

INSIDE



GLGPA

Georgia Local Government Personnel Association



FALL CONFERENCE 2019

Athens, GA

RETREAT RECAP

Great Wolf Lodge



Human Resources isn't a thing we do, it's the thing that runs our business." - Steve Wynne

FROM THE PRESIDENT'S DESK.



Teaa Allston-Bing

Dear members of the GLGPA,

Time surely flies when you're having fun! And here we are, presenting our second newsletter edition of Inside GLGPA! It is my hope that you enjoyed the first edition and that you look forward to each quarter with enthusiasm for the content. I cannot be more proud of the great things we have accomplished this year to include our newsletter. Thank you for tuning in and staying connected.

As I mentioned in our last edition, we are well over 600 members and steadily climbing. I have no doubt that we will reach record numbers very soon. I must express my sincere appreciation to the GLGPA Administrative Assistant, Susan Roberts, for her diligence and commitment to securing new membership. Without our members' dedication, we couldn't continue to tell our amazing story of how we are the premier association for local government HR professionals.

We will continue to provide legal updates in our newsletters to keep our membership informed and updated with the latest and greatest. We are finalizing our new website, so please be on the lookout for deets!

As we near our time together in the Classic City, I am happy to report that the conference planning committee is working hard for you to enjoy learning while networking in Athens, Georgia. On behalf of the Board of Directors and Officers, rest assured we have taken your conference feedback into consideration and we are extremely excited to implement enhancements to your conference experience.

It is a pleasure to serve the GLGPA. Please do not hesitate to share your feedback or ideas. The Board of Directors and Officers are committed to working hard on your behalf and we are truly excited about the remainder of the year.

So with that being said...come on Inside GLGPA!

With gratitude,

Teaa Allston-Bing, MBA, ACHRM

President, GLGPA





GLGPA

Board & Officers

Here to serve YOU.

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 Helton, 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

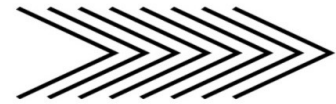
Board Member: Hope Blakely, Three Rivers Regional Commission

Welcome to **GLGPA!**



- Year 2019
- Innovative Networking
- We are **STILL** growing!

NAME	AGENCY/ORGANIZATION
Tyres Autrey	City of College Park
Karen Boyd	City of Franklin
Grace Brown	City of Marietta
Victoria Brown	City of Smyrna
Baleigh Burkett	Lamar County
Vicki Casella	Gwinnett County
Chrysonhya A. Clark	City of Ashburn
Jackie D. Collins	City of Monroe
Erica D'Amico	Dawson County Government
Laura Davis	Southwest Georgia Regional Commission
Coty Dees	Lee County Library
Jenifer Doran	Middle Georgia Regional Commission
Christi Ellington	Macon Water Authority
Heather Farrell	Camden County Board of Commissioners
Maribel Gonzalez	Habersham County Board of Commissioners
Charity Gilbert	Royston Housing Authority
Dwayne Greer	City of Dublin
Connie H. Harris	City of Hamilton
Carissa Horton	City of Roswell
Regina Ivie	City of Forsyth
Natacha Kindred	City of Decatur
Susan D. Lane	Catoosa County
Jairo M. Lerma	Catoosa County
Tanet T. Myers	City of Brunswick
Amy M. Peeples	Camden County Board of Commissioners
Monique Porter	Habersham County Board of Commissioners
Jeff Richards	Carroll County Correctional Institution
Karla Riley	Chatham County
Deannia Roberson	Town of Sharpsburg
Nelson Saldana	City of Sandy Springs
April Santiago	City of Forsyth
Gwen Spruiell	City of Sandy Springs
Leamon Stephens	Haralson County Water Authority
Lisa Waye	City of Hinesville



Innovation is
 where
 imagination
 meets
 ambition.



Legal Update

*Megan N. Martin,
Esquire*



On September 20, 2019, the U.S. Department of Labor (“DOL”) announced its Final Rule updating the salary thresholds for the executive, administrative, and professional exemptions, as well as the highly compensated employees’ exemption, under the Fair Labor Standards Act (“FLSA”). During the Obama administration the DOL sought to increase the salary threshold for white collar exemptions and an increase annually for highly compensated employees and other changes to the FLSA.

Beginning January 1, 2020, the new regulations increase the salary threshold for white collar exemptions from \$455 per week to \$684 per week. Additionally, and for highly compensated employees from \$100,000 annually to \$107,432 annually. The Final Rule does allow employers to issue nondiscretionary bonuses and incentive payments being paid to their employees. This provision will also allow an Employer to satisfy up to 10 percent of the individual’s salary threshold long as the payment is made within one payday of the end of the 52-week period.

Local government employers should be vigilant in taking appropriate steps to ensure compliance with the Final Rule. It is imperative that the local government human Resources practitioner conduct an audit of employees affected by the increase in the salary basis test to determine whether to re-classify employees, increase salaries or consider alternative compensation methods.



Valerie Heard
Troup County BOC

Valerie Heard, Troup County was honored to be recognized for 25 years of dedicated service to Troup County Board of Commissioners during the Employee Service Award Ceremony! What a tremendous accomplishment in years of service! Congratulations!

Casey Duren, City of Conyers was honored to be nominated and accepted into Leadership Rockdale Class of 2020. Congratulations! "Having been born and raised in Rockdale County, it was truly an honor to have been nominated and accepted into Leadership Rockdale Class of 2020. My family has strong ties that goes back many generations in this community and I look forward to being part of its future."



Casey Duren
City of Conyers



Jill Faulkner
Oconee County BOC

Congratulations to Jill Faulkner, Oconee County on her recent promotion to the HR Director position! "I am honored to serve Oconee County in the capacity of Human Resources Director! I look forward to the continued growth of our department and providing excellent resources to each and every employee."

Tailgate Party

Wear your favorite team gear!



GLGPA Fall Conference - Athens, GA

**Tailgate Party - Thursday, November 14 from 6:30
to 8:00 PM**

#hunkerdownwithHR

#forthe  ofGLGPA



Fourth Quarter Round Tables

Pencil it in!

If you would like to host a roundtable in your zone, please contact Niki Graham @niki.graham@norcrossga.net and Teaa Allston-Bing @allston-bingt@douglasvillega.gov. Our goal is to have a different dedicated host in each zone. *Attendance counts for (2)CEU's (continuous education) credits*

Where: City of Alpharetta

Cris Randall, Director of Human Resources
City Hall
2 Park Plaza
Alpharetta, GA 30009

Date: Wednesday, October 30, 2019

Time: 9:30 am to 11:30 am

Register: RSVP to Sonya Wells at swells@alpharetta.ga.us or 678.297.6040.

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.

Where: City of Douglasville

Teaa Allston-Bing, Human Resources Director
Douglasville Conference Center
6700 Church Street
Douglasville, GA 30135

Date: Wednesday, December 11, 2019

Time: 10:00 a.m. to 12:00 noon

Register: RSVP to Teaa Allston-Bing at allston-bing@douglasvillega.gov

Lunch: Lunch will be provided but you must RSVP by November 8th.

Where: City of Rome

Kristy Childre, Human Resources Director
Carnegie Training Room
607 Broad Street
Rome, Georgia 30161

Date: Wednesday, October 30, 2019

Time: 9:30 am to 11:30 am

Register: RSVP to Kristy Childre at kchildre@rome.ga.us or Sarah Huffman as shuffman@rome.ga.us

Parking: Parking Deck (Will send parking pass closer to time)

5 Government Plaza
Rome, GA 30161

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!

For things to change, YOU'VE got to change. For things to get better, YOU'VE got to DO better. - Sharon Robinson, GLGPA Board Member



*Board and
Officer Retreat
Recap*

*Great Wolf Lodge
LaGrange, GA*

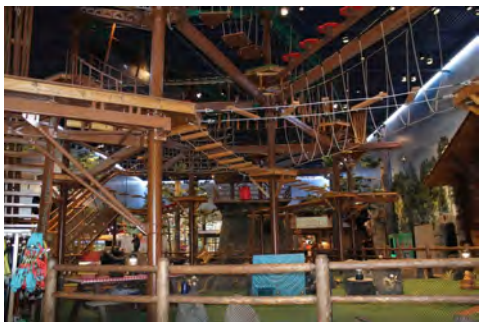
“The room was flowing with creativity and excitement about the future. We use the feedback surveys as guides when planning, and we appreciate having the comments. I take pleasure in seeing our members enjoying the conferences and knowing I’m part of a board that puts service on top.” - Niki Graham, Board Member

“I enjoyed the board retreat. Great Wolfe lodge provided us awesome accommodations (large room, good food and a water park) and I think other GLGPA members will enjoy their stay when the time comes.” – Hope Blakely, Board Member

“The board retreat always provides an opportunity for the officers and the board of directors to spend time planning the future direction of GLGPA.” - Ken Carter, Board Member



Great Wolf Lodge



LaGrange, GA

“Great Wolf Lodge is a very entertaining space for families! The staff was very sincere and willing to help!
GLGPA Board of Directors along with staff from Carl Vinson Institute sincerely appreciates the time everyone took to complete their retreat survey/evaluations of the facilities. By doing this survey/evaluation, it helps provide information that we may would not have known otherwise. When selecting locations and facilities for our association we do our best to consider all comments and suggestions. “ - Lorrie Waters, Board Member

“ I really enjoyed the Board Retreat held at the amazing Great Wolf Lodge in LaGrange. We were able to accomplish many things regarding the GLGPA curriculum; board vacancies; future conference sites; as well as, making this organization the best it can be. I’m very proud to be part of this great group of people who are willing to help one another in this difficult – but rewarding career.” - Paul Dailey, Board Member



*Board and
Officer Retreat
Recap*

*Great Wolf Lodge
LaGrange, GA*

“What I love most about our annual board retreat is the opportunity for each of us to fully focus on pre-planning efforts. This is a time where we can all put our thoughts and ideas together, uninterrupted, for the good of this association. It is teamwork at its best – along with CVIOG. Our visit to Great Wolf Lodge allowed us first conference glance at accommodations, amenities, and space. I’m excited for our future conference at this location!” - Teaa Allston-Bing, President

We hope to see you
there! Fall of 2020!



“This is the best place for families that we have ever attended a conference or retreat. There is so much for the family to do & experience that I feel it is a great conference location.

Lots of fun for kids & adults cause this “big” kid enjoyed the slides too.” - Tracey Clark, Board Member

“The GLGPA Board of Directors had a very productive retreat at the Great Wolf Lodge. Many new ideas transpired and were set on a course to completion and the Board also delineated clear paths to resolve some existing matters. We said goodbye to Precious Cooper, that is moving on to new employment opportunities, and hello to Olivia Myers that will be taking her place. The Great Wolf Lodge was an exciting and fun filled arena that children and adults alike can find fun around every corner. I feel that the GLGPA is in a remarkable place and remains persistent on its path to perfection with keeping member ideas and recommendations near and dear to heart.” - Ryan Sarks, Past President



“As we near our time together in the Classic City, I am happy to report that the conference planning committee is working hard for you to enjoy learning while networking in Athens, Georgia. See you soon!” - Teaa Allston-Bing, President

W e w i l l s e e y o u s o o n .



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

Inside GLGPA - Photo Credits/Susan Roberts - Media Coordinator/Brianna Helton