

# INSIDE



# GLGPA

*Georgia Local Government Personnel Association*

*Making History*



**HIGHEST MEMBERSHIP  
TO DATE**

**TEAA ALLSTON-BING  
ELECTED FOR THIRD TERM**



*We are Local Government*

FROM THE PRESIDENT'S DESK:

*Teaa Allston-Bing*

Dear members of the GLGPA,

It is with sincere appreciation and gratitude that I am able to address our membership as President. At the beginning of my second term, I am extremely excited to announce that with the support of the Board of Directors and Officers, we have implemented our very first newsletter – Inside GLGPA! With the appointment of Brianna Helton (Banks County) as our new Media Coordinator, we stand ready to provide you with a quarterly update on all of the positive developments of this great association.

July is the beginning of a new Board of Directors and Officers year. At the Spring Conference, a new Board member was elected, four (4) current Board members were re-elected, the Secretary position was also re-elected, and the President-Elect position made history with a third election. You can read more about these positions in our newsletter!

Now is a sensational time to be a member of the GLGPA. We have recently achieved over 600 members, which is a record for us! We are planning for our upcoming Fall Conference in Athens and our 45<sup>th</sup> anniversary is right around the corner! But more importantly, we always look forward to presenting our members with the certification that they've worked so hard to achieve!

All of this exciting news and more will be located in this new media outlet. We want to stay connected with you in more ways. So come on Inside GLGPA!

We look forward to an impactful year!

Warm regards,

Teaa Allston-Bing, MBA, ACHRM

President, GLGPA



*Now is a sensational time to be  
a member...we have recently  
achieved over 600 members!*





## **GLGPA Presents for the 2019/2020 Term:**

**President:** Teaa Allston-Bing, City of Douglasville

**Past President:** Ryan Sarks, Cherokee CO Water and Sewer Authority

**Secretary:** Sharon Robinson, Jasper County BOC

**Treasurer/Membership Coordinator:** Arlene Ivey, Banks County BOC

**GLGPA Administrative Assistant:** Susan Roberts (not pictured)

**Media Coordinator:** Brianna Helton, Banks County BOC

**Board Member:** Ann Cain, Catoosa County BOC (not pictured)

**Board Member:** Flavia Starling, City of Statesboro

**Board Member:** Kenneth Carter, Houston County BOC

**Board Member:** Lorrie Waters, City of Canton

**Board Member:** Niki Graham, City of Suwanee

**Board Member:** Paul Dailey, City of Covington

**Board Member:** Tracey Clark, Newton County Water and Sewer Authority

**Board Member:** Hope Blakely, Three Rivers Regional Commission



# Welcome To **GLGPA!**



Year 2019

Over 100 New Members

Networking; simply at its best!

Beth Allen	Kandice Hartley	Tommy Parker	Candice Warlick
Parks Avery Jr.	Nacetta Hayes	Cynthia Parr	Teresa Weeks
Elizabeth Bailey	Latangela Hill	Tara C. Pearson	Sonya Wells
Krista Bedingfield	Ashley Hogin	Karen F. Pennamon	Mike Williams
William Benifield	Kent A. Holtzclaw	Kenneth Perry	Gina Wilson
David Bergey	Christy Houck	Alama René Phillips	Kristen Witherow
Dawn Blanton	Jennifer Houston	Susan G. Pierce	Penny Wolfe
Kathy Bott	Dawn Hudson	Dwayne Pollock	Veronica Wright
Tarrez Brown	Chantall Hunt	Ansley Pope	Mary E. Young
Tammy Bruce	Major Mark Hunter	RaDonna Powers	Jennifer Burke
Christy Capehart	Victoria Hutcheson	Terri Rapier	Petina Cheek
Kristi Carey	Yolanda Irizarry	Melissa Richard	Tewonda Daniels
Alina Chalkley	Keisha Johnson	Sandra Roberts	Alisha Duhart
Ansonya Christian	Riley Johnson	Melissa Robertson	Sherille Eunice
Kelly Chromey	Erica Monique Jones	Betty Ann Rooks	Tracy B. Jones
Savannah Cox	Monica A. Jones	Mary Lynn Savelle	Monique Lang
Sherrie Crisp	Denise Joyce	Shanta M. Scarboro	Jamie Ponder
Heather Culbertson	Rhonda Krinke	Brandi Smiley	Margaret Shelley
Melissa Davis	Jessica LaBarre	Cathy Smith	Sherry Buffington
Cindi Dean	Edwin Lastinger	Felicia Smith	Lenore Coleman
Tesha Dixon	Brian Lenox	Whitney Sparks	Charles Cawthon
Angela Doersam	Miranda McDowell	Betty Ann Spriggs	
Laura Driskell	Cristi Mege	Felicia Stinson	
Ellie Emimi	Tonya D. Miller	Ginger Story	
Shannon Engelhardt	Carol L. Moore	Felicia Styles	
Lequrica Gaskins	Carol Murray	Kathryn Sumner	
Marcia Gillespie	Richard Newbern	Leshelle Taylor	
Lisa Green	Brenda Newman	Connie Tracas	
Caroline R. Hankins	Artensia C. Nolley	Tina C. Treadwell	
Kimberly Hannah	Tom O'Bryant	Donald Turner	
Tyesha Harp	JoLeen Orfield	Mary Grace Vogel	

**Welcome! GLGPA  
is government  
networking at its  
best!**

# Legal Update

## Megan N. Martin, Esquire



### United States Supreme Court Update

The United States Supreme Court granted certiorari in *Bostock v. Clayton County, Georgia*. The issue before the court is whether discrimination against an employee because of sexual orientation constitutes prohibited employment discrimination “because of . . . sex” within the meaning of Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e-2.

In *Bostock*, the Plaintiff was a gay man who worked for Clayton County, Georgia, as a child welfare services coordinator. During his ten-year tenure with Clayton County, Bostock received positive performance evaluations. In 2013, Bostock began participating in a gay recreational softball league. Thereafter, Bostock received criticism for his participation in the league and for his sexual orientation and gender identity. During a staff meeting where Bostock’s supervisor was present, at least one individual openly made disparaging remarks about Bostock’s sexual orientation and his participation in the gay softball league. Clayton County informed Bostock that it would be conducting an internal audit of the program

funds he managed. Shortly afterwards, Clayton County terminated Bostock allegedly for “conduct unbecoming of its employees.”

This matter is set for oral argument on Tuesday, October 8, 2019.

On April 22, 2019, the United States Supreme Court granted certiorari in *G. & G.R. Harris Funeral Homes v. EEOC*. The issue before the court is whether Title VII prohibits discrimination against transgender people based on (1) their status as transgender or (2) sex stereotyping under *Price Waterhouse v. Hopkins*.

In *G. & G.R. Harris Funeral Homes*, the employee, Aimee Stephens, had worked for nearly six years as a funeral director at R.G. and G.R. Harris Funeral Homes when she was informed the funeral home’s owner that she is a transgender woman and wished to be known as female in the workplace and beyond. The employer fired her, and the EEOC sued on her behalf. The Sixth Circuit Court of Appeals ruled that Aimee’s employer engaged in unlawful sex discrimination when it fired her because she’s transgender.

This matter is set for oral argument on Tuesday, October 8, 2019.



# GLGPA

## Presents:

### *Spring 2019 CHRM & ACHRM Recipients*

### *Congrats!*



CHRM: L-R - Camille Washington (City of Norcross); Tammy Wilkerson (City of Douglas); Pamela Turner (Ben Hill County BOC); Joann Whatley (Houston County BOC); Lesley Kilchriess (Lamar County BOC); Hope Blakely (Three Rivers Regional Commission); Marsha King (Baldwin County BOC); Brianna Helton (Banks County BOC); and Col. Eric Bryant (Sumter County Sheriff's Office); Not Pictured: Brady Krakeel (Fayette County BOC); Cynthia Miller (Putnam County BOC)



ACHRM: L-R - Karen Norred (City of Holly Springs); Kathy Hall (Jackson County Government); and Lewis Patterson (Fayette County BOC); Not Pictured: Rebecca Zebe (City of Thomaston)



# Destination Savannah

GLGPA Spring Conference 2019







# PENCIL IT IN!

Make Plans to Attend

## UPCOMING ROUNDTABLES

GLGPA members host roundtable meetings each quarter within each zone. Our members have found roundtables to be very beneficial to the success of our profession. These meetings allow HR professionals to get together to informally ask questions and discuss issues and concerns (hot topics) going on at their entity that other HR professionals may have dealt with and can offer information to how they handled the issue/concern. Plus, it is a great networking opportunity outside of the Spring and Fall Conferences!

If you would like to host a roundtable in your zone for any date available in the remaining quarters, please contact Niki Graham @ [niki.graham@norcrossga.net](mailto:niki.graham@norcrossga.net) and Teaa Allston-Bing @ [allston-bingt@douglasvillega.gov](mailto:allston-bingt@douglasvillega.gov). Below are dates within October for quarter four. Our goal is to have a different dedicated host in each zone. Thank you for your support. \*Attendance counts for (2)CEU's (continuous education) credits\*

Quarter 4 Dates:

October 2, 9, 16, 23, 30



*Don't miss these networking opportunities!*

*Roundtables create resolution!*







# PENCIL IT IN!

Make Plans to Attend

## UPCOMING ROUNDTABLES

**Where:** Bulloch County BOC

Cindy Mallett, HR Director

Commission Meeting Room

North Main Annex

115 N Main Street

Statesboro GA 30458

**Date:** Wednesday, July 24, 2019

**Time:** 10:00 am to 12:00 noon

**Register:** RSVP to Cindy Mallett at  
hr@bullochcounty.net. Please advise if you will be  
staying for lunch.

**Where:** City of Tifton

Emily Beeman , HR Director

Downtown Development Authority

Conference Room

504 Main Street

Tifton, GA

229-391-3977 (Main Street Office)

229-326-6303 (my cell #)

**Date:** Wednesday, July 24, 2019

**Time:** 8:30 am to 12:00 noon

**Register:** RSVP to Emily Beeman at  
ebeeman@tifton.net. Please advise if you will be  
staying for lunch.

**Where:** Upson County BOC

Cherie Spillers , HR Coordinator

106 E. Lee Street

Thomaston GA 30286

Phone #: 706-647-7012

**Date:** Wednesday, July 31, 2019

**Time:** 9:00 a.m. to 12:00 noon

**Register:** RSVP to Cherie Spillers  
706-646-5467 or [cspillers@upsoncountyga.org](mailto:cspillers@upsoncountyga.org)

Light refreshments will be available.

Lunch will not be provided. There are  
restaurants nearby for lunch for those who  
wish to go at their own expense.

**RSVP and make plans to attend now!**

**“Think about the types of seeds you have been sowing. Are you sowing encouragement, hope, blessings, love? Then that’s what you’ll reap in the future. But if you’ve been sowing criticism, judgment, and anger, you’re probably already reaping a bad harvest. It’s time to start changing your seed.”**

**- Sharon Robinson, GLGPA Secretary**



Be sure to check out our web page, [glgpa.org](http://glgpa.org)! Our page is a great resource where you can find open Georgia government jobs, a member directory, certification requirements, and much more ! Also, be sure to check out our awards page. We encourage you to consider nominating a colleague for the *Outstanding Professional Achievement Award*, *Agency Achievement Award*, or the *Distinguished Service Award*! Nomination information can also be found on the GLGPA website.

**M a k e   p l a n s   t o   a t t e n d**



**T h e r e   i s   a   s e a t   f o r   Y O U .**

**F a l l   C o n f e r e n c e   2 0 1 9**  
**A t h e n s ,   G A**  
**N o v e m b e r   1 2 - 1 5**



Find us - GLGPA

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