

THE HR NEWSLETTER

CITY OF VALDOSTA



September
2020

CONTENTS

02	Birthdays & Anniversaries
03	New Employees and Promotions/Transfers
04	Vacant Positions
05	Upcoming Events
06	Photos from Past Events
07	Care Here
08	Be Disaster Prepared
09	Thunder Warning
10	Back to School
11	Back to School Driving Safety
12	Human Resources Director Message
13	Who's who in HR



VALDOSTA
A City Without Limits

September Birthdays



- JEREMY NATHANIEL NELMS, 9/1
- JARIUS W BARRENTINE, 9/2
- JAMES A CLINKSCALES, 9/2
- WILLIE ANTHONY GRAHAM, 9/2
- LESLIE D MANAHAN, 9/2
- ANETRA R RILEY, 9/3
- IVANA D AFRICH, 9/7
- JASON M FIGAROLA, 9/8
- MARVIN L CAPERS JR, 9/9
- CHERYL L GALLAGHER, 9/9
- MICHAEL MCIRVIN, 9/9
- KYLAN RAY STEVENSON, 9/9
- CLARENCE WALKER, 9/9
- VENESSA L ARMENTA, 9/11
- MICHAEL KEITH NIEHANKE, 9/11
- MARK L BARBER, 9/12
- DEVONTA JARROD BATTLE, 9/12
- ANDREW J CORDES III, 9/13
- TIMOTHY W ELLIOTT, 9/13
- ISAAC C HARRIS, 9/13
- LAMAR MARTEL BERRIAN, 9/14
- JAMES A MCLEOD JR, 9/14
- SHUNTEL DEON WARD, 9/14
- TINA S CASTLEBERRY, 9/15
- ROBERT JOSEPH SMITH III, 9/16
- MARK S COPPAGE, 9/19
- BETTIE WATERS JACKSON, 9/19
- WILLIAM B SIMS, 9/19
- SANDRA M WATLEY, 9/19
- ANTOINE L NEVIUS, 9/20
- JOSHUA A BOX, 9/21
- ANDREW A GIBBS, 9/21
- RANDALL D HANCOCK, 9/21
- BENJAMIN H NORTON, 9/21
- EAN D OLIVETO, 9/21
- MICHAEL K PIEPER, 9/21
- BEN T JOHNSON JR, 9/25
- STEVEN R PARISH, 9/25
- WILLIAM HOGUN VAUGHAN, 9/25
- JOSHUA ABERCROMBIE, 9/26
- ANTONYIO HARRELL, 9/26
- JAMES STEVEN HINSON JR, 9/27
- BRYAN RECINOS-MENDEZ, 9/27
- TRAVARUS L SANDERS, 9/27
- SHAMON A WRIGHT II, 9/27
- RICHARD LEWIS HARDY, 9/28
- VALERIE LOUISE PETERS, 9/28
- FRANK LEE CARTER JR, 9/29
- MIKAL Z GOSHA, 9/29
- SCOTT MATHESON, 9/29
- FRANKLIN W MCMILLAN JR, 9/29
- RON LENARD WILLIAMS, 9/29

- CURTIS MINCEY, 39
- ALISA DENISE COLLINS, 28
- WILLIE JONES JR, 24
- BARRETT LAMAR MOORE, 23
- BRANDON L CORBITT, 23
- VICTOR EMANUEL DURDEN, 22
- JAMES DONALD DEAN JR, 21
- MICHAEL E CRUMP, 20
- BOBBY D LOVEDAY, 18
- BERNARD ARNOLD BEAUFORT, 18
- TERESA S BOLDEN, 18
- JASON KEFFER GLASS, 18
- CARLTON K HARRELL, 18
- ALVIN C MAY, 18
- SCOTTIE F JOHNS, 17
- JAMES A MCLEOD JR, 17
- BRADLEY C INGRAM, 17
- JOEL C HURLEY, 15
- BO GARRETT BEWLEY, 14
- VERNITA L BENDER, 14
- SHAWN D MASSEY, 14
- LEAH ODEL LYNCH, 12
- HEATHER PERRY TURNER, 12
- VINCENT ALTOBELLO, 11
- COLBY W CLARK, 11
- DERRICK K KEENE, 11
- MARTIN M MILLER, 11

- JEFFREY M STOKES, 11
- JOHN C BUCHINA, 10
- DONTRAE M CHILDS, 9
- ERIC SHANE WAGNER, 9
- CARLTON HEATH COUCH, 8
- LLOYD D CUMMINGS, 8
- RICHARD BLAKE DAUGHERTY, 8
- RON LENARD WILLIAMS, 6
- RICHARD LEWIS HARDY, 6
- CHRISTOPHER JOHN BLACK, 5
- JEREMIAH SR MCCOY, 5
- JENNIFER LYNN GOSSECK, 5
- ANTONIO A ADAMS, 5
- VINCENT RICARDO HOUSTON, 5
- JOSEPH ARCOLON BAKER, 4
- ALEXANDER CHARLES BROWNING, 4
- JOSEPH LAWRENCE WELDON JR, 4
- STEVEN D BRISTOW, 4
- ABEL CORNELIUS BRASWELL, 4
- KELLY J DEAS, 4
- MATTHEW CHRISTOPHER FINDLAY, 4
- MICHELLE COURTNEY MATHENY, 4
- TIMOTHY W VICKERS, 4
- CINDY G HASTY, 3
- PAUL P GARLAND, 3
- CHANCITY KING STEPHENS, 3
- BRITTANY BREANN KING, 3

- BRYCE J FINLEY, 3
- WALTER DARRYL MUSE, 3
- ALLEN K PAULO, 2
- JEREMY NATHANIEL NELMS, 2
- MICHAEL C RICE, 2
- GEORGE D TATUM III, 2
- JOHN WICKER, 2
- TERESA A TURNER, 2
- ROBERT E GRANT, 1
- JOSHUA N HUNT, 1
- NATHANIEL MCKINNON JR, 1
- CHRISTOPHER P SOUZA, 1
- MARCUS A BROWN, 1
- HUDSON G DURDEN, 1
- CHRISTINE A ESPANOL, 1
- MASON D MULEY, 1
- ROBERT J RITCHART, 1
- ZACHARY S TOUCHTON, 1

Employee Anniversaries



New Employees



Caitlin McQuaig, Permit Clerk

Promotions/Transfers

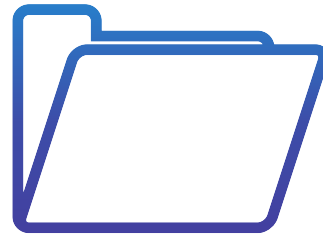
Brandy Flanders – From Customer Service Rep. to
Business License Technician

Marvio Baker – Promoted to Full-Time Maintenance

Max Ahner – Promoted to Wastewater Treatment
Plant Assistant Superintendent – Mud Creek WWTP

Anthony Knight – Promoted to Utilities
Crewleader

CURRENT VACANCIES



SCADA Technician

Mechanic I

Water Treatment Plant Operator

GIS Technician

Criminalist – Forensic Blood/Alcohol Chemist

Mechanic II

Heavy Equipment Operator

Utility Service Worker, finance

Fire and Life Safety Public Educator

Utility Service Worker

Groundskeeper, Part-time

Maintenance Worker I

Crewleader, engineering

Criminalist/Firearms Examiner

Police Officer

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



UPCOMING EVENTS



MAKERS
SECOND SATURDAY
MARKET
ARTISANS | FARMERS | CULINARIANS
DOWNTOWN VALDOSTA, GA
HISTORIC LOWNDES COURT HOUSE SQUARE
APRIL-DECEMBER | 9AM-5PM
HISTORIC OGDEN HOUSE SQUARE
DOWNTOWN VALDOSTA

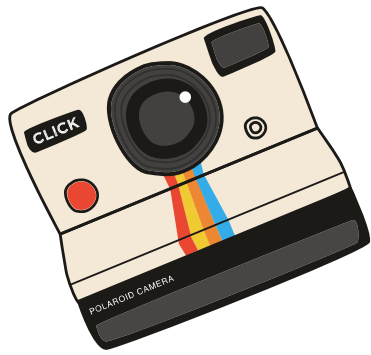
VALDOSTA-LOWNDES 9-11 MEMORIAL CEREMONY

September 11, 2020 at 9 A.M.

VALDOSTA MAIN STREET
@DOWNTOWN VALDOSTA

**FIRST
FRIDAY**

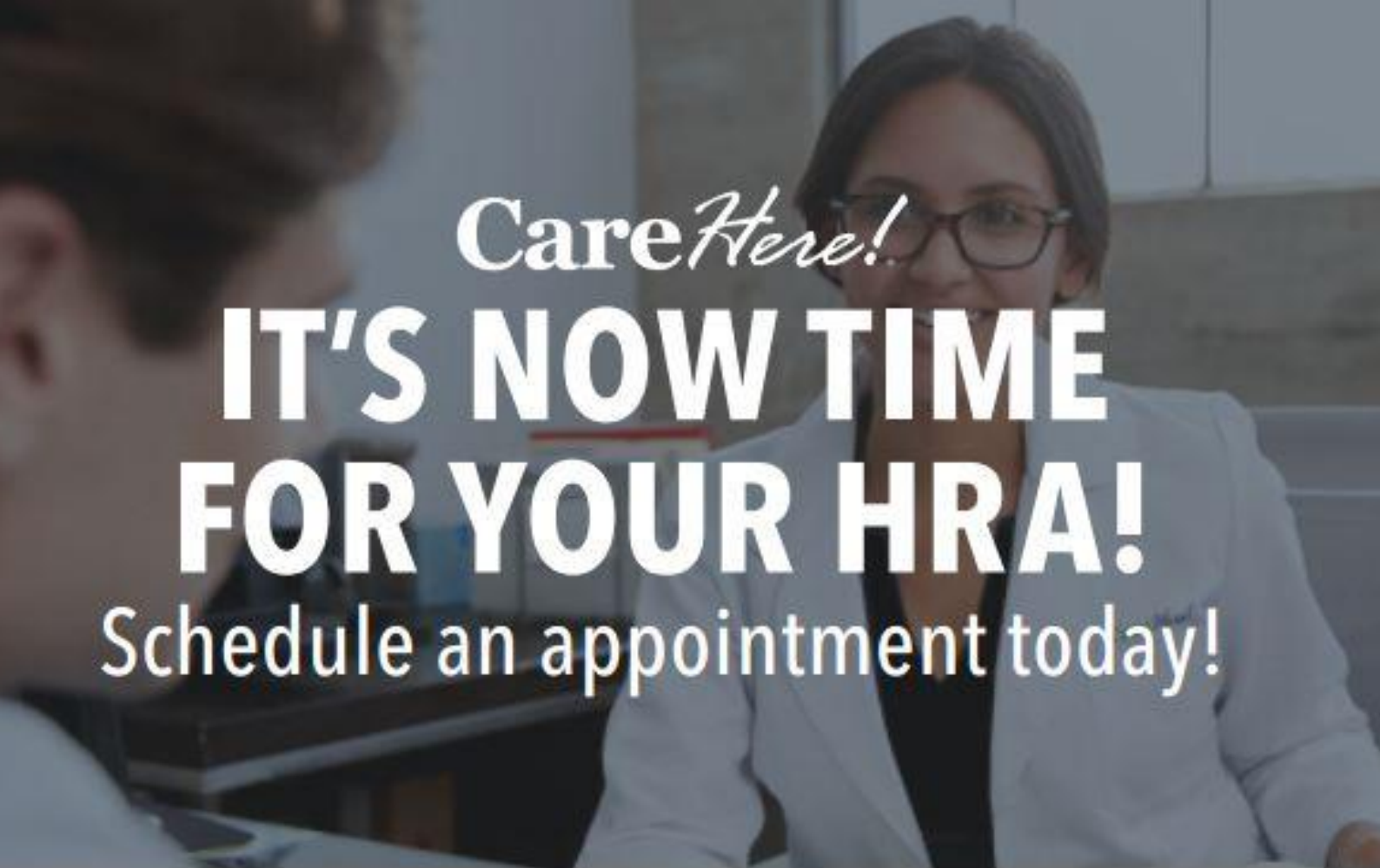
The First Friday of each month!
Live Music | Drinks | Shopping | Food
5pm until



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



Care *Here!*
**IT'S NOW TIME
FOR YOUR HRA!**
Schedule an appointment today!

**With our Health Risk Assessment,
you'll get a comprehensive look at your health.**

A Health Risk Assessment (HRA) consists of a blood draw,
vital signs, biometrics & health history.

**Ask your provider about getting your
Health Risk Assessment today.**

FASTING IS NOT REQUIRED

877.423.1330 | CAREHERE.COM | CAREHERE APP

SEPTEMBER IS

NATIONAL PREPAREDNESS MONTH



**During
September,
take time to
prepare your
family for
emergencies
and disasters.**

- **STAY INFORMED:** Information is available from federal, state, local, tribal, and territorial resources. Access [Ready.gov](https://www.ready.gov) to learn what to do before, during, and after an emergency.
- **MAKE A PLAN:** Discuss, agree on, and document an emergency plan with those in your care. For sample plans, see [Ready.gov](https://www.ready.gov). Work together with neighbors, colleagues, and others to build community resilience.
- **BUILD A KIT:** Keep enough emergency supplies – water, nonperishable food, first aid, prescriptions, flashlight, and battery-powered radio on hand – for you and those in your care.
- **GET INVOLVED:** There are many ways to get involved especially before a disaster occurs. The whole community can participate in programs and activities to make their families, homes and places of worship safer from risks and threats. Community leaders agree that the formula for ensuring a safer homeland consists of volunteers, a trained and informed public, and increased support of emergency response agencies during disasters.



**CITY OF VALDOSTA
SAFETY COMMITTEE**

VALDOSTA
A City Without Limits

When Thunder Roars, Go Indoors!



STOP all activities.

**Seek shelter in a substantial building
or hard-topped vehicle.**

**Wait 30 minutes after the storm to
resume activities.**



www.lightningsafety.noaa.gov



IT'S **BACK TO SCHOOL** TIME!

**MAKE SURE TO WATCH OUT FOR
SCHOOL BUSES AND CHILDREN**



5 Tips for Back to School Driving Safety

1.) Observe School Zone Speeds

2.) Obey the Crossing Guard

3.) Exercise Caution around School Buses

4.) Watch for Darting Children

5.) Don't Forget about the Frosh

BROUGHT TO YOU BY:

VALDOSTA
A City Without Limits

**CITY OF VALDOSTA
SAFETY COMMITTEE**

Human Resources Director Message

Keeping It Real: Values Determine Trust in Leadership

There has been a long-standing debate about whether leaders are born or made. There have been many theories offered over the decades by renowned research psychologists and leadership gurus about what produces follower-ship. A few things stand out that greatly impact trust in leadership. As a few of these characteristics and competencies are described, think about your own experience with people who have been positive influences in your life.

Believable – What makes a person believable? How do I determine if I can trust what someone is telling me?

- What is their track record? Do they follow through? What is the perception of others that I trust regarding this person?
- Do they have courage? Will they “go to bat” and speak up when something is out of sync with what we say is important?
- Is the person an independent thinker who will listen to others, yet form their own opinion even when it may not make them as popular with the masses? Do they deliver their message in a respectfully assertive way?
- Is the individual willing to explain why they make decisions; and do they show appreciation for other perspectives yet are willing to disagree to do what is best for the organization?

Humility/Humanness – Does the leader have confidence, yet have an open mind to be influenced by new information?

- Does the individual show vulnerability by admitting times when they are unsure, frustrated, and demonstrate how they have worked to improve so that others feel more comfortable in making mistakes and learning?
- Does the person seek feedback from multiple sources (peers, supervisors, direct reports and “naysayers”) to understand their impact on others? Can they be vulnerable enough to admit that they struggle the same as people at all levels?
- Is their openness and accessibility demonstrated? We can say we have an “open door” yet do we display that other people’s needs are very important by making time for people to express concerns? Listening is demonstrated by action.

Actions Match Words – If we were to record what the leader is saying, would a video recording of what they do match what they are sharing verbally? Of all the areas of agreement, this is the one that stands out as the most important for people to assess whether someone is worthy of follower-ship, credibility and trust.

- In cases where there does not seem to be a match, can the person be approached to ask about this incongruence? What will the response be ... one of appreciation, or one of defensiveness?
- What are we doing to make sure we understand how we are being perceived?

Every action, every word, every exchange is determining how each of our relationships both in our personal and professional lives progresses in the area of trust, integrity and potential for positive leadership. These competencies are sometimes called “soft”, yet they require more courage, energy and humility than any other area of focus for development. The mission for self-improvement is critical for individual, work-group and organizational effectiveness. If you choose to accept the challenge, it will lead to increased productivity, higher engagement, physical and emotional retention, succession planning and personal/professional fulfillment. Will you accept this challenge?

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

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



**VALDOSTA STATE
UNIVERSITY**