

THE HR NEWSLETTER

CITY OF VALDOSTA

July 2020



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VALDOSTA
A City Without Limits

July Birthdays



- FERETZ BERRIAN 7/1
- SHARON BRINSON 7/1
- JUNE GARTMAN 7/1
- CHRISTOPHER ROBIN SUAREZ 7 /1
- CARLA JANE JONES 7/2
- JOSEPH VICKERS 7/2
- JOSEPH DUVAL 7/3
- LESLIE WILLIAMS 7/3
- AZHIA SMOTHERS 7/4
- ARCHIE III BARNER 7/5
- Lonnie Franklin III Mitchell 7/5
- TRENTON MARLETT 7/6
- TIMOTHY QUIMBY 7/6
- PYNALE ANTORIOUS WILLIAMS 7/6
- RICARDO PINEDA GARCIA 7/7
- DARRELL LESTER 7/7
- DONALD STOCKWELL 7/8
- GENISE JACKSON 7/9
- RANDALL JONES 7/9
- ELAINE PLUMMER 7/9
- STEPHEN FINDLAY 7/10
- SELENA PHINNEY 7/10
- JACQUAJAH WASHINGTON 7/10
- PRESTON WHITE 7/10
- AMY KATHERINE HALL 7/11
- DAVID JONES 7/11
- CLARENCE JR PARKS 7/11
- BILLY JOE WHEELER 7/12
- JULIAN CHANCE FOLSOM 7/13
- WADE BRIGGS 7/14
- PATRICIA ANN MCGRIF 7/14
- BRIAN BECTON 7/15
- THOMAS HESS 7/15
- KEVIN JERROD KNIGHT 7/15
- MELITA COY 7/16
- TAMMIE HART 7/16
- MARLINE HAYES 7/19
- CHARLES DAVID KLINGEMANN 7/19
- TIMOTHY REGISTER 7/20
- KATHERINE CHAVEZ 7/23
- SHELDON IRVIN 7/23
- LAVERN RILEY 7/23
- BRETT BOYD 7/24
- JAMES CULPEPPER 7/24
- KELLY DEAS 7/24
- ANTHONY MICHAEL MANNING 7/25
- TOM JR PIERCE 7/25
- VICTOR CHAYCE ANDERSON 7/26
- JOY CLARK 7/26
- BOBBI MCGRAW 7/26
- CHARLES ALEXANDER TATCH 7/26
- HEATHER BETH WILLIS 7/26
- AMANDA LAND HENDRICKS 7/27
- CHRISTOPHER SOUZA 7/27
- JUSTIN PLY 7/28
- BRIAN BOUTWELL 7/30
- DEONNA DENE JAMES 7/30

- SANDRA WATLEY 35
- ROBIN JACKSON 31
- MYNOR RECINOS 29
- TOMAS JR CHAVARRIA 28
- FERETZ BERRIAN 25
- GREGORY ALAN BROWN 25
- AMY KATHERINE HALL 23
- VICKY TAUNTON 23
- JASON FIGAROLA 20
- JOSHUA ELLWOOD 20
- ALAN GIRSCH 19
- CHARLES DINKINS 19
- CARLA JANE JONES 18
- TINA MATCHETT 18
- DANA LEON FUDGE 13
- TRACY LYNN TOLLEY 12
- JARIUS BARRENTINE 10
- ROGER ROUNDTREE 8
- DANIEL JEROME JR JACOBS 6
- TONYA KENNEDY 6
- SHELIA WILLIAMS 6
- KENNETH HERMAN LOWE 5
- THURSTON LAMB 5
- JOSEPH MELVIN JR THORNTON 5
- DOCK JR WADE 5
- MECEDES ELEXIS CASON 5
- BRANDON MCDUFFIE 5

- STEVEN PARRISH 5
- ROCITA MARIE BRYANT 4
- MIKAL GOSHA 3
- JAMEY R II DOTSON 3
- AARON DWAYNE BROWN 3
- H. DANIEL BLAKE CARDER 3
- ADAM QUINTIN CASTO 3
- GREGORY LANCE EXUM 3
- RICARDO PINEDA GARCIA 3
- BETTIE WATERS JACKSON 3
- ALEXANDER MERRITT 2
- NIESHA FERGUSON 2
- NICHOLAS BAUGH 1
- JOSHUA BOX 1
- BRANDON CHADWICK 1
- BERNARD II CUMBIE 1
- STEPHEN GRINER 1
- DOMINIC M II HENRY 1
- AUSTIN KEEN 1
- TIFFANY KIRTLEY 1
- BRENT NICHOLS 1
- SLOAN PATTULLO 1
- MARK A JR MARQUEZ 1
- ROBERT SCHALCH 1
- ALLIDEN HUGHES 1
- ASHLEY SPRADLEY 1

Employee Anniversaries

CURRENT VACANCIES



Wastewater Treatment Plant Assistant Superintendent-Utilities

Heavy Equipment Operator- Utilities

Crewleader (2) - Public Works

Utility Maintenance Technician- Utilities

Utility Service Worker- Finance

Fire and Life Safety Public Educator- Fire Department Internal
Only

Utility Service Worker- Utilities

Groundskeeper- Public Works Part Time

Maintenance Worker 1- Engineering

Crewleader- Engineering

Criminalist/Firearms Examiner- Police Department

Police Officer- Police Department

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

UPCOMING EVENTS

**BATTLE OF THE
BADGES**

POLICE FIRE

GUNS VS HOSES BLOOD DRIVE



**CITY HALL ANNEX
MULTI-PURPOSE ROOM**

300 N. LEE STREET

JULY 29 | 2 - 8 PM

REDCROSSBLOOD.ORG
SPONSOR CODE: CITYVAL



VALDOSTA
A City Without Limits



**MAKERS
SECOND SATURDAY
MARKET**

ARTISANS | FARMERS | GROWERS

DOWNTOWN VALDOSTA, GA
HISTORIC LOWMEDES COUNTY COURTHOUSE LAWN

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



**10AM-4PM
SIP, SHOP, REPEAT**



**SIDEWALK
SALE**

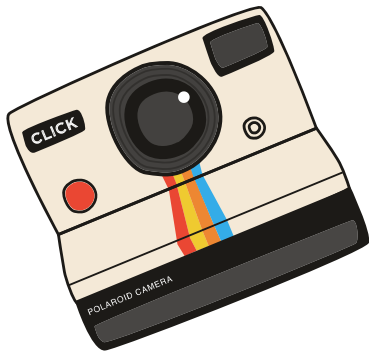
08
AUGUST 2020



VALDOSTA MAIN STREET
@DOWNTOWN VALDOSTA

**FIRST
FRIDAY**

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



PHOTOS FROM PAST EVENTS

Public Works Week



**Great Promise Partnership
Program Graduation**



Makers Market



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



What does it all mean? How is it relevant to today's workplace? Diversity is one of the key words and current realities in our workplace. The intent is to create a culture where differences are valued; a place where people are valued and appreciated for their varied skills, talents and uniqueness.

Diversity is about empowering people. It makes an organization effective by capitalizing on all the strengths of each employee. Here at the City of Valdosta we have an obligation to make our organization more welcoming to others, so learning more about your own perspective and privilege can be a powerful first step. Our bias and prejudice are deeply rooted within us. From the moment when we are born, we learn about our environment, the world, and ourselves. Families, friends, peers, books, teachers, idols, and others influence us on what is right and what is wrong. These early learnings are deeply rooted within us and shape our perceptions about how we view things and how we respond to them.

Talking about diversity and inclusion is one thing, but walking the walk is the true test. To view diversity and inclusion as an organizational priority, one must measure it as such. Analyzing and dissecting the progress made is important, but equally as important is approaching the future with humility and identifying the areas that need improvement. The true test is realizing that it takes a wide variety of people to become the best and that they need to have the ability to be able to rely on everyone on their team, no matter how different another person may be. What's important to remember is that diversity and inclusion isn't a one-size-fits-all solution, but rather an ongoing conversation. Employees aren't looking for leaders to have all the answers, but rather a clear vision and a plan to build and foster an organization that is truly inclusive of all people of all backgrounds.

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



COVID UPDATE



Protection from a COVID-19 outbreak starts with employees following basic infection prevention measures. As appropriate, all employees should implement good hygiene and infection control practices, including:

- Frequent and thorough hand washing. If soap and running water are not immediately available, please use alcohol-based hand rubs containing at least 60% alcohol.
- Use respiratory etiquette, including covering coughs and sneezes.
- Employees are discouraged from using other employee's phones, desks, offices, or other work tools and equipment, unless proper sanitary measures have been taken.
- Maintain regular housekeeping practices throughout the day, including routine cleaning and disinfecting of high touch surfaces, equipment, and other elements of the work environment (such as counter tops, desk tops, phones, computer keyboards, tables, etc.).
- Gloves may be worn if using any shared surfaces such as fax machines, copiers etc.
- To avoid sharing germs, please clean up after yourself. DO NOT make others responsible for moving, unpacking and packing up your personal belongings.
- All vehicles and tools must be disinfected before and after each use.

We want our employees to feel safe at work and plan to continually review information from state and federal agencies as to safety protocols and guidelines and will update our procedures and policies as needed. We know that "COVID19" is stressful and uncertain for everyone and want to do our best to resume operations in a "new normal" way that is clear and understandable. If you have any questions or concerns, please contact your department head or the Human Resources Department.

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

**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)

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FROM YOUR FRIENDS AT VALDOSTA STATE UNIVERSITY



VALDOSTA STATE
UNIVERSITY