

Georgia Interagency Safety Advisory Council brings resources, accountability to safety issues

No state workplace should be unsafe, and no state worker should be at risk while performing his or her duties. But the fact is, during 1999 in Georgia, one state worker was fatally injured while on the job and 11,869 others were either injured or became ill as a result of workplace hazards." Citing these statistics, Gov. Roy Barnes directed the Georgia Merit System to set up the **Georgia Interagency Safety Advisory Council** (GISAC) to focus attention on:

- the importance of state employees' safety
- the need to reduce risk in government workplaces

In announcing this initiative in 2000, Gov. Barnes said, "The safety of state workplaces is ultimately dependent upon the safety-consciousness of every single worker, from manager to supervisor to that employee who is directly performing the tasks that serve the citizens of our state." This interconnectedness is reflected in GISAC's mission and membership. The council promotes awareness of services and strategies to ensure employee safety and risk reduction; fosters agency management's commitment to developing and implementing their own safety programs; and supports sharing of state safety and risk reduction resources.

Established by GMS Commissioner Marjorie Young, the council members include:

- Dr. Diane Schlachter, GMS (co chairperson)
- Diane Stephens, DOAS (co chairperson)
- Bob Maguire, DOT
- Charlene Reid, DHR
- Joheida Fister, Insurance Commissioner's Office (representing Alan Shuman)
- Mark Demyanek, Board of Regents
- Vietdoan Nguyen, DHR (representing Steve Davidson)
- Jimmy Mize, DOL
- Earl Everett, DOL
- Andrea Fuller Ruffin, DCH
- Catherine Craven, DCH
- Kathy Oliver, State Board of Workers' Compensation
- Ben Harper, Governor's Office

"The council's aim is to foster a culture of safety-consciousness for all state workers, because safety programs that get results are more than words on paper."

— Gov. Roy E. Barnes

- of Highway Safety (representing Yvonne McBride)
- Francine Scott, Governor's Office of Highway Safety (representing Yvonne McBride)
- Jason Smitherman, DOAS
- Mustafa Aziz, GMS
- Paige Jeter, GMS
- Richard Beohm, Georgia Building Authority
- Duane Clark, Georgia Building Authority
- Alton Hoke (GMS) is the council coordinator, and Peggy D. Rosser (GMS) is the council advisor.



GISAC holds regular meetings, examines best practices, hosts executive forums, establishes resource links, and provides safety and risk reduction training.

Commissioner Young is very clear about GISAC's role — and state agencies' accountability: "As a safety and risk management resource for agencies, [the council] can, for example, help you find the information you need to tailor a safety program to a particular workplace situation; control workplace hazards through training and education; or form safety partnerships with vendors, customers and other agencies."

The council coordinates a broad array of state agencies' resources to promote employee safety. These include:

- Georgia State Board of Workers' Compensation: the **Safety Library** includes 450 videos on safety issues, best practices brochures, and supervisor's manuals
- Georgia Emergency Management Agency: planning, training and support services
- Georgia DOT: **Defensive Driving** courses and specialized training classes

- Georgia DOL: "Project Safe Georgia" partnership
- Governor's Office of Highway Safety: local grants to develop programs to combat high-risk driving behavior

More information about GISAC, its mission, resources, FAQ and contact information is available at ganet.org/safety/sitemap.html.

2001: A WORKERS' COMPENSATION ODYSSEY
Annual Educational Seminar
August 26-29, 2001
Renaissance Waverly Hotel
Atlanta, GA
Cost: \$200

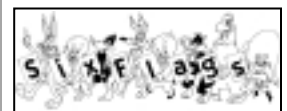
This seminar is for anyone involved in the Workers' Compensation industry: adjusters, managers, risk managers, safety personnel, rehabilitation suppliers, managed care professionals, attorneys, carriers, self-insurers and medical personnel. It will include workshops on claims processing, medical, legal, disability management and rehabilitation. For more information, contact Janet Long, 404-656-5656 or visit www.ganet.org/sbwc.

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WORKPLACE SAFETY An Executive Forum on Employee Safety and Loss Prevention

September 6, 2001
8:30 a.m. to Noon
The Floyd Room, West Tower

OVERVIEW

Georgia Merit System and GISAC invite you to attend an executive forum on employee safety, risk reduction, and loss prevention in Georgia state government. You will also learn about strategies and resources available to develop your own workplace safety programs.

WHO SHOULD ATTEND:
Agency Executives, Budget Directors, Human Resource Directors, Safety/Loss Prevention Coordinators

"Our state workers expect and deserve safe workplaces. Working together, I believe we can meet those expectations."

—Marjorie H. Young
Commissioner,
Georgia Merit System

Presented by the Georgia Interagency Safety Advisory Council (GISAC)

Governor names new commissioners at DHR, DCH

Gov. Barnes's appointees to head the Departments of Human Resources and Community Health bring a combined total of 36 years in state ser-

"I cannot think of two individuals more suited to guide our state as we make decisions critical to the health and well-being of all our citizens."

— Gov. Roy E. Barnes



Rep. Jim Martin, appointed to take over as Dept. of Human Resources Commissioner in September, has served in the Georgia House of Representatives since 1983. He has championed human welfare-related issues throughout his career, earning accolades from the Georgia Public Health Association, the Georgia Council on Developmental

Disabilities, and the Georgia Council on Child Abuse.

Gary B. Redding, currently serving as acting commissioner at DHR, has been appointed Commissioner of the Dept. of Community Health, also effective in September. Mr. Redding's public health-related tenure also dates back to 1983; most recently, he served as Director



Gary Redding

of the Division of Medical Assistance at DCH before being tapped for DHR.

Current DCH Commissioner

Russ Toal will move into the new Executive Director post at the Georgia Cancer Coalition, a public/private partnership created to build a coordinated statewide network of cancer care.



Russ Toal

vice and a wealth of leadership experience to their positions.

Customer surveys to provide feedback on *TheJobSite*

After eighteen months of operation, *TheJobSite* (www.thejobsite.org) continues to be a beneficial recruitment resource for state agencies and job applicants, providing both recruiter resources for posting job vacancies and applicant resources for applying for job vacancies online. As with other aspects of state government, there is a continuing interest in expanding the use of e-business in the on-line application and recruiting processes and decrease the reliance on paper applications. Therefore, the Georgia Merit System will begin immediately to limit the number of paper applications ordered and available to all agencies.



To make *TheJobSite* better, faster and more friendly, the Georgia Merit System will be initiating customer surveys and focus groups of decision-makers and users in the coming weeks. After studying the agencies' needs, improvements will be made to the system to increase the optimization of this online technology and to deliver better services and information.

What the new tax cut means to you

The IRS has been mailing out notices about tax rebates, the result of the new tax legislation that was passed in May but is retroactive to January. In addition to that pending check, many State employees are already benefiting from a decrease in the federal withholding tax taken out of their paychecks—starting July 1.

The tax law created a new 10% tax bracket and reduced the four highest tax brackets by 1/2%. This means the first \$6,000 of your annual income, if you are single or married filing separately, is now taxed at 10% instead of 15%. If you are married filing jointly, the first \$12,000 gets taxed at 10%; for heads-of-households, it's the first \$10,000. How the rest of your annual income is taxed depends on your tax bracket (28% is now 27.5%, 39.6% is now 39.1%, etc.).

As a result of this modest reduction in federal withholding, your take-home pay may be slightly higher for the rest of this year. Further tax bracket reductions will be phased in later, in 2004 and 2006.

The Georgia *Statement*

Volume 4, Number 3

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The Georgia Statement is published quarterly for state employees by the Commissioner's Office of the Georgia Merit System. If you wish to submit comments or need to correct a distribution problem/address, contact Editor, *The Georgia Statement*, 2 Martin Luther King Jr. Drive SE, Suite 504 West Tower, Atlanta, GA 30334, or call 404/657-0375. If you have a disability and need this material in an alternative format, notify the Editor at the above address, or for TDD Relay Service only: 1-800-255-0056 (text telephone) or 1-800-255-0135 (voice). This publication is accessible on our website: www.gms.state.ga.us.

The Georgia Merit System is an Equal Opportunity Employer.

Please note: the deadline for submissions to the October 2001 issue of the Georgia *Statement* is **September 28, 2001.**

Smog season: time to renew commitment to clean air efforts

Georgia's state agencies have been leaders in the fight for reduced traffic congestion and cleaner air in metro Atlanta. They were the first employers to adopt smog reduction programs, and are the backbone of efforts to get participation in the regional employer service program. State agency support has been the cornerstone of the organization's evolution from the Voluntary Ozone Action Program to the Partnership for a Smog-Free Georgia and its successful merger with The Clean Air Campaign.

There is currently an Executive Order affecting all state agencies, authorities and universities in the 13-county metro Atlanta area. These counties are currently classified by the U.S. Environmental Protection Agency as a "serious" non-attainment region for ground-level ozone, a major component of smog. In an effort to reduce traffic congestion and improve air quality, the Executive Order directs all state agencies to reduce their employees' daily Single Occupant Vehicle (SOV) driving rate by 20 percent during smog season (May 1-September 30).

The good news is that for the past several years, many state agencies have gone above and beyond that 20 percent target. *The Atlanta Journal-Constitution* (October 20, 2000) applauded these efforts: "If it seemed as if there were fewer cars on metro Atlanta expressways this summer, you may want to thank a state government employee."

The Clean Air Campaign encourages each of you to continue leading the effort this smog season. As

the region's clearinghouse for information and solutions to traffic congestion and air pollution, it offers ways to reduce vehicle miles traveled and meet that 20 percent reduction. Employees can carpool (call 1-87-RIDEFIND to find a carpool partner), vanpool, take transit, use flexible work hours, and telework. The State Employees' Commuter Assistance Program (SECAP) holds monthly transportation fairs offering assistance and discounts for many of these options. Check their web site at www.ga-secap.com, or call SECAP at 404-463-6440 for fair dates, times, and more information. Their next fair is slated for Wednesday, August 29, from 11:00 – 2:00 at the Georgia Department of Labor, 148 International Boulevard, NE, Suite 560.

You can also augment these larger changes by waiting until after 6 p.m. to refuel, consolidating trips by combining errands, eating-in rather than driving to lunch, and taking steps at home and at work to conserve electricity. And you may find that the change in behavior impacts not only the air quality in metro Atlanta, but offers personal benefits. You can save time and reduce stress by not sitting in traffic; and you'll save money on gasoline and vehicle maintenance.

State agencies play a significant role in The Clean Air Campaign, which is taking an aggressive approach to air quality and traffic mitigation. For more information about The Clean Air Campaign, visit www.cleanaircampaign.com.



GRTA on fast track as part of Governor's 5-year, \$8.3 billion transit plan

Starting this fall, Greyhound will be in the commuter business in Georgia, thanks to an agreement reached in late June between the bus company and the Georgia Regional Transportation Authority (GRTA). Four commuter buses will run daily between Macon and Atlanta, making stops in the south-of-Atlanta suburbs, downtown and midtown. This initial project is expected to run 18 to 24 months, and may be expanded within the next year to include Canton to Atlanta and Athens to Atlanta bus service. GRTA will pay Greyhound \$400,000 for the Macon to Atlanta service; exact routes and fares have not been finalized.

GRTA was created to preserve the quality of life in Georgia and help sustain our state's economic growth through regional transportation and land use planning. Its mission is to alleviate traffic and air pollution, to give people more transportation choices: car pools in HOV lanes, express buses, commuter rail, and paths for bicycles and pedestrians.

GRTA Director Catherine Ross said recently, "We are going to commence intense communications with Norfolk Southern to initiate rail passenger service between Atlanta and Macon." The rail line owns the tracks passenger trains would use. Officials from GRTA and the state DOT expect to have rail service in place by 2006, with a one-way ticket from Griffin to Atlanta priced about \$6.75. Studies show the Macon to Atlanta rail line could carry more than 1.8 million people by 2025.

GRTA is heavily involved in the governor's recently announced massive transit plan, which will pump more than \$8 billion into road and transit projects from now through 2006. Additional elements of the transit plan include:

- a light rail system connecting Cobb's Town Center, Cumberland Mall and midtown Atlanta
- 262 more miles of HOV lanes on I-20, I-75, I-85, I-285, I-575 and Ga. 316
- a 50-mile limited access highway along the northern arc, from US 411 in Bartow county to Ga. 316 in Gwinnett
- several interstate widening projects
- regional express bus service for Cherokee, Forsyth, Gwinnett, Paulding, Cobb, Fulton, DeKalb, Douglas, Rockdale, Coweta, Fayette, Clayton and Henry counties
- construction of an intermodal passenger terminal in Atlanta

The governor's plan will use proceeds from federal bonds, with the first \$200 million in bonds being readied for sale in July. Over the next five years, nearly \$2 billion will be spent on HOV lanes, \$4 billion on bus and rail service, and about \$4 billion on highway expansion and rural road development. \$907 million was already earmarked in the budget.

In announcing his transit plan, Gov. Barnes said, "We're trying to get ahead of the curve instead of reacting to the crisis. What if we didn't do any of this? What would congestion be like in 2020?"

Diversity Advisory Council begins work July 25

Recognizing the critical need to develop a strategic plan for serving and responding to constituents and employees with language and cultural differences, Gov. Roy Barnes will issue an executive order creating the Diversity Advisory Council. The council's challenges are enormous: providing educational and training strategies for customer service to Georgia's increasingly varied population; establishing guidelines for attracting, recruiting, developing and retaining a highly competent and diverse workforce; identifying current and future diversity issues, as well as identifying policies and practices that both help and hinder the management of diversity; and developing statewide strategic goals and objectives for diversity, with core performance indicators.



GMS Commissioner Marjorie Young chairs the Diversity Advisory Council

Gov. Barnes has appointed Georgia Merit System Commissioner Marjorie Young to lead the Diversity Council, and set July 25 for the members' swearing-in and first meeting. Council members include:

- Commissioners of the Departments of Community Health, Human Resources, Juvenile Justice, and Technical and Adult Education
- Directors of Georgia Human Relations Commission, Georgia Technology Authority, Business Development/Office of the Governor, and Criminal Justice Coordinating Council
- State ADA Director, Building Authority
- Director of one community service board—to be adopted by the Office of the Governor
- Administrator, Georgia Commission on Equal Opportunity
- Two supervisor representatives and two employee representatives to be appointed by the Office of the Governor

The council will make semi-annual reports to the Governor on the progress of diversity initiatives and recommendations for further action.

Governor's Cup honors top charitable contributions

Employees from five state agencies and universities ranked among the highest per capita givers in the State Charitable Contributions Program. These Governor's Cup winners, grouped by employee population, are listed below.



1-100 employees:
Skidaway Institute of Oceanography



101-500 employees:
Georgia Merit System



1001-9000 employees:
Georgia Institute of Technology



9001-up employees:
University of Georgia

This year's 501-1000 employees winner, Armstrong Atlantic State University, did not attend the awards ceremony.

SCCP Charities Receive \$2.4 Million+

Since 1982, State employees have taken advantage of a designated payroll deduction to support the charities of their choice through the State Charitable Contributions Program (SCCP). And in the fiscal year just ended, their generosity totaled more than \$2.4 million. The 79 charitable organizations listed below serve thousands of people throughout Georgia and provide a broad range of health, welfare and educational programs.

Once a year, state employees have a chance to learn about the charities that have been approved for the State Charitable Contributions Program and choose one or more recipients for the coming year. Information including brochures and background materials on designated charities for the 2002 fiscal year will be available shortly. You may choose one or more charities to contribute to, specify how much you want taken out of your paycheck each month, and even receive a personal acknowledgement of your gift if you request it. Once-a-month payroll deductions will begin with the last check in January 2002 and continue through the last check in December 2002. Your contribution will help change lives all over Georgia. And possibly beyond — please cast your vote in the survey below to help decide if international charitable organizations should be added to the list of eligible recipients.

Adaptive Learning Center	\$3,084.30	Griffin-Spalding County United Way	\$14,286.30
AID Atlanta	\$26,441.04	Habersham County United Way	\$5,307.17
American Cancer Society	\$185,424.94	Heart of Georgia United Way	\$8,504.90
American Heart Association	\$66,821.00	Juvenile Diabetes Research Foundation	\$16,793.29
American Kidney Fund	\$10,498.40	Kids' Chance	\$6,645.16
American Lung Association	\$10,680.24	Liberty Co. United Way	\$6,509.46
American SIDS Institute	\$3,663.76	Lowndes County United Way	\$45,906.17
Arthritis Foundation	\$22,018.31	Lutheran Ministries	\$6,446.30
Atlanta Community Food Bank	\$35,165.29	Make-A-Wish Foundation	\$38,139.84
Atlanta Ronald McDonald Houses	\$9,816.35	March of Dimes - Georgia Chapters	\$11,587.20
Augusta-CSRA United Way	\$111,726.32	Methodist Home of the S. Georgia Conference	\$12,128.27
Augusta Ronald McDonald House Charities	\$2,824.83	Metropolitan Atlanta United Way	\$361,171.18
Bartow County United Way	\$7,530.56	Muscular Dystrophy Association	\$8,831.84
Brain Tumor Foundation for Children	\$9,008.95	National Multiple Sclerosis Society	\$21,619.58
Brunswick-Glynn Co. United Way	\$15,274.54	Northeast Georgia United Way	\$243,083.18
Camden County United Way	\$3,911.09	Northwest Georgia United Way	\$14,241.29
Central Georgia United Way	\$84,505.82	Prison Fellowship Ministries	\$13,054.45
Children's Healthcare of Atlanta	\$25,307.75	Pulaski County United Way	\$1,713.36
Cochran-Bleckley Co. United Way	\$7,240.82	Recording for the Blind and Dyslexic	\$6,370.24
Colquitt County United Way	\$12,238.61	Rome-Floyd County United Way	\$18,955.98
Columbus-Chattahoochee Valley United Way	\$21,250.47	Roosevelt Warm Springs Development Fund	\$12,848.32
Community Health Charities of Georgia	\$215,487.64	Savannah and the Coastal Empire United Way	\$71,390.97
Covington-Newton County United Way	\$9,776.52	Screven County United Way	\$2,088.28
CURE Childhood Cancer	\$10,166.66	Shepherd Center	\$12,353.06
Environmental Fund for Georgia	\$118,377.59	South Georgia United Way	\$18,467.14
Epilepsy Foundation of America	\$7,935.62	Southwest Georgia United Way	\$61,418.27
Foothills United Way	\$1,931.70	Southwest Georgia United Way	\$32,876.85
Forsyth County United Way	\$3,851.94	Sumter County United Way	\$5,330.40
Gainesville-Hall County United Way	\$16,539.16	Thomasville-Thomas County United Way	\$15,330.15
Georgia Black United Fund	\$49,892.80	Tift Area United Way	\$17,213.02
Georgia Council for the Hearing Impaired	\$2,568.75	Toombs-Montgomery-Wheeler Co. United Way	\$10,894.37
Georgia Council on Child Abuse	\$23,687.54	Twin Cedars Youth Services	\$513.72
Georgia Legal Watch	\$635.55	United Negro College Fund	\$83,745.05
Georgia Lion's Camp for the Blind	\$4,653.79	United Way of White County	\$2,252.00
Georgia Public Broadcasting	\$10,897.59	Upson Co. United Way	\$4,477.02
Georgia Shares	\$76,945.21	VSA Arts of Georgia	\$3,162.12
Georgia Youth Science and Technology Centers	\$5,330.27	Walton Co. United Way	\$2,768.99
Gordon County United Way	\$5,365.68	West Georgia United Way	\$12,146.58
Grady County United Way	\$2,760.61	Zoo Atlanta	\$11,690.95
Greater Chattanooga United Way	\$2,370.99	Total	\$2,485,871.42

Survey: Adding International Charities to State Charitable Contributions Program

The International Service Agencies (ISA) has requested membership in the State Charitable Contributions Program (SCCP).

Currently, SCCP charities are required to provide their services within the state of Georgia.

ISA is a 40 year old federation of 50 U.S.-based international humanitarian relief and development charities, including Atlanta-based CARE along with Project HOPE, Doctors Without Borders and Save the Children; member agencies serve more than 206 million people in over 200 countries.

Georgia Merit System is conducting a survey of state employees to determine whether you would like to contribute to ISA charities by having them added to the SCCP.

Please answer the survey question and forward your response **no later than August 20th.**

Would you like to see International Service Agency charities added to the State Charitable Contributions Program?

Yes _____ or No _____

Mail, phone, fax or e-mail your response to:

Georgia Merit System
Attention: Sharon Angel
Suite 508
2 Martin Luther King Jr. Drive, SE
Atlanta, Georgia 30334-5100
404-656-9740 (voice)
404-4637097 (fax)
1-800-255-0056 (TDD Relay Service)
1-800-255-0135 (Voice Relay Service)
E-Mail: sangel@gms.state.ga.us

Congratulations to these dedicated state retirees

April 2001					
Name	Years of Service	Department			
Adams, Edna L.	26 yrs 09 mths	Human Resources	Lynch, Jestine	11 yrs 02 mths	Human Resources
Adams, James L.	34 yrs 00 mths	Transportation	Lyons, Calvin E.	14 yrs 06 mths	Jekyll Island Authority
Allen, Edith M.	21 yrs 01 mths	Human Resources	Maddox, Jerry T.	27 yrs 09 mths	Forestry Commission
Amaloo, Thomas	10 yrs 11 mths	Corrections	Marchman, Malcolm J.	13 yrs 01 mths	Juvenile Justice
Austin, Betty	32 yrs 01 mths	Human Resources	Mason, James M.	26 yrs 02 mths	Corrections
Baker III, Virgil D.	34 yrs 01 mths	Administrative Services	Mauldin, Jonny Sue A.	24 yrs 11 mths	Ga. Mountains CSB
Bartley, Ellen W.	26 yrs 06 mths	Human Resources	McCollum, Virginia S.	34 yrs 07 mths	Human Resources
Benford Jr, Robert E.	23 yrs 08 mths	Human Resources	McConkey, Martha M.	13 yrs 07 mths	Transportation
Bernard, Cyril K.	11 yrs 08 mths	Gwinnett/Rockdale/Newton CSB	McCook, Lillie Mae	11 yrs 05 mths	Corrections
Blackmon, Jerry T.	10 yrs 05 mths	Forestry Commission	McGahee, Donald W.	34 yrs 01 mths	Transportation
Blaker, Vena L.	11 yrs 05 mths	Human Resources	McLeod Jr, Robert J.	34 yrs 00 mths	Transportation
Blocker, Betty B.	25 yrs 10 mths	Human Resources	Meeks, Marvin	34 yrs 00 mths	Transportation
Bragg, Susan H.	18 yrs 07 mths	Human Resources	Mills, Patricia H.	31 yrs 07 mths	Human Resources
Brock, Edward Carl	27 yrs 06 mths	Public Safety	Mitchell, Betty Jane	23 yrs 01 mths	East Central Ga. CSB
Brown, Carolyn Y.	34 yrs 00 mths	Transportation	Mitchell, Judy Elizabeth	14 yrs 07 mths	Human Resources
Brown, Bessie Lee	12 yrs 09 mths	Building Authority	Mitchem, Patsy G.	25 yrs 11 mths	Human Resources
Burley, Charles W.	18 yrs 06 mths	Human Resources	Mooney, David W.	31 yrs 09 mths	Public Safety
Burtz Jr, Samuel Pierce	25 yrs 00 mths	Agriculture	Morgan, Patricia A.	32 yrs 06 mths	Human Resources
Butler, Hettie E.	21 yrs 04 mths	Human Resources	Morrison, Patricia R.	14 yrs 10 mths	Pardons & Paroles
Byrd, Elaine L.	30 yrs 00 mths	Labor	Moxley, Debra	20 yrs 01 mths	Corrections
Campbell, Tinnie G.	10 yrs 06 mths	Human Resources	Murray III, George P.	30 yrs 00 mths	Labor
Carter, Larry H.	34 yrs 01 mths	Transportation	Musial, Catherine M.	17 yrs 11 mths	Planning and Budget
Cato, Heyward	34 yrs 00 mths	Transportation	Myrick, Della L.	29 yrs 07 mths	Human Resources
Chamlee, Richard	20 yrs 03 mths	Corrections	Nolley, Virginia D.	34 yrs 05 mths	Human Resources
Chapman, Jimmy	34 yrs 00 mths	Transportation	Norman Jr, Phil	34 yrs 01 mths	Transportation
Clemens, Gladys	18 yrs 03 mths	Merit System	Norrell, Ronald D.	11 yrs 05 mths	Transportation
Clements Jr, George	21 yrs 07 mths	Human Resources	Ogletree, S Lynne	34 yrs 00 mths	Administrative Services
Collins, Leo Steve	11 yrs 06 mths	Corrections	Oliver, Jewel S.	30 yrs 00 mths	Human Resources
Collins Jr, Seth W.	34 yrs 00 mths	Human Resources	Patterson, Gail	18 yrs 05 mths	State Courts
Cornwell, Hugh E.	28 yrs 00 mths	Agriculture	Peeks, Josephine H.	34 yrs 00 mths	Human Resources
Cowan, Ronald C.	34 yrs 00 mths	Juvenile Justice	Pilcher, Thomas E.	29 yrs 02 mths	Corrections
Culbertson, Judith G.	15 yrs 09 mths	Human Resources	Pitts, Rita C.	34 yrs 00 mths	Human Resources
Davis, Jones D.	29 yrs 10 mths	Transportation	Pitts, Curtis	13 yrs 11 mths	Transportation
Davis, Rachel B.	34 yrs 00 mths	Merit System	Poole, William T.	28 yrs 06 mths	Transportation
Davis, Bertha K.	16 yrs 10 mths	General Assembly	Pounds, Rachel C.	19 yrs 11 mths	Human Resources
DeBary, Evelyn Patricia	12 yrs 01 mths	Human Resources	Purvis, Dianne P.	34 yrs 03 mths	Juvenile Justice
Dockery Jr, Wilbur J.	34 yrs 00 mths	Revenue	Rachels, Jan R.	24 yrs 11 mths	Agriculture
Dorsey, Allie Ruth	27 yrs 06 mths	Revenue	Ragan, Wyandell M.	33 yrs 08 mths	Human Resources
Dudley, Patricia Ann C.	21 yrs 06 mths	Audits	Rees, Robert A.	34 yrs 00 mths	Natural Resources
Ellis, Janice T.	26 yrs 01 mths	Labor	Roberts, James M.	24 yrs 06 mths	Corrections
Elrod, Donald A.	12 yrs 00 mths	Tax Officials	Rogers, Helen M.	16 yrs 09 mths	Corrections
English Jr, Roy J.	34 yrs 00 mths	Transportation	Sales, Mary W.	25 yrs 09 mths	Human Resources
Favors, Gladys N.	14 yrs 00 mths	Revenue	Sappington Jr, Thomas A.	24 yrs 10 mths	Agriculture
Fifield, Geraldine P.	15 yrs 02 mths	Student Finance Commission	Scott, Carstell	34 yrs 08 mths	Human Resources
Fish, Paula Charlotte	31 yrs 05 mths	Human Resources	Shepherd, Margaret Jean	15 yrs 00 mths	Ga. Highlands CSB
Fowler, Frank B.	34 yrs 00 mths	Agriculture	Shiflett, Jo Ann	34 yrs 00 mths	Human Resources
Freeman, Daniel J.	32 yrs 01 mths	Agriculture	Shinholster, Frank	24 yrs 11 mths	Human Resources
Fry, Ouida H.	31 yrs 09 mths	Natural Resources	Sirmons, James L.	29 yrs 01 mths	Public Safety
Geib, Judith S.	10 yrs 07 mths	Tax Officials	Sizemore, Joanne Hardy	25 yrs 03 mths	McIntosh Trail CSB
Gilley, Katherine D.	15 yrs 06 mths	Building Authority	Smith, Lester N.	10 yrs 02 mths	Corrections
Golatt, Dorothy M.	21 yrs 02 mths	East Central Ga. CSB	Smith, Jerry J.	30 yrs 01 mths	Corrections
Golphin, Bernardo R.	17 yrs 07 mths	Human Resources	Smith, Donald J.	19 yrs 00 mths	Corrections
Green, Ira D.	32 yrs 03 mths	Natural Resources	Smith, William H.	34 yrs 07 mths	Pardons & Paroles
Guerrieri, Frank F.	34 yrs 00 mths	Administrative Services	Sosebee, James Donald	26 yrs 03 mths	World Congress Center
Hale, Larry J.	34 yrs 00 mths	Transportation	Stanley, Sharon C.	34 yrs 00 mths	Human Resources
Hall, Betty J.	30 yrs 07 mths	Human Resources	Stephens, Vera S.	34 yrs 00 mths	Human Resources
Harper, David M.	28 yrs 01 mths	Labor	Stern, Barbara E.	16 yrs 01 mths	Human Resources
Harrell, John	28 yrs 00 mths	Labor	Stevens, Richard L.	18 yrs 03 mths	Transportation
Harris, Ben P.	34 yrs 00 mths	Transportation	Strickland, Oris H.	24 yrs 11 mths	Corrections
Hart, Kenneth H.	13 yrs 10 mths	Corrections	Taylor, Julia L.	26 yrs 02 mths	Human Resources
Hayes, Helen E.	34 yrs 00 mths	Human Resources	Taylor, Berry Brooks	11 yrs 11 mths	Human Resources
Hightower, Carrie T.	28 yrs 03 mths	Human Resources	Thomas, Emma H.	22 yrs 05 mths	Human Resources
Hoard, Benny J.	13 yrs 11 mths	Labor	Truby Jr, William I.	30 yrs 10 mths	Agriculture
Horton, Vallie C.	30 yrs 02 mths	Human Resources	Turk, Milton G.	19 yrs 02 mths	Pardons & Paroles
Houston, Charlotte A.	18 yrs 04 mths	Human Resources	Turner, Etta B.	16 yrs 08 mths	Human Resources
Howard, Nora G.	26 yrs 08 mths	Human Resources	Turner, William S.	30 yrs 00 mths	Transportation
Howard, Donna S.	16 yrs 10 mths	Corrections	Turner Jr, Jewell J.	17 yrs 03 mths	Human Resources
Huey Sr, George W.	28 yrs 02 mths	Corrections	Tyson, Richard D.	27 yrs 07 mths	Natural Resources
James, Freddy G.	18 yrs 01 mths	Natural Resources	Ware, David	11 yrs 05 mths	Natural Resources
Jarrett, Wyatt E.	29 yrs 03 mths	Natural Resources	Warthen, Affadonia	34 yrs 00 mths	Human Resources
Jenkins, Dora M.	22 yrs 08 mths	Supreme Court	Washington, Laura Bell	11 yrs 09 mths	Human Resources
Johnson, Ellen J.	13 yrs 04 mths	Human Resources	Watson Jr, David Levan	19 yrs 09 mths	Forestry Commission
Johnson, Robert L.	22 yrs 00 mths	Transportation	Weaver, Eunice L.	22 yrs 01 mths	Revenue
Jones, William Frank	18 yrs 10 mths	Human Resources	Westbrooks, Frances J.	17 yrs 01 mths	Corrections
Jones, Marva Clemons	13 yrs 03 mths	Human Resources	White, Delores G.	20 yrs 02 mths	Human Resources
Kersey Jr, Earnest	34 yrs 00 mths	Forestry Commission	White, Eleanor C.	12 yrs 11 mths	Human Resources
Lawrence, Helen	14 yrs 00 mths	Human Resources	Whitehurst, Brenda M.	30 yrs 00 mths	Human Resources
Ledford, Robert J.	34 yrs 01 mths	Education	Whitley, Louise F.	24 yrs 10 mths	Cobb County CSB
Ledford, Hanna M.	34 yrs 03 mths	Industry, Trade & Tourism	Williams, Ora Jean	30 yrs 01 mths	Middle Flint CSB
Lee, Joe D.	34 yrs 00 mths	Transportation	Willis, Laverne P.	30 yrs 00 mths	Middle Flint CSB
Lewis, Jeanette E.	34 yrs 00 mths	Human Resources	Willis, John D.	34 yrs 00 mths	Transportation
Linder, Katherine	14 yrs 02 mths	Central Ga. CSB	Willoughby, Richard E.	21 yrs 06 mths	Corrections
Littleton, Jack H.	31 yrs 08 mths	General Assembly	Wright, Lynne F.	34 yrs 00 mths	Human Resources
Love, Peggy S.	25 yrs 11 mths	Revenue	Wright, Elizabeth	34 yrs 00 mths	Human Resources

Congratulations to these dedicated state retirees

May 2001

Name	Years of Service	Department
Adams, Gussie M	28 yrs 01 mths	Human Resources
Alexander, Bertha M	21 yrs 08 mths	Albany CSB
Alred, Cleveland E	20 yrs 00 mths	Corrections
Andrews, Mary H	34 yrs 00 mths	Human Resources
Ashfield, Charles M	34 yrs 00 mths	Human Resources
Ashley, Lenora	14 yrs 00 mths	Human Resources
August, Glenda Register	14 yrs 05 mths	Juvenile Justice
Bailey, Faye M	27 yrs 00 mths	McIntosh Trail CSB
Beavers, Carl A	34 yrs 00 mths	Labor
Bebee, Velma A	32 yrs 03 mths	Human Resources/DFCS
Berry, James W	22 yrs 01 mths	Corrections
Birs, Edith M	10 yrs 00 mths	Human Resources
Blue, Kim Tillman	25 yrs 08 mths	Public Safety
Bowman, Frank H	20 yrs 05 mths	Agriculture
Bradford, Robert P	30 yrs 00 mths	Human Resources
Bradley, Jean Hurt	10 yrs 00 mths	Public Health
Bradley, Lisbeth Ann	11 yrs 07 mths	District Attorney's Office
Brawner, Ben Alton	27 yrs 09 mths	Transportation
Brinson, Louise Cody	31 yrs 03 mths	Human Resources
Brooks, Barbara Ann	30 yrs 00 mths	Human Resources/DFCS
Brown, Paul W	10 yrs 00 mths	Corrections
Burley, Acquannetta Y	21 yrs 05 mths	Human Resources/DFCS
Caldwell, June W	30 yrs 00 mths	Public Health
Chapman, Joan W	37 yrs 04 mths	Human Resources
Chapple, James	26 yrs 07 mths	Human Resources
Cook, Gwendolyn D	30 yrs 00 mths	Juvenile Justice
Cooper, Robert H	35 yrs 09 mths	Administrative Services
Crawford, Mary M	32 yrs 06 mths	Juvenile Justice
Davis, Georgia Ann L.	34 yrs 02 mths	Human Resources/DFCS
Dennard, Linda S	30 yrs 08 mths	Human Resources
Dent, Mildred S	30 yrs 01 mths	Public Health
Derrick, Herman R	33 yrs 11 mths	Building Authority
Edwards, Marlene S	17 yrs 03 mths	Transportation
Elliott, Zeb V	21 yrs 03 mths	Agriculture
Elliott III, Richard F	28 yrs 01 mths	Human Resources
Elliott Jr, Edward L	27 yrs 03 mths	Administrative Services
Ellis, Icylin P	10 yrs 05 mths	DeKalb County
Elmore, Carlos Byron	24 yrs 02 mths	Middle Georgia CSB
Emery, Robert J	34 yrs 01 mths	Administrative Services
Faulkner, Richard D	36 yrs 03 mths	Human Resources
Fennell, Sarah	34 yrs 06 mths	Human Resources
Fennell, Joyce L	34 yrs 09 mths	Superior Courts of Georgia
Fortner, Jean F	26 yrs 06 mths	Human Resources
Foster, Anne H	29 yrs 07 mths	Labor
Garmon, Dwane M	13 yrs 05 mths	Secretary of State's Office
Garofola Jr, Vincent	34 yrs 00 mths	Planning and Budget
Gaston, Dorothy	26 yrs 02 mths	McIntosh Trail CSB
Gibson, Mary L	10 yrs 04 mths	Juvenile Justice
Gibson, Lessie R	21 yrs 04 mths	Human Resources
Goodwin, Eddie C	14 yrs 05 mths	Middle Georgia CSB
Goodwin, Pamela C	34 yrs 00 mths	Labor
Gordy, Frank J	34 yrs 00 mths	Transportation
Grant, James S	12 yrs 10 mths	Building Authority
Graves, Jack M	31 yrs 04 mths	Corrections
Green, Jerry	30 yrs 02 mths	Public Health
Greene, Yvonne Walden	30 yrs 00 mths	Planning and Budget
Gresham, Lillie	30 yrs 00 mths	DeKalb County
Griner, Donnie C	28 yrs 05 mths	Insurance Commissioner's Office
Harrell Jr, Wright T	13 yrs 07 mths	Natural Resources
Harville, Benjamin J	30 yrs 01 mths	Transportation
Havior, Carolyn D	34 yrs 00 mths	Human Resources
Haygood, Ann J	34 yrs 00 mths	Human Resources/DFCS
Hegwood, Joel P	29 yrs 08 mths	Corrections
Henderson, Rosa L	27 yrs 06 mths	Human Resources
Hines, Mary D	29 yrs 06 mths	Labor
Hines, William C	18 yrs 11 mths	Transportation
Holland, Doris Mae	13 yrs 10 mths	Human Resources/DFCS
Howard Jr, Marion Hamilton	23 yrs 10 mths	Corrections
Howell, Joseph J	34 yrs 00 mths	Transportation
Hunter, Bonita R	34 yrs 00 mths	Human Resources
Hutto, Susan E	26 yrs 03 mths	Labor
Ingram, Mildred B	10 yrs 01 mths	Human Resources
Jackson, Bessie C	15 yrs 05 mths	Education
Jackson, Martin L	10 yrs 06 mths	Labor
James, Edward William	22 yrs 11 mths	Corrections
Jones, Betty Ann	31 yrs 01 mths	Human Resources
Jones, Sandra T	34 yrs 00 mths	Secretary of State's Office
Julian, Steve Michael	28 yrs 02 mths	Revenue
Keith, Ruth E	25 yrs 05 mths	Tidelands
Lane, Masina S	19 yrs 00 mths	Human Resources/DFCS
Lash, Sonny S	34 yrs 00 mths	Federal State Inspection Service
Maddox, Carol A	34 yrs 00 mths	Human Resources/DFCS
Mahler, Detrice T	15 yrs 06 mths	Agriculture
Marcum, Gary D	31 yrs 09 mths	Human Resources
Marks, Raymond L	28 yrs 00 mths	Revenue
Maxe, C Annette	30 yrs 00 mths	Human Resources
McAllister, Richard W	14 yrs 03 mths	Corrections
McMullen, Sandra S	31 yrs 05 mths	Oconee CSB
McNeely, Donnie W	34 yrs 00 mths	Revenue
Miller, James D	13 yrs 05 mths	Revenue
Mondie, Lawson	34 yrs 00 mths	Human Resources
Moon, Terry A	28 yrs 10 mths	Human Resources
Neck, Ruth	13 yrs 03 mths	Human Resources
Nix, Richard W	34 yrs 00 mths	Natural Resources
Norton, Thomas R	34 yrs 00 mths	Transportation
Oliver, Wilda C	26 yrs 02 mths	Pardons & Paroles
Parker, Darrell J	24 yrs 07 mths	Public Health
Peacock, Cynthia C	30 yrs 03 mths	Human Resources/DFCS
Platt, Maureen M	13 yrs 03 mths	Human Resources
Polite, Edward	30 yrs 03 mths	Human Resources
Polite, Gaynel E	10 yrs 00 mths	Human Resources
Pollock, Brenda	34 yrs 00 mths	Human Resources/DFCS
Poole, James R	25 yrs 03 mths	Corrections
Pope, Sarah Anderson	10 yrs 01 mths	Merit System
Porter, Mildred B	22 yrs 07 mths	Human Resources
Propes, John B	27 yrs 03 mths	Agriculture
Pulliam, Neal O	10 yrs 00 mths	Corrections
Purvis, Isiline A	27 yrs 04 mths	Pineland Area MH, MR, & SA
Rabun, Laura P	30 yrs 08 mths	Human Resources/DFCS
Reynolds, Dixie S	27 yrs 07 mths	McIntosh Trail CSB
Rice, Peggy H	34 yrs 07 mths	Human Resources/DFCS
Roberts, Lee M	30 yrs 00 mths	Labor
Ross, Rachel D	30 yrs 04 mths	Human Resources
Ruiz, Teresa M	25 yrs 09 mths	Labor
Sanders, Thelma Gail	23 yrs 11 mths	Public Safety
Sands, Kenneth A	34 yrs 00 mths	Transportation
Scott, Jack F	28 yrs 01 mths	Planning and Budget
Shannon, Alice C	34 yrs 01 mths	Transportation
Sheffield, Robbie L	29 yrs 01 mths	Human Resources
Short, Sammie L	30 yrs 00 mths	Transportation
Solomon Jr, Lucius T	31 yrs 06 mths	Public Safety
Staats, David Paul	28 yrs 04 mths	Administrative Services
Summers, Ellis T	28 yrs 01 mths	Transportation
Tate, Paul Michael	34 yrs 00 mths	Transportation
Thompson, Giovanna	34 yrs 00 mths	Human Resources/DFCS
Thompson, Charles P	17 yrs 00 mths	Correctional Industries
Thrash, Betty C	34 yrs 00 mths	Labor
Truett, William E	31 yrs 00 mths	Agriculture
Udeshi, Vijay M	16 yrs 07 mths	Natural Resources
Vance, J Michael	34 yrs 00 mths	Pardons & Paroles
Voyles, Olen	28 yrs 01 mths	Transportation
Walker, Gary	26 yrs 04 mths	Corrections
Washington Sr, Moses	17 yrs 04 mths	Corrections
Whipple, Mattie D	31 yrs 00 mths	Human Resources
Whitley, Bobbie J	27 yrs 07 mths	Human Resources
Whitlock, Ellen J	34 yrs 01 mths	Human Resources
Williams, Maxine W	14 yrs 10 mths	Human Resources/DFCS
Williams, Thomas W	16 yrs 04 mths	Corrections
Williams, David H	13 yrs 09 mths	Corrections
Williams, Mary Beth	34 yrs 02 mths	Human Resources
Williams, James	30 yrs 00 mths	Insurance Commissioner's Office
Wilson, Howard L	32 yrs 05 mths	Natural Resources
Woods, Linda G	24 yrs 09 mths	Human Resources

June 2001

Name	Years of Service	Department
Adams, Emory D	34 yrs 01 mths	Juvenile Justice
Albrecht, William A	12 yrs 09 mths	Administrative Services
Aldridge, Annelle H	34 yrs 00 mths	Natural Resources
Allen, Carole S	18 yrs 04 mths	Cobb County CSB
Allen, Larry J	24 yrs 01 mths	Corrections
Anderson, Charles L	30 yrs 00 mths	Corrections
Bailey, Willie R	25 yrs 11 mths	Labor
Balkcom, Theodore R	34 yrs 00 mths	Human Resources
Barber, William L	28 yrs 01 mths	Human Resources
Beggs, Melba Jean	29 yrs 07 mths	Bureau of Investigation
Bennett, Ansley Leonard	29 yrs 08 mths	Corrections
Bowens, Betty S	10 yrs 09 mths	Juvenile Justice
Brackin, Rebecca Lee	15 yrs 07 mths	Corrections
Brady, Frances Ellen	15 yrs 04 mths	Labor
Brewer, Linda B	34 yrs 00 mths	Human Resources
Brooks, Timothy Mark	16 yrs 07 mths	Bureau of Investigation
Brown Sr, Bennie	27 yrs 00 mths	Corrections
Bush, William J	32 yrs 01 mths	Human Resources
Butler, Lenora Jo	21 yrs 08 mths	Human Resources
Carter, Curtis	34 yrs 00 mths	Corrections
Carter, William C	34 yrs 00 mths	Transportation
Chadwick, Martha Joan	34 yrs 00 mths	Corrections
Chatham, Robert G	34 yrs 00 mths	Administrative Services
Child, Rex B	21 yrs 00 mths	Central Ga. CSB

Congratulations to these dedicated state retirees

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Clark, Nita R	30 yrs 05 mths	Human Resources	Meshberger, David P	35 yrs 00 mths	Transportation
Cole, Merial Denise	24 yrs 07 mths	Human Resources	Milford Jr, Robert E	34 yrs 01 mths	Transportation
Coleman, Elbert Lee	23 yrs 11 mths	Human Resources	Miller, Betty Joyce	32 yrs 01 mths	Human Resources
Conley, Eric N	30 yrs 03 mths	Corrections	Miller, Hazel M	29 yrs 04 mths	Human Resources
Cooper, Beverley K	34 yrs 00 mths	Administrative Services	Morgan, Robert Lee	14 yrs 10 mths	Human Resources
Cooper, Jane C	25 yrs 03 mths	Department of Revenue	Mote, Ronald Floyd	34 yrs 00 mths	Administrative Services
Couch, Ralph E	27 yrs 08 mths	Public Safety	Murphy, Carol B	25 yrs 00 mths	Human Resources
Crawford, Charles Milton	10 yrs 00 mths	Corrections	Murray, Catherine M	30 yrs 01 mths	Human Resources
Crawford, Deborah A	25 yrs 06 mths	Labor	Nesbitt, Esther Chapman	15 yrs 08 mths	Human Resources
Credle, Jeanne Williams	19 yrs 08 mths	Human Resources	Newman, James L	30 yrs 06 mths	Administrative Services
Criswell, Aubrey	10 yrs 00 mths	Corrections	Osburn, Betty M	34 yrs 00 mths	Administrative Services
Crumbley, Jerry C	23 yrs 00 mths	Transportation	Oxford, Dennis R	30 yrs 10 mths	Department of Revenue
Darby, Donald G	34 yrs 00 mths	Transportation	Pearson, Amelia H.	34 yrs 02 mths	Human Resources
Dawson, Evelyn	34 yrs 00 mths	Human Resources	Peavy, Rita L	35 yrs 09 mths	Human Resources
Day, Betty B	31 yrs 01 mths	Human Resources	Pounds, Bonnie J.	30 yrs 07 mths	Human Resources
Dick, Rosalind A	10 yrs 07 mths	Ga. Highlands CSB	Pulliam, Carl E	34 yrs 01 mths	Human Resources
Dixon, Delano	30 yrs 00 mths	Corrections	Rabitsch Jr, Walter	34 yrs 00 mths	Transportation
Downs, Gladys	23 yrs 07 mths	East Central Ga. CSB	Reddick, Judith W	26 yrs 07 mths	Human Resources
Duffey Jr, Troy S	31 yrs 01 mths	Transportation	Reeves, Maggie Lee	34 yrs 00 mths	Human Resources
Dyer, Jane E	25 yrs 00 mths	Ga. Highlands CSB	Reid, Jenice	18 yrs 08 mths	Defense
Earley, Stantley	34 yrs 05 mths	Juvenile Justice	Rhodes, Maureen A	30 yrs 06 mths	Human Resources
England, Russell H	34 yrs 00 mths	Natural Resources	Richards, Rebecca H	10 yrs 00 mths	Human Resources
Faulkner, Christa A	29 yrs 02 mths	Public Safety	Riley, Eddie M	29 yrs 10 mths	Human Resources
Fender, John R	10 yrs 07 mths	Transportation	Rivers, Michael L	34 yrs 01 mths	Juvenile Justice
Flanders, Henry K	34 yrs 00 mths	Human Resources	Roberson, Ray A	34 yrs 00 mths	Corrections
Fletcher, Joseph M	34 yrs 01 mths	Transportation	Robinson, David C	22 yrs 03 mths	Human Resources
Forbes, Donald C	28 yrs 01 mths	Administrative Office of the Courts	Rogers, Mattie L	16 yrs 06 mths	Human Resources
Franklin, Hosea	34 yrs 05 mths	Human Resources	Roulston, Jeffrey Charles	18 yrs 04 mths	Human Resources
Free, Charles D	22 yrs 10 mths	Corrections	Rowan, Robert M	34 yrs 00 mths	Transportation
Freeman, Katie M	30 yrs 00 mths	Human Resources	Royal Jr, William H	34 yrs 00 mths	Transportation
Freeman Jr, Joseph S	34 yrs 02 mths	Transportation	Rush, Mary E	25 yrs 00 mths	Northeast Ga. Center CSB
Fuller, Karen K	26 yrs 04 mths	Human Resources	Russ, Tommie Sue	25 yrs 02 mths	Human Resources
Gable, Laura A	15 yrs 01 mths	Human Resources	Salter, William L	25 yrs 04 mths	Natural Resources
Garrett, Dorothy L	15 yrs 08 mths	Human Resources	Sautter, William F	15 yrs 01 mths	Veterans Service
Gifford, Rebecca R	30 yrs 01 mths	Transportation	Scott, Nadine M	23 yrs 11 mths	Human Resources
Golphin, Brenda L	26 yrs 08 mths	Human Resources	Shelmutt, Hoyt Thomas	13 yrs 06 mths	Transportation
Gordon, Mitchel C	13 yrs 08 mths	Jekyll Island Authority	Sherman, Douglas	31 yrs 02 mths	Human Resources
Gossett, Lynda E	21 yrs 03 mths	Public Safety	Simmons, Ernestine B	28 yrs 11 mths	New Horizons CSB
Gower, Mary C	23 yrs 01 mths	Corrections	Simpson, Josephine	31 yrs 05 mths	Human Resources
Greeson, James H	21 yrs 01 mths	Corrections	Smith, June F	32 yrs 08 mths	Human Resources
Grose, Vivian A	21 yrs 00 mths	Teachers Retirement System	Smith, William L	34 yrs 00 mths	Transportation
Hadley, Mary L	15 yrs 11 mths	Human Resources	Sorrow, Linda A	34 yrs 00 mths	Human Resources
Haralson, Dennis W	27 yrs 06 mths	Natural Resources	Spivey, Willie D	15 yrs 08 mths	Human Resources
Hardnett, Inez	26 yrs 09 mths	Corrections	Stewart, Carol J	13 yrs 04 mths	Administrative Services
Harper, Wayne F	30 yrs 01 mths	Agriculture	Stewart, Lillian	18 yrs 10 mths	Human Resources
Harper, Portia H	25 yrs 09 mths	Department of Revenue	Stinchcomb, Bernice Dean	20 yrs 00 mths	Human Resources
Harris Jr, Adorpha	34 yrs 00 mths	Corrections	Stovall, Ralph	30 yrs 03 mths	Corrections
Hartley, James T	16 yrs 10 mths	Corrections	Strauss, Elizabeth	18 yrs 10 mths	DeKalb County CSB
Hasty, Steve Ernest	17 yrs 10 mths	Transportation	Sudduth, Nancy C	34 yrs 01 mths	Human Resources
Haynes, James F.	26 yrs 03 mths	Juvenile Justice	Tanner III, William T	34 yrs 00 mths	Natural Resources
Hetrick Jr, John H	28 yrs 03 mths	Natural Resources	Thomas, Victor R	17 yrs 11 mths	Human Resources
Hooker, Gloria Council	21 yrs 04 mths	Human Resources	Thomas, Glenn M	34 yrs 02 mths	Human Resources
Howe, Melissa C	34 yrs 00 mths	Human Resources	Vagenas, Barbara H	29 yrs 00 mths	Human Resources
Howell, Deverne J	13 yrs 06 mths	Human Resources	Waller, Jean S	34 yrs 00 mths	Veterans Service
Hoyt, Susan Cole	25 yrs 00 mths	Labor	Wells, Rosa C	32 yrs 00 mths	Administrative Services
Hubert, Agnes M	21 yrs 02 mths	Human Resources	White, Phyllis K	34 yrs 00 mths	Human Resources
Hunter, Benjamine F	37 yrs 06 mths	Transportation	Williams, Lilly T	23 yrs 11 mths	Human Resources
Ice, Virgil Roy	11 yrs 05 mths	Corrections	Williams, Stanley L	21 yrs 00 mths	Human Resources
Ingram, Jesse	30 yrs 01 mths	Human Resources	Wilson, Barbara A	30 yrs 01 mths	Human Resources
Isbell, Michael M	23 yrs 04 mths	Public Safety	Wimberly, Ruby L	23 yrs 02 mths	Human Resources
Johnson, Gary D	34 yrs 00 mths	Transportation	Wimberly, Betty J	16 yrs 05 mths	Human Resources
Jones, Mabeleen A	28 yrs 07 mths	Human Resources	Wood, Floyd	29 yrs 01 mths	Human Resources
Jones Jr, Thomas	11 yrs 01 mths	East Central Ga. CSB	Wornum, Marion D	27 yrs 00 mths	Human Resources
Jones Jr, Benjamin F	34 yrs 00 mths	Teachers Retirement System			
Kennedy-Portman, Wynette	21 yrs 05 mths	Corrections			
Kimble, Evelyn J	26 yrs 11 mths	Human Resources			
Kirby, Norma H	34 yrs 00 mths	Coastal CSB			
Langford, Ted G	34 yrs 02 mths	Human Resources			
Langham, Johnny	34 yrs 00 mths	Veterans Service			
Lewis, Jimmy Neal	19 yrs 01 mths	Pardons & Paroles			
Lewis, Betty B	30 yrs 01 mths	Transportation			
Long, David H	26 yrs 08 mths	Forestry Commission			
Lorren, James A	37 yrs 10 mths	Transportation			
Love, Virginia Hendrix	30 yrs 03 mths	Human Resources			
Lowrie, Shirley A	18 yrs 11 mths	Human Resources			
Lucero Jr, Manuel P	14 yrs 06 mths	Human Resources			
Lyle, LaRee V	31 yrs 04 mths	Human Resources			
Mahone, Johnny F	30 yrs 01 mths	Transportation			
Mathis, Charlie Wesley	30 yrs 01 mths	Corrections			
McCoy, Richard E	34 yrs 01 mths	Transportation			
McCray, Barbara M	13 yrs 05 mths	Coosa Valley CSB			
McDaniel, Billy B	17 yrs 01 mths	Corrections			
McDonald, Richard N	17 yrs 09 mths	Corrections			
McKisic, Helen L	13 yrs 07 mths	Building Authority			
Medlin Jr, Clarence L	30 yrs 09 mths	Juvenile Justice			
Meredith, Grace M	16 yrs 11 mths	Human Resources			

2001 Schedule

Daily Operations
Saturdays & Sundays
Labor Day



May 26 – August 12
August 18 – September 2
September 3
Gates open at 10:00 AM daily

Special savings — sponsored by the State Personnel Council:
Adult Tickets (including children 48" and taller):.....\$19
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Professional Secretaries Development Program graduates earn diplomas

Ten dedicated state employees celebrated the culmination of a two-year training program at their graduation ceremony June 25 at the Holiday Inn in Decatur. The Professional Secretaries Development Program, sponsored by the Georgia Merit System Training and Organization Development Division, emphasizes written and verbal communication, time management, proofreading, and telephone and technical skills. The participants completed both facilitated and self-paced courses in two series: Success Skills and Leadership Skills.



2001 Professional Secretaries Development Program graduates, with GMS Commissioner Marjorie Young, show off their credentials. **Front row:** Latifah Lowe, Georgia Merit System; Sheila A. Neel, Dept. of Human Resources; Commissioner Young; Jacqueline E. Hernandez, Dept. of Administrative Services; Betty J. Thomas, Dept. of Banking and Finance. **Back Row:** Reginald Cook, Harriet Young, and Arma Jean Wade, all from Dept. of Human Resources; Linda Eidson, Board of Regents; Tammy M. Ramsey, Forestry Commission; and Shannon Mosley, Dept. of Human Resources.

Dr. Diane Schlachter, director of Training and Organization Development, presided over the ceremony. Georgia Merit System Commissioner Marjorie Young delivered the graduation address, emphasizing a secretary's powerful role, and encouraging the graduates to be honest with themselves, share their learning with peers, remember what they've learned, keep growing, and seek opportunities to learn new skills.

Three graduates offered their perspectives on the program. Linda Eidson of the Board of Regents stated that English and telephone skills were her most valuable resources. Harriet Young of DHR found phone skills and proofreading most worthwhile. And Betty Thomas of the Dept. of Banking and Finance declared the "vigorous computer training and office management" to be most beneficial.

For more information about the Professional Secretaries Development Program, contact:
 Georgia Merit System, Training and Organization Development Division
 529-A Church St.
 Decatur, GA 30030
 404-371-7371
 Fax: 404-371-7388
 E-mail: training-info@gms.state.ga.us

Or visit the GMS website, www.gms.state.ga.us/employee/training.asp.

Criminal Justice Coordinating Council: a statewide resource

The Criminal Justice Coordinating Council (CJCC) serves as an indispensable resource for Georgia citizens. Its mission is to improve and coordinate criminal justice efforts throughout Georgia, helping to fight crime and create secure communities. CJCC works behind the scenes to supervise the distribution of federal grant funds to non-profit organizations, state and local agencies; administer the Crime Victims Compensation Program; and conduct research studies and planning to improve and expand services.

"Last year alone, the CJCC distributed more than \$42 million to agencies and non-profits throughout Georgia," said CJCC Director Gale Buckner. One of its largest grants is the Edward Byrne Memorial Drug Control and System Improvement Program, which funds ongoing projects like public safety training, multi-jurisdictional drug task forces, DARE programs, school resource officers, and forensic initiatives.

Another CJCC initiative is the Victims of Crime Act (VOCA) Grant Assistance Program, supported by federal money collected through criminal fines. VOCA grant recipients include agencies specializing in services for victims of domestic violence, sexual assault, and child and elder abuse.

CJCC also helps reduce recidivism by directing funds to correctional facilities. The Residential Substance Abuse Treatment (RSAT) Program is offered to select inmates nearing release. They undergo an intensive six-month treatment program focusing on relapse prevention, problem solving, interpersonal relations, and job and parenting skills.

The Georgia Crime Victims Compensation Program offers financial assistance—

as a payer of last resort, up to a maximum of \$10,000—to victims (or their survivors) of violent crimes including child abuse, child sexual assault, adult sexual assault, homicide, DUI crash, domestic or family violence, and assaults. Last year, the program allocated more than \$3 million from funds received from DUI fines, probation fees, parole fees, the VOCA Grant Assistance Program, and an appropriation from the General Assembly.

CJCC is always exploring new opportunities to bring additional grant dollars to Georgia. Research studies, criminal justice planning, and program evaluations are provided through another branch of CJCC—the Statistical Analysis Center (SAC). Recently, the SAC spearheaded the Uniform Crime Reports: Internet Infrastructure Project. CJCC Grants Division Director Joseph Hood called it "an effort to improve the availability of crime statistics at the state and local levels."

CJCC responds to the demand for ongoing training by hosting its annual Victims Conference, with workshops highlighting such topics as child abuse, rural issues, cultural diversity, law enforcement response to domestic violence, and vertical prosecution. More than 30 regional and national experts typically address attendees. With the expansion of state services and programs, the need for professional training has never been so great.

"I want Georgians to be aware of the tremendous resource CJCC offers each of them and their communities and to understand the strides we are taking to assist in keeping citizens safe," said Buckner. For additional information, visit their website at www.ganet.org/cjcc.

Total Rewards Study focuses on employee recruitment and retention

Workforce Planning strategies, currently being completed by all state agencies, will need to be supported with focused data in order to successfully attract, develop and retain current and future state employees. In order to gather the necessary data needed to provide the means for state government, as an employer, to assess its competitive position in the marketplace, Commissioner Marjorie H. Young of the Georgia Merit System has commissioned a Total Rewards Study by Watson Wyatt Worldwide. A Steering Committee of state leaders will work with Watson Wyatt to monitor the completion of the study and develop resulting recommendations.

This Total Rewards study will analyze the cash value of benefits as well as other cash

pay (base pay and incentives) to create a total reward value. This total reward value will then be compared to the total reward values of other for-profit and not-for-profit organizations. In addition to the data analysis, the study will include one-on-one interviews with several agency heads and key human resources individuals. These interviews will explore key issues and concerns regarding such areas as recruitment, retention, competitive status, resistance to change, and the messages we are or should be communicating to our employees.

As we move forward, this information will also be invaluable in ensuring that benefits and compensation programs support our workforce planning strategies and objectives.

Council for State Personnel Administration Announces SPECIAL SAVINGS to ...



Tickets Available	Your Price
Adult One Day Tickets	\$21.50
Child's Ticket (under 48" and Seniors 55+)	\$18.00
Two Day Best Buy (good for any two days in 2001).....	\$36.00
2-Day Dual Pass (valid 1 day at Six Flags and 1 day at White Water).....	\$36.00
Season Pass (unlimited visits to Six Flags in 2001).....	\$46.00
Main Gate price in 2001 is \$34.99 + tax • Children 2 and under are FREE	

STATE SIX FLAGS PROGRAM

State Personnel Council
 P.O. Box 347206
 Atlanta, Georgia 30334-7206

_____	Tickets @ \$21.50
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_____	Tickets @ \$36.00
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No location to purchase tickets on a walk-in basis. All tickets must be mailed.

Name _____ Total Enclosed \$ _____
 Home Address _____

City _____ State _____ Zip _____
 Agency _____ OFC Phone () _____
 Home Phone () _____

All mail orders must include a stamped, self-addressed envelope and payment to State Personnel Council.

Offer valid through August 31, 2001. Your tickets will be mailed to you within 10 days of receipt.

Tickets CANNOT be returned for refund.

NO DISCOUNTS WILL BE AVAILABLE AT SIX FLAGS PARK

Employee Recognition Day honors outstanding service, ideas

The first Employee Recognition Day celebrated since the 1980s was held in conjunction with National Public Service Week, sponsored by the National Association of State Personnel Executives. May 6-12, 2001 was proclaimed Georgia Public Employee Week by Governor Roy E. Barnes. May 9 was designated as State Employee Recognition Day, and a ceremony held at the State Capitol honored state employees with 40, 41 and 55 years of service, as well as employees who made award-winning suggestions through the Employees' Suggestion Program. Governor and Mrs. Barnes and Georgia Merit

System Commissioner Marjorie Young presented awards with the assistance of various department heads.

Employees Appreciation Week was first observed in 1983 to coincide with Georgia's 250th anniversary—and the 40th anniversary of the State Merit System. This first celebration was a week-long event which included a luncheon for state employees nominated by their departments for outstanding service; a display at the Georgia Railroad Depot, "Georgia on Review," representing each agency; and departmental activities and open house days.

This year's ceremony was followed by a reception spon-

sored by a 2000 Innovations in American Government grant award in partnership with Harvard University's John F. Kennedy School in Government, the Ford Foundation, and the Council for Excellence in Government. Next year's program will include recognition of state employees nominated by their departments for outstanding service.

In addition to the 40+ year service award recipients, there were three Employees' Suggestion Program award winners presented with certificates of commendation by the Governor. Their suggestions resulted in \$1,000 or more in annual savings to the State.

40-Year Awards



Emogene Anderson — Human Resources



Thomas B. Murphy — Speaker of the House



Gloria Patricia Glover — Corrections



Mary Johnson Stokes — Human Resources



Yvonne M. Hilburn — Pardons and Paroles



Margaret Loraine Terry — Corrections

Also acknowledged but not pictured: D. Robert Hobbs, State Legislature; Thomas T. Irvin, Commissioner of Agriculture; Mary S. Shultz, Human Resources.

41-Year Awards



Ralph Herndon — Human Resources



Joy Bernice O. Whaley — Human Resources

Employee Suggestion Program



Sgt. R. Gregory Gillis — Public Safety designed a shotgun mount giving state troopers faster, easier access to their weapons at less cost than commercially available products. State savings: \$144,900. His award: \$5,000.



James H. Blizzard — Transportation built a special wall-mounted rack for housing DOT Area Office network equipment which eliminates jarring and improper grounding. State savings: \$18,525; his award: \$1,853.



David E. Hoge — Transportation now posts contract amendments to the DOT website, giving bidders quicker notice, and eliminating printing and mail preparation. State savings: \$16,726; his award: \$1,672.

Fatherhood Program boosts child support

Georgia is helping more low-income fathers than any other state in the country. Over the past three years, the Georgia Fatherhood Program, sponsored by the Department of Human Resources/Child Support Enforcement Division in partnership with the Georgia Department of Technical and Adult Education, has helped more than 3,500 non-custodial parents find jobs that enable them to pay their child support; 3,000 more are in jobs training classes, studying for their GED or receiving help to overcome barriers to stable employment.

Participants in the Fatherhood Program must work at least 20 hours a week and pay child support while they're enrolled. Many of them face multiple barriers to getting and keeping stable employment, including:

- criminal records
- alcohol and drug abuse
- mental health issues
- transportation problems

Addressing these barriers is critical to expanding the program to reach more low-income fathers. That's why the program network encompasses so many resources.

- The Child Access and Visitation Program provides non-legal services and interventions on behalf of the non-custodial parents.
- Wise Guys: Fatherhood for Teen Fathers is a year long pilot program in DeKalb County, designed to train 25 young fathers bi-monthly on male responsibility, substance abuse, parent/child development, and men's health and social issues.
- The In-Hospital Paternity Acknowledgment Program addresses that necessary first step in obtaining child support for out-of-wedlock children.

These services translate to tangible benefits for the community. Local businesses are drawing on a new source of skilled labor, boosting the economy. Program graduates are reducing the rate of repeat pregnancies. And judges have an alternative to jail time for fathers unable to pay court-ordered child support. For more information about the Fatherhood Program, visit www.ganet.org/GAFatherhood.

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55-Year Award



Oscar Jordan