

# THE HR NEWSLETTER

CITY OF VALDOSTA

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## How Are We Doing?

Have you seen the “How are we doing?” link on HR’s website or in our newsletter? Take this quick anonymous Customer Satisfaction Survey whenever you contact Human Resources.

Let us know: Did you get what you need in a timely manner? What do you think we can do to improve? We want to hear from you to help us serve you better.

<https://www.surveymonkey.com/r/Y75VNFS>



# February Birthdays



- Randy Folsom, 2/2
- Patricia Knipper, 2/2
- William Wheller, 2/2
- Jordan Washington, 2/3
- Nathaniel McKinnon, 2/5
- Walter Williams, 2/5
- James Horton, 2/6
- Jason Louie, 2/6
- Shawn Massey, 2/8
- Robert Grant, 2/9
- Stephen Thompson, 2/9
- Kyle Stephenson, 2/10
- Bradley Eyre, 2/11
- Kaitlyn Hardy, 2/11
- Chad Roe, 2/11
- Jason Rowan, 2/11
- Abel Braswell, 2/12
- Scotty Brown, 2/12
- Willie Jones Jr, 2/14
- Anthony Major, 2/14
- Ryan Strickland, 2/14
- Mason Muley, 2/15
- Alphonso Stoney, 2/15
- Christopher Boone, 2/17
- Barrett Moore, 2/17
- Max Ahner III, 2/18
- Carlton Couch, 2/18
- Stephen Griner, 2/18
- Brian Wood, 2/18
- Christopher Hicks, 2/19
- Randal Herndon, 2/20
- George Simpson, 2/21
- Roger Weaver, 2/22
- Gloria White, 2/22
- Roger Chastain, 2/23
- April Johnson, 2/23
- Lloyd Cummings, 2/24
- David Fawcett, 2/24
- Monica Nelson, 2/24
- David Frost, 2/25
- Robert Renfroe, 2/25
- Robert Schalch, 2/25
- Richard Copeland, 2/26
- Bryce Finley, 2/26
- Lawrence Goddard, 2/26
- Willie Sims, 2/26
- Kari Williams, 2/26
- Jesse Campbell III, 2/27
- Donnie Hiers, 2/27
- Troy Cribbs, 2/28
- Vanassa Flucas, 2/28
- Mary Lewis, 2/28



## Employee Anniversaries

- Bobbie McGraw, 24
- Brian Boutwell, 24
- Robert Clark, 24
- Michael Knighton, 23
- Carolyn Sampson-Burgess, 20
- Cynthia Stephens, 19
- Curtis Wade, 19
- Douglas Stevenson, 16
- Anthony Drake, 15
- Adam Bembry, 15
- Jimmie Bacon, 14
- Margaret Hill, 13
- James Byrd, 13
- Brenda Strohl, 11
- Deonna James, 8
- David Frost, 6
- Barbara Adams, 5
- Cedric Saunders, 5
- James Horton, 5
- Larry Spencer, 5
- Edward Black, 5
- Victor Anderson, 4
- Terrance Brown, 4
- Kylan Stevenson, 4
- Donnie Hiers, 2
- Anthony McGriff, 2
- Cooper Cooper, 1
- Brad Eyre, 1
- April Johnson, 1

# Benefits Lunch & Learn

## YOU ARE INVITED TO A



### TOPIC: BENEFITS 101

Do you have questions about our medical and/or dental coverage?

Join us for a short presentation followed by a Q&A session with representatives from BAS, ELAP and Gallagher.

#### 3 SESSIONS AVAILABLE:

FEB 4TH 12PM-1PM

FEB 5TH 12PM-1PM

FEB 6TH 12PM- 1PM

#### Location:

The Women's Building

#### Address:

1409 N. Patterson St.

Valdosta, GA 31602

Contact your Dept. Head or Admin to reserve your spot!

RSVP no later than Thursday Jan 30,2020 by 5pm.

**VALDOSTA**  
A City Without Limits

LUNCH WILL BE PROVIDED

# January Employee of the Month

Valdosta Mayor Scott Matheson and City Engineer Pat Collins honored Scott Nobles, Anthony Manning, Eddie Cribbs, Shawn Massey, Terrance Brown, Benjie Vann, and Joe Baker as the January 2020 Employee of the Month at the January 23 City Council meeting. Nobles, Manning, Cribbs, Massey, Brown, Vann, and Baker received a framed certificate, a check for \$200, and their names appears on a plaque displayed in City Hall.

Scott Nobles, Anthony Manning, Eddie Cribbs, Shawn Massey, Terrance Brown, Benjie Vann, and Joe Baker work for the City of Valdosta Engineering Department in the Stormwater Division. The Stormwater Division is responsible for the operation and maintenance (O&M) of the stormwater conveyance system which includes cleaning, maintaining, and repairing over 5,800 catch basins, 170 miles of storm pipes, 775 outfalls, 33 miles of drainage ditches, 22 City detention/retention ponds, and sweeping 350 miles of streets.

During the summer of 2019, the Stormwater Division was prompted to investigate a hole that had developed in the center of the road on Wisenbaker Lane. Due to the conditions of the aging storm pipe, the City was forced to close the road and replace the corroded pipes with a precast concrete box culvert. The replacement and improvement would help with water quality, protect the roadway, reduce the chances of local flooding, and deliver a longer service life.

Typical box culverts are designed, cured, and delivered within an 8-12 week timeframe. The City moved forward in purchasing the culvert to eliminate unexploited time. During the manufacturing process, the Department proposed to bid out the installation of the culvert due to time restraints on the Stormwater Crew. A year had barely passed since the Stormwater Crew had taken the challenge to install its first box culvert located just upstream on South Lee Street. It would have cost the City of Valdosta \$187,300 to install the culvert. Knowing the capabilities and skills of the Stormwater Crew, we chose to use an in-house, sevenman crew to replace the aging storm pipes. The time of year was not ideal due to it being mid-summer and high temperatures. Also, working inside a box culvert is definitely not appealing to everyone. However, each person showed dedication and devotion to this Project with no hesitation or complaints.

The crew's responsibilities included removing the existing pipe and preparing the site, scheduling and unloading boxes, diverting water drainage, establishing a line and grade for installation, setting 16 boxes and wing walls, and backfilling and preparing for paving.

The Stormwater Crew identified the problem, determined the solution, vetted proposals, and completed installation in three weeks. By completing the Project in-house, the Stormwater Division was able to replace the deteriorating pipe for merely \$26,690.42. This cost includes fully loaded Staff time, equipment rental, and materials. With previous experiences and willingness, the Stormwater Crew saved the City \$160,609.58!

The City of Valdosta applauds the Stormwater Division Employees for their dedication, exemplary work ethic and for being named the January 2020 Employee of the Month.



# Our Multigenerational Workforce

For the first time in business history, there are five distinct generations trying to coexist in the workplace. This diversity provides unique backgrounds and perspectives, but can also lead to misunderstandings and conflict.

The challenge for today's leaders is: How can we get these diverse generations with different leadership, communication, and career styles to connect and cooperate?

## **Generations by the Numbers**

- Traditionalists (ages 71-89)
- Baby Boomers (ages 54-70)
- Generation X (ages 34-53)
- Gen Y/Millennials (ages 21-33)
- Generation Z (under 20)

## **Values that matter for every age**

- Feel respected – treated fairly
- Work that provides personal satisfaction
- Have opportunities for mentoring
- Understand the big picture—clear sense of purpose
- Receive effective communication—being listened to
- Get positive feedback
- Experience an exchange of ideas

## **Steps to Increase Positive Interactions**

Don't dwell on differences

- Focus more on similarities
- Avoid generational stereotypes

Build collaborative relationships

- Get to know each other to understand and appreciate more
- Create opportunities for employees of different generations to interact

Study employees

- Understand workplace demographics and employee communication preferences
- Use surveys to identify differences and similarities of various employee groups

Create opportunities for cross-generational mentoring

- Not just older generations mentoring younger generations; it should go both ways
- All age groups have opportunities to learn from each other

Consider life paths

- Understand where employees are in life in terms of responsibilities and interests
- Don't make assumptions; every generation shares commonalities and differences

HR will be hosting trainings in the next few months so be on the lookout!

# Photos From Recent Events

Never miss out on City of Valdosta events. If you don't see an event your department is hosting, contact the Public Information Office at 229-671-3615



## Need to Find A Network Provider For Insurance?

Network Providers -

<https://www.multiplan.com/webcenter/portal/ProviderSearch?SiteId=iginator=84451>

Link instructions-

- Use CHROME
- Click this link , click "Select Network", PHCS, I don't see any of these statements, and Front... enter whatever kind of doctor you need and it will show you who is in network!



Have an issue with a bill or claim not getting paid? Visit Amanda Hendricks in HR!

# BIRD SUPPER 2020

Tickets are on sale for the 2020 Bird Supper, scheduled for Wednesday, February 12, 2020 at the historic Georgia Railroad Depot in Atlanta. The traditional event brings together hundreds of state officials and local business, professional and government personnel for a dinner of quail and important conversations.

Since the 1950s, the Bird Supper has been providing a venue for local professionals to be a catalyst for impacting legislative issues by keeping Valdosta and Lowndes County in the minds of the state officials during a half-way point of the legislative session.

For more information, contact Lowndes County Public Information Officer Paige Dukes at 229-671-2400 or City of Valdosta Public Information Officer Ashlyn Johnson at 229-259-3548.

Information can also be found at the Lowndes County Bird Supper Facebook page, and ticket requests may be sent to [BirdSupper@lowndescounty.com](mailto:BirdSupper@lowndescounty.com).

*Lowndes County  
Bird Supper*

**Make an Impact on  
YOUR  
Community**

*\$50 Per  
Ticket - on  
sale through  
Feb. 5*

*Wednesday,  
February 12,  
2019  
5:00 - 7:00  
p.m.*

*Georgia  
Railroad Depot  
in Atlanta,  
Georgia*

**Contact:**  
*BirdSupper@lowndescounty.com*  
*229-671-2400 or 229-259-3548*

# WHO'S WHO IN HR?

**YOUR GO-TO TEAM "Who do I call for...?" It can be confusing to determine who in HR to call with your specific questions.**

**Use the information below to point you in the right direction.**

## **Catherine Ammons**

Director of Human Resources  
cammons@valdostacity.com  
(229) 259-3544 ext. 4745

- EEO Claims, lawsuits, related issues
- Employee grievances and appeals
- Position management, workflow, reorganization
  - Policy interpretation/challenges
- Any issue, problem, or question for which you are unable to get a timely answer
- Sick Leave Donation
  - Staff handbook updates/changes



## **Amanda Hendricks**

Sr. Human Resources Manager  
ahendricks@valdostacity.com  
(229) 259-3544 ext. 4747



- Payroll
- Health Benefits
- Unemployment benefits
- Retirement point of contact

## **LaToya Robinson**

Human Resources Coordinator  
lrobinson@valdostacity.com  
(229) 259-3544 ext. 4318



- Employment verifications
- Employment Onboarding
  - Training
  - Job Postings
  - I-9 Verifications

## **Berna Hepburn**

Human Resources Specialist  
bhepburn@valdostacity.com  
(229) 259-3544 ext. 4746



- Worker's Compensation claims
- Property insurance
- FMLA

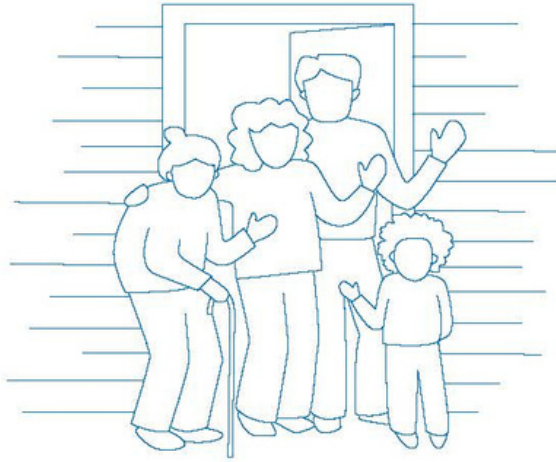


# CENSUS 101: WHAT YOU NEED TO KNOW

The 2020 Census is closer than you think!  
Here's a quick refresher of what it is and why it's essential that everyone is counted.

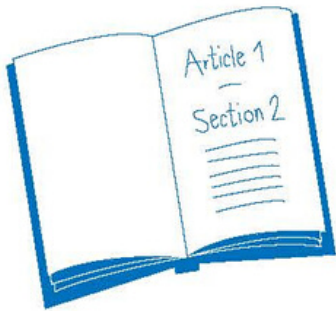
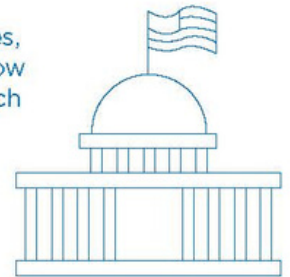
## Everyone counts.

The census counts every person living in the U.S. once, only once, and in the right place.



## It's about fair representation.

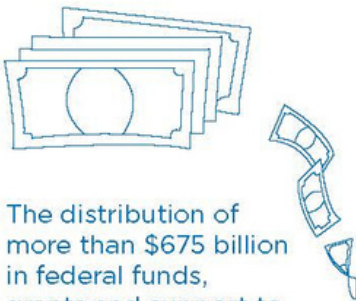
Every 10 years, the results of the census are used to reapportion the House of Representatives, determining how many seats each state gets.



## It's in the constitution.

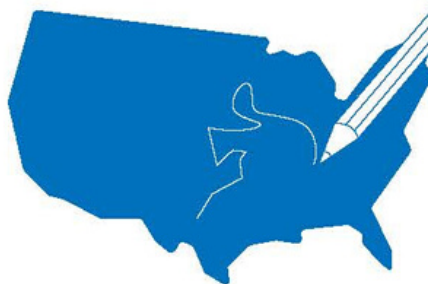
The U.S. Constitution mandates that everyone in the country be counted every 10 years. The first census was in 1790.

## It's about \$675 billion.



The distribution of more than \$675 billion in federal funds, grants and support to states, counties and communities are based on census data.

That money is spent on schools, hospitals, roads, public works and other vital programs.



## It's about redistricting.

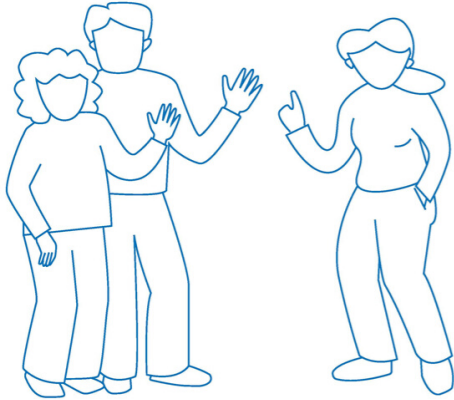
After each decade's census, state officials redraw the boundaries of the congressional and state legislative districts in their states to account for population shifts.

## Taking part is your civic duty.

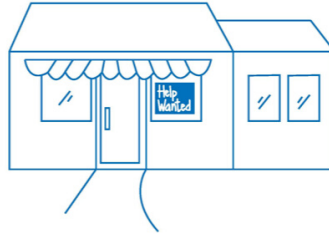
Completing the census is mandatory: it's a way to participate in our democracy and say "I COUNT!"



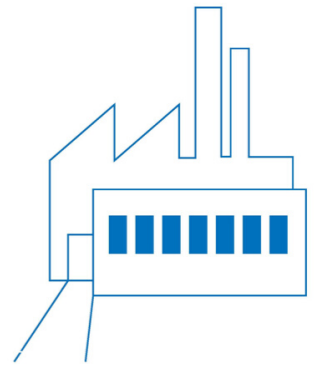
# Census data are being used all around you.



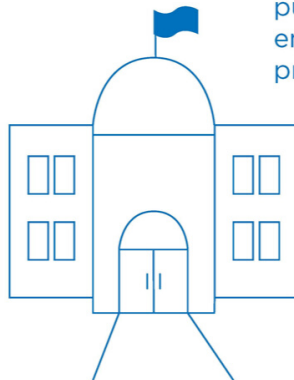
Residents use the census to support community initiatives involving legislation, quality-of-life and consumer advocacy.



Businesses use census data to decide where to build factories, offices and stores, which create jobs.



Local governments use the census for public safety and emergency preparedness.



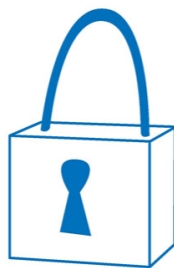
Real estate developers use the census to build new homes and revitalize old neighborhoods.



# Your privacy is protected.

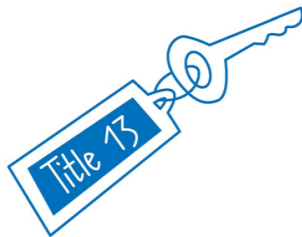
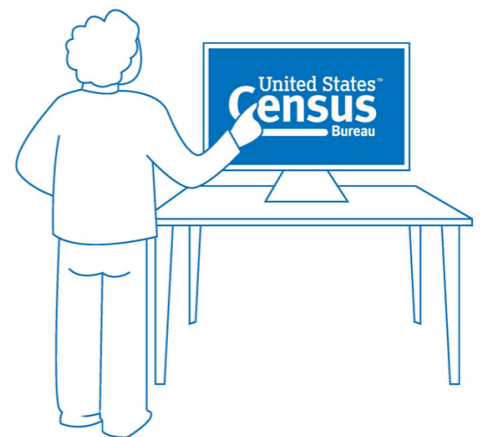
It's against the law for the Census Bureau to publicly release your responses in any way that could identify you or your household.

By law, your responses cannot be used against you and can only be used to produce statistics.



# 2020 will be easier than ever.

In 2020, you will be able to respond to the census online.



# You can help.

You are the expert—we need your ideas on the best way to make sure everyone in your community gets counted.

