawson; Delores Hunt; Sharon Barlow

**Subject:** Changes to the IMC classification requested by NCACDSS

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I was able to speak with Dominic Derasmo yesterday. I explained that the association wants to change the requirement that an IMC II must have at least 1 year of IMC experience to be an IMC II and 2 years IMC experience to be an IMC III (to be fully qualified and not a work against candidate). We would like for the requirement to be comparable experience rather than specific experience as an IMC. This would allow us more flexibility in starting salaries in the IMC classifications. For example, if we have an applicant with experience in banking, finance, customer service, etc. (there will be a list of comparable experience that we could accept), we could hire them at a higher salary than we can now. The comparable experience component is what we have with other positions in social services.

Dominic's team will work on making this change to the class specifications and present us with a draft soon. Once we receive this, the committee will review and seek input from President Lantz and the NCACDSS leadership team on next steps. If approved by the Association, the change will need to be approved by the State oversight board. I have let Mr. Derasmo that we would like to have this change as soon as possible as this should help with recruitment of IMC staff in preparation for HR1.

I think we should send NCACDSS leadership an update before the next meeting. Who should we notify?

Let me know if you have questions or feedback.



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