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GLGPA

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Georgia Local Government Personnel Association

Spring 2020 Edition



Dear GLGPA members,

After careful consideration and consultation with the Board of Directors and Officers, the decision has been made to cancel our Spring Conference 2020 in Savannah, Georgia. The impact of COVID-19 has been immense and there is still much to be considered as it relates to large gatherings. I, along with the Board of Directors and Officers, feel it is in the best interest of the GLGPA to take this course of action.

Below you will find information on other areas of Spring Conference 2020 impact:

Hotel Reservations

Any hotel reservations made within the group block will be canceled by the hotel and notification will be sent via email. Please be sure to cancel any other travel arrangements made outside the group block or at non-host hotels.

Instructors and Vendors

We will notify all instructors and vendors of the decision to cancel Spring Conference 2020. Their commitment to the GLGPA does not go unnoticed and we will certainly extend an invitation to join us at the next conference.

Certifications

We regret the disruption to the course rotation and any delays that this may cause for earning certifications. At Fall Conference 2020, we will be offering the courses that were originally slated for this Spring. Moving forward, the new cycle of classes will look like this:



REGULAR TRACK (CHRM):

- Foundations of Public Human Resource Management (2 days) – Fall 2020
- Job Analysis for Training, Testing, and Promotional Assessments – Fall 2020
- Managing Risk and Controlling Loss – Fall 2020
- Employee Recruitment and Selection – Fall 2020
- Components of Budgeting – Fall 2020

- Foundations of Public Human Resource Management (2 days) – Spring 2021
- Discipline and Grievances – Spring 2021
- Managing Human Resources in a Political Environment – Spring 2021
- Effective Performance Appraisal Systems – Spring 2021
- Ethics in Local Government – Spring 2021

- Foundations of Public Human Resource Management (2 days) – Fall 2021
- Records and Technology – Fall 2021
- Employee Rewards (Total Compensation) – Fall 2021
- The Legal Environment of Human Resource Management – Fall 2021
- Toward Diversity in the Workplace – Fall 2021



ADVANCED TRACK (ACHRM):

- Budgeting Methods & Strategies – Fall 2020
- Organizational Performance Measures – Fall 2020
- Training & Organization Development (2 days) – Spring 2021
- Effective Presentations (2 days) – Fall 2021
- Creativity & Innovation – Spring 2022
- Media Relations – Spring 2022
- Ethical Use of Power – Fall 2022
- Managing Change & Conflict – Fall 2022

This will also affect our course offerings at the midyear event next February 2021. The same courses offered at Fall Conference 2020 will be offered again at Midyear 2021 as a make-up opportunity. We will also be offering both advanced courses, Budgeting Methods & Strategies and Organizational Performance Measures, at midyear as well.

Elections

Per our bylaws and the voting decision of the Board of Directors on Wednesday, April 22, 2020, we have decided to forego elections until Fall Conference 2020. Current terms that were set to expire in Spring Conference 2020 will extend until Fall Conference 2020. At that time, we will resume election campaigns.

45th Anniversary Celebration

Our 45th anniversary will be celebrated at Fall Conference 2020 at Great Wolf Lodge in LaGrange, Georgia. We look forward to highlighting what we have accomplished in our decades of success!

In closing, we strive to put the safety of every member first while creating the best opportunities to utilize the GLGPA community. I look forward to seeing you at the Fall Conference! And just know, this too shall pass...

Be safe and stay well,

President, GLGPA
Teaa Allston-Bing, MBA, ACHRM, PHR



NEW MEMBERS

THE STRENGTH OF THE TEAM IS EACH INDIVIDUAL MEMBER.

THE STRENGTH OF EACH MEMBER IS THE TEAM.

- PHIL JACKSON

Kerry Anderson - Henry County Board of Commissioners

Tracie Beal - Greene County Board of Commissioners

Alexzandria Bighams - City of Thomasville

Tonia Crittenden - City of Hamilton

Colleen Forrester - City of Savannah

Kristi G. Johnson - Henry County Board of Commissioners

Tanya Jones - City of Savannah

Tiffany Martin - City of Savannah

Ashley Moncavage - Henry County Water Authority

Bien Nguyen - City of Richmond Hill

Alison Palmer - Haralson County Board of Commissioners

Tracie Price - Chattahoochee Valley Libraries

Maria Tuck - Hall County Government

Judy Turk - Hall County Government

Heather Vseer - City of Dunwoody

Kiona Warren - City of Austell

Brenda Williams - Glynn County Board of Commissioners

Stephanie Woods - City of Griffin



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

Board Member/Media: Brianna Chastain, Banks County BOC

Board Member: Ann Cain, Catoosa County BOC

Board Member: Kenneth Carter, Houston County BOC

Board Member: Lorrie Waters, City of Canton

Board Member: Niki Graham, City of Norcross

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

LEGAL UPDATE

Megan N. Martin, Esquire



Hello, fellow local government professionals!

The COVID-19 virus and applicable laws are changing with very little time to “digest” changes before they change again. Hopefully, the following questions and answers regarding the exemption of emergency responders pursuant to the Emergency Family and Medical Leave Expansion Act (“EFMLA”) and the Emergency Paid Sick Leave Act (the “EPSLA”) will assist you as you traverse the legal implications of COVID-19. As further discussed below, the U.S. Department of Labor’s (DOL) regulations apply the same definition of “emergency responders” in the context of the EMFLA and EPSLA. Lastly, a brief Open Records Act Request question regarding employees’ privacy concerns rounds out this update. Further questions concerning provisions of this legislation should be directed to your County Attorney.

PLEASE NOTE: This guidance is only applicable to “emergency responders” within the context of the EFMLA and EPSLA due to the constraints of space in this newsletter.

Question: Are there any exemptions to the EFMLA or EPSLA?

Yes. The Acts provide that an employer of an employee who is a “health care provider or an emergency responder” may elect to exclude such employee from the Acts. While these terms are not defined in the Acts, they have now been defined within the DOL’s just-issued temporary regulations. The DOL’s temporary regulations further provide that these categories of workers may be excluded by the employer from the definition of eligible employee. Therefore, it would be up to the local government to “elect” to exclude “emergency responders” from coverage under the EFMLA and EPSLA.

Question: What is an emergency responder pursuant to the EFMLA and EPSLA?

The DOL’s temporary regulations define “emergency responders” who may be excluded from coverage as follows:

“anyone necessary for the provision of transport, care, health care, comfort and nutrition of such patients, or others needed for the response to COVID-19. This includes but is not limited to military or national guard, law enforcement officers, correctional institution personnel, fire fighters, emergency medical services personnel, physicians, nurses, public health personnel, emergency medical technicians, paramedics, emergency management personnel, 911 operators, child welfare workers and service providers, public works personnel, and persons with skills or training in operating specialized equipment or other skills needed to provide aid in a declared emergency, as well as individuals who work for such facilities employing these individuals and whose work is necessary to maintain the operation of the facility....”

The DOL also posted guidance further advising that to minimize the spread of the virus associated with COVID-19, employers are encouraged to exercise good judgment in using this definition of “emergency responders” to exclude them from the provisions of the Act.

Question: How should you handle Open Records Act requests concerning identification of infected employees?

Because a positive test for COVID-19 is medical information, it is not subject to release and I would recommend against releasing the employee’s name or any other personal, identifying information. Although this is an infectious disease, there is no authority exempting a positive test result from the normal protections provided by HIPAA and the Open Records Act. See e.g., O.C.G.A. 50-18-72(a)(2), (a)(20)(A), (a)(21).



Congratulations to Team Suwanee for being recognized for the 2019 Cigna Well-Being Award and the 2019 American Heart Association Bronze Award. Outstanding job to the fantastic Human Resources team Candice Warlick and Elvira Rogers!



Jenny Wesson

Fantastic job to Jenny Wesson (HR Coordinator) and Grace Brown (Risk Manager) with the City of Marietta for both obtaining the Georgia Certified Workers' Compensation Professional Certification offered by Risk Management, Inc in March of 2020. Way to go, ladies!



Grace Brown

"Every accomplishment starts with the decision to try." - John F. Kennedy

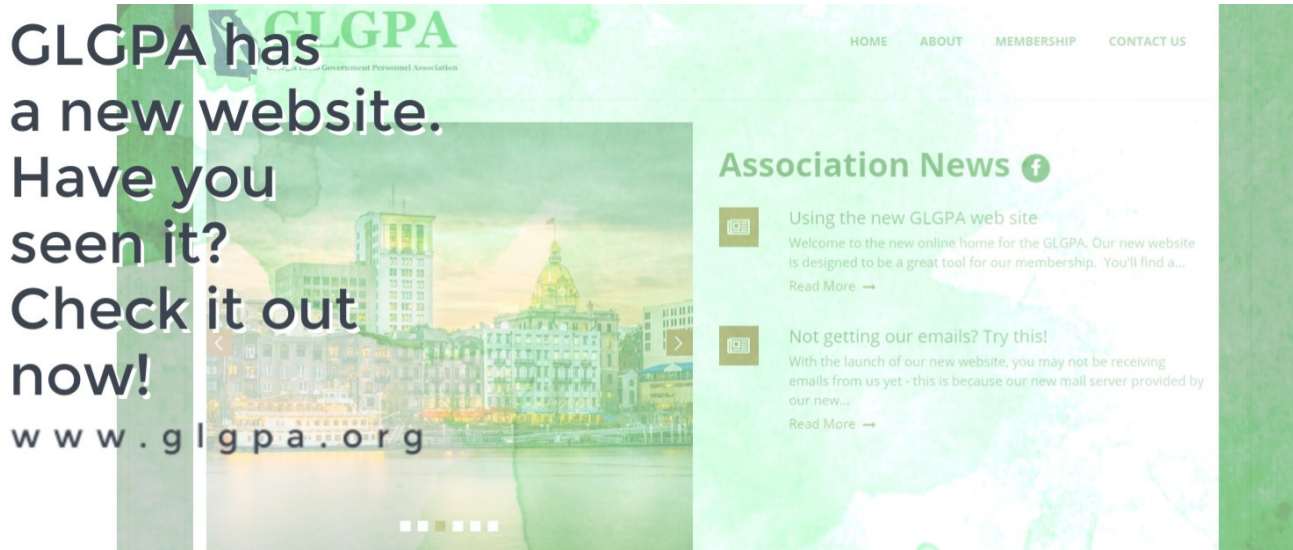


What an awesome achievement for Jessica Joanem with the City of Roswell for passing her exam and earning the SHRM-CP Certification! Job well done, Jessica!

Congratulations to Sarah Huffman for receiving the CWCP (Certified Workers' Compensation Professional) designation in March 2020 for successfully completing the requirements of the Georgia Workers' Compensation Claim Management Training Program. She also received the ARM-P (Associate in Risk Management – Public Entity) designation in November 2019 by successfully completing four exams covering the topics of: Risk Management Principles and Practices, Risk Assessment and Treatment, Risk Financing, and Risk Management for Public Entities. Fantastic achievements, Sarah!



Please share your achievements with
QLGPA! Email bchastain@co.banks.ga.us



With the launch of our new website, you may not be receiving emails from us yet - this is because our new mail server provided by our new website development firm, may not yet be "trusted" by the spam filters at your place of employment.

If you're not getting our emails, try this:

Ask your IT department to "white list" the following:

mail.chaptermanager.com

mail.glgpa.org

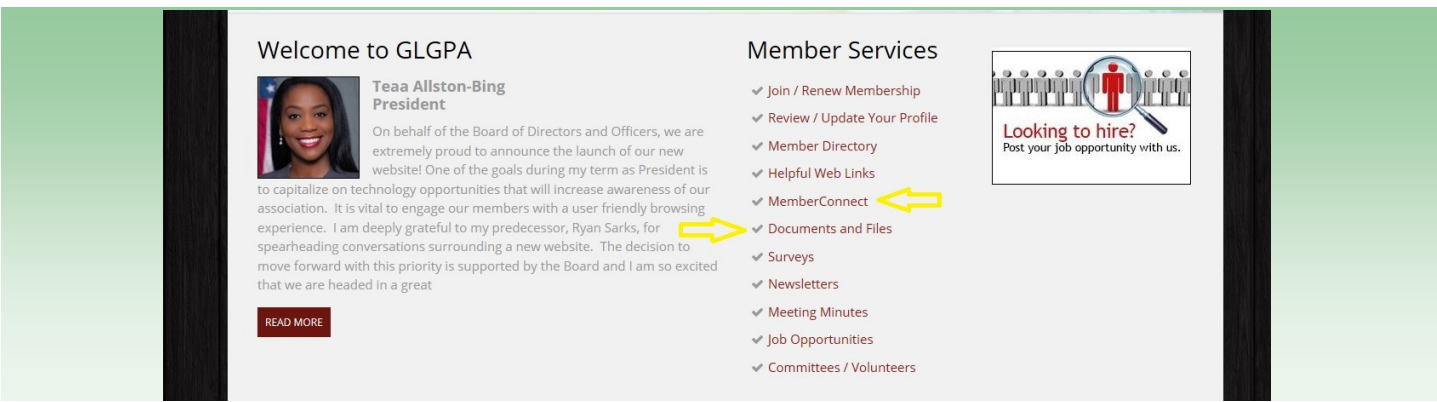
and the IP address of our new mail server:

173.239.96.20

This should help get our messages to your inbox.

Member Connect and COVID-19 Resources

- COVID-19 Resources can be found on the home page at the bottom of the screen under *Documents and Files*.
- You can also access *Member Connect* to access your account within the website. If you have trouble logging in, try the reset password feature.



The Back Page



A special thank you to GLGPA Past President, Ryan Sarks, and the Website Committee for bringing us our new website! What a milestone for GLGPA to see this goal come to fruition. I hope that each and every member enjoys and utilizes the website to increase their access to the wonderful GLGPA community.

- Teaa Allston-Bing, GLGPA President

Pencil It In

GLGPA 45th Celebration and Fall Conference:

November 17-20, 2020 - Great Wolf Lodge - LaGrange, GA

It will be worth the wait! See you there.