



**Where Georgia comes together.**

**AGENDA  
WORK SESSION  
OF THE PERRY CITY COUNCIL  
December 2, 2019  
5:00 P.M.**

1. Call to Order: Mayor Randall Walker, Presiding Officer.
2. Roll:
3. Items of Review/Discussion: Mayor Randall Walker
  - 3a. Department of Leisure Services
    1. Presentation: Generational Values in the Workplace - Mr. S. Swan.
  - 3b. Department of Economic Development
    1. Downtown Development Authority's pole relocation project – Ms. A. Hardin.
  - 3c. Office of City Manager
    1. Consider possible refund proposal for hotel development – Mr. L. Gilmour.
4. Council Member Items:
5. Department Head/Staff Items:
6. Adjourn.

# Millennial Management: I'm old enough to be your.....



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City of Perry, Georgia  
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# Background & Experience



# Topic:

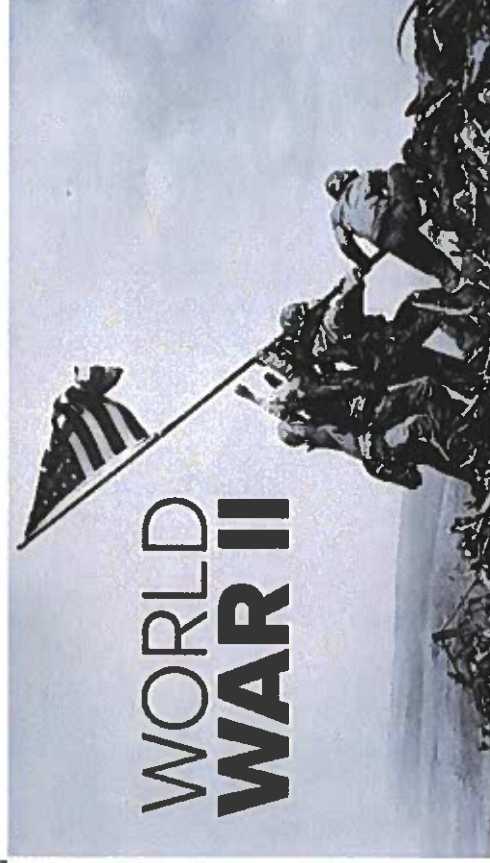
- A discussion of the general characteristics, value structure and impact of young leaders/management. We will also discuss the value structures and general characteristics of each generation; identifying suitable leadership/management approaches.
- 1. Identify the general characteristics and value structure of each generation.
- 2. Gain an understanding of the most appropriate leadership approach, to foster healthy relationships and productivity.
- 3. Explore various leadership/management theories

# Generations in the Workforce

- A **generation** is simply a group of people born in the same general time span who share some life experiences, such as big historical events, pastimes, heroes, and early work experiences (Weston, 2001).
- 5 Generations are currently in the workforce
- The average annual growth rate of the 55-years-and-older group projected to be 1.8% (more than three times the rate of growth of the overall labor force).
- Over 35% of the workforce are Millennials
- Generation X= 33%
- Baby Boomers = 25%

# “The Traditional Generation” (1925–1945)

- Shaped by the Great Depression and World War II



# “The Baby-Boom Generation” (1946–1964)

- Shaped by prosperity, 1960s youth culture, and the Vietnam War:
- 1954 - McCarthy hearings begin
- 1955 - Rosa Parks refuses to move to the back of the bus
- 1957 - First nuclear power plant
- 1960 - Kennedy elected President
- 1962 - Cuban Missile Crisis
- 1963 – MLK leads march on Washington DC
- 1963 - President John Kennedy assassinated
- 1964 - Civil Rights Act of 1964 passed
- 1965 - United States sends ground troops to Vietnam
- 1966 - National Organization for Women founded
- 1967 - American Indian Movement Founded
- 1968 - Martin Luther King assassinated
- 1968 - Robert Kennedy assassinated
- 1969 - First moon landing
- 1970 - Kent State University Shootings



# “Generation X” (1964–1980)

- Shaped by dual-career and single-parent households, and by organizational change due to globalization and technology
- Fall of the Berlin Wall
- Challenger disaster
- Energy crisis
- Jonestown mass suicide
- Rise of the personal computer
- Watergate scandal
- Lockerbie flight bombing
- Three Mile Island meltdown
- Corporate layoffs
- Rodney King beating
- Iranian hostage crisis
- Stock market decline
- Exxon Valdez oil tanker spill
- Operation Desert Storm
- Terrorism at the Munich Olympics





# “Generation Y/ Millennials(1981–1999)

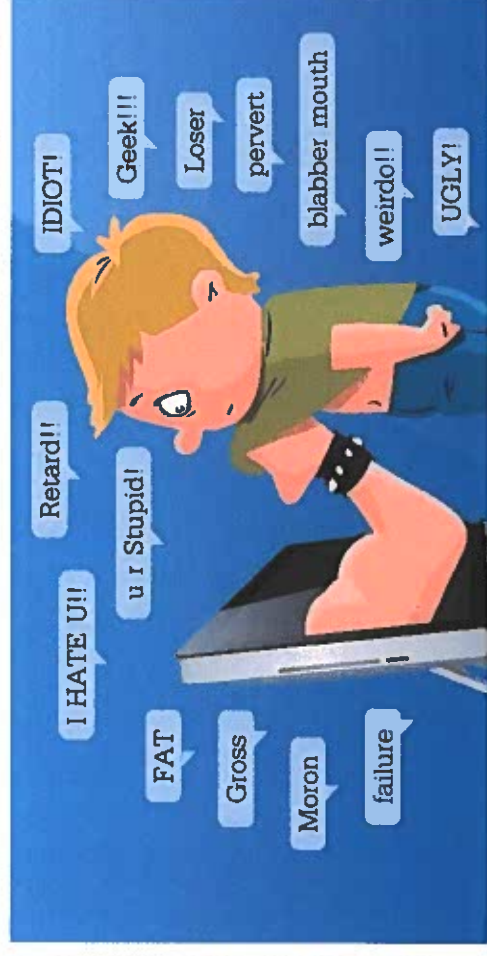
- Shaped by the personal computer, economic expansion, and the uncertainty following the 9/11 attacks:
- Computers and technology
- Girl's movement
- TV talk shows
- Oklahoma City bombing
- Increased parental emphasis on child rearing
- School yard violence (Columbine, etc.)
- Diversity
- Busy planned lives
- Extended family relationships
- Early exposure to serious adult issues
- Environmental impact awareness
- Rise of social media (Myspace, CollegeClub, Facebook)
- Google founding as a search engine
- Video games
- Desert Storm



# “Generation Z” (2000- Present)

Shaped by:

- Snapchat
- Kidz Bop
- One Direction
- Connectivity
- iPad Babysitters
- Protesting/ Social Movements



# Stereotypes

**ster·e·o·type**

*/ˈsterēəˌtīp/*

noun

A widely held but fixed and oversimplified image or idea of a particular type of person or thing.

# Baby Boomer Stereotypes?

# Baby Boomer Stereotypes/ Perceptions

## **Positive**

- Remains loyal to an organization (Hart, 2006)
- Is idealistic, optimistic, and driven (Loomis, 2000)
- Consists of diligent workers (Yu and Miller, 2003)
- Values organizational power (McCrindle and Hooper, 2006).
- Focuses on consensus-building (Hart, 2006)
- Is filled with excellent mentors (Kupperschmidt, 2000)
- Is a competitive group and advocates change and expansion (Eisner, 2005)

## **Negative**

- Is ruthless in pursuit of material success (Eisner, 2005)
- Tends to micro-manage others (Eisner, 2005)
- Places work at the center of its members' lives (Eisner, 2005)

# Generation X Stereotypes?

# Generation X

## Perceptions/Stereotypes

### **Positive**

- Is likely to search for more challenging work and better pay (Loomis, 2000)
- Values personal and professional lives equally (Eisner, 2005)
- Is comfortable with change and diversity, but rarely remains loyal to a company (Hart, 2006)
- Is independent and self-sufficient (Hart, 2006)

### **Negative**

- Is cynical, alienated, and depressed (Strauss and Howe, 1991)
- Is pessimistic and individualistic (Kupperschmidt, 2000)
- Bends the rules to get things done (Eisner, 2005)
- Is skeptical of authority (Hart, 2006)

# Millennial Stereotypes?



# Millennial Stereotypes

## **Positive**

- Is comfortable with change and views job security as unimportant (Hart, 2006)
- Values input into decisions and actions (McCrinkle and Hooper, 2006) (Twenge, Konrath, Foster, Campbell and Bushman, 2008)
- Is inherently social (Hart, 2006)
- Is extremely technology-literate (Lowe, Levitt, and Wilson, 2008)
- Has a strong morality and patriotism (Lowe, Levitt, and Wilson, 2008)

## **Negative**

- Is self-centered and narcissistic
- Is alienated, cynical, individualistic, and self-serving (Twenge, Zhang, and Im, 2004)
- Has high expectations, high need for praise, and difficulty with criticism; demands creative opportunities; job-hops; despises ethics scandals; prefers casual dress (Twenge and Campbell, 2008)

# Millennials as Managers?

# Millennial Leadership Qualities

- 1. Tech-Savvy**
- 2. We have a hunger for success.**
- 3. We are innovative.**
- 4. We are flexible.**
- 5. We constantly seek inspiration.**
- 6. We are purpose-driven.**
- 7. We challenge the hierarchy.**
- 8. We are great collaborators.**
- 9. We value transparency.**
- 10. We want to have fun.**

How do we make it all work?



# Become Introspective

- Assess how age stereotypes may color your views.
- **CHALLENGE STEREOTYPES.**
- Treat everyone as an individual.
- Don't be a "Know-It-All"

# Don't Dwell on Differences

- Study your colleagues
- Find Commonalities
- Listen with an open mind.

# **Build collaborative relationships.**

- **Humility**
- **Seek Input**
- **Partner across generations.**
- **Find collaborative ways to  
share your perspective.**

# **Servant Leadership**





**Questions?  
Comments?**





Where Georgia comes together  
*for business!*

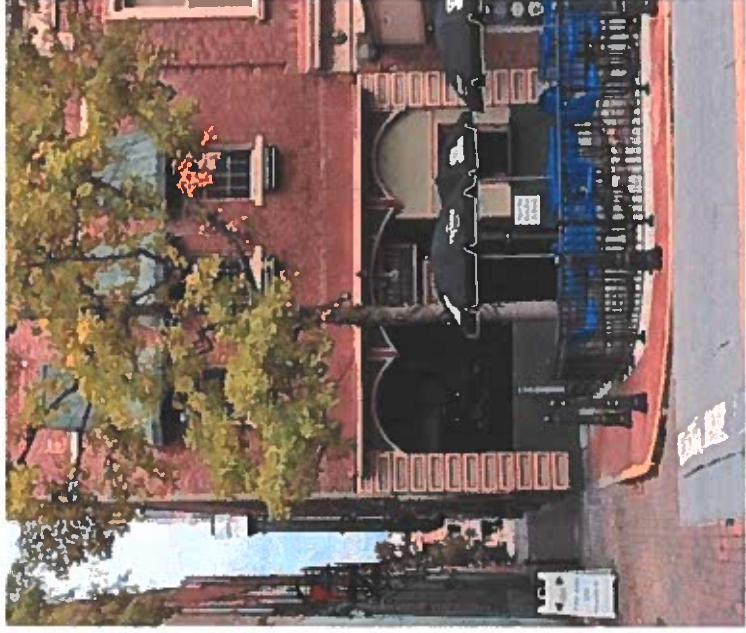
# Project Wire 2

Infill Development at 902/904 Commerce St.



# Project Wire 2

- Infill Development at 902/904 Commerce St.
- 3 Airbnbs upstairs ( Two-1 bedroom/1 bath units and One 2-bedroom/1 bath unit planned)
- Restaurant/Bar downstairs with Patio



# Project Wire 2

- \$650,000 In-fill Development Project
- Projected revenues are \$800,000 from first year restaurant sales
- Projected collected sales tax are \$56,000 in Year 1
- 500/vehicles per hr on Commerce St.
- Estimated Annual City Property Taxes \$3,653.00
- Estimated Airbnb Annual Sales Tax and City Tax (if collected) \$9,000.00
- This project will trigger additional private investment

# Pole Relocation Project

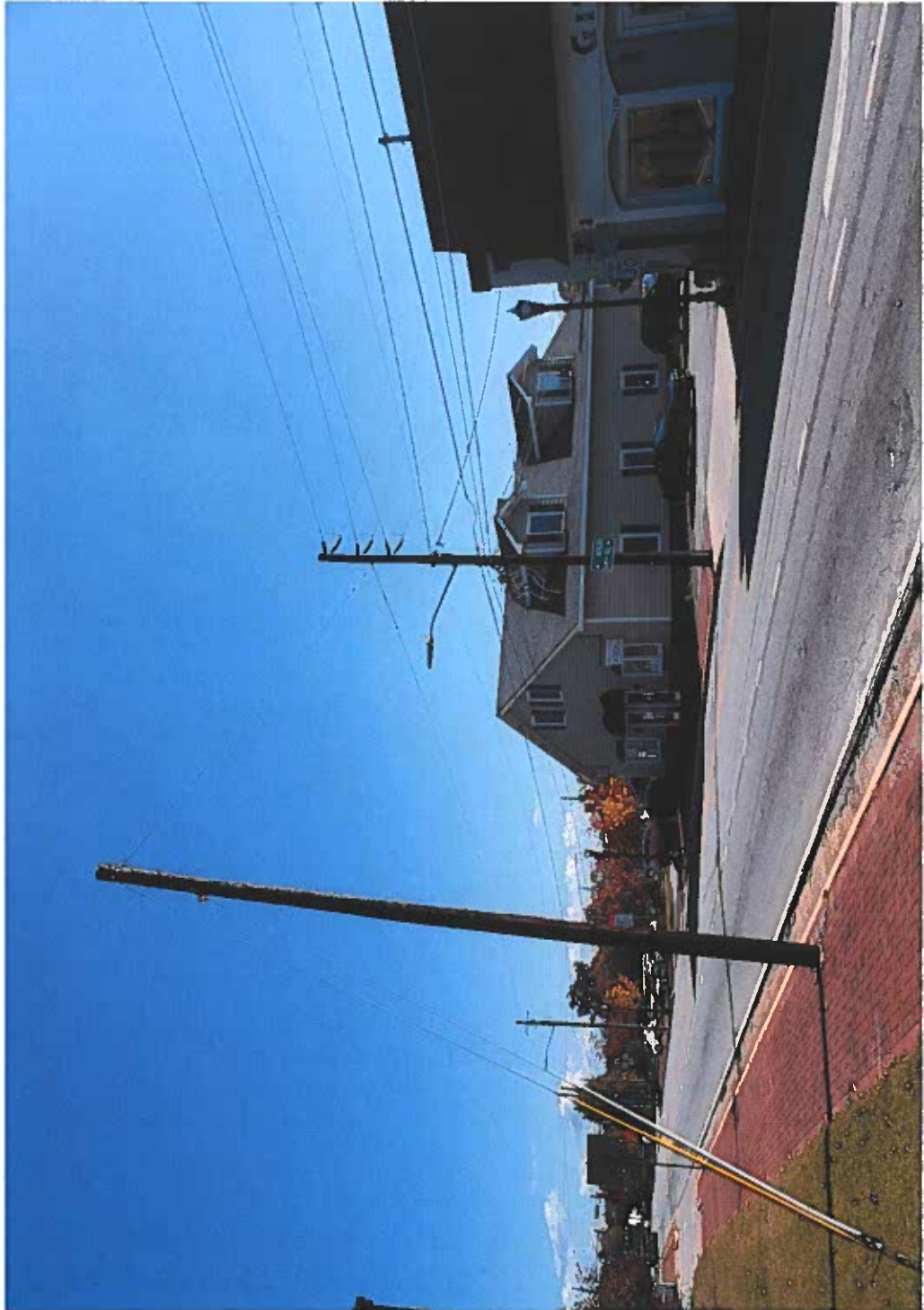
Current Front View-902/904 Commerce St.



# Pole Needs relocation to East



# Current Commerce St.





# After-Commerce St. View



# Current Side View Commerce St.



# After Side View Commerce St.

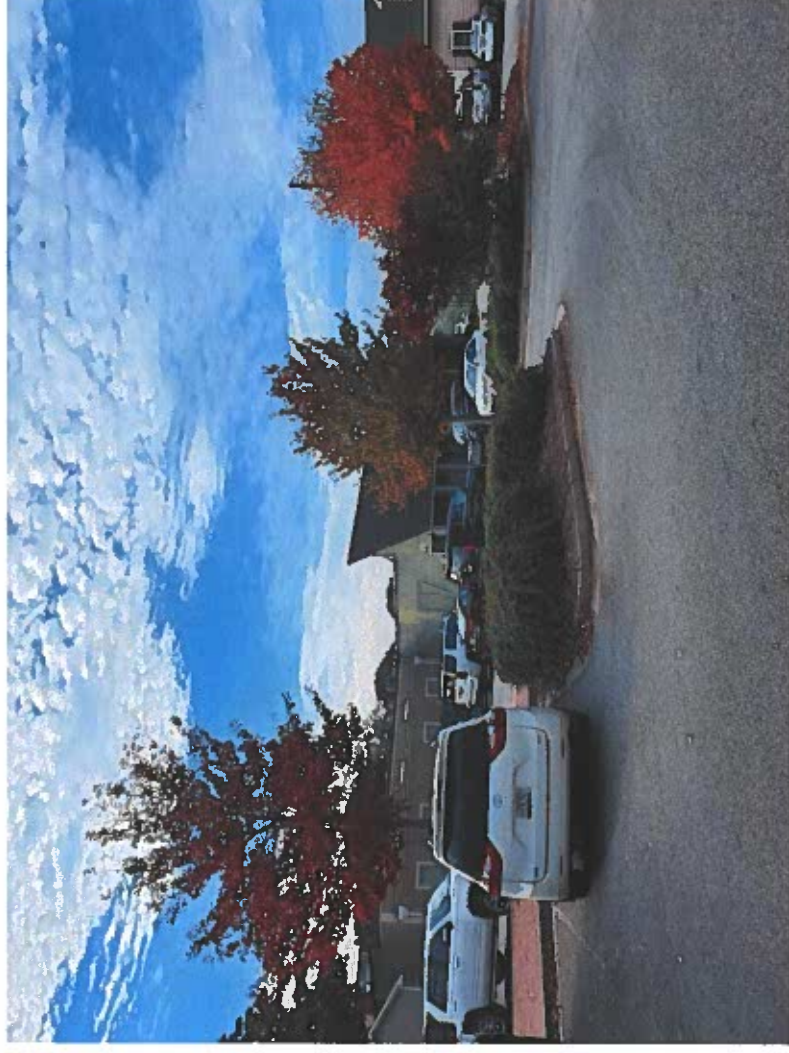


# Plan C Aerial



# Additional Info

- Tree Removal from the Public Parking Lot near Res-Care is necessary for Plan C of the Pole Relocation Project.
- Georgia Power will place a pole where the tree is currently located and will provide landscaping around the pole.
- The DDA will plant a tree(s) downtown to replace the one removed.



# Plan C Cost

Georgia Power	Georgia power-new pole on Ball/Keep overhead	\$50,000.00
Windstream	Relocate Windstream wires from GA power lines during the project	\$ 0
Hargray	Relocate wires from affected poles during the project	\$10,000.00
Cox Business	Relocate wires from affected poles during the project	\$3,000.00
	<b>Total</b>	<b>\$63,000.00</b>

# Funding Sources

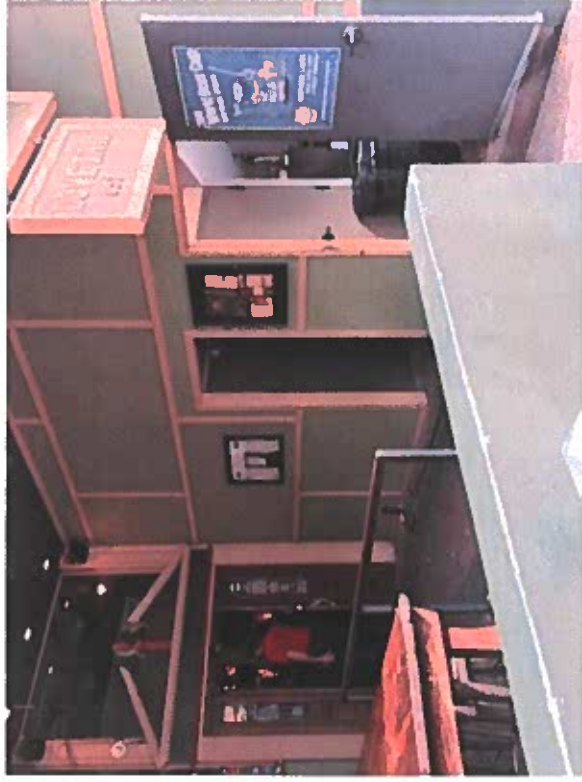
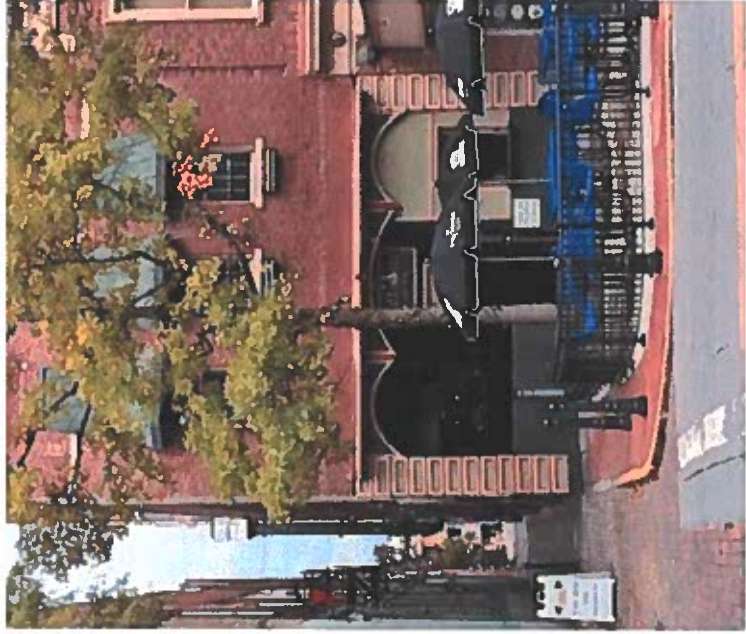
## **Downtown Improvements Restricted Account**

**10/31/2019**

**62,366.99**

- DDA is asking Mayor & Council to approve \$50,000.00 from the earmarked restricted account established 2013.
- Remainder of the Pole Relocation project will be paid with DDA unrestricted funds.
- DDA is also asking for the Georgia Power rebate on the additional new load for the infill development once the building is constructed and occupied.

# Thank You!







Where Georgia comes together.

**OFFICE OF THE CITY MANAGER**

**MEMORANDUM**

**TO:** Mayor/Council  
**FROM:** Lee Gilmour, City Manager  
**DATE:** November 26, 2019  
**REFERENCE:** Fairground Hotel

The Fairground Authority is close to finalizing an agreement that would result in the construction of a hotel on the fairground site. This project has been a major economic driver in the City's plan for improving the options for groups coming to Perry during the week.

The Administration recommends Council approve proceeding with an agreement that would refund a portion of the City property taxes due on the facility over a ten (10) year period. If the hotel closed before that period, the owner or its successors would be responsible for repaying the total taxes due. The facility would need to use natural gas for some operations.

**CITY PROPERTY TAX  
REFUND PROPOSAL EXAMPLE**

Cost of Project Associate Value	\$14,000.00
Assessed Value	5,600.000

City Property Tax	\$78,650
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Refund Schedule

Year	1	\$78,650
"	2	70,812
"	3	62,944
"	4	55,076
"	5	42,208
"	6	39,370
"	7	31,472
"	8	23,604
"	9	15,736
"	10	7,868

Any additional value/ millage paid in year due.