

GEORGIA LOCAL GOVERNMENT PERSONNEL ASSOCIATION

GLGPA



50 YEARS:  
THE GOLD STANDARD OF HR

2025 FALL CONFERENCE

NOVEMBER 4-7 | CROWNE PLAZA PEACHTREE CITY

Welcome to the Georgia Local Government Personnel Association (GLGPA) 2025 Fall Conference in beautiful Peachtree City, Georgia!

This year, we proudly continue our celebration of a remarkable milestone—50 Years: The Gold Standard of HR—honoring five decades of unwavering service and dedication to local governments across the State of Georgia. Whether you're joining us for the first time or you're a familiar face in our community, it's a true privilege to have you with us.

GLGPA is far more than a conference series. It's a year-round network of professionals, a supportive family that offers connection, resources, and growth. Between our gatherings, members benefit from legislative updates, roundtable discussions, shared best practices, and countless opportunities to expand their professional circles.

Our enduring partnership with the Carl Vinson Institute of Government at UGA continues to be a cornerstone of our success. The HR Certificate program remains a standout offering—providing access to seasoned professionals and some of the most respected voices in our field.

My heartfelt hope for this conference is that you feel the care, thoughtfulness, and passion infused into every moment. This experience was crafted not only to inform, but to elevate—to celebrate the vital role you play in shaping and strengthening our communities.

As we step out in our finest black and gold (Thursday's dinner), let it serve as a powerful symbol of the grace, professionalism, and pride you bring to public service. Your dedication to the municipalities you serve is nothing short of extraordinary—elegant in its execution and noble in its purpose. May this gathering remind you of your value, renew your spirit, and connect you with others who share your commitment to excellence.

As your President and President-Elect, we are thrilled to celebrate the GOLD within each of you—the excellence, resilience, and heart you bring to the HR profession. This milestone year is not just a reflection of our past, but a launchpad for bold, forward-thinking ideas that will shape our future. Expect dynamic sessions, engaging speakers, and a renewed sense of purpose that will carry you into the next chapter of your HR journey.

Let's continue to uplift one another and stay connected throughout the year.

*With gratitude,*

*Dr. Nic*

*Dr. Niki Graham*

President, GLGPA

Dr. Niki Graham, DBA, PHR, SHRM-CP, CHRM, ACHRM,  
Certified Mediator & Arbitrator



### SCOPE

The Fall Conference provides GLGPA members the opportunity to improve technical proficiencies, build managerial skills, and exchange information with peers in an informal but professional setting.

### PARTICIPANT RECOGNITION

Participants will be awarded Continuing Education Units (CEUs), which will be on record at the University of Georgia. One unit per 10 hours of instruction is awarded, with decimal units given for less than 10 hours. To print your CEU transcript for classes taken through the Carl Vinson Institute of Government, see detailed instructions on page 12.

### REGISTRATION

The full conference fee for active GLGPA members at **\$625.00** includes all instructional costs and materials as well as breaks, three (3) breakfasts, two (2) lunches, and one (1) dinner for registered attendees. For those who are not members of GLGPA the full conference fee of **\$725.00** will also include all instructional costs and materials, as well as breaks, three (3) breakfasts, two (2) lunches, and one (1) dinner for registered attendees. If you care to include a guest(s) in select group meals, please either select the appropriate add-on when registering online OR indicate guest meal selections on the registration form, and submit a separate check for the cost of guest meals.

Please register online by visiting

<https://outreachregistration.uga.edu/portal/events/reg/participantTypeSelection.do?method=load&entityId=35125409> and pay by credit card. *See detailed instructions on page 13 explaining how to navigate the registration portal.*

If you are unable to register online and pay by credit card, please download and complete the registration form, email to [tiffanysmith@uga.edu](mailto:tiffanysmith@uga.edu) and mail a printed copy with a check to the address listed on the form. *We cannot accept credit card payments through the mail; payment by credit card is available only via the online method.*

Payment of fees must be received before enrollment in the conference can be confirmed. Confirmation will be sent to the email address listed on the registration form.

### ONE-DAY REGISTRATION FEE

The option of a one-day registration fee for active GLGPA members at **\$425.00** is available to those members who select a single course to complete a certificate level or who are able to attend only one day of the conference on Wednesday or Thursday. The fee includes instructional costs, materials, breaks, and meals noted on the agenda for that day.

For those who are not members of GLGPA the one-day registration fee of **\$525.00** will include instructional cost, materials, breaks and meals noted on the agenda for that day. If you need to take classes on Wednesday and Thursday, you must submit the full registration fee.



### BOARD OF REGENTS ATTENDANCE POLICY

The Carl Vinson Institute of Government, a unit of the University of Georgia, and governed by the Board of Regents, provides continuing professional educational hours in several subject areas and certificate and/or certification programs. The Institute of Government is required by the Board of Regents to maintain an attendance policy during the training sessions. Attendance during your class sessions will be monitored and you are expected to be in your session at all times with the exception of scheduled breaks and meals. Credit will only be awarded to participants who adhere to the attendance policy and complete any other course requirements.

### CANCELLATION AND REFUND POLICY

All cancellations are subject to a 10% administrative fee. Written cancellation requests postmarked/dated between **October 13** and **October 20, 2025** will be assessed a 25% administrative fee. Requests postmarked/dated after **October 20, 2025** are not eligible for a refund. Registrants who fail to attend, cancel, or send a substitute will be liable for the full registration fee. Substitution of participant is encouraged over cancellation. In case of a substitution, the original attendee's registration will be cancelled with a full refund to the original payment method. The new attendee must register for the conference separately. To cancel registration or send a substitute, please send notification to Tiffany Smith at [tiffanysmith@uga.edu](mailto:tiffanysmith@uga.edu) or via mail to Carl Vinson Institute of Government, University of Georgia, 201 N. Milledge Avenue, Athens, GA 30602-5482.

### LOCATION

The 2025 GLGPA Fall Conference will be held at the Crowne Plaza Atlanta SW - Peachtree City, 201 Aberdeen Pkwy, Peachtree City, GA 30269.

### LODGING

A block of rooms has been reserved at the Crowne Plaza Atlanta SW – Peachtree City, 201 Aberdeen Pkwy, Peachtree City, GA 30269. Make your room reservation directly at 1-877-227-6963 or online at [this link](#). The conference rate for single/double guest rooms ranges from **\$142.00 plus state and local taxes and \$5 per room, per night state hotel-motel fee**. **The room block will close on October 12, 2025 or upon filling.** When you make your reservation, **you must reference: Group Name: GLGPA; Group Code: T9X; Group Dates: November 3-7, 2025**. Check-in is at 3:00 p.m.; check-out is at 11:00 a.m.

For exemption of state sales tax, a government issued method of payment is required and you must present a state, city, or county government tax exemption certificate that includes the respective tax exemption number at check-in. To be exempt from hotel/motel excise tax, please present a hotel/motel exemption form at check-in.



### PARKING

Self-parking is complimentary for overnight and transient / day guests.

### NETWORKING OPPORTUNITIES

Networking with other conference attendees from across the state can often be just as valuable as the course content. There will be a President's Welcome Reception and Group Dinner celebrating *50 Years: The Gold Standard of HR* during the Fall Conference. Pack your best black and gold formal or semi-formal attire for the continued celebration of GLGPA's 50<sup>th</sup> anniversary! Look for updated information in the final agenda.

### CONFERENCE INFORMATION

If you have questions concerning your courses or progress in the certificate program, contact:

Dan Lasseter – course and program information  
(706) 542-6653 or [danl@uga.edu](mailto:danl@uga.edu)  
Carl Vinson Institute of Government

### SPECIAL NEEDS

If you have a medical or dietary inquiry, need information concerning cancellations/substitutions, or receipt of conference registration, contact:

Tiffany Smith – conference logistics  
(706) 542-0402 or [tiffanysmith@uga.edu](mailto:tiffanysmith@uga.edu)  
Carl Vinson Institute of Government



## GLGPA Fall Conference

November 4-7, 2025

Crowne Plaza Atlanta SW – Peachtree City

Peachtree City, GA

### Tuesday, November 4

- 10:30 am – 2:30 pm **GLGPA Board of Directors Meeting**
- 3:00 pm – 5:00 pm **Exhibitor Set-up**
- 3:00 pm – 5:00 pm **Early Conference Registration**
- 5:00 pm – 6:00 pm **First-time Attendee / New Member Orientation**
- 6:30 pm – 8:30 pm **President’s Welcome Reception**

*Dinner on your own*

### Wednesday, November 5

- 7:00 am – 8:30 am **Full Breakfast**
- Conference Registration**
- 8:30 am – 9:15 am **Welcome and Announcements**

#### **Concurrent Sessions**

- 9:30 am – 10:15 am **Foundations of Public Human Resource Management (Day 1 of 2)**  
Prerequisite (12 hours)

Dr. Niki Graham	TBD
<i>Director of Human Resources</i>	<i>TBD</i>
<i>City of Winder</i>	<i>TBD</i>



**Wednesday, November 5 (continued)**

**Discipline and Grievances**

Level I (6 hours)

Ryan Sarks

*Exec. Mngr. of HR/Risk Mgmt./Fleet/Safety/Admin. Maintenance  
Cherokee County Water and Sewerage Authority*

**Managing Human Resources in a Political Environment**

Level I (6 hours)

Cindy Mallett

*Property & Liability Claims Manager  
Georgia Municipal Association*

**Budget Methods and Strategies**

Advanced Track (6 hours)

Rex Facer

*Public Service Assistant  
Carl Vinson Institute of Government*

**A to Z on Leave Administration**

Continuing Education (6 hours CEU Credit)

TaLisha Champagne

*Human Resources Director  
City of Fairburn*

10:15 am – 10:30 am Break

10:30 am – 12:00 pm **Foundations of Public HR Management (continued)**

**Discipline and Grievances (continued)**

**Managing HR in a Political Environment (continued)**

**Budget Methods and Strategies (Advanced Track) (continued)**

**A to Z on Leave Administration (Continuing Education) (continued)**



**Wednesday, November 5 (continued)**

12:00 pm – 1:00 pm     **Lunch**

1:00 pm – 2:30 pm     **Foundations of Public HR Management (continued)**  
**Discipline and Grievances (continued)**  
**Managing HR in a Political Environment (continued)**  
**Budget Methods and Strategies (Advanced Track) (continued)**  
**A to Z on Leave Administration (Continuing Education) (continued)**

2:30 pm – 2:45 pm     Break

2:45 pm – 5:00 pm     **Foundations of Public HR Management (continued)**  
**Discipline and Grievances (continued)**  
**Managing HR in a Political Environment (continued)**  
**Budget Methods and Strategies (Advanced Track) (continued)**  
**A to Z on Leave Administration (Continuing Education) (continued)**

*Dinner on your own*



**Thursday, November 6**

7:00 am – 8:30 am

**Full Breakfast**

**Conference Registration**

**Concurrent Sessions**

8:30 am – 10:15 am

**Foundations of Public Human Resource Management (Day 2 of 2)**

Prerequisite (12 hours)

Dr. Niki Graham

TBD

*Director of Human Resources*

*Director*

*City of Winder*

**Effective Performance Management and Appraisal Systems**

Level I (6 hours)

Dr. Teaa Allston-Bing

*Human Resources Director*

*City of Peachtree City*

**Ethics in Local Government**

Level I (6 hours)

Angie Davis

*Partner*

*Jarrard & Davis LLC*

**Organizational Performance Measures**

Advanced Track (6 hours)

Tiffany Ball

*Administrative Services Mngr.*

*Cherokee County Sheriff's Office*

Kristy Shepard

*HR Director*

*City of Rome*

**AI in Human Resources**

Continuing Education (6 hours CEU Credit)

Ethan Christmas

*Scientific Computing Professional*

*Specialist*

*Carl Vinson Institute of*

*Government*

Scott King

*Scientific Computing Professional*

*Specialist*

*Carl Vinson Institute of*

*Government*



**Thursday, November 6 (continued)**

10:15 am – 10:30 am Break

10:30 am – 12:00 pm **Foundations of Public HR Management (continued)**  
**Effective Performance Management and Appraisal Systems (continued)**  
**Ethics in Local Government (continued)**  
**Organizational Performance Measures (Advanced Track) (continued)**  
**AI in Human Resources (Continuing Education) (continued)**

12:00 pm – 1:00 pm **Lunch**

1:00 pm – 2:30 pm **Foundations of Public HR Management (continued)**  
**Effective Performance Management and Appraisal Systems (continued)**  
**Ethics in Local Government (continued)**  
**Organizational Performance Measures (Advanced Track) (continued)**  
**AI in Human Resources (Continuing Education) (continued)**

2:30 pm – 2:45 pm Break

2:45 pm – 4:00 pm **Foundations of Public HR Management (continued)**  
**Effective Performance Management and Appraisal Systems (continued)**  
**Ethics in Local Government (continued)**  
**Organizational Performance Measures (Advanced Track) (continued)**  
**AI in Human Resources (Continuing Education) (continued)**

6:00 pm **Group Dinner celebrating 50 Years: The Gold Standard of HR**  
Pack your best formal or semi-formal black and gold attire for the continued celebration of GLGPA's 50<sup>th</sup> anniversary!



### Friday, November 7

7:00 am – 8:30 am

**Full Breakfast**

8:30 am – 9:00 am

**General Session**

Certificate Presentations

Vendor Door Prizes

9:00 am – 10:30 am

**Legal Update**

Angie Davis

*Partner*

*Jarrard & Davis LLC*

10:30 am – 11:00 am

**Wrap-Up and Closing**



### **To check your certificate status:**

Log in to the student portal here: <https://outreachregistration.uga.edu/portal/logon.do?method=load> using the same credentials you entered when registering for a conference.

Click “My Certificates and Designations”

Click “GLGPA Advanced Certified Human Resource Manager” or “GLGPA Certified Human Resource Manager”

The next screen lists any previously completed courses and any remaining ones still to be completed.

### **To print your transcript:**

Log in to the student portal here: <https://outreachregistration.uga.edu/portal/logon.do?method=load>

Click “My Enrollment History”

Click “Completed”

Click “Print Transcript”

### **When reviewing your transcript:**

GLGPA course numbers beginning with ‘MC’ were **completed prior to November 30, 2020** which reflects CEUs on the far right. For each of these courses you will see an additional line item indicating ‘Certificate CR’ in the course title which links the course to the certificate requirements.

GLGPA four-digit course numbers were **completed since November 30, 2020**. For each of these courses you will see an additional line item indicating the conference attended which reflects total CEUs earned at the conference on the far right. The only exception to these are continuing education sessions which reflect CEUs on the far right of the same line.

Contact [tiffanysmith@uga.edu](mailto:tiffanysmith@uga.edu) or [danl@uga.edu](mailto:danl@uga.edu) with any questions re: GLGPA certificate status.



### **To Register online and pay by credit card (preferred):**

- [Click here to register online](#)
- Step 1:
  - Create new user profile. *\*\*\*When creating a new user profile you may receive a message that a user name already exists in the new system which was migrated from the old system. If you receive this message you will have an opportunity to request a new password.\*\*\**
  - Important for creating a new user profile:
    - **Please DO NOT create a new user profile if you have previously attended CVIORG or other UGA Public Service and Outreach events.**
    - Each registered participant must have a unique email address. The same email address cannot be used for multiple registrants.
    - In the Address and Telephone section, be sure to select the correct 'Type' (e.g. 'Office') from the drop down selections.
    - In the Employment Information section, enter at minimum your Employer and Job Title.
    - Optionally enter demographic information.
    - Select your preferred Marketing Opt in and Privacy options, and click the boxes to indicate that you have read and understand the privacy policies.
- Step 2:
  - Once you are logged in, select the appropriate registration package type. You can preview the sessions offered by clicking 'Session selection information' under each option.
  - Fill in your employer, job title and any specific accommodation requests.
  - Confirm cart and click 'Pay and Register'.
  - Enter credit card information.
  - Select conference sessions. *\*\*\*You cannot select your classes until after you have entered your credit card information.\*\*\**

### **To Register by mail and pay by check:**

Complete the mail-in registration form attached to the email announcement from GLGPA, email a copy to [tiffanysmith@uga.edu](mailto:tiffanysmith@uga.edu), print and mail a copy with the check payment to the address listed on the form.

### **After Registering:**

You will receive several emails which will be directed to the email address you provided when registering/setting up your user profile. The sender name on the emails will be [no-reply-outreach@uga.edu](mailto:no-reply-outreach@uga.edu).

1. **New Account notification; password action required** (*Subject line: Vice President for Public Service and Outreach New Account*) - This email is being sent because you set up a new user account. The email will include a link that you must click on in order to choose a password for future access. Please take immediate action upon receipt of this notice.
2. **Enrollment confirmation** (*Subject line: Carl Vinson Institute of Government Enrollment Notification for 'Your Name'*) - This email provides verification that your enrollment has been received and processed.
3. **Confirmation** (*Subject line: Carl Vinson Institute of Government Confirmation*) - This email provides details of the course you enrolled in, including the cancellation policy.



Thank you to our subject matter experts!

**Dr. Teaa Allston-Bing**



**Tiffany Ball**



**TaLisha Champagne**



**Ethan Christmas**



**Angie Davis**



**Rex Facer**



**Dr. Niki Graham**



**Scott King**



**Cindy Mallett**



**Ryan Sarkis**



**Kristy Shepard**

