

Derrick T. Jordan, MBA/BS
Chief Human Resources Officer



Joveta Turner, MHRM
Assistant Chief Human Resources Officer

Macon-Bibb County
Department of Human Resources
545 First Street • P. O. Box 247
Macon, Georgia 31201-0247
Tel: (478) 219-5444 • Fax: (478) 751-2732
www.maconbibb.us

May 24th, 2024

Greeting Mayor Miller,

I wish to first take this moment to thank you for providing me this opportunity to serve my home, Macon, GA. It has truly been an honor of a lifetime to have had an opportunity and I have you to thank for it. Unfortunately, it is also a moment where prevailing winds whisper in alternative directions, one of which leads me away from the role as CHRO of Macon-Bibb County. As I offer my resignation to you today, I am pleased to share some of what our professional HR staff has accomplished during my three-year term. Together we have accomplished much. Below list the following:

ACCG Pension Implementation – Collaboratively, my team and I, along with the support of the ACCG/CBIZ team implemented the ACCG Retirement Services Program for Macon-Bibb.

CBIZ Scanning Personnel Files – Completed the removal of all MBCG employee personnel files from the MBCG HR Dept and coordinated the efficient scanning of an electronic download of all personnel files.

Acquisition of Tyler Content Management – Coordinated the implementation/departmental training of the TCM system. All personnel files are now being downloaded into the TCM system.

Removal of Legal Shield/ID Shield – Through the inaccurate and undeliverable service of the Legal Shield/ID Shield program, coordinated the safety in retaining employee data from and removal of Legal Shield/ID Shield from MBCG.

Implementation of ARAG – Coordinated the acquisition of ARAG, a new legal protection program for all MBCG employees.

Removal of EAP Positive Innovations - Through the inaccurate and undeliverable service of the EAP Positive Innovations program, coordinated the safety in retaining employee data from and removal of EAP Positive Innovations from MBCG.

Implementation of EAP Southern Behavioral - Coordinated the acquisition of EAP Southern Behavioral, a new legal protection program for all MBCG employees.

Implementation of \$14.00 – 1st. shift to improve minimum wage.

Implementation of \$15.00 and Compression – 2nd shift to improve minimum wage and resolve all compression issues related to wage increase.

Implementation of 27-day schedule for Fire Fighters – Assist Fire Chief Edwards with the implementation of (9) shift, (27) day work schedule for Macon-Bibb Fire Department.

Implementation of the Macon-Bibb Wellness Program – Due to a non-existent wellness program, integrated a Wellness Program spearheaded by HR Qualified Staff to augment third-party resources and provide a robust health program for MBCG.

Restructure of Contractual agreement with Atrium/OccMed – Due to serious overages in charges from coordinated health services organizations.

Implementation of a Government-Wide Training Program – Implemented required Training Program for Macon-Bibb County.

Successful cleanup implementation of Position Budgeting – To adequately, and accurately depict the correct positions related to corresponding departments, and by correcting unbudgeted/budgeting positions vs. filled positions, was able to rectify many years of inaccurate data that provided insufficient financial data for budgeting.

Implemented the Macon-Bibb Infectious disease policy.

Implemented the Macon-Bibb Retirement Process policy.

Re-established the Macon-Bibb Sick Leave Bank.

Effective 12/1/2022, Implemented and partnered with Macon-Bibb School District/Hutchings Career Center/CTAE program in providing Macon-Bibb Students internship and journeymen opportunities with Macon-Bibb County.

Implemented the Macon-Bibb and Bibb County School District Partnership Policy

Partnered with Heritage Pharma Group to deliver COVID Testing and Administer COVID vaccinations to employees and staff.

Hosted Seminar with Macon-Bibb officials, Elected Officials, and Constitutional Officers on the topic of Opt-In/Opt-Out.

Mayor Miller, this is just to name a few. Again Sir, thank you. I hope the work that our wonderful (15) member HR Department has in some way helped to shape a better future for Macon-Bibb County and the nearly 1,900 Team Members assigned. My very best to you Sir as you continue to move our County forward into the next four years.

#ForwardTogether

With Gratitude



Derrick T. Jordan, CHRO, Macon-Bibb County