On behalf of the Board of Directors and Officers, welcome to the Georgia Local Government Personnel Association’s 2019 Spring Conference in Savannah! Whether you are a first time member or haven’t been to a conference in a while, we look forward to seeing you and other conference participants at the newly renovated Riverfront Marriott venue! I am confident this will be one of the best conferences to date!

The scenery of this beautiful city will help to put you in the mindset of this year’s theme, Human Resources: The Anchor in the Storm. Over the next few days, I hope that you will take advantage of every opportunity to expand your knowledge by attending a variety of classes, networking with local government personnel professionals, and reinvigorating your career through continuing education hours.

This year, we are doing things a little differently than before based on member feedback from previous Savannah conferences. Because of a strong member response desiring more time to explore the city, we will be kicking off the conference Tuesday evening with our first ever “President’s Opening Reception,” sponsored by ShawHankins Employee Benefits Broker, from 6:00 PM – 8:00PM. This event will replace our usual Thursday night dinner at the hotel, allowing more time for you to experience Savannah’s southern charm!

One of the most important aspects of our conferences is the level of professional development opportunities we provide to our members in conjunction with the University of Georgia’s Carl Vinson Institute of Government. We are committed to providing the best available course content while staying current with industry standards and requirements. Throughout this conference, I ask you to stay engaged, keep us proactive, and help us shape the future of the GLGPA.

As this will be my final conference serving as President, I would like to thank the GLGPA for allowing me to be a part of an organization that not only gives knowledge back to its members but allows vital professional relationships to be created within the industry. This organization was formed back in 1975 by individuals who were motivated and persistent in pursuing a goal of excellence! I am honored to have followed in the footsteps of some great GLGPA leaders and I want to personally thank everyone who work to make this association and its conferences such a huge success.

Sincerely,

President, GLGPA
Teaa Allston-Bing, MBA, ACHRM
SCOPE 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. For instructions on how to access your CEU transcript for classes taken through the Carl Vinson Institute of Government, go to https://register.cviog.uga.edu/eCSProd1/SignIn.aspx.

REGISTRATION
The full conference fee for active GLGPA members’ of $435.00 includes all instructional costs and materials as well as breaks, three full breakfasts and two lunches for registered attendees. For those who are not members of GLGPA the full conference fee of $535.00 will also include all instructional costs and materials, as well as breaks, three full breakfasts and two lunches for registered attendees. If you care to include a guest(s) in the group meals, please indicate meal selections on the registration form, and submit a separate check for the cost of guest meals.

Please register online by visiting the Carl Vinson Institute of Government website at http://cviog.uga.edu/glgpa and pay by credit card. You will be prompted to request a password to access the online registration system. Once you have received the password, you can view and update your profile and register for the conference.

If you are unable to register online and pay by credit card, please download and complete the registration form and mail it 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 online registration.

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

ONE-DAY REGISTRATION FEE
The option of a one-day registration fee for active GLGPA members’ of $235.00 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 $335.00 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
Written notice of cancellation must be postmarked/dated no later than May 18, 2019, to receive a full refund of registration fees. Written requests postmarked/dated between May 19 and May 26 will be assessed a 25% administrative fee, and requests postmarked/dated after May 26 are not eligible for a refund. Registrants who fail to attend, cancel, or send a substitute are liable for the full registration fee. Substitution of participant is encouraged over cancellation. To cancel registration or send a substitute, please notify Precious Cooper at pcooper@uga.edu or via mail at Carl Vinson Institute of Government, University of Georgia, 201 N. Milledge Avenue, Athens, GA 30602-5482.

LOCATION
The 2019 GLGPA Spring conference will be held at Savannah Marriott Riverfront, 100 General McIntosh Blvd, Savannah, GA 31401. For more information, please visit their website at https://www.marriott.com/hotels/travel/savrf-savannah-marriott-riverfront/?scid=bb1a189a-fec3-4d19-a255-54ba596febe2

LODGING
Governor Nathan Deal signed a transportation bill on Monday, May 4, 2015, that will affect your lodging reservation during the conference. The new bill creates a statewide fee of $5.00 per night per room on all hotel lodging rooms, effective as of July 1, 2015. This fee is not tax exempt.

A block of rooms has been reserved at Savannah Marriott Riverfront, 100 General McIntosh Blvd, Savannah, GA 31401. Make your room reservation directly at 1-912-233-7722 or 800-285-0398 or via the hotel reservation link at: https://www.marriott.com/event-reservations/reservation-link.mi?id=1544815139976&key=GRP&app=resvlink
The conference rate for single/double guest rooms is $162.00 plus state and local taxes. The room block will close on May 10, 2019. When you make your reservation, be sure to mention Reference: GLGPA Spring Conference. Check-in is at 4:00 p.m.; checkout is at 12:00 p.m.

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

If you require special services, facilities, or dietary considerations, please contact Precious Cooper at pcooper@uga.edu or (706) 542-0402.
PARKING
The Savannah Marriott Riverfront Hotel offers Self-Parking for guest and attendees at the discounted rate of $13 daily per vehicle.

DOOR PRIZES
GLGPA no longer request individuals to bring door prizes.

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
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:

Precious Cooper – conference logistics
(706) 542-0402 or pcooper@uga.edu
Carl Vinson Institute of Government
### Tuesday, June 11

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>12:00 pm – 2:00 pm</td>
<td>GLGPA Board of Directors Meeting</td>
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<tr>
<td>3:00 pm – 5:00 pm</td>
<td>Exhibitor Set-up</td>
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<td>3:00 pm – 5:00 pm</td>
<td>Early Conference Registration</td>
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<tr>
<td>5:00 pm – 6:00 pm</td>
<td>New Member Orientation</td>
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<tr>
<td>6:00 pm – 8:00 pm</td>
<td>ShawHankins President’s Opening Reception</td>
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<td>Dinner on your own</td>
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### Wednesday, June 12

<table>
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<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>7:00 am – 8:30 am</td>
<td>Full Breakfast Buffet</td>
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<td></td>
<td>Conference Registration</td>
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### Concurrent Sessions

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>8:30 am – 9:15 am</td>
<td>Welcome and Announcements</td>
</tr>
<tr>
<td>9:15 am – 10:15 am</td>
<td><strong>Foundations of Public HR</strong></td>
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<td></td>
<td>Prerequisite (12 hours)</td>
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<td></td>
<td>Meg Blubaugh</td>
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<td>Human Resource Director – Risk Manager</td>
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<td>City of Newnan</td>
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<td>Kenneth Carter</td>
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<td>Human Resource Director</td>
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<td>Houston County Board of Commissioners</td>
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<td></td>
<td>Teaa Allston-Bing</td>
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<td>Human Resource Director</td>
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<td>City of Douglasville</td>
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Wednesday, June 12 (continued)

Managing Human Resources in a Political Environment
Level I (6 hours)

Bryan Fobbus
Retired Human Resource Director
City of Warner Robins

Discipline and Grievances
Level I (6 hours)

Elizabeth McBurney
Assistant Human Resources Manager
Columbia County Board Commissioners

Creativity and Innovation
Advanced Track (6 hours)

Nancy Farage
Trainer
GTED, Carl Vinson Institute of Government

Medicare: A Roadmap to Retirement
Continuing Education (6 hours CEU Credit)

TBD
Social Security Administration
Wednesday, June 12 (continued)

10:15 am – 10:30 am  Break

10:30 am – 11:45 am  Foundations of Public HR (continued)
Managing HR in a Political Environment (continued)
Discipline and Grievances (continued)
Creativity and Innovation (continued)
Medicare: A Roadmap to Retirement (continued)

12:00 pm – 1:00 pm  Lunch

1:00 pm – 2:30 pm  Foundations of Public HR (continued)
Managing HR in a Political Environment (continued)
Discipline and Grievances (continued)
Creativity and Innovation (continued)
Medicare: A Roadmap to Retirement (continued)

2:30 pm – 2:45 pm  Break

2:45 pm – 4:30 pm  Foundations of Public HR (continued)
Managing HR in a Political Environment (continued)
Discipline and Grievances (continued)
Creativity and Innovation (continued)
Medicare: A Roadmap to Retirement (continued)

Dinner on your own
Thursday, June 13
7:00 am – 8:30 am

Full Breakfast Buffet

Conference Registration

Concurrent Sessions
8:30 am – 10:15 am

**Foundations of Public HR**
Prerequisite (12 hours)
Meg Blubaugh
Human Resource Director – Risk Manager
City of Newnan

Kenneth Carter
Human Resource Director
Houston County Board of Commissioners

Teaa Allston-Bing
Human Resource Director
City of Douglasville

**Ethics in Local Government**
Level I (6 hours)
Megan Martin
Attorney
Jarrard & Davis, LLP

**Effective Performance Appraisal Systems**
Level I (6 hours)
Elizabeth McBurney
Assistant Human Resources Manager
Columbia County Board Commissioners
Thursday, June 13 (continued)

**Media Relations**  
Advanced Track (6 hours)

Trinija Martin  
Director and Human Resource and Risk Management  
City of Waycross

**Social Security from Top to Bottom**  
Continuing Education (12 hours CEU Credit)

TBD  
Social Security Administration

10:15 am – 10:30 am  Break

10:30 am – 12:00 pm  **Foundations of Public HR (continued)**  
**Ethics in Local Government (continued)**  
**Effective Performance Appraisal Systems (continued)**  
**Media Relations (continued)**  
**Social Security from Top to Bottom (continued)**
Thursday, June 13 (continued)
12:00 pm – 1:00 pm Lunch

1:00 pm – 2:30 pm Foundations of Public HR (continued)
Ethics in Local Government (continued)
Effective Performance Appraisal Systems (continued)
Media Relations (continued)
Social Security from Top to Bottom (continued)

2:30 pm – 2:45 pm Break

2:45 pm – 3:30 pm Foundations of Public HR (continued)
Ethics in Local Government (continued)
Effective Performance Appraisal Systems (continued)
Media Relations (continued)
Social Security from Top to Bottom (continued)

Dinner on your own

Friday, June 14
7:00 am–8:30 am Breakfast Buffet

8:00 am–10:00 am General Session
Legal Update

Megan Martin
Attorney
Jarrard & Davis, LLP

10:00 am – 11:30 am Wrap-Up and Closing