

# INSIDE



# GLGPA

**Georgia Local Government Personnel Association**



**Mid-Year 2020 Conference**

*Location: Lawrenceville, Georgia*



**45th Anniversary Spring Conference**

*Location: Savannah, Georgia*



*Engaging.  
Rewarding.  
Networking.*

**Winter 2020 - Third Edition**

# From the President

T e a a A l l s t o n - B i n g



Dear members of the GLGPA,

Happy New Year! Thank you for tuning in to another fine edition of Inside GLGPA. I hope you enjoyed the Fall Conference in Athens and that you received a valuable educational experience with fun networking.

It is the year of 2020 and we are looking forward to a decade of growth and new opportunities for the GLGPA! I am pleased to report that we have seen a recent spike in our committee sign ups and involvement. We are thankful for your commitment to spending considerable time and energy towards leveraging new ideas. I believe we have made great strides in membership and engagement as well as new vendor partnerships.

It's a great time to renew your membership if you haven't already. We also welcome any new members with open arms and enthusiasm. Help us spread the word about our association and its wonderful benefits.

I would like to challenge you to ponder: What is your 2020 vision for your Human Resources responsibilities? It's very beneficial to put things into perspective as we transition into a new decade of the wonderful world of HR. Are you ready to embrace the challenges and trends? Our certification programs class content will provide you with the knowledge to continue your professional development in a changing environment.

In closing, thank you to the membership for giving me the opportunity to serve you as President. Please do not hesitate to contact me or any Board of Director or Officer if you have any questions, comments or suggestions.

I wish each of you a happy, healthy and successful 2020. Without further ado, come on Inside GLGPA!

Sincerely,

Teaa Allston-Bing, MBA, ACHRM, PHR

President, GLGPA



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

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

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**GLGPA Administrative Assistant:** Susan Roberts

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**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

# New Members



Change is inevitable. Growth is intentional.

Beth Bannister	Lawrenceville Housing Authority
Patricia Bratcher	Liberty County Board of Commissioners
Marcia Brown	Roddenbery Memorial Library
Shanicki L. Burton	Housing Authority of the City of McDonough, GA
Beth Cantrell	Heard County Water Authority
Beth Cato	Newton County Board of Commissioners
Sherry Caughtman	Cherokee County
Darla Chambliss	Northwest Georgia Regional Library
Jill Chastain	Union County Commissioner
Mayor Levern Clancy Jr.	City of Midway
Jason Cobb	City of Eastman
Miriam Corbin	City of Smyrna
Jacquelyn Craft	City of Albany
Xavier Davis	Macon-Bibb County
Asher Dozier	City of Covington
Kelly S. Evans	East Georgia Housing Authority
Kay Fortney	City of Statham
Alicia Gasaway	Housing Authority of the City of Calhoun, GA
Raymon Gibson	City of Fayetteville
Jennifer Gilow	Pike County
Sherry Glover	City of Marietta
Bradley S. Gould	Dawson County Government
Nancy Harvill	City of Covington
Keturah Johnson	City of Albany
Lauren Jones	Fannin County Board of Commissioners
Jodie Key	East Georgia Housing Authority
Ash Kumar	City of Decatur
Lucretia Leigh	Georgia Municipal Association
Jamone Lewis	City of East Pont
Sheena Lewis	City of Covington
Paola Martinez	City of Sandy Springs
Chandra Nichols	Floyd County Government
J. Sara Paulk	Houston County Public Library System
Pamela A. Poirier	South Georgia Regional Library System
Khristian Ralls	Housing Authority of the City of McDonough, GA
Patricia Redfern	City of Winder
Tawanna Reese	Sumter County Board of Commissioners
Anuradha Sisk	City of Sandy Springs
Greer L. Smith	City of Midway
Michael A. Spiers	Camden County
Arlene Sumner	Coweta County
Desiree' Tallman	Floyd County Government
Shawna Watson	City of Newnan
Jennifer Wesson	City of Marietta
Amy Whitfield	Columbia County Board of Commissioners
Lewis Williams	Cherokee County
Laura Williamson	East Georgia Housing Authority
Donna Wood	Live Oak Public Libraries

We are so glad you are here!

# Legal Update

Megan N. Martin, Esquire

Happy New Year, GLGPA!

I hope this message finds each of you well. It's a new year and a clean slate for your employment practices. In this article, we will look at the impacts of mental health in the workplace and how best to handle these often-silent disabilities. Physical disabilities are the most noticeable disabilities; however, claims of mental health discrimination are every bit as legitimate as claims of a knee injury

The EEOC resolved approximately 5,000 charges of discrimination relating to mental health in 2016. This resulted in the EEOC resolving the vast majority of the claims for nearly \$20,000,000! The bulk of these employees alleged they were denied employment or reasonable accommodations for silent disabilities such as depression, anxiety, autism, post-traumatic stress disorder (PTSD), etc. It is worth mentioning that local governments, like most employers, have seen a large uptick in disability related claims in the years following 2016.



Unfortunately, there is a significant stigma associated with mental health both in the workplace and beyond. This may lead to an employee with a “silent disability” to not seek accommodation and is a definite breeding ground for retaliation claims. The first thing to acknowledge is that mental health disorders are disabilities. Many employees have preconceived negative notions about mental health and bullying, teasing, harassment may ensue. Memes are developed that make fun of mental healthcare and are very prevalent. It is important to provide employee training not only on avoiding harassment but practicing civility in the workplace.

When an employee seeks an accommodation under the ADA, keep in mind the employee may also be entitled to leave pursuant to the Family Medical Leave Act. Some employees may seek FMLA leave to take job protected leave to seek treatment. It is ordinary to receive in-patient treatment as a result of the mental disability. Additionally, the employee may seek intermittent FMLA for appointments and other necessary absence. Potential accommodations for an employee with mental health issues include. A reduced hour schedule, modifying job responsibilities, allowing for leave — paid or unpaid — during periods of inpatient treatment, training the supervisor to be welcoming and engaged with the employee, job performance.

Lastly, do not forget potential workers’ compensation claims of mental health issues that arise out of the physical injury. Work with your risk management team on return to work opportunities.

I look forward to seeing you in an upcoming seminar!

Megan N. Martin, Esquire



Teaa Allston-Bing  
City of Douglasville

Congratulations to Teaa Allston-Bing for receiving her Professional in Human Resources (PHR) Certificate on January 3, 2020! Awesome job, Teaa!



LaTrelle Porter  
City of Savannah

Congratulations to LaTrelle Porter for being promoted to an HR Business Partner and becoming the President-Elect for the Savannah SHRM! Way to go, LaTrelle!



CobbWell  
Coordinator Keith Mazonkey

Congratulations to Cobb County Government’s Wellness Program, *CobbWell*, for being awarded Silver Level Status for Workplace Health Achievement by the American Heart Association in the Fall of 2019. The Cobb County Wellness Coordinator is Keith Mazonkey and the HR Manager is Glenda Valentine. This is fantastic, Cobb County!



Congratulations to Melissia Rusk for being promoted to the Assistant Human Resources Director for the Walton County Board of Commissioners! While carrying many certifications and accolades, Melissia’s favorite part of the job is helping employees and providing professional leadership! Congratulations, Melissia!



Melissia Rusk  
Walton County BOC



Walton County Chairman,  
Human Resources and Risk  
Management Staff

Congratulations to the Walton County Human Resources and Risk Management Staff for receiving CHRM/ACHRM at the Fall Conference. What an example it is to have their entire Human Resources staff along with Risk Management staff certified! Also, congratulations to Catherine Weinstein for her promotion to Senior HR Specialist, Andrea Taylor for her promotion to Senior Benefits Specialist, and to Director Karen Fraser for receiving the Distinguished Service Award! Wow! Job well done, Walton county!

Do you have a professional accolade that you want to share with the GLGPA community? Email it to [bchastain@co.banks.ga.us](mailto:bchastain@co.banks.ga.us) to be featured in the Spring Edition! Let us celebrate with you!

CONGRATS  
WELL DONE  
AWESOME  
FABULOUS JOB  
YOU DID IT  
SUCCESS

*Drop the Mic*



Marie Barbee  
CHRM



Jacqueline Dial  
CHRM



Ella Fast  
CHRM



Michelle Everett  
CHRM



Jill Faulkner  
CHRM



Holly Stephenson  
CHRM



Henry Shirley  
CHRM



Andrea Taylor  
CHRM



Catherine Weinstein  
CHRM

CONGRATS  
WELL DONE  
AWESOME  
FABULOUS JOB  
YOU DID IT  
SUCCESS

Drop the Mic



Dianne Woodson  
CHRM



Melissa Rusk  
ACHRM



Kim Stripling  
ACHRM



City of Rome  
Large Agency Achievement  
Award



Casey Duren  
City of Conyers  
Professional Achievement Award



Karen Fraser  
Distinguished Service  
Award



Kala Trosper  
Lifetime Membership  
Recipient

# Fall Conference Recap

## Athens, Georgia





### University of Georgia Gwinnett Campus:

Mid-Year Conference 2020 - February 26-27, 2020 - University of Georgia Gwinnett Campus  
Register by February 11, 2020

This is a great way to get in your classes for your certification! Join us today at Mid-Year 2020!

### Savannah, Georgia 45th Spring Conference:

45th Anniversary Spring Conference - June 9-12, 2020 - Savannah, Georgia

This is a conference you do not want to miss! Join us this spring at the Savannah Marriot  
Riverfront.

### Great Wolf Lodge - LaGrange, Georgia:

2020 Fall Conference - November 17-20, 2020 - LaGrange, Georgia

Bring your family and jump right in as we learn and network at Great Wolf Lodge this Fall!

### Scholarship Information:

Did you know?

We award two scholarships per conference! Visit [glgpa.org](http://glgpa.org) and go to our *conferences* tab for more information. Where there is a will, there is always a way!

# The Back Page



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