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May 18, 2021

PRE COUNCIL AGENDA

5:00 PM

PERRY EVENTS CENTER
1121 MACON ROAD, PERRY, GA 31069

To join the meeting by Facebook: Use this URL - facebook.com/cityofperryga
This will allow you to view and hear the meeting.

1. Call to Order: Mayor Randall Walker, Presiding Officer.
2. Roll:
3. Items of Review/Discussion: Mayor Randall Walker
 - 3a. Discussion of May 18, 2021 council meeting agenda.
 - 3b. Office of the City Manager
 1. Consider revisions to education assistance policy – Mr. M. White.
 2. Council considers provision of a peace pole – Mr. L. Gilmour.
 - 3c. Department of Community Development
 1. Sunset Avenue Improvements – Mr. C. McMurrian.
4. Council Member Items:
5. Adjourn.

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EDUCATION ASSISTANCE POLICY

The City of Perry recognizes the utility in encouraging employees to pursue self-advancement and expand their educational credentials in support of their career and performance while employed with the City. As such, the City views this education assistance policy as an investment in employee development and a valuable recruitment and retention tool.

I. Eligibility

Any full-time City employee who has successfully completed the initial probationary period may apply for reimbursement of tuition and expenses directly related to continuing education in pursuit of a certification or an undergraduate or graduate degree through an accredited institution or program. This application for reimbursement must be submitted and approved prior to the start date of the course for which reimbursement is sought, and with the understanding that approval of the application does not obligate the City to future or continued approval of courses in the study program.

Part-time, contract, and temporary/seasonal employees are not eligible for this benefit. Employees who are on a documented Performance Improvement Plan (PIP) are excluded from this benefit until they successfully complete and are taken off the PIP.

II. Reimbursement and Tax Implications

An employee with an approved application will be reimbursed for expenses actually incurred for tuition costs, registration fees, required laboratory fees and books. The City does not limit the amount of education assistance provided to an employee in a single year, however the current IRS tax-free educational benefit limit is \$5,250 per calendar year for eligible expenses that meet the reimbursement guidelines. Expenses exceeding this amount (\$5,250) may not be carried over to a new calendar year. Additionally, any amount of reimbursement beyond the IRS tax-free benefit must be reported as wages to the employee and included as income to the employee. The City will reimburse the employee's eligible tuition and expenses only if the employee obtains a passing grade for which course credit is earned.

III. Approval Criteria & Reimbursement Guidelines

Employees pursuing an approved course of study do so with the understanding that they are not permitted to complete any related coursework during their work hours, and that doing so will result in termination of the education assistance agreement. The employee's coursework must not adversely affect job performance or conflict with his/her normal work schedule.

To receive reimbursement for educational expenses, employees should complete the City's Education Assistance Application and Agreement, available on the Employee Intranet or from the Personnel Office, obtain written approval from their immediate supervisor and Department Head on the form, and submit to the City Manager for final written approval at least two weeks before the course start date.

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An employee who has been approved for education assistance will pay up front for all tuition and fees, maintaining copies of all receipts to turn in once they have successfully completed the approved course(s). Grants, scholarships, or any other monetary awards not required to be paid back by the student do not qualify for reimbursement through this Policy.

Within 60 days of course completion, the employee will submit official transcripts, receipts, and the approved Education Assistance Application and Agreement to their Department Head, who will review the documentation before forwarding to the Office of the City Manager for reimbursement.

IV. Eligible Expenses

- Tuition
- CLEP Examinations
- Required Laboratory Fees
- Required textbooks
- Registration fees, excepting any penalty fees (course changes/withdrawals, late registration, etc.)

V. Ineligible Expenses *(the following list is not all-inclusive)*

- Supplies
- Transportation and/or parking expenses
- Room and board
- Meal plans
- Study guides
- Diploma and/or graduation fees, test fees, transcript fees, and student union or activity fees

VI. Repayment Agreement

While the City encourages employees to further their education, the City is likewise invested in retaining its employees. If an employee separates for any reason, other than major health problems certified by a physician, within 36 months of the date of a reimbursement payment, the employee shall be required to reimburse the City for any payment received in accordance with the following schedule:

- An employee who separates before completing 24 months of service after the date of receiving a reimbursement payment will owe 100% of the payment received.
- An employee who separates after completing 24 months but less than 36 months of service after the date of receiving a reimbursement payment will owe 50% of the payment received.
- An employee who separates after completing 36 months of service after the last date of receipt of a reimbursement payment will not be liable for any repayment to the City of any educational assistance received.
- Calculation of months of service and repayment required, if any, are determined separately for each individual payment received by the employee.

VII. Indemnity for Recovery of Costs and Attorney's Fees

If an employee who is liable for repayment according to the above schedule fails to fully reimburse the City what is owed, the employee agrees that they will indemnify the City for all costs and attorney's fees associated with the collection of the amount due if the City deems it necessary to institute legal action.



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Education Assistance Application & Agreement

Prior to Course(s) Enrollment:

- Review the City of Perry Education Assistance Policy
- Complete the Education Assistance Application below and obtain supervisor's and department head's approval and signatures at least two weeks prior to course begin date.
- Keep a copy of this form and forward the original to the Office of the City Manager for final approval.

After Course(s) Completion:

- Attach evidence of satisfactory course completion (minimum passing grade and/or credit for the course), an itemized statement of reimbursable expenses for which you are requesting reimbursement.
- Forward the approved and completed form along with supporting documents within 60 days of course completion to the Office of the City Manager. Keep a copy of the approved and completed form and all supporting documents.

Employee Name		Department	Cost Center	Date of Hire
Name of School			Are you seeking a degree? <input type="checkbox"/> Yes <input type="checkbox"/> No	Are you seeking a certification? <input type="checkbox"/> Yes <input type="checkbox"/> No
Type of Degree/ Major/ Certification		Number of Credits in Program	Credits Completed to Date	
Term Begins: ____/____/____ (Month) (Day) (Year)		Term Ends: ____/____/____ (Month) (Day) (Year)		
Title of Course(s)	No. of Credits	Cost per Credit	TOTAL COST	
If the City pays more than \$5,250 for educational benefits for you during the calendar year, you must generally pay tax on the amount over \$5,250 and it is reported as income to you.		TOTAL		
Will any part of the cost be covered by another source (e.g., scholarship, grant, G.I. benefits)? <input type="checkbox"/> No <input checked="" type="checkbox"/> Yes If yes, state specifically the source (e.g., Pell Grant, HOPE Grant, etc.) _____ State specifically what is covered and the amount. _____				
Pursuant to the terms hereof, I agree to reimburse the City of Perry if I should separate from employment with the City, or if I voluntarily transfer to a less than full-time position, in accordance with the following schedule: <ul style="list-style-type: none"> • An employee who separates before completing 24 months of service after the date of receiving a reimbursement payment will owe 100% of the payment received. • An employee who separates after completing 24 months but less than 36 months of service after the date of receiving a reimbursement payment will owe 50% of the payment received. • An employee who separates after completing 36 months of service after the last date of receipt of a reimbursement payment will not be liable for any repayment to the City of any educational assistance received. • Calculation of months of service and repayment required, if any, are determined separately for each individual payment received by the employee. 				

In consideration of eligibility for reimbursement of educational expenses provided by the City of Perry, I hereby agree to the terms of this Education Assistance Agreement. I request and agree that any amount owed by me to the City of Perry as a result of this Agreement will be deducted and offset against any payments, including but not limited to payments for wages, bonuses, expenses, or vacation pay, otherwise owed to me upon my termination of employment, to the extent permitted by law. I further agree that if these deductions are insufficient to reimburse the City of Perry for the full balance due, I will be obligated to pay the remaining balance on my last date of employment with the City of Perry. I understand this Agreement is legally binding on me. If any action is brought to enforce any provision of this Agreement by the City of Perry, I agree to pay all costs associated with the action as well as any costs of litigation, including all reasonable attorney fees. I have carefully reviewed the contents of this Agreement and, with a full and complete understanding of its terms, voluntarily accept all of its terms and conditions. I have been given a full and fair opportunity to discuss this matter with my attorney or advisor of my choice.

Employee Signature	Date
Supervisor Signature	Date
Department Head Signature	Date
City Manager Signature	Date

Do Not Write Below This Line, For HR and Accounting Use Only

HR/City Manager's Approval to Pay:	Date:
Cost Center:	

Lee Gilmour

From: Heather Kellen <hakellen@gmail.com>
Sent: Friday, May 07, 2021 7:48 AM
To: Lee Gilmour
Subject: Fwd: Peace Pole Presentation
Attachments: Peace Pole Presentation.pptx

Lee,
Per our conversation regarding the Peace Pole Project at Rotary Park please see attached PowerPoint presentation. The Rotary club board has approved for us to move forward with the idea but would like me to present to the club before presenting to mayor and council. The plan is to do that May 24th. I'm happy to present to council as well.

Additionally, we would like to explore what city resources may be available for the project.

FYI: The slide depicting the "concept" is shown for scale of project and the architect's idea for a more curved obelisk type monument. He will not start the design process until approved to move forward.

Thank you for your time and consideration.

Regards, Heather

Sent from my iPhone

Begin forwarded message:

From: Heather Kellen <Hakellen@gmail.com>
Date: May 6, 2021 at 4:26:39 PM EDT
To: Heather Kellen <Hakellen@gmail.com>
Subject: Peace Pole Presentation

PEACE POLE PROPOSAL

Rotary Centennial Park

Heather Kellen

Rotary District 6920 District Governor 2023-24

Perry Rotary Club



Rotary

District 6920



Rotary

Club of Perry

HISTORY

- The Universal Message for World Peace, **May Peace Prevail On Earth**, was authored in 1955 by the late Masahisa Goi of Japan.
- Masahisa Goi felt there was a great need to spread this message in the hearts of the global community
- Based on the universal prayer **May Peace Prevail on Earth**, he started a worldwide movement



WHAT IS A PEACE POLE?

- A Peace Pole is an internationally-recognized symbol (over 250,000 around the world) that ranges in size from as small as a 4x4 pole to a much larger stone monument.
- Rotary Clubs around the world have embraced this initiative and are using Peace Poles as a way to promote peace and understanding in their communities. There are several around the state of Georgia but very few in our own Rotary District 6920. There are none in Middle Georgia.
- Peace Poles are now recognized as the most prominent international symbol and monument to peace. They remind us to think, speak and act in the spirit of peace and harmony and stand as a silent visual for peace to prevail on earth.

MAY PEACE PREVAIL ON EARTH

- Each Peace Pole bears the message *May Peace Prevail on Earth* with each side of the pole in a different language to reflect the diversity of the community.
- Depending on the shape of the pole you could potentially have 4-6 languages represented.
- We are proposing at least 6 sides to include: English, German, Filipino, Spanish, Hindi & French. These languages represent the diversity in the Perry Rotary Club as well as the businesses and citizens of our community.

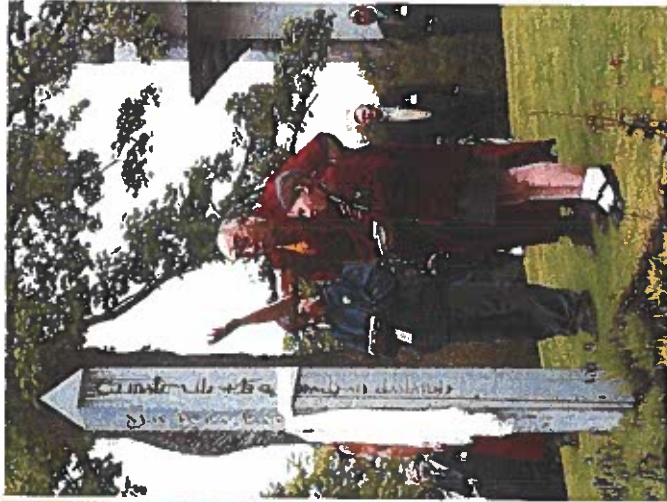
PROPOSED LANGUAGES

- English *May Peace Prevail On Earth*
- German *Möge Friede auf Erden sein*
- Filipino *Kapayapaan sa mundo*
- French *Puisse la Paix régner dans le Monde*
- Hindi *Duniya mein aman rahey*
- Spanish *Que la paz prevalezca en la tierra*

FAMOUS PEACE POLES



Loretta Scott King



The Dalai Lama



Mother Teresa



Pope John Paul

PEACE POLE DESIGNS AROUND THE WORLD



PEACE POLE DESIGNS



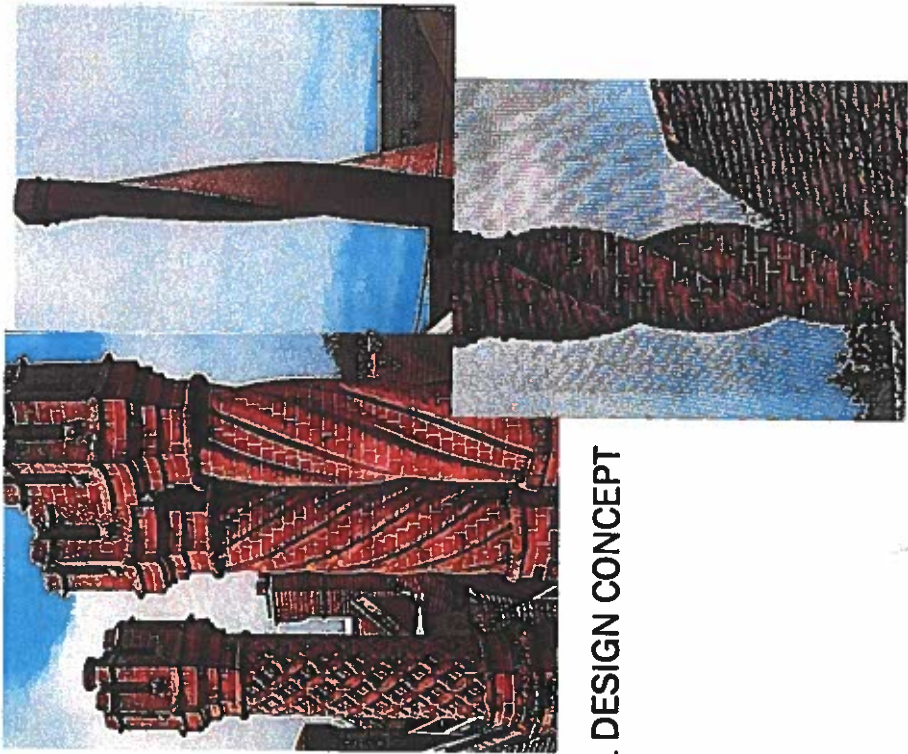
INITIAL PLANNING FOR ROTARY PARK



PEACE POLE LOCATED IN
LAWRENCEVILLE, GA

ROTARY CENTENNIAL PARK

- Approx. 15x15 round Rotary Wheel with
- Approx. 10-12ft structure in the center



INITIAL DESIGN CONCEPT

ESTIMATED COSTS AND FUNDING SOURCES

- \$10-12,000 for Monument Structure
 - City of Perry
 - Surrounding Rotary Clubs
- \$10-12,000 for Rotary Wheel Base
 - Businesses and communities representing languages



TIMELINE

- Approval from Mayor and Council to initiate project for placement of a Peace Pole at Rotary Centennial Park.
- Approval from Mayor, Council, and City Manager to exact location for Peace Pole and timeline for completion.
- Design plans completed and approved by Mayor and Council
- Complete project with celebration and dedication ceremony

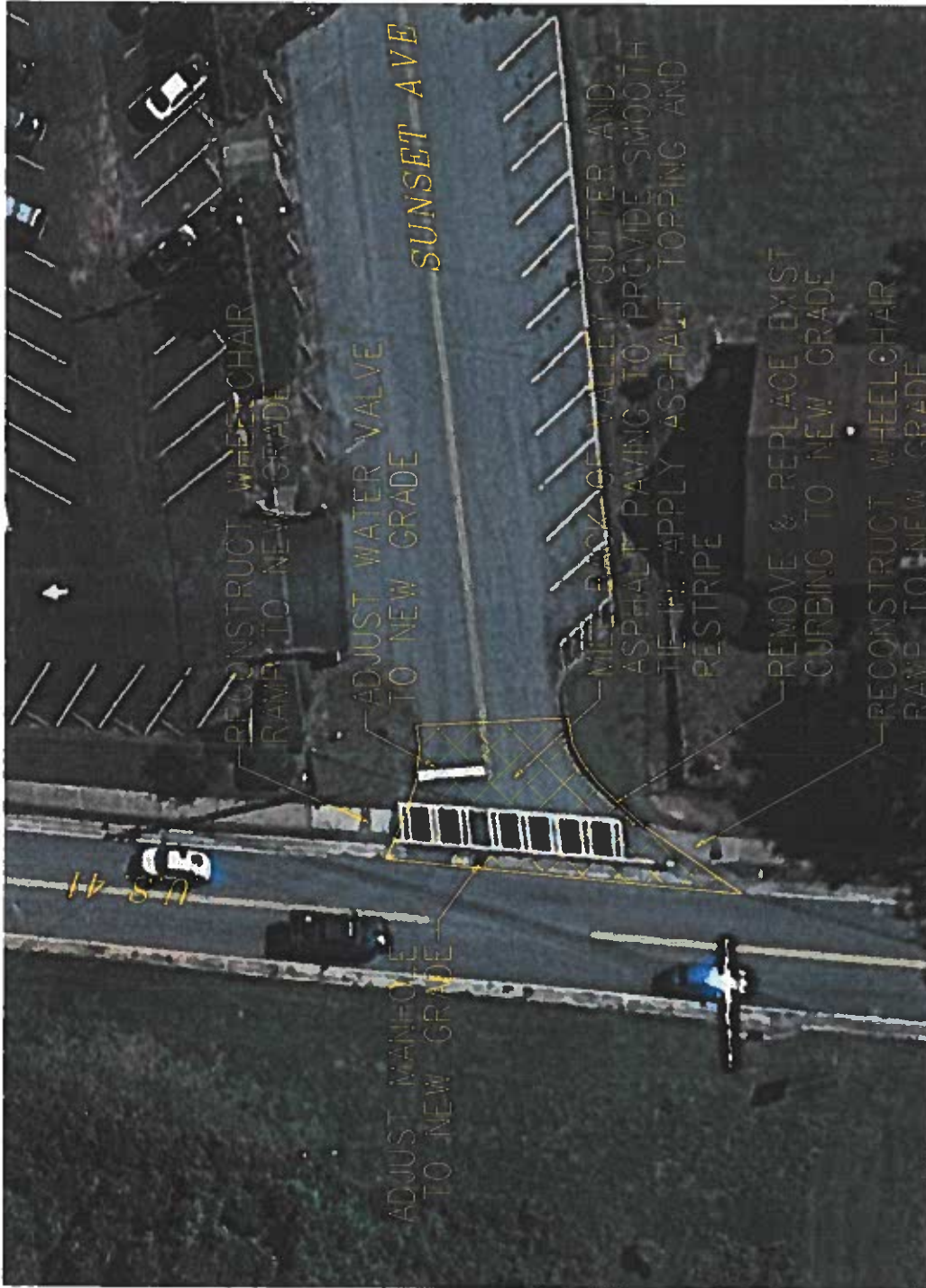
CONCLUSION

As a humanitarian organization Rotary International is committed to building peace in our own communities and around the world. Placing a peace pole in our area is a way of bringing people in our community together and to show our united effort towards peace and unity.

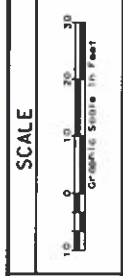
City of Perry
Sunset Avenue Improvements
Estimate of Probable Construction Cost
 May 5, 2021

Sunset Avenue

Item Number	Unit	Quantity	Description	Unit Price	Extension
1	Lump	1	Traffic Control	3,000.00	\$3,000.00
2	Ton	16	402-3100 Rec Asph Conc 9.5 MM SP	200.00	\$3,200.00
3	Gal	25	413-1000 Bit Tack Coat	5.00	\$125.00
4	SY	235	432-5010 Mill Asph Conc Pvmt, Var Depth	10.00	\$2,350.00
5	Each	1	Adjust Manhole	1,500.00	\$1,500.00
6	Each	1	Adjust Water Valve	1,000.00	\$1,000.00
7	Each	2	Reconstruct Wheelchair Ramps	1,200.00	\$2,400.00
8	Lin Ft	50	Remove Existing Curb & Gutter	12.00	\$600.00
9	Lin Ft	50	New Curb & Gutter	24.00	\$1,200.00
10	Lin Ft	50	653-1502 Thermo Solid Traffic Stripe, 5IN Yellow	1.25	\$62.50
11	Lin Ft	13	653-1704 Thermo Solid Traffic Stripe, 24IN White	15.00	\$195.00
12	Lin Ft	230	653-1804 Thermo Solid Traffic Stripe, 8IN White	5.00	\$1,150.00
Sub Total Construction					\$16,782.50



S Saunders
 Engineering
 Consultants, Inc.
 104-C Gunn Road, Cantonville, GA 31028
 (478) 553-1228 (478) 553-1248 Fax



DATE	REVISIONS	DATE	REVISIONS



CONCEPT PLAN

CITY OF PERRY, GEORGIA
 CITY OF PERRY
 1200 WASHINGTON STREET
 PERRY, GA 31069

SAUNDERS ENGINEERING CONSULTANTS, INC.
 104-C GUNN ROAD, CANTONVILLE, GA 31028

DATE: MAY, 2011
 DRAWN BY: JLS
 CHECKED BY: JLS
 PROJECT NO.: 11070

SUNSET AVE

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