

# THE HR NEWSLETTER

CITY OF VALDOSTA



# CONTENTS

- 02 Birthdays & Anniversaries
- 03 Retirements & July 1st Safety Committee Meeting Recap
- 04 Vacant Positions
- 05 Upcoming Events
- 06 Photos from Past Events
- 07 Beat the Heat
- 08 Hot Weather Safety Tips
- 09 Beat the Heat – Check the Back Seat
- 10 Care Here Televisit Option Now Available
- 11 Human Resources Director Message
- 12 A big Welcome to our Newest HR Team Member
- 13 Who's who in HR



**VALDOSTA**  
A City Without Limits



# August Birthdays



- WILLIAM RICKY CORNELIUS 8/2
- BENJAMIN CONNOR BENNETT 8/3
- ALEXANDER ANTON SCHEIB 8/3
- AARON DWAYNE BROWN 8/4
- CHARLES ALEXANDER BROWNING 8/4
- JOHNNY HENRY JR 8/4
- DERRICK K KEENE 8/4
- MORRIS DANILE LANCASTER 8/4
- SABRINA W SMITH 8/4
- THOMAS G WHEELER 8/4
- ALLIDEN B HUGHES 8/5
- LONNIE B ROBINSON 8/5
- PATRICIA COLEMAN 8/6
- COURTNEY MICHELLE MATHENY 8/6
- JUSTIN LAMAR HOWARD 8/8
- MARIE WILSON 8/8
- PHILLIP G WALKER 8/9
- DAVID ALLEN WHITMER 8/9
- RICK J MEFFORD 8/11
- SHAWN D SNOW 8/12
- ANDRE M WINSTON JR 8/13
- LISA E BAPTISTE 8/14
- EARL S SEILER 8/14
- RAY WILLIS BROWN 8/16
- MARCUS J HAYNES 8/16
- MICHAEL LYNN KNIGHTON 8/16
- CHRISTIAN MATTHEW STEVICK II 8/16
- PATRICK TYRONE BRINSON JR 8/17
- DOMINIC M HENRY II 8/17
- ROY LEE FINNIESSEE JR 8/18
- SHELLEY ALAN MILLER 8/18
- WANDA LOUISE ROSE 8/18
- LEAH ODEL LYNCH 8/19
- TIMOTHY H CARROLL 8/20
- ANTHONY V KNIGHT 8/20
- Jarvese Deonte Gilliard 8/21
- KRISTOPHER LEE SIREN 8/21
- WESLEY H JENKINS 8/22
- JEFFREY JERMAINE JONES 8/22
- JEFFREY M STOKES 8/22
- JOSEPH C ALEXANDER 8/23
- BERNARD ARNOLD BEAUFORT 8/23
- DANIEL JEROME JACOBS JR 8/23
- FRANKY L SHRADER 8/23
- STUART KYLE SALTER 8/24
- DAVID L TUCKER JR 8/24
- LINDA G WHITE 8/24
- LOUIS A AUDAIN 8/25
- SCOTT CHRISTOPHER GARREN 8/25
- SANDRA LOUISE PORTER 8/25
- DMITRY G ZIMIN 8/25
- H. DANIEL BLAKE CARDER 8/26
- MARK ALLEN FLYTHE 8/27
- ERIC G HOWARD 8/27
- JOHN L CHRISTIAN JR 8/28
- LYNLY L. PENN 8/28
- LUIS A RODRIGUEZ JR 8/28
- TIFFANY S.M. ROMONOWSKI 8/28
- RICHARD G JOYNER 8/29
- COLETON M CANNON 8/30
- RACHEL E THRASHER 8/30
- JOSEPH L GOSSECK SR 8/31
- STEPHANIE L TAYLOR 8/31

- THOMAS B WELCH, 33
- WILBUR WRIGHT JR, 30
- BRENT NORMAN, 28
- MICHAEL A DELROSSI, 24
- EAN D OLIVETO, 24
- DARIN DEMETRIUS MOORE, 24
- ESTABON L JACKSON, 24
- BRIAN E WOOD, 23
- RICHARD G JOYNER, 23
- EARNEST WRIGHT II, 21
- DANNY E RICKMAN, 21
- URSULA Y ANTLEY, 20
- CHARLES PHILLIPS JR, 20
- STEPHANIE A BLANTON, 20
- SHEILA B MITCHELL, 19
- MARLINE HAYES, 16
- DEBORAH ANN SIMS, 16
- TIMOTHY E HINES, 15
- CEDRIC JEROME KIER, 14
- SHANDORA LASHAN GRAY, 11
- RANDALL H JONES, 11
- TINA S CASTLEBERRY, 10
- TIMOTHY M REGISTER, 10
- DIANE K LOWE, 9
- JOSEPH M DUVALL, 9
- TIMOTHY J QUIMBY, 9
- IVANA D AFRICH, 7
- JASON DEAN WOODS, 7
- YEUSHECA RENARCA LISSIMORE, 7
- LAVERN RILEY, 6
- MARGARET ANNE TORRES, 6
- BRETT M BOYD, 5
- LEROY A PAULO, 5
- MAX E AHNER III, 4
- SAMUEL LEE PATRICK, 4
- LOUIS A AUDAIN, 4
- CALEB J CLARK, 4
- JUSTIN LAMAR HOWARD, 4
- MICHAEL A PENLAND, 4
- LUIS A RODRIGUEZ JR, 4
- JAMIE L SAPP, 4
- BRANDON WESLEY TEBEDO, 4
- BENJAMIN C WAINRIGHT, 4
- ANTHONY D WILLIAMS, 4
- LUKENZIE ANDREW ABSOLU, 3
- SEABRON WILLIAMS III, 3
- JERMAINE RASHAR HOLMES, 3
- RACHEL E THRASHER, 2
- PYNAL E ANTORIOUS WILLIAMS, 2
- AZHIA S SMOTHERS, 2
- MICHAEL A GUESS, 2
- CALEB M WRIGHT, 2
- DONTAE J BROWN, 2
- THOMAS C GOODIN, 2
- MARY B LEWIS, 1
- LISA E BAPTISTE, 1
- WILLIE ANTHONY GRAHAM, 1
- RODNEY B JENKINS, 1
- ANTHONY V KNIGHT, 1
- DALLAS M MCRAE, 1
- FRANKY L SHRADER, 1
- MARVIO D BAKER, 1
- ANETRA R RILEY, 1

Employee  
Anniversaries

# Retirements



Tina Matchet

William Taylor



## July 1st Safety Committee Meeting Recap

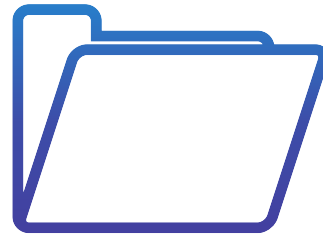
Steven Jolly, Mathis Auditorium Coordinator,  
newly-voted Safety Committee Co-Chairman

Taylor Marzell, Associate City Clerk  
Secretary

Johnny Henry Jr, Operations Battalion Chief  
Asst. Secretary.



# CURRENT VACANCIES



Wastewater Treatment Plant Operator

Custodian- PT

GIS Tech

Criminalist- Forensic Blood Alcohol/Drug Chemist

Business License Technician

Mechanic II

Heavy Equipment Operator

Utility Service Worker- Finance

Fire and Life Safety Public Educator

Utility Service Worker- Utilities

Groundskeeper PT

Maintenance Worker I- Engineering

Crewleader- Engineering

Criminalist- Firearms Examiner

Police Officer

*\*For more information on the jobs listed please visit our website*



# UPCOMING EVENTS

VALDOSTA  
A City Without Limits

AUG  
1ST

**BACK 2  
SCHOOL**

— DRIVE THRU BOOKBAG GIVEAWAY —

GIVING AWAY FREE BACKPACKS ON AUGUST 1ST,  
2020 AT 9AM-12PM @ VALDOSTA CITY HALL ANNEX

PRESENTED BY CITY OF VALDOSTA NEIGHBORHOOD DEVELOPMENT DEPT & VARIOUS COMMUNITY ORGANIZATIONS  
STUDENTS MUST BE PRESENT IN VEHICLE TO RECEIVE SUPPLIES  
FIRST COME FIRST SERVE | OPEN TO STUDENTS IN VALDOSTA OR LOWNDES COUNTY  
FOR MORE INFORMATION, PLEASE CALL 229-671-3617

**MAKERS**  
SECOND SATURDAY  
**MARKET**

ARTISANS | FARMERS | GROWERS

DOWNTOWN VALDOSTA, GA  
HISTORIC LOWNDES COUNTY COURTHOUSE LAWN

APRIL-DECEMBER | 9AM - 1PM  
HISTORIC COURTHOUSE SQUARE  
DOWNTOWN VALDOSTA

**City Council Meeting**  
8/6 @ 5:30pm

10AM-4PM  
SIP, SHOP, REPEAT

**SIDEWALK  
SALE**

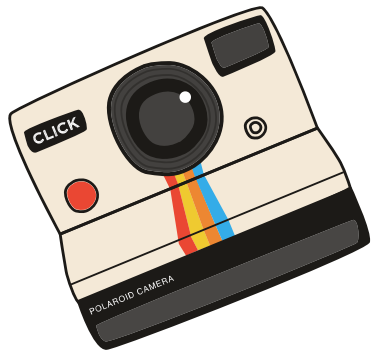
**08**  
AUGUST 2020

VALDOSTA MAIN STREET  
@DOWNTOWN VALDOSTA

**FIRST  
FRIDAY**

The First Friday of each month!  
Live Music | Drinks | Shopping | Food  
5pm until





# PHOTOS FROM PAST 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**



# BEAT THE HEAT

From Your City of Valdosta Safety Committee

## STAY HYDRATED

**Don't  
wait  
until  
you're  
thirsty**



**Your body is sweating out fluid, and you have to keep replacing it. Drink plenty of fluids; drink about 16 ounces before starting and 5 to 7 ounces every 15 or 20 minutes.**

# HOT WEATHER SAFETY TIPS

From Your City of Valdosta Safety Committee

- **Stay hydrated.** Drink plenty of fluids; drink about 16 ounces before starting and 5 to 7 ounces every 15 or 20 minutes.
- **Avoid dehydrating liquids.** Alcohol, coffee, tea, and caffeinated soft drinks can hurt more than help.
- **Wear protective clothing.** Lightweight, light-colored and loose-fitting clothing helps protect against heat. Change clothing if it gets completely saturated.
- **Pace yourself.** Know your own limits and ability to work safely in heat.
- **Use a damp rag.** Wipe your face or put it around your neck.
- **Avoid getting sunburn.** Use sunscreen and wear a hat if working outside.
- **Be alert.** Know what to look for and check on other workers.
- **Eat smaller meals.** Eat fruits high in fiber and natural juice. Avoid high protein foods.



From Your City of Valdosta Safety Committee



# Care Here TeleVisit Option Now Available



## AVAILABLE NOW!

Connect with your CareHere Health & Wellness Team  
with **PHONE & VIDEO** appointments.

May not be available in all health centers.

### Schedule a TeleVisit for:

- Cold
- Flu
- Follow-ups
- Lab Review
- Medical Questions
- Allergies
- Prescription Refill

### TELEVISIT FEATURES

- Easy appointment scheduling that can sync with your calendar.
- User-friendly platform with no software download required.
- Avoid unnecessary travel.
- HIPAA compliant and secure.

Look for schedules with **TeleVisit Available** when making your appointment.

Joe Smith, MD at Corporate Brentwood **TeleVisit Available**  
Wednesday, June 3, 2020 CDT

CareHere Corporate (Morning)

8:40 AM 9:00 AM 9:20 AM 9:40 AM 10:00 AM 10:20 AM

Click **HERE** to learn how to schedule a CareHere TeleVisit.

CareHere abides by all federal HIPAA and confidentiality regulations. © 2020 | Proprietary to CareHere, LLC | All rights reserved

We are pleased to announce the new Televisit Care Here option.  
Please click on the link below for step by step instructions.

[https://carehere.com/wp-content/uploads/2020/06/ch.televisit.howtoschedule.flyer\\_.sp\\_.final\\_.20200609.pdf](https://carehere.com/wp-content/uploads/2020/06/ch.televisit.howtoschedule.flyer_.sp_.final_.20200609.pdf)

# Human Resources Director Message

## COVID-19 and the 3 A's of Inclusion

Our world has changed due to COVID-19. Many of us feel disconnected and isolated. Diverse employees and new hires are at the greatest risk of falling into this disconnected state, because their sense of belonging may have already been tenuous. How can we cultivate belonging for everyone in the workplace? Andrea Lipton with Harvard Business Publishing says the answer is three simple actions she calls The Three A's of Inclusion: Awareness, Authenticity, and Accountability.

**AWARENESS:** Be aware of who you're relying on and who you might be inadvertently excluding. Each of us has established patterns and biases. During times of stress, part of our natural response is to default to our comfort zone where these habits live. To help cultivate belonging in our organizations, we need to first recognize our patterns so we can break out of them. To do this, notice who your "usual suspects" are – the people you regularly connect with, work with, and talk to. Now notice who you have not connected with recently. Reach out to those individuals and see how they are doing.

**AUTHENTICITY:** Allow time in meetings to check in personally. We are all facing varying degrees of disruption to our lives thanks to the pandemic. While this is in many ways a shared experience, it is also a deeply individual one. In challenging times like this, the psychological toll it takes to put on your "game face" can be debilitating. Giving people space to show up as their full selves is a critical part of creating an inclusive culture. Now, as all of us are experiencing stress from uncertainty and constant change, it's especially useful to set aside time at the beginning of meetings to check in and connect interpersonally. If you are the leader, consider sharing first and being open, authentic, and vulnerable about your own challenges. This will give others permission to do the same.

**ACCOUNTABILITY:** Be responsible for your privilege. Be aware that while we are all weathering the same storm, we are not all in the same boat. Some of our colleagues have been ill, had loved ones who have been ill, or have lost loved ones to COVID-19, while many of us, thankfully, have not. Some of us are homeschooling children while others are not. Some have had family members lose hours, income, and/or jobs while others have not. Some of us are sheltering in place with family and loved ones, while others are totally alone. When you share authentically about how you are experiencing the pandemic, be mindful of how your experience may be a reflection of privileges you enjoy like time to yourself, access to personal outdoor space like a yard, or financial security. Take a moment to commit to a few specific actions you will take to foster inclusion in today's chaotic work environment.

# A BIG WELCOME TO OUR NEWEST HR TEAM MEMBER

## Say Hello to the new HR coordinator Ryien Bonner



I was born in Atlanta, GA, and my brother and I spent split our childhood between Atlanta, GA and Charlotte, NC. I came to Valdosta to attend Valdosta State University to pursue a degree in marketing. While in school, I applied for a job at Wild Adventures Theme Park to work during the summer and save money to purchase the newest Jordan's that were being released later that year.

After I realized how much fun, experience, and opportunity for growth was offered at the park, I decided to continue my employment after I purchased the shoes. 5 years later, I received my fourth and final promotion at the park taking the position as the Human Resources Operations Manager. I fell in love with the HR field. My favorite thing about working in human resources is dealing with employees and helping them with any and all issues as well as recruiting local talent.

In my spare time, I love to cook and play music and video games. I also love sports, I love to compete, and I love to win. I have played pretty much any sport you can think of. My favorite sports to play are basketball, golf, tennis, swimming, bowling, and fishing. I love to have fun, and I would consider myself adventurous. I am always down to try new things and have new experiences.

*Welcome to the Team Ryien!!*



# 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

## **Berna Hepburn**

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



- Worker's Compensation claims
- Property insurance
- FMLA

## **Ryien Bonner**

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



- Employment Verifications
- Employment On-boarding
- Training• Job Postings
- I-9 Verifications

**Your  
voice  
counts.**

The Census allocates  
funds for food,  
healthcare and jobs  
in South Georgia.

**CENSUS  
2020** 



**Every.  
One.  
Counts.**

[Census.Georgia.gov](https://Census.Georgia.gov)

THIS MESSAGE IS BROUGHT TO YOU AS A PUBLIC SERVICE  
FROM YOUR FRIENDS AT VALDOSTA STATE UNIVERSITY



**VALDOSTA STATE  
UNIVERSITY**