



that she “did not respect the opinions of HR”. Pauletta stated that she had also heard some negative comments about the instructor, but that she also had some participants describe the session as excellent.

Pauletta also mentioned that some comments had been made about the proximity of the meeting rooms to each other. She stated that she would address any issues that she can control.

Rita Odom has stated that a lot of new members are new to Human Resources field and that the Board should consider offering classes that cover the basics of HR. Malinda agreed that classes are needed to help members do their jobs in lieu of classes that teach theory. Karen also noted that one participant had suggested an HR 101 class for a future conference and that we should consider offering such a class or a break-out session where questions could be submitted in advance and answered by more experienced members. Ed stated that this would be a good offering for the last day in addition to the regular general session and the capstone review. This would not interfere with attending the certification classes.

It was mentioned that we might think about including an HR 101 in a mid-year conference. Brenda Hall stated the mid-year conference could also cover any legal updates. Meg stated that questions could be submitted prior to the conference so that the key issues could be covered. Any remaining questions could be asked at the end. Meg stated that currently members have to choose between what is practical and what is required for certification.

Pauletta suggested that we might want to survey the members to determine their needs. Walt stated that if many members are asking basic questions, we might need to look at the curriculum. Rita suggested that we include payroll related topics, as this has never been offered.

The Board agreed that the Certification Committee should meet to discuss the curriculum and how to best meet the needs of as many members as we can. The committee can then make recommendations to the Board at the spring conference.

Pauletta moved on by stating that the 2008 Spring Conference is scheduled for May 13-16, 2008 at Sea Palms on St. Simons Island. She brought several items to the meeting to consider for a give-away. All items are priced between \$11.00 and \$15.00. After a brief discussion and comparison, Emily made a motion to offer a rolling tote bag. Rosetta Thrower seconded the motion. Motion unanimously approved. Susan Roberts suggested a watch featuring the GLGPA logo be considered as a give-away for a future conference. All agreed that this is a good idea.

It was decided that the entertainment for the spring conference would be Bingo. A motion was made by Selina Bell and seconded by Renee Brazeale to approve an expenditure of \$1,500.00 for the purchase of a combination of gift cards and gifts to be given as prizes.

Pauletta stated that the 2008 Fall Conference would be held at Brasstown Valley, November 11-14, 2008. She stated that she would include a flyer in the Spring Conference packet regarding the fall conference.

In regard to future conferences, Pauletta stated that recent negotiations with a new sales representative at the Savannah Marriott have resulted in a better rate than offered in previous years. With this in mind, she asked if the Board would be interested in getting a new quote for future conferences as this location does offer ample meeting space and guest rooms to accommodate our size group. The Board agreed that we should get a new quote for 2009. Karen Fraser stated that some members might not realize how difficult it is to find a location that can accommodate a group of our size at a reasonable price.

Other possible locations that were discussed were Augusta, Atlanta, Valdosta, and Marietta. Pauletta indicated that she would get several quotes from various locations.

Pauletta asked if it's possible to assign Board Members to the First Time Attendees before the conference so the Board members can call their "buddy" to answer any questions, make sure they know about the rotation of certification classes, what they're signed up for and what they can expect at the upcoming conference. Karen Fraser asked if we are limiting ourselves by allowing only 30-45 minutes for the orientation session.

Rita suggested that we "extend the buddiness" by calling new members as they join. Ed suggested that we identify where people are coming from and for Board members to contact those in their region. This is a great networking opportunity.

Meg stated that it would be a good idea to email the Orientation Power Point presentation to members before the conference. This will allow the member to think of questions before the orientation. This presentation should also include the contact information for the Board members. Brenda Hall noted that all of this information is currently available on the website. Susan Roberts suggested an email to the new members directing them to the website and also explaining the use of website to pose questions to the membership via email. Ed stated that many of the new members won't be able to read all the materials prior to the conference and that someone needs to make contact with them.

Meg asked when the members are informed about door prizes or what to bring? This information is stated in the conference brochure and pre-conference emails. Malinda Smith stated there are no rules and that bringing door prizes is voluntary. Generally members bring promotional items from their municipalities. Others bring items they've purchased for the conference. It was agreed that the members seem to enjoy the door prizes and that they're intended to get people back into class on time after breaks. The effective distribution of door prizes depends on someone in the class taking charge and making a judgment.

Rosetta asked if the reception is necessary. Most members will go out to dinner. This time could be used to extend the orientation. Karen Fraser suggested that we expand the orientation and eliminate the reception at the upcoming conference. She also suggested that Board Members invite their buddy to join them for dinner after the orientation.

Regarding dinner, Emily asked if we'd try to go as a group, which would require a reservation. Rita suggested that we offer a light meal at the hotel. She also stated that inviting someone to

dinner implies that we'll buy it. Ed stated that many would choose to eat with their families or other people from their governments.

Susan stated that, so far, there are 12 new members.

It was agreed that the Board Meeting will be from 1:00 pm – 3:00 pm., registration from 3:00 pm – 5:00 pm and orientation will be held from 5:30 pm – 6:30 pm. We will announce that anyone wishing to join the group for dinner may do so. This would be at the member's expense.

Karen Fraser moved on by asking Walt McBride to discuss spring conference classes and special sessions.

There was a brief discussion about the role of vendors in special sessions. Some vendors have inquired about making presentations on pre-approved topics for our special sessions. Karen Fraser stated that this is a subject for the certification committee to explore for future conferences.

Walt stated he liked the idea of offering a special session regarding wellness programs. He stated that there are several members who work for governments that have developed very successful wellness programs. The Board agreed that the wellness session is a great idea and those members who offer various types of programs and who've had success in this area could conduct it. Walt indicated that he would also solicit assistance from LGRMS. Rita Odom made a motion to offer a 2-day special session regarding wellness programs at the upcoming conference. Rosetta Thrower seconded this motion. Motion unanimously approved.

## **COMMITTEE REPORTS**

### **AWARDS**

No report. Karen stated that she'd been unsuccessful in her attempts to contact Terry Holt.

### **CERTIFICATION**

Karen stated that she had spoken to Brenda Yearwood regarding the need for the certification committee to meet and discuss several issues, including an email request to Walt McBride from Ski Saxby regarding the possibility of completing the certification program despite the fact he's no longer employed in local government. Karen stated that, per Brenda Yearwood, the Board has approved such a request in the past. Pauletta confirmed that he is lacking only one course to complete the course requirements. He could take the exam at the spring conference and complete the project after. Susan Roberts made a motion to allow Mr. Saxby to complete his certification. Rosetta Thrower seconded the motion. Motion unanimously approved. Pauletta stated that she would verify all the information and notify the Board.

### **NOMINATIONS**

Treasurer Malinda Smith stated there was nothing to report.

Karen Fraser stated that as a result of the by-law changes, the duties of the nominations committee chairperson are assigned to the President-Elect, Brenda Hall. Karen requested that the

transfer of information be done quickly so that nomination forms can be sent out in advance of the spring conference.

### **CONSTITUTION AND BY-LAWS**

Ed reported that changes to the Constitution and By-Laws had been approved by the membership at the last conference. Susan Roberts stated that the changes are not yet posted on the website. Ed stated that he would follow-up with Karla. Emily mentioned that we would need to have a signed, dated copy of the new constitution and by-laws with the minutes from the fall conference. Karen Fraser stated that she would sign, scan and email a copy to the Secretary and Karla Trosper.

### **MARKETING/PROMOTIONS**

Brenda Hall stated there was nothing to report.

### **HISTORICAL RECORDS**

Susan Roberts stated there was nothing to report.

### **NEWSLETTER AND WEBSITE**

Susan Roberts stated that she has updated the website to show Meg as a Board member. She asked that anyone who requests a job posting on the website should let her know when the job is filled. She will remove the job after three months. Karen suggested a handout at the spring conference regarding use of the website. Susan will provide similar information via email to the membership.

### **CONFERENCE PLANNING**

Rosetta Thrower stated there was nothing to report.

### **OLD BUSINESS**

Task Force Update: Karen Fraser stated that she has asked Ed Durham to take on Kay Bruner's duties as chairperson of the Task Force. After a lengthy discussion regarding a letter to the membership again, and the names determined by a previous poll, Brenda Hall said that she has heard concern over the need to change names. She also stated that the organization is well known as GLGPA. Rita Odom noted that the membership is growing under the current name and questioned the need to change it. Meg noted that in the past two years she has not seen a lot of drive among the membership to pursue the name change.

Karen Fraser called for a vote regarding polling the membership regarding a name change. The result of the vote is as follows: 1 vote in favor of polling the membership, 10 votes against polling the membership. Karen Fraser abstained. No further action will be taken in connection with changing the name from GLGPA. The Board extended it's thanks to Ed Durham and the task force for their work on this project.

### **NEW BUSINESS**

Karen Fraser asked Brenda Hall to mention a recent suggestion from Gene Morris. He and the brokerage he represents would like to host a hospitality suite at the spring conference. Stating

that this is a good way to socialize and network, Rita Odom made a motion to allow Gene Morris or any other vendor who so wishes to host a hospitality suite at the spring conference and future GLGPA. The motion was seconded by Chris Ryan and unanimously approved by the Board.

Susan Roberts mentioned that she had received a check from Gene Morris for membership dues. The by-laws state that we cannot allow vendors to be paid members. Susan suggested that the Board grant Gene a complimentary, honorary membership for his distinguished service to the association. This type of membership would not allow him to vote. Rita Odom made a motion to allow the complimentary, honorary membership for Gene Morris. Ed Durham seconded the motion. Motion was unanimously approved. This will be announced at the spring conference. Susan indicated she would email Gene.

Karen Fraser advised the Board that Terry Holt is longer affiliated with the City of Cairo, Georgia or any other local government in Georgia. She has been unable to contact him despite repeated telephone calls and emails. She is very concerned that he is not participating or responding. She asked that the Board discuss his being replaced as a Board member. Emily Nobles made a motion that Terry Holt be removed from Board. Rosetta Thrower seconded the motion. Motion carried. Considering Mr. Holt's Board position is up for re-election in May, the Board decided to leave his position unfilled for now.

Chris Ryan asked who would chair the Awards committee. Rita Odom volunteered to fill the position stating that she's served in this position before. Karen Fraser asked Chris Ryan share the procedures manual he developed for the Awards committee with Rita.

Paulette stated that Terry Holt has been in contact with her regarding completion of his certification program. Considering that Mr. Holt is not a paid member at this time and did not complete the draft of his project by the deadline, the Board will inform him that he is not currently a member of GLGPA and is not eligible to participate in the certification program at this time. If and when he is employed by local government in the State of Georgia and pays his dues, he will be allowed to participate.

With no other business to discuss, Karen Fraser indicated that she would entertain a motion to adjourn. A motion was made by Susan Roberts to adjourn at 2:44 p.m. Chris Ryan seconded motion. Motion carried.

Respectfully submitted,



Carol Lincoln  
Secretary