

THE HR NEWSLETTER

CITY OF VALDOSTA



October
2020

ALBERT OSLAK COURTNEY
BOWEN BO. 15-17

THEATRE GUILD
VALDOSTA

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October Birthdays



- Albert Anderson 10/20
- Emily Arnold 10/16
- Leroy Avellaneda 10/10
- Stephanie Blanton 10/29
- Eugene Brown 10/12
- James Brown 10/1
- Johnny Caillier 10/13
- Marshal Calvert 10/11
- Michael Cox 10/16
- Bernard Cumbie 10/19
- Richard Davis 10/29
- Paul Garland 10/7
- Julie Grantham 10/19
- Jordan Greene 10/8
- Lucy Greene 10/10
- Kenneth Hadley 10/30
- James Harrell 10/3
- Alvin Humphrey 10/7
- Joel Hurley 10/7
- Estabon Jackson 10/10
- Robin Jackson 10/31
- Nickolas Jennings 10/25
- Steven Jolly 10/30
- Brittany King 10/20
- Yeusheca Lissimore 10/22
- Matthew Martin 10/9
- Alvin May 10/3
- Joshua McBride 10/22
- Russell McBride 10/11
- Dwayne Nobles 10/6
- Grady Padgett 10/14
- Travis Phinney 10/13
- Tyshon Reed 10/2
- William Shirley 10/10
- Ronald Shoemake 10/14
- Deborah Sims 10/3
- Brianna Taggart 10/12
- Hudson Tanner 10/3
- George Tatum 10/8
- Joshua Vann Deraa 10/17
- Benjamin Vann 10/13
- John Wicker 10/10
- Austin Williams 10/30
- Barry Williams 10/12
- Rebecca Williams 10/9

- Wade Briggs 10/16 - 14 years
- Coleton Cannon 10/22 - 2 years
- Frank Carter 10/6 - 12 years
- Minnie Clark 10/15 - 4 years
- Luis Colon 10/14 - 24 years
- Tara Colton 10/12 - 22 years
- Darriet Gordon 10/30 - 19 years
- Brandon Gray 10/9 - 3 years
- Chadrick Holloway 10/8 - 2 years
- Ricky Hudson 10/10 - 4 years
- Sheldon Irvin 10/29 - 19 years
- Genise Jackson 10/16 - 20 years
- Wesly Jenkins 10/2 - 20 years
- Ann Kason 10/20 - 6 years
- Kevin Knight 10/13 - 6 years
- Demarcus Mashall 10/9 - 20 years
- Michael Niehanke 10/16 - 14 years
- Dwayne Nobles 10/18 - 24 years
- Elaine Plummer 10/23 - 25 years
- Travarus Sanders 10/17 - 9 years

- Anthony Solberg 10/16 - 14 years
- Clarence Walker 10/26 - 16 years
- Steven Webb 10/25 - 7 years
- Ricky Weeks 10/22 - 30 years
- Linda White 10/25 - 10 years
- Darren Williams 10/17 - 9 years
- Joshua McBride 10/17 - 9 years
- Valerie Peters 10/5 - 5 years
- Ronald Shomake 10/11 - 16 years
- Aaron Spencer 10/21 - 1 year

Employee
Anniversaries



New Employees



Hector Estrada – Firefighter

Christopher Lott – Firefighter

Tonia McKennon – Firefighter

Jacob Potts – Firefighter

William Sumner – firefighter

**Christina Cooley – Customer Service
Representative**

Tyler Dukes – Police Officer

Joshua Knight – Firefighter

Cody Peek – Police Officer

Latasha Richard – Police Officer

William Rozier – Police Officer

**Mackenzie Livingston – Wastewater Treatment
Plant Operator**

Reginald Oxford – Central Lines Technician

Chris Chambers – Central lines Technician

Tyler Coppage – Mechanic

Kelby Forde – Refuse Collection Driver

Promotions/Transfers

**Geneteria Armstrong – from temporary to full
time employee**

**Demetrius Wiseman – From temporary to full time
employee**

**Archie Barner – from Meter Reader – Finance to
Water Treatment Plant Operator**

CURRENT VACANCIES



Crewleader: Residential Trash

Central Maintenance Supervisor

Crewleader: Right of Way

SCADA Technician

Water Treatment Plant Operator

Refuse Collection Driver

Custodian – someone in process

GIS and Modeling Technician

Criminalist: Forensic Blood Alcohol/Drug Chemist

Mechanic II

Heavy Equipment Operator

**Fire and Safety Public Educator – someone in
process**

Utility Service Worker – someone in process

Maintenance Worker I: Street Maintenance

Crewleader: Storm water

Criminalist: Firearms Examiner

Police Officer

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



UPCOMING EVENTS

**GEORGIA CITIES WEEK
EVENTS 2020**

OCT 3
10 AM - 2 PM
DOWNTOWN SIDEWALK CHALK COMPETITION
DOWNTOWN VALDOSTA

OCT 5
8 AM - 5 PM
CUSTOMER APPRECIATION DAY
CUSTOMER SERVICE - 102 N LEE STREET

OCT 6
11:30 AM - 1 PM
ECONOMIC DEVELOPMENT LUNCH & LEARN
WOMAN'S BUILDING - 1409 N PATTERSON STREET

OCT 8
10:30 AM
COBG RECONSTRUCTION RIBBON CUTTING
613 NEW HUDSON STREET

OCT 10
9-11 AM
LOVE YOUR RIVER CLEAN-UP
MULTIPLE CITY AND COUNTY CLEAN UP SITES

Visit our website for more details on upcoming events
www.valdostacity.com

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Georgia
CITIES WEEK

★★★
**VALDOSTA
POLICE
DEPARTMENT**

**IS NOW
RECRUITING**

**BECOME A
VALDOSTA
POLICE
OFFICER**

**EQUAL OPPORTUNITY
EMPLOYER**

Open Entry-Level Testing Session:
THURSDAY, OCTOBER 8, 2020
6:00 PM - BRING ID & \$15 CASH
Location:
CITY HALL ANNEX
300 N LEE ST, VALDOSTA
Application Contact:
SJOHNS@VALDOSTACITY.COM
229-293-3107

MORE INFO:
Minimum Requirements:
- At least 21 years of age
- A United States Citizen
- No felony convictions according to G.C.G.A. 16-8-6
- No family violence related convictions according to G.C.G.A. 16-10-1
- At least a minimum of a High School Diploma or GED
- A valid Driver's License
- Starting Salary - \$35,079 - \$40,447
- Payroll plus \$2,000.00 and Post College (plus \$2,000.00) Incentive Pay added to starting salary, if applicable
- Housing Allowance, Medical, and Sick Leave
- Medical, Dental and Life Insurance
- A new truck is available to employees and their family members
- All uniforms, equipment, and take home car are provided.



**VALDOSTA - LOWNDES
LOVE YOUR RIVER
CLEAN UP**

**SATURDAY
OCTOBER 10, 2020**
9:00 AM - 11 AM
Multiple County & City Clean Up Sites

WHAT TO BRING

- Boots/Shoes & Clothes that can get wet or dirty
- Bug Spray
- Trash Grabber or Pocker
- Emergency Phone Number
- Refillable Water Bottle

VOLUNTEER SIGNUP!
Online Sign-up form on
www.valdostacity.com or
www.lowndescounty.com

**WATER & FREE T-SHIRT
PROVIDED**

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Lowndes County
Georgia

WWALS
Watershed Watch

GET READY FOOTBALL NATION

**52nd WINNERSVILLE
CLASSIC**
1968-2020

SHOW YOUR TEAM SPIRIT
Valdosta Wildcats vs. Lowndes Vikings
10/9/2020 @ 8:00 PM
Bazemore-Hyder Stadium

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IMPORTANT VOTING INFORMATION!

**VOTING
DATES AND
DEADLINES**

**LAST DAY TO REGISTER:
OCT 5**

ADVANCED VOTING: ELECTIONS OFFICE - 2808 N OAK STREET

OCT 12-16 - MON - FRI - 7 A.M. TO 7 P.M.
OCT 17-18 - SAT - SUN - 7 A.M. TO 7 P.M.
OCT 19-23 - MON - FRI - 7 A.M. TO 7 P.M.
OCT 24 - SATURDAY - 7 A.M. TO 7 P.M.
OCT 26-30 - MON - FRI - 7 A.M. TO 7 P.M.

ELECTION DAY - TUESDAY, NOV 3, 7 A.M. TO 7 P.M.
VOTE AT YOUR ASSIGNED PRECINCT

VOTE BY MAIL
ANY REGISTERED GEORGIA
VOTER MAY APPLY FOR A
BALLOT TO BE MAILED TO THEM

APPLY ONLINE:
[HTTP://MVP.SOS.GO.GOV](http://MVP.SOS.GO.GOV)
OR EMAIL:
ELECTIONS@LOWNDESCOUNTY.COM
OR PHONE
229-671-2850

**Did you know cooking is the
No. 1 cause of home fires
and home fire injuries?**

**Fire Prevention Week™
is Oct. 4-10.**
**Learn more
at fpw.org.**

**—SERVE UP—
Fire Safety
—IN THE KITCHEN!—**

NFPA

VALDOSTA MAIN STREET
@DOWNTOWN VALDOSTA



FIRST FRIDAY

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

DOWNTOWN VALDOSTA

SIDEWALK CHALK COMPETITION

OCT 03

REGISTER AT
VALDOSTAMAINSTREET.COM

PRIZES IN ALL
IN ALL AGE
GROUPS



Join Us!

CDBG Reconstruction Ribbon Cutting

OCTOBER 8, 2020
10:30 A.M.
613 NEW HUDSON STREET



DOWNTOWN VALDOSTA

MAKERS MARKET

HISTORIC LOWNDES COUNTY COURTHOUSE SQUARE

SATURDAY, OCTOBER 10TH
9AM - 1PM

PLANTS | FOOD | CRAFTS | ART

SPONSORED BY
VALDOSTA
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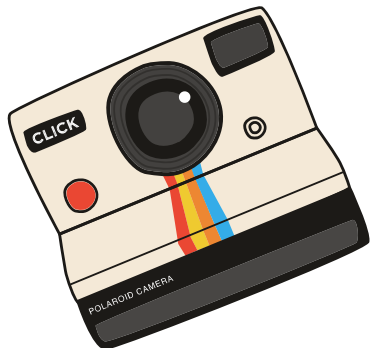
FESTIFALL

TRICK -OR- TREATS MUSIC GAMES FOOD FUN

**COSTUMES ENCOURAGED
MASKS REQUIRED**

OCTOBER 29TH | DOWNTOWN VALDOSTA | 5:30PM-8:30PM





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

FLU SHOTS AVAILABLE

CAREHERE CLINIC

MUST MAKE AN APPOINTMENT.
NO WALK INS ALLOWED.



OCT 1 & 2,
2020

Make an appointment at
www.carehere.com

NO OTHER APPOINTMENTS
CAN BE MADE DURING THESE
TWO DAYS.

Call 229-259-7620 for further questions

CareHere!

FIRE SAFETY TIPS



**BROUGHT TO YOU BY YOUR
CITY OF VALDOSTA SAFETY COMMITTEE**



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1. Install and Maintain Smoke Detectors

Install and Maintain Smoke Detectors. Smoke detectors warn you of fire in time to let you escape. They should be on each level of your home and outside of each sleeping area. Smoke alarms should be tested ONCE a month. Don't EVER take the batteries out for other uses.

2. Lamps and Space Heaters Need Space

Lamps and Space Heaters Need Space. Never put anything over a lamp, like clothes or a blanket. Keep portable space heaters at least 3 feet from paper, curtains, furniture, clothing, bedding or anything else that can burn NEVER leave heaters on when you are not home or while you're sleeping.

3. Never Use Matches or Lighters

If you find matches or lighters in a room, tell an adult right away. Matches and lighters should be stored up high, where young children cannot reach them. Do not play with candle flames or wax.

4. Plan and Practice Your Escape

Plan and Practice Your Escape. If a fire breaks out in your home you must get out FAST. The fastest way is to have a plan of escape already in place with your family-remember to plan two ways out of every room!! Finally, choose a meeting place outside where everyone can gather. Practice this plan with your family twice a year.

5. Fire Safety Tips Tip #5 Crawl Low Under Smoke

If you must exit through smoke, clean air will be several inches off the floor. Get down on your hands and knees, and crawl to the nearest safe exit. If you encounter a lot of smoke using your primary exit, use your alternative route instead.

6. Don't Cook Alone or Without Asking an Adult

Don't Cook Alone or Without Asking an Adult. Never use the stovetop or oven without adult supervision. Remind your parents to always turn pot handles toward the center of the stove. They should never hang over the edge where someone can knock them off.

7. Use Electricity Safely

Use Electricity Safely. Don't play with electrical cords or outlets- never stick anything into an electrical socket. Be careful not to have TOO many things plugged into one electrical outlet. Turn off lights, televisions, fans and other electrical equipment when you are not using them.

8. Fire Safety Tips Tip # 8 Stop, Drop and Roll

Everyone should know this rule!!! If your clothes catch fire, don't run! Stop where you are, drop on the ground, and roll over and over to smother the flames. Cover your face with your hands to protect your face and lungs.

9. Once you are out, STAY OUT!!

Once you are out, STAY OUT!! Once you use your escape route and meet at the meeting place, it is extremely important that you do not go back into the house. Leave the rescuing to professional firefighters. Material objects can ALWAYS be replaced, you cannot.

10. Talk About Fire Safety with Your Family

Talk About Fire Safety with Your Family. The more you talk about things as a family, the better prepared you will all be. Fire Safety is about "The Three P's": Prevention, Planning and Practicing. Never be afraid to ask questions or request a 'Family Drill' Remember- You are doing your part to save lives!!

FIRE SAFETY RULES



FIRE SAFETY RULES

1. STOP, DROP AND ROLL!
2. GET OUT AND STAY OUT!
3. FALL AND CRAWL!
4. FEEL THE DOOR BEFORE OPENING!
5. CALL 9-1-1!
6. PLAN AND PRACTICE AN ESCAPE

BROUGHT TO YOU BY YOUR CITY OF VALDOSTA SAFETY COMMITTEE

FIRE SAFETY ESCAPE PLAN



2.5 Minutes: Average time to escape a house fire after the smoke alarm sounds.



-Maximize that time by planning three steps ahead-

① **SOUND THE ALARM**



② **LIGHT THE PATH**



③ **KNOW YOUR WAY OUT**

EXIT



Test your detectors monthly



Install smoke-alarm activated lights



Establish and practice your family's escape route

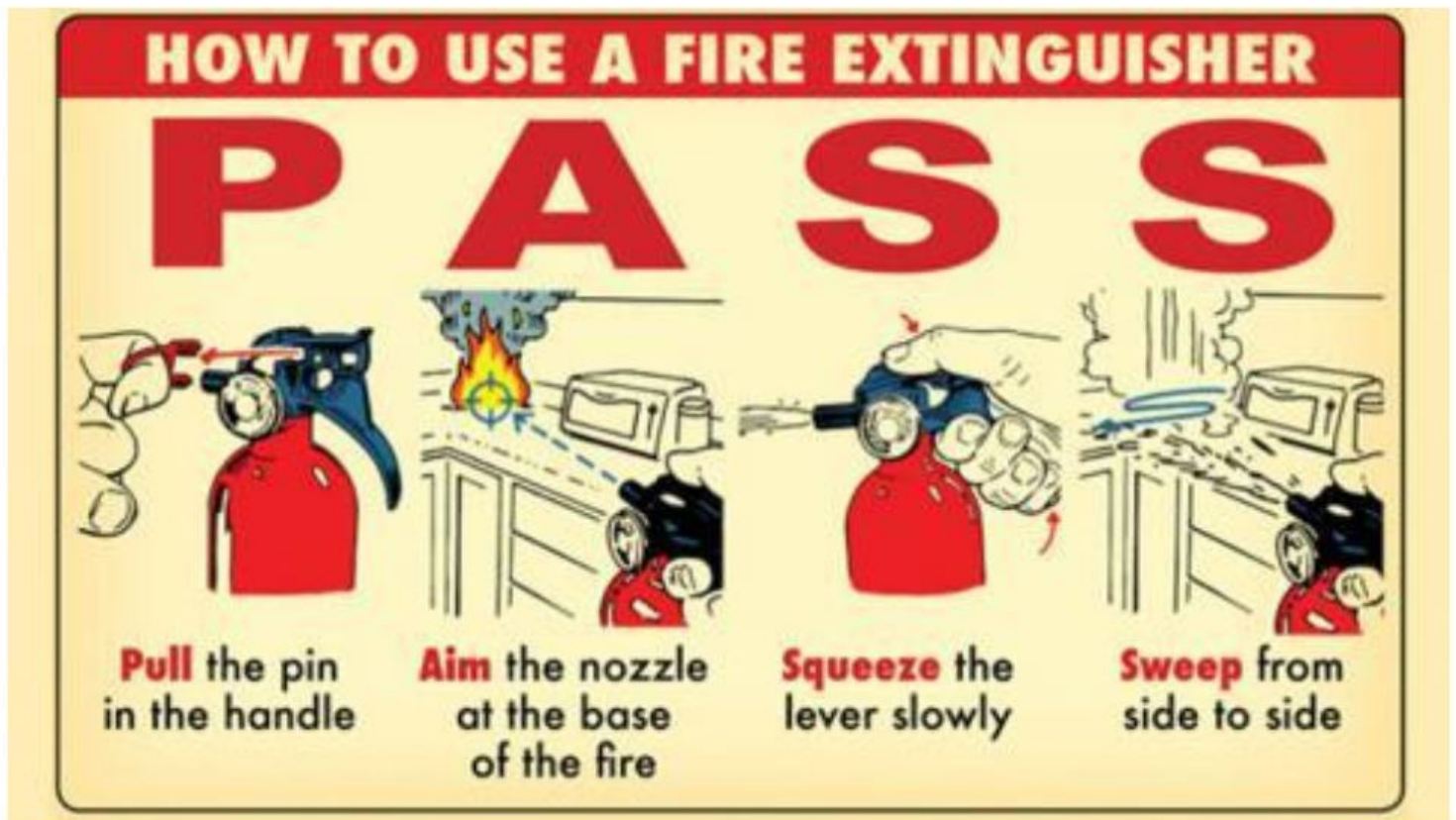
OCTOBER IS A FIRE PREVENTION MONTH

**DON'T FORGET TO CREATE A
FIRE ESCAPE PLAN FOR YOUR FAMILY**



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*Don't
Forget
Your
Pets.*

FIRE PET SAFETY

Brought to you by
DVMmultimedia™
DYNAMIC VETERINARY MARKETING
www.DVMMultimedia.com




Never leave pets alone around an open flame. If your pet is rowdy, it's best to avoid candles.


Pet-proof your house. Keep hazards out of paw's reach, like flammables or electrical wires.


Have an emergency plan with a safe location to take your pet after a house fire.


Make sure your pet is microchipped or wearing ID in case you get separated during a fire.


Make sure smoke alarms are functioning properly, and educate your family on fire safety.


Prevent pets from touching stovetop controls, and be mindful of pets while in the kitchen.

Human Resources Director Message

Lately, the world seems to be lurching from one crisis to another. We've experienced a global pandemic, dramatic changes to how we conduct our daily lives, economic uncertainty, and political and social turmoil, as well as an array of natural disasters. Then there are personal traumas that people are also dealing with, such as the loss of a loved one, declining health, unemployment, divorce, violent crime, or tragic accidents. For many of us, this is a time of unprecedented struggle and upheaval.

Whether the source of disruption in your life is a global emergency or a personal tragedy—or both—living through difficult times can take a heavy toll on your mood, health, and outlook. It can leave you feeling helpless and overwhelmed by stress and anxiety. You may be painfully grieving all that you've lost, flooded by a slew of difficult, conflicting emotions, or uncertain about how to move on with your life. You may even feel that your life is totally out of control and you're powerless to affect whatever may happen next.

While there's no way to avoid sorrow, adversity, or distress in life, there are ways to help smooth the rough waters and regain a sense of control. Resilience is the ability to cope with the loss, change, and trauma that have been inevitable parts of life even before these extraordinary times. Building resilience can help you better adapt to life-changing events, cope with turbulent times, and bounce back from hardship and tragedy.

As I reflect back on the last 6 months I am proud of everyone's resilience and teamwork. I encourage all of you to continue to stay motivated and positive as you navigate stormy seas in life and take a moment to savor your small successes.

Thank you,
Catherine Ammons
Director of Human Resources & Risk Management

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

Ryien Bonner

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



- Employment Verification
- Employment On-boarding
 - 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

Amanda Hendricks

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



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

**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**