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February 14, 2021

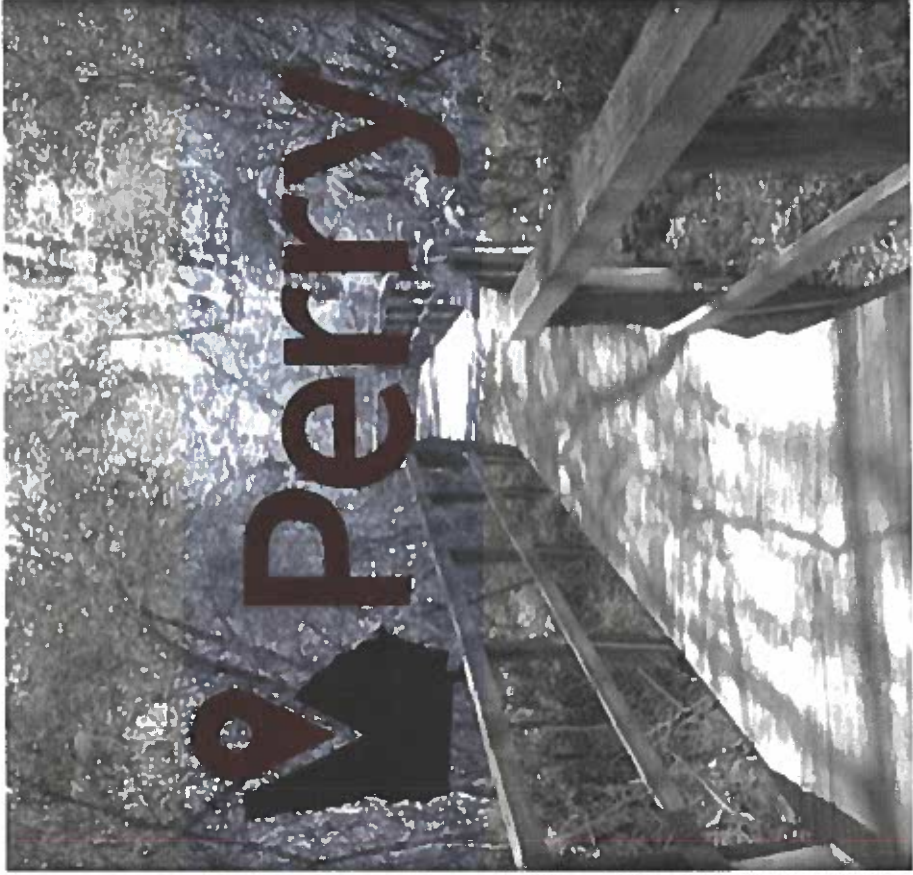
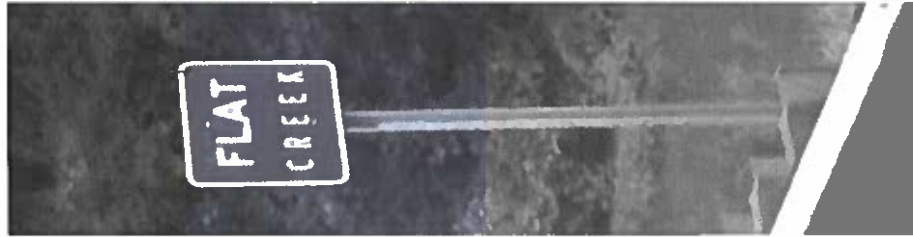
WORK SESSION AGENDA
PERRY EVENTS CENTER
1121 MACON ROAD, PERRY, GA 31069

5:00 PM

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. Department of Community Development
 1. Presentation of proposed Sewer Master Plan – Mr. C. McMurrian.
 - 3b. Office of the City Manager
 1. Foresight Group: Presentation on Leveraging Federal Dollars for Broadband Infrastructure – Ms. A. Hardin.
 2. Outline of city's black history banner program – Ms. A. Turpin.
 3. Downtown Development Authority development financing – Mr. R. Smith.
 4. Consider proposal to amend annual leave – Mr. L. Gilmour.
 5. Military Leave Policy – Mr. M. White.
 6. Parking Study Proposal – Mr. R. Smith.
4. Council Member Items.
5. Department Head/Staff Items:
6. Adjourn.

In accordance with the Americans with Disabilities Act, accommodations are available for those who are hearing impaired and/or in need of a wheelchair. The Perry City Council Agenda and supporting material for each item is available on-line through the City's website at www.perry-ga.gov.



PERRY SEWER MASTER PLAN

SOUTH AND EAST PERRY SERVICE AREAS



GWES, LLC








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FIGURE 1

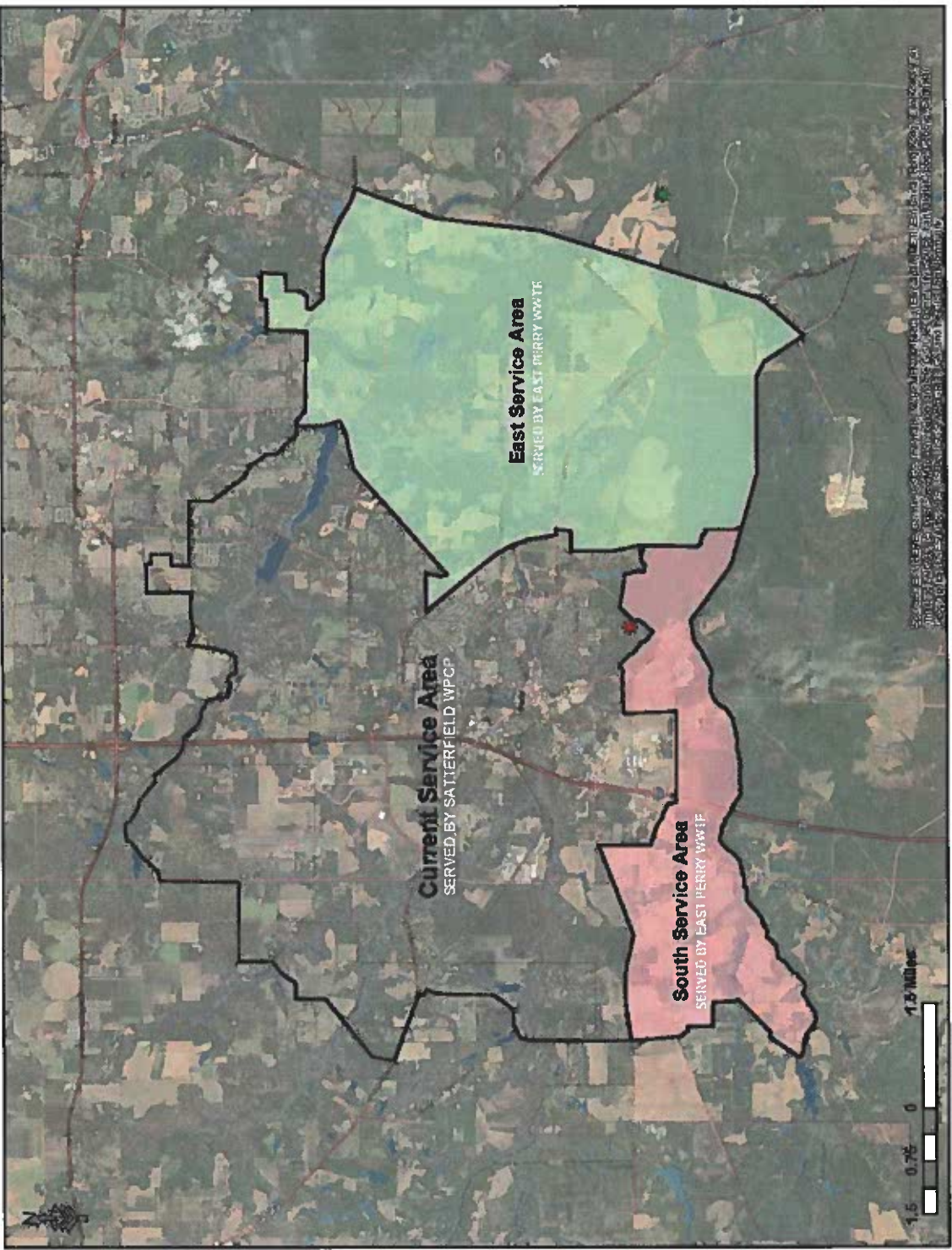
SANITARY SEWER PROPOSED SERVICE AREA MAP

MAP LEGEND

-  Current Service Area
-  East Service Area
-  South Service Area
-  Frank Satterfield WPCP
-  Proposed WWTF Site Location



GWES, LLC



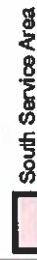


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FIGURE 4

SOUTH SERVICE AREA MAP

MAP LEGEND



South Service Area
Approximately 6,500 acres



GWES, LLC

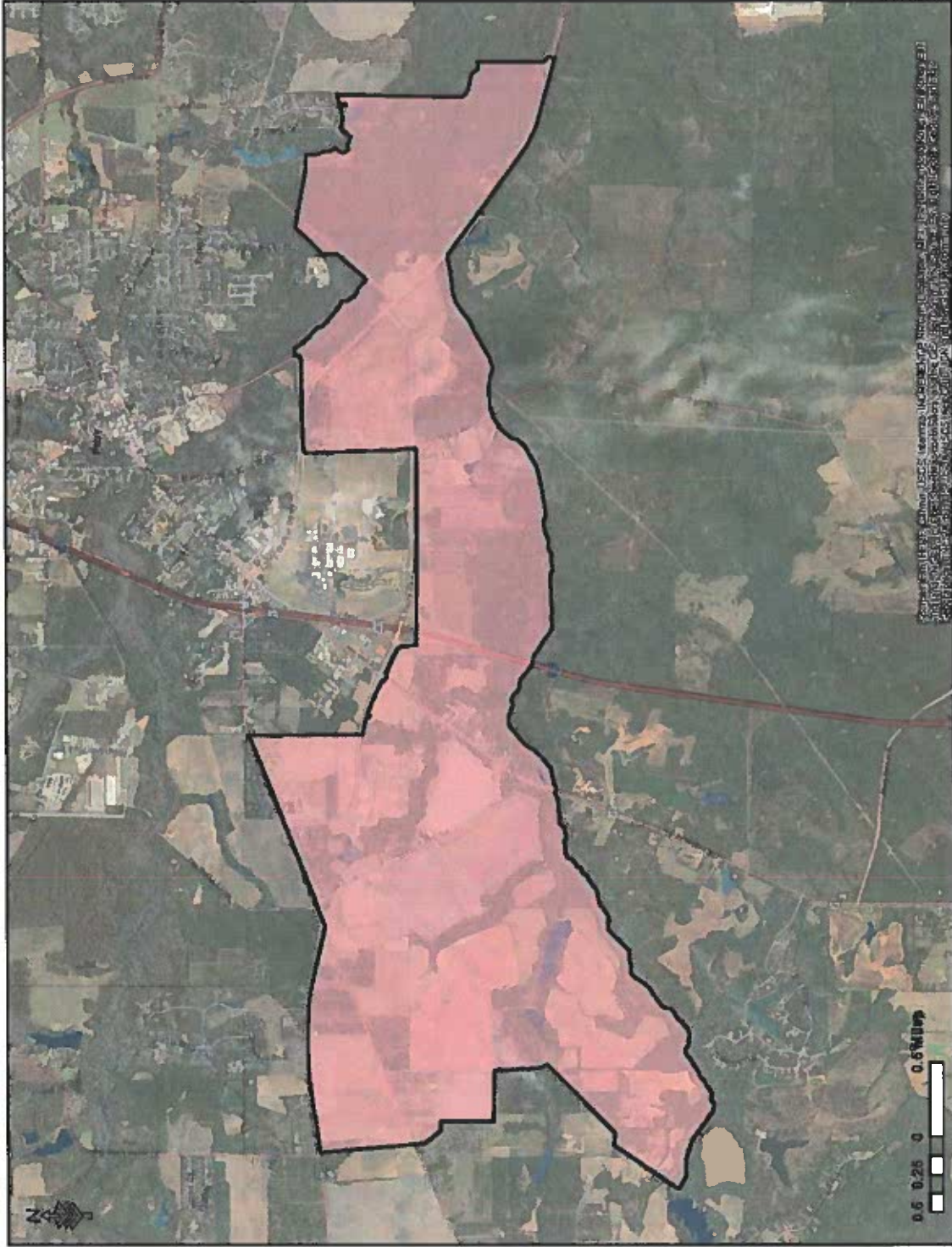
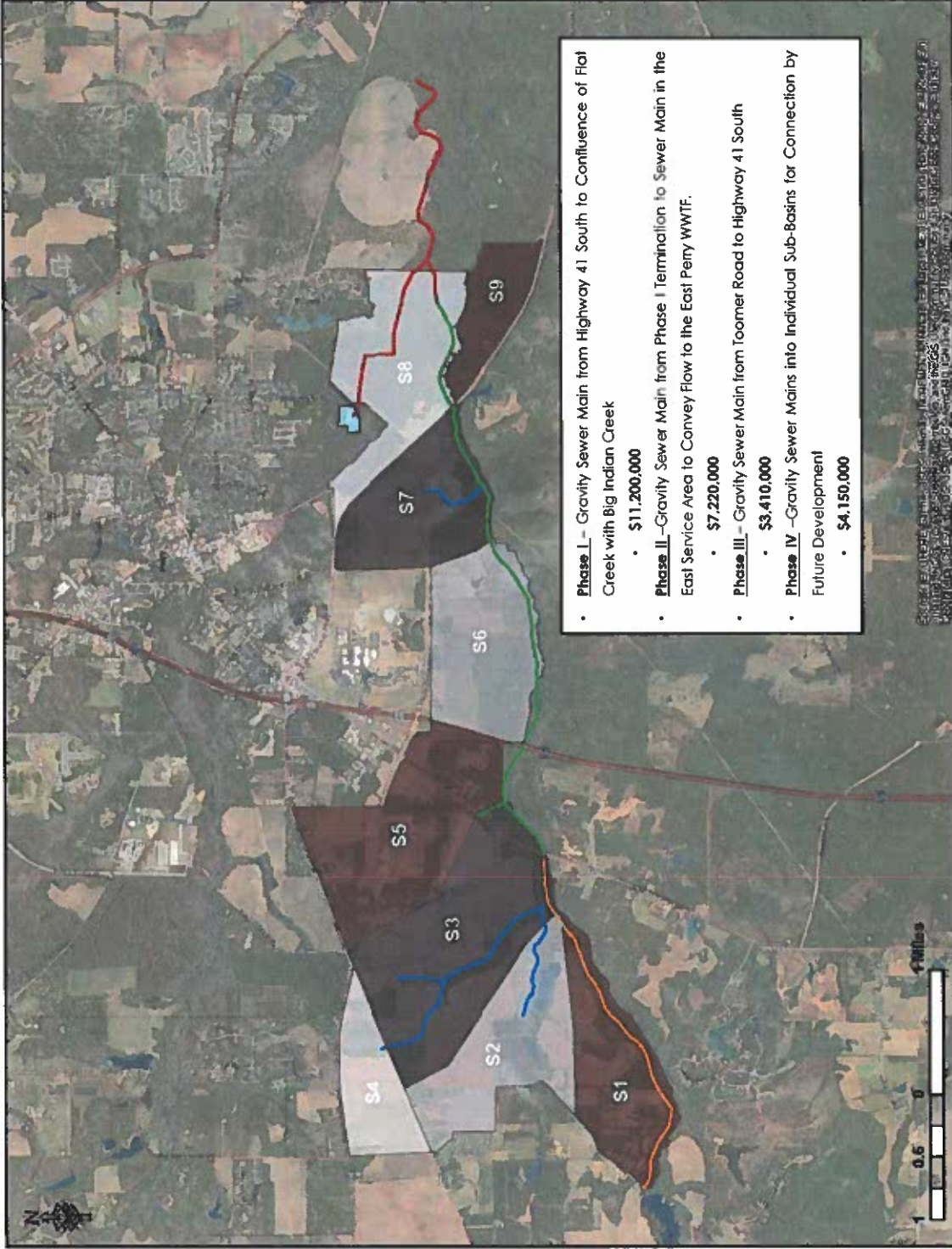


FIGURE 17

**SOUTH SERVICE AREA
PHASING MAP**

- MAP LEGEND**
- Phase I - SS1 Piping
 - Phase II - SS2 Piping
 - Phase III - SS3 Piping
 - Phase IV - SS4 Piping
 - Sub-Basin S1
 - Sub-Basin S2
 - Sub-Basin S3
 - Sub-Basin S4
 - Sub-Basin S5
 - Sub-Basin S6
 - Sub-Basin S7
 - Sub-Basin S8
 - Sub-Basin S9
 - Satterfield WPCP



- **Phase I** - Gravity Sewer Main from Highway 41 South to Confluence of Flat Creek with Big Indian Creek
 - \$11,200,000
- **Phase II** - Gravity Sewer Main from Phase I Termination to Sewer Main in the East Service Area to Convey Flow to the East Perry WWTF.
 - \$7,220,000
- **Phase III** - Gravity Sewer Main from Toomer Road to Highway 41 South
 - \$3,410,000
- **Phase IV** - Gravity Sewer Mains into Individual Sub-Basins for Connection by Future Development
 - \$4,150,000

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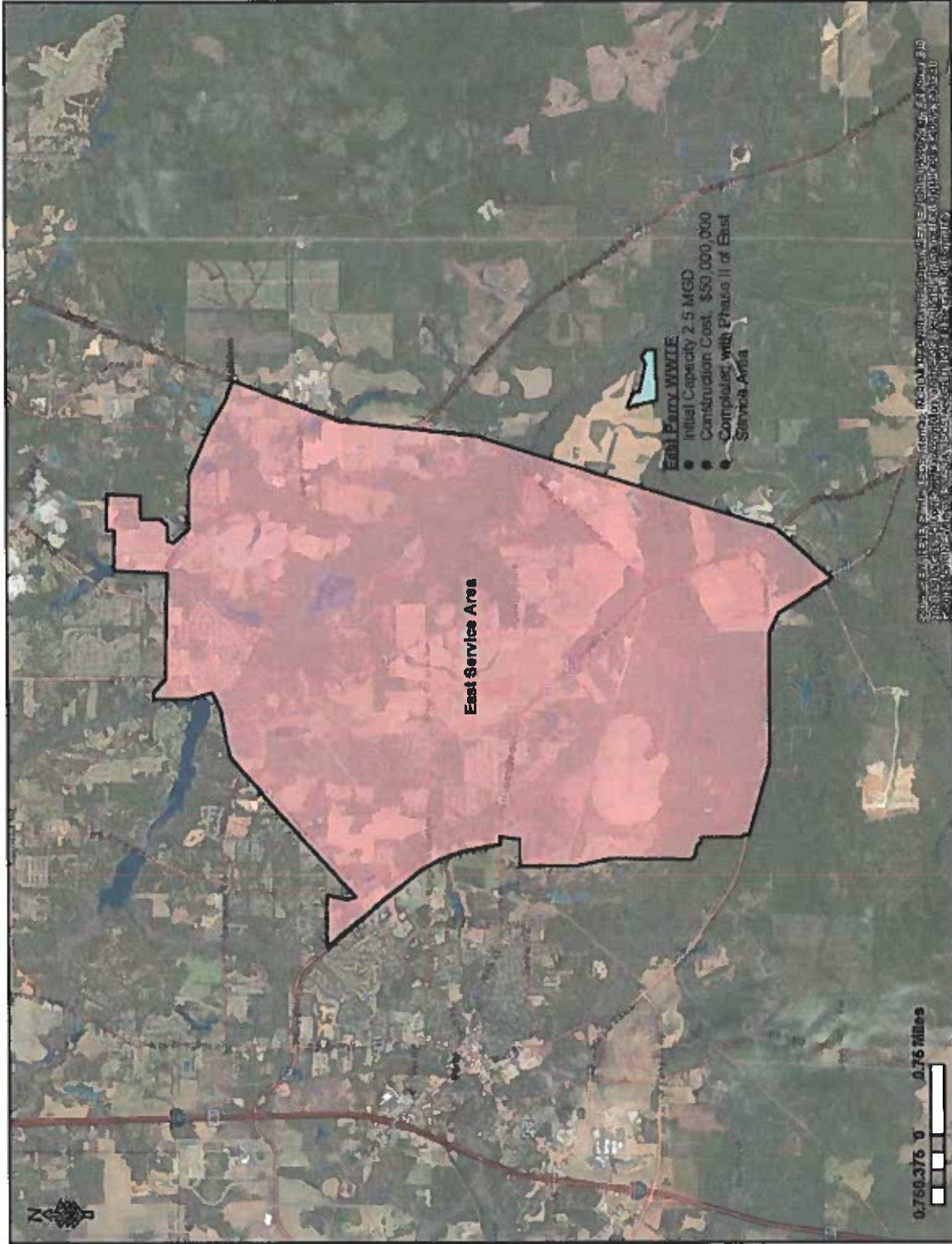
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FIGURE 23

EAST SERVICE AREA MAP

MAP LEGEND

-  East Service Area
- Approximately 17,500 acres





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FIGURE 35

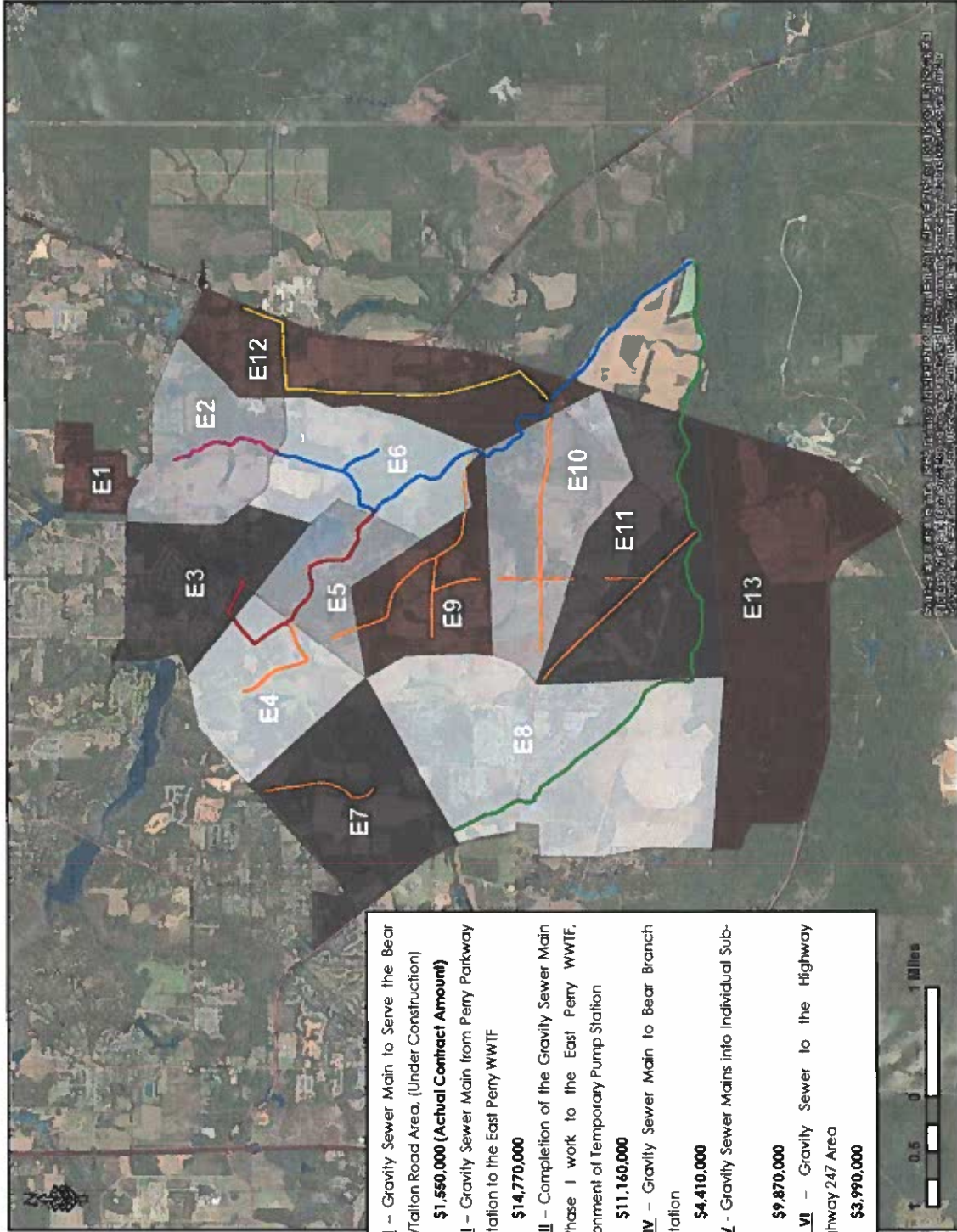
EAST SERVICE AREA PHASING MAP

MAP LEGEND

- Phase I - ES1 Piping
- Phase II - ES2 Piping
- Phase III - ES3 Piping
- Phase IV - ES4 Piping
- Phase V - ES5 Piping
- Phase VI - ES6 Piping
- Sub-Basin E1,9,12,13
- Sub-Basin E2,5,10
- Sub-Basin E3,7,11
- Sub-Basin E4,6,8
- Proposed WWTF Location
- Settlerfield WPCP



GWES, LLC



- **Phase I** – Gravity Sewer Main to Serve the Bear Branch/Talton Road Area, (Under Construction)
 - **\$1,550,000 (Actual Contract Amount)**
- **Phase II** – Gravity Sewer Main from Perry Parkway Pump Station to the East Perry WWTF
 - **\$14,770,000**
- **Phase III** – Completion of the Gravity Sewer Main from Phase I work to the East Perry WWTF, Abandonment of Temporary Pump Station
 - **\$11,160,000**
- **Phase IV** – Gravity Sewer Main to Bear Branch Pump Station
 - **\$4,410,000**
- **Phase V** – Gravity Sewer Mains into Individual Sub-Basins
 - **\$9,870,000**
- **Phase VI** – Gravity Sewer to the Highway 127/Highway 247 Area
 - **\$3,990,000**



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Department of Economic Development

To: Robert Smith

From: Ashley Hardin

Date: 12/1/2021

Re: Broadband plan

From a public policy standpoint, it is suggested to have a broadband master plan in place as is it a component of critical infrastructure, such as water and sewer systems. The private sector is the provided but a plan can help determine how as a community we include broadband as infrastructure planning. Do we have the bandwidth for tech, software companies and residents (remote workers)? The American Rescue Plan Act and infrastructure money can be utilized for broadband plans and infrastructure investments.

Based on discussions with technology companies, I have concluded that the city of Perry would benefit by having a community assessment of broadband and a broadband master plan developed.

Broadband should be looked at as infrastructure similar to roads, water, gas and sewer systems. We are maintaining water, sewer, gas and electric systems but are expecting the private sector to handle telecommunications. The future is fiber, and broadband is part of “strong town” and “smart city” infrastructure. If we don’t do this, we may not have the infrastructure businesses are demanding or services residents want. Smart home developers in Atlanta are now asking communities, “what is the speed of broadband?”

A community assessment would help answer the question, “Do we want to have an infrastructure that allows the city of Perry to move into the future?” Currently, we don’t have a clear picture of what is going on.

According to the state’s Georgia Broadband availability map, Houston County has 3,167 Unserved Locations and 74,516 Served Locations, which is 4 percent unserved. However, a community assessment would determine the percentage that is *underserved*. This week on the Next Door neighborhood website, a Cox customer had an issue with her service and outage and it affected her remote work capabilities. Several months ago, Hargray experienced an outage that affected customers on a Sunday for 4-5 hours. <https://broadband.georgia.gov/2021-georgia-broadband-availability-map>

From Craig Ganssle, founder of Farmwave & Cadre AI, “any city benefits from having a broadband plan and community assessment to stay current with technological advancements. A main focus is on making sure hospitals, schools, and civil service organizations have access to constant fiber technology. As their needs change and become more technologically advanced, so



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Department of Economic Development

will their increased demand for backhaul transport layer network resources. A city like Perry may could also be a future fit for data center(s), from companies like Google, Facebook, Amazon, and many more. These provide jobs and attract future innovative efforts from those companies. Access to a fiber network, and future access, will keep a city like Perry, GA on the forefront of what's to come.”

In the future, the city of Perry may also utilize its own fiber and broadband for traffic lights and cameras and the Internet of Things and Industrial Internet of Things, which is the use of connected smart devices in industrial applications for purposes such as automation, remote monitoring and predictive maintenance. The IIoT is a more robust version of the Internet of Things, or IoT which is the realm of connected devices in commercial and consumer applications. In Industrial IoT use cases, smart devices may be deployed in construction vehicles, supply chain robotics, solar and wind power, agricultural sensor systems, smart irrigation, and more. These IIoT applications tend to have one thing in common: they are deployed in challenging environments.

An assessment would determine actual speeds vs. what private sector says we have. Data from the assessment can be utilized to bring in additional providers to the market. A master plan should include a long-term infrastructure technology plan. It goes beyond fiber to the home. Get every household to go to website and speed tests would be conducted to determine actual private provider speeds. An assessment and plan would also determine, Who you are paying, how much and what do you think of the service? The outcome of the plan can be utilized for incumbent telecommunications companies and new ones to the market. A robust fiber network in the city of Perry would also help in business recruitment and would be a quality of life amenity for remote workers, new and existing residents as Perry continues to grow.

ARPA funds are available today and can be used for a master plan, design and network with a community assessment. From conversations with these tech companies, from what I have been told, the only way to tap into future federal dollars to pay for broadband infrastructure is to have a deplorable plan in place. This is the first-time funding is available for the public sector.

INFRASTRUCTURE INVESTMENT AND JOBS ACT (IIJA): BROADBAND INFRASTRUCTURE

How can you qualify to receive part of this funding for your broadband infrastructure? **WE CAN HELP!** We have outlined a phased approach required for leveraging these federal funds to deploy your broadband infrastructure. Our team of broadband experts have combed through the Act and can guide you through the entire process. The time to start is **NOW** to not miss the deadline!

IIJA: BROADBAND INFRASTRUCTURE QUICK FACTS

\$45 BILLION will be distributed to States for deployment of Broadband.

A minimum of **\$100 MILLION** will go to each State for broadband initiatives.

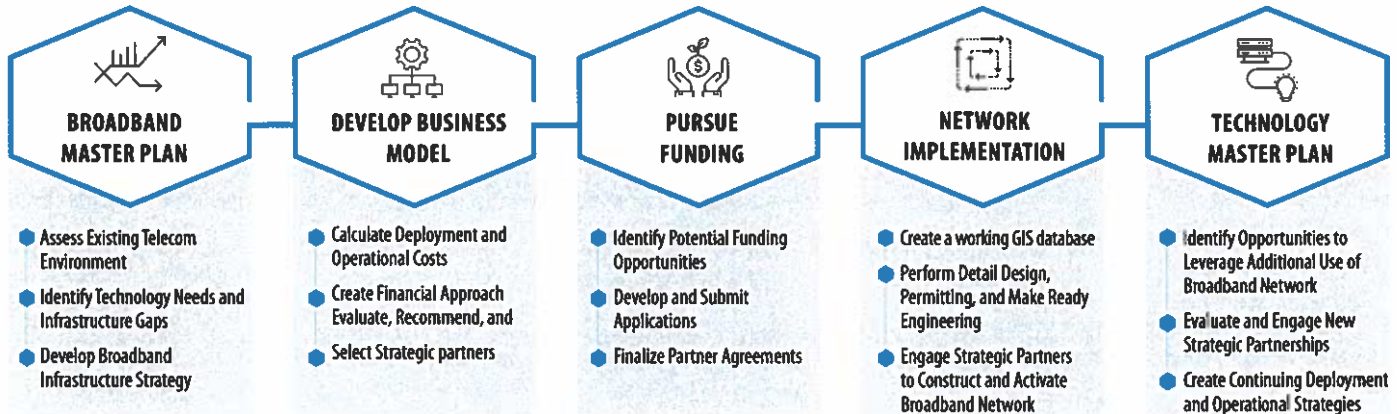
States will create an **APPLICATION** process for local governments, government agencies, and political subdivisions following federal guidelines.

IIJA Broadband funds will require an **ACTIONABLE PRE-DEPLOYMENT PLAN** (i.e. Broadband Masterplan) to be able to apply and will require **25% local match**.

American Rescue Plan Act (ARPA) funds may be used for Broadband Masterplans.

ARPA funds may be committed for projects until **DECEMBER 31ST, 2024** and projects must be started by **DECEMBER 31ST, 2026**.

PHASED APPROACH FOR LEVERAGING FEDERAL FUNDS TO DEPLOY BROADBAND INFRASTRUCTURE










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- ❑ 165+ Engineers, Planners, & Designers
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- ❑ Tampa & Lakeland, FL
- ❑ Washington D.C.
- ❑ Columbia, SC

 Association for Corporate Growth
Georgia Fast 40
2019

 Atlanta Business Chronicle
PaceSetter Award
2013, 2014

 ZweigWhite
Best Firms to Work For
2009, 2010, 2012, 2013, 2014
2015, 2016, 2017, 2018, 2019

 ZweigWhite
Hot Firm Award
2007, 2008

 Gwinnett County Chamber
Pinnacle Small Business
2009, 2010 Nominee

Broadband Technology, Smart City,
and IoT Consulting Services

Our goal is to connect people -
to information,
to ideas,
and to each other...

What is a Connected Community?



Broadband Technology, Smart City, and IoT Consulting Services

- Who will be included?
 - Government
 - Incumbent Telco's
 - New Stakeholders
- How does this business model work?
- What is the process?

Broadband Technology, Smart City, and IoT Consulting Services

The four (4) components in a Broadband Program:

- Network Owner
- Network Operator
- Service Providers
- Consumers

Broadband Technology, Smart City, and IoT Consulting Services

The four (4) components in a Broadband Program:

- Network Owner
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* Historically, the "Big Telco's" provided these three services together.

This was a great model for them to control the industry,
but they have failed to keep up with the Consumer needs.

Broadband Technology, Smart City, and IoT Consulting Services

The four (4) components in a Broadband Program:

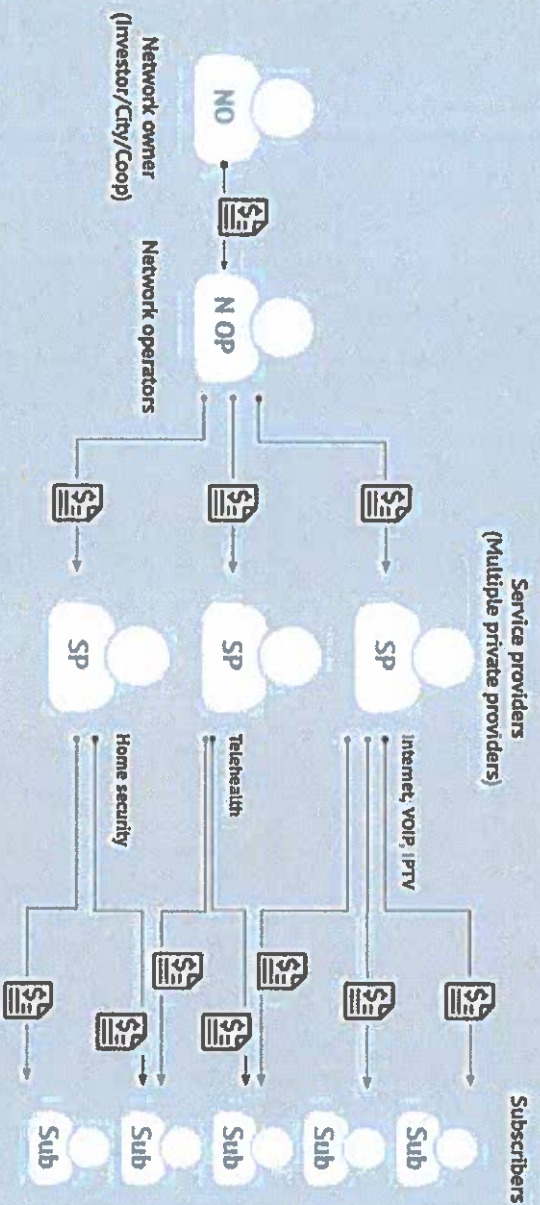
- Network Owner
- Network Operator
- Service Providers
- Consumers

By separating these functions within an **Open Access Network**, we achieve greater economic efficiency – a better business model!

Why duplicate/replicate the same network which multiplies the costs?
lower costs = lower prices - and/or - greater market coverage.

The four (4) components in a Broadband Program

The Most Complex Open Access Model is Supported



The four (4) components in a Broadband Program

- **Network Owner**
 - Relates to the physical infrastructure of the network
 - ducts, vaults, cables, equipment, etc.
 - Funds the CAPEX and OPEX (for the infrastructure)
 - Can be Public, Private, or P3 (best of both worlds)
 - Receives revenues from access fees *
 - Expect a much longer ROI (~ 20+ years)
- * This fee is typically paid monthly to gradually repay the network investment. In the end it comes from subscriber revenue, but it's generally baked into the wholesale fee from the operator to the service provider and not visible to the subscriber.

The four (4) components in a Broadband Program

- **Network Operator**
 - The “orchestrator” that makes the network run (typically contracted by the Network Owner).
 - Has a NOC (Network Operations Center), where they make sure provisioning of services happens, monitor traffic, and react to alarms and disruptions.
 - Manages the contracts and relationships (SLAs) with service providers.
 - With subcontractors or their own personnel, they:
 - Perform installations and upgrades
 - Responds to repairs (cut cables, etc.)

The four (4) components in a Broadband Program

- **Service Providers**
 - Provides service across the Network Owners physical network (A to Z)
 - Initiates and maintains the relationship with consumers/end users/tenants
 - Handles all:
 - marketing
 - billing
 - customer service center

The four (4) components in a Broadband Program

- **Service Providers** (*cont'd*)
 - Will pay a monthly wholesale fee per service sold to the Network Operator – subscribers can choose to buy services from multiple providers at the same time!
 - Services provided can include:
 - ISP (Internet Service Provider)
 - xSP (non-Internet based services)
 - utility switching
 - telemedicine
 - security
 - gaming
 - etc.

The four (4) components in a Broadband Program

- **Consumers**
 - Anyone (or anything) using services across a network connection:
 - Residential customers
 - Commercial / Business customers
 - Municipal use
 - Antennae for wireless/cellular, Small cell, 5G, Wi-Fi
 - Cameras
 - Utility sensors/switches
 - Smart City applications (streetlamps, traffic signaling, etc.)

Broadband Technology, Smart City, and IoT Consulting Services

The four (4) components in a Broadband Program:

- Network Owner
- Network Operator
- Service Providers
- Consumers

*** By separating these functions, we create greater opportunities to promote competition for: new services and technologies, higher quality connections, ubiquitous coverage, and improved pricing.

Broadband Technology, Smart City, and IoT Consulting Services

The four (4) components in a Broadband Program:

- Network Owner
- Network Operator
- Service Providers
- Consumers

There has been an ongoing quest to assess “feasibility”.

It's always feasible!

There are MANY options for business models to consider –
You just need to develop one that's right for your community.

Typical broadband coverage gaps in most communities today

- Gap #1: No Broadband Master Plan
- Gap #2: Lack of integration of Broadband Technologies into existing (or proposed) City Services
- Gap #3: Need to deploy Broadband Technologies to increase Quality of Life
- Gap #4: Lack of Public Private Partnerships (P3) to deploy new technologies

Broadband Technology, Smart City, and IoT Consulting Services

Without addressing these gaps, Perry will be restricted to whatever minimum level of service the incumbent telecommunication companies provide.

This deficiency has been recognized at both the Federal and State levels, which has led to *significant* grant and funding opportunities to encourage Broadband Planning and Technology deployment to support [Connected Communities](#).

ARP - American Rescue Plan
Broadband Infrastructure Bill

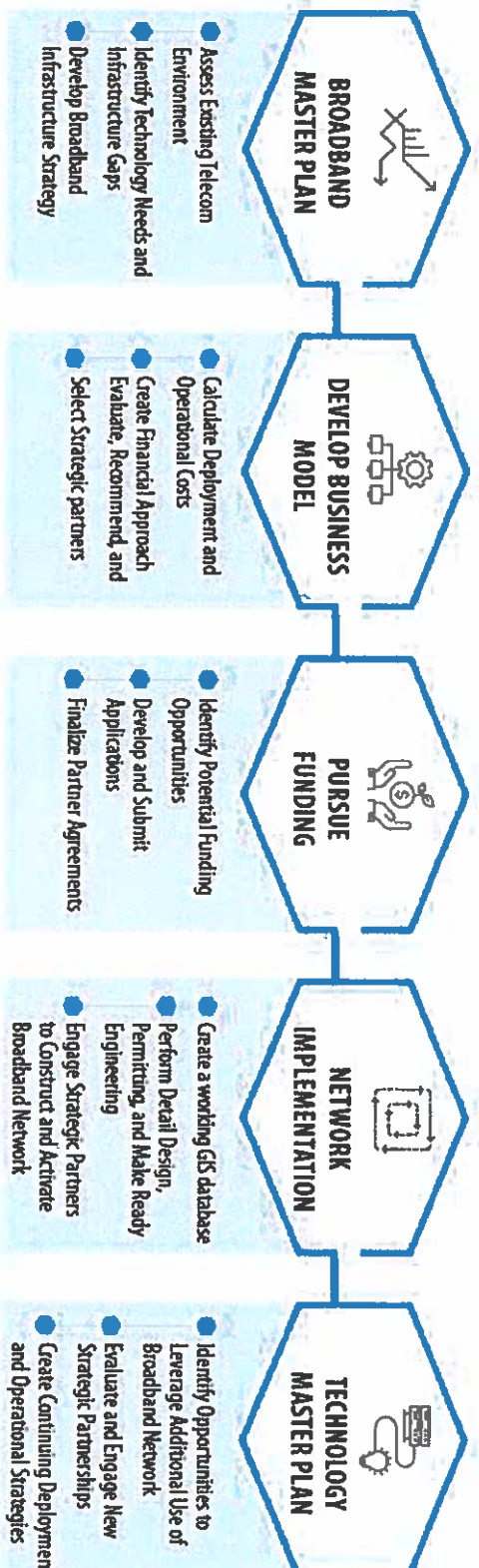
NTIA – National Telecommunications and Information Administration

Infrastructure Investment and Jobs Act (IIJA): Broadband Infrastructure

IIJA: BROADBAND INFRASTRUCTURE QUICK FACTS



PHASED APPROACH FOR LEVERAGING FEDERAL FUNDS TO DEPLOY BROADBAND INFRASTRUCTURE



Sources: <https://www.congress.gov/bills/117/76/congress/117/884>
<https://www.benton.org/blog/target-4e-investment-broadband-deployment-eer>

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The City of Perry's Black History Month Banner Project

Summary by Anya Turpin, Special Events Manager, City of Perry

Monday, February 7, 2022

Mission

The mission of the Black History Month banner project is to celebrate prominent African American members of the Perry community who have made notable impacts or achievements.

Application Process

There is a free application hosted on the City of Perry's website which may be found at:

<https://perry-ga.gov/bhm>

Applications open in the Spring and the deadline to apply is September 1st, to allow for time to review candidates, gather information, design banners, print banners, and hang banners before February 1st.

Application Fees

The City of Perry's Black History Month banner aims to be fair and inclusive of all socioeconomic levels. Because of this, there are no fees to apply for consideration (or to nominate another individual for consideration) for the City of Perry's Black History Month banner project. If selected, there are no fees charged to either the applicant or the candidate to cover the design, printing, or installation of the banners.

Black History Month Committee

There is an established committee who works together to review applications, generate banners, upload content to the website, and plans for a continuation of the celebration through the Juneteenth: Freedom Day Festival event.

Questions & Further Details

Please direct all questions or requests for further details to: anya.turpin@perry-ga.gov



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OFFICE OF THE CITY MANAGER

MEMORANDUM

TO: Mayor/Council
FROM: ^{LS} Lee Gilmour, City Manager
DATE: February 10, 2022
REFERENCE: Amending Annual Leave

The Administration has been approached about adjusting the payout of annual leave balances for employees who die while employed by the city. Understanding the emotional attractiveness of the request, it is not good policy to make adjustments based on singular events.

Examining the overall financial impact and future needs the Administration recommends council amend the City of Perry Personnel Policy relative to leave to:

1. Replace annual with paid time off.
2. Shift all current annual leave balances to pay time off.
3. Cease accumulating sick leave. Current sick leave balances remain the same and are used under current policy.
4. Accrue PTO as originally proposed which accounts for type of shift (standard, police and fire) and length of time employed.
5. Increase the PTO payout cap based on type of shift and length of service.

The proposed payout scheduled is shown in Exhibit A.

cc: Mr. R. Smith
Personnel
Department Heads

**EXHIBIT A
PROPOSE PTO PAYOUT SCHEDULE**

Shift Type Employment	Standard Maximum	Police Maximum	Fire Maximum
< 60 months	240/hrs	258/hrs	366/hrs
< 120 months	280/hrs	301/hrs	424/hrs
< 180 months	320/hrs	344/hrs	482/hrs
< 240 months	350/hrs	382/hrs	531/hrs
< 300 months	370/hrs	401/hrs	555/hrs
300 + months	390/hrs	420/hrs	580/hrs

PROPOSED PTO ACCRUAL SCHEDULE

Shift Type	Standard Per Pay Period	Police Per Pay Period	Fire Per Pay Period
< 60 months	6 / hr/5 m	6/hr/24 m	8/hr/34 m
60 + months	7 / hr/37 m	8/hr/0 m	10/hr/43 m

CURRENT ANNUAL LEAVE ACCRUAL

Shift Type Employment	Standard Per Pay Period	Police Per Pay Period	Fire Per Pay Period
< 60 months	3/hr/4 m	3/hr/4 m	4/hr/18 m
60 + months	4/hr/37 m	4/hr/37 m	6/hr/28 m



MEMORANDUM

TO: Lee Gilmour, City Manager
FROM: M. White, Personnel Technician
DATE: February 4, 2022
RE: Military Leave Policy

As you know, the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA) is a federal statute that places certain requirements on all employers, including the City of Perry, that are meant to protect the civilian employment of military personnel who have been called to active duty. State law (specifically O.C.G.A. § 38-2-279) levies additional responsibilities for Georgia employers relative to ordered military duty in the service of the State of Georgia or United States.

It is Personnel's recommendation that the attached Military Leave Policy replace *Article VI, Section 4. Military Leave* in the existing Personnel Manual. As written, the current policy does not accurately or sufficiently detail the protections and benefits afforded to employed servicemembers. These include the reemployment provisions outlined in USERRA, as well as state law entitling employed servicemembers to 18 days (144 hours) of paid leave (30 days for certain governor-declared emergencies) in each federal fiscal year.

Adoption of this policy will ensure the City's compliance with federal and state law on this matter. Please let me know if you have any questions or concerns.



**DRAFT AMENDMENT:
MILITARY LEAVE POLICY**

Exhibit A

Article VI, Section 4. Military Leave

Overview. Employees are entitled to military leave in accordance with federal and state law. An employee going on military leave should present a copy of their orders or other supporting documentation to the Department Head as soon as reasonably possible following receipt of the orders or supporting documentation.

In accordance with the Uniformed Services Employment and Reemployment Rights Act (USERRA), an employee has the right to be reemployed in their City job if the employee leaves the job to perform service in the uniformed service and:

- the employee ensures that the City receives advance written or verbal notice of the service;
- the employee has five years or less of cumulative service in the uniformed services while with the City;
- the employee returns to work or applies for reemployment in a timely manner after conclusion of service, as defined in Section 4312 of USERRA.
- the employee has not been separated from service with a disqualifying discharge or under other than honorable conditions.

Reemployment Position. An employee who is absent from work due to ordered military duty for less than 91 days will be restored to the job and benefits that would have been attained with reasonable certainty if not absent due to military service (the “escalator position”). If not qualified for that position (and after reasonable attempts to qualify the employee), the employee must be reemployed in the position he/she left, and if the employee is not qualified for the pre-service position (again, after reasonable attempts to qualify the employee), the employee must be reemployed in any other position that is the nearest approximation first to the escalator position and then to the pre-service position, provided the employee is qualified or can become qualified through reasonable efforts by the City.

For an employee whose period of service is 91 days or more, the requirement is the same; however, a position of like seniority, status, and pay may be offered in lieu of the escalator position or the pre-service position.

The City is not required to reemploy an employee returning from military leave if circumstances of the City have so changed to make it impossible or unreasonable to do so, or the position was a temporary position with no reasonable expectation that employment would continue indefinitely or for a significant period.

Paid Leave under State Law. In addition, employees are entitled under State law to 18 days - 144 hours - of paid leave (30 days for certain governor-declared emergencies) during each federal fiscal year, which runs from October 1 through September 30, for the performance of ordered military duty and while going to and returning

from such duty. "Ordered military duty" for the purpose of this paid leave includes military duty performed in the service of the State of Georgia or the United States as a volunteer member of the National Guard or of any reserve force or reserve component of the Armed Forces of the United States pursuant to orders issued by the appropriate state or federal authority, as defined in O .C.G.A. § 38-2-279.

Benefits. Continued benefits coverage is contingent on the employee paying all required benefits premiums. An employee who leaves their City job to perform military service will have the right to continue their existing City-based health plan coverage for themselves and their dependents for up to 24 months while in the military. Should an employee elect not to maintain coverage during their military service, they will have the right to be reinstated in the City's health plan upon reemployment. All periods of military leave with or without pay will be counted as credited service for those benefits that are based on length of service.

Questions. Questions regarding the City's military leave policy should be directed to the Personnel Manager. Should an employee believe they have been denied leave to which they are entitled or otherwise discriminated against because of the use of military leave, they should use those procedures outlined in the City's Equal Employment Opportunity and Anti-Harassment Policies.

**2022 DOWNTOWN PARKING PROPOSAL BY
THE MIDDLE GOERIGA REGIONAL COMMISSION
FOR THE CITY OF PERRY**

Proposed Scope of Work

The assessment would include survey of parking availability in all parking spaces in city-owned lots or marked along the public right-of-way throughout the downtown corridor, defined as the area bounded to the east by Second Street, to the north by Northside Drive (excluding the Andrew Heights neighborhood), and to the west and south by the Perry DDA boundary. MGRC staff will conduct a total of 60 samples at several different times throughout each day of the week (Monday through Saturday) to determine typical parking demands and availability of parking spaces. Additional on-site reconnaissance will be performed, as necessary, to collect insights into potential issues and challenges with downtown parking. The deliverable from MGRC to the City of Perry/Perry DDA is a report analyzing the data collected. Potential strategies to address any issues will also be provided.

To assist in completion of the study, the City of Perry/Perry DDA will accomplish or cause to be accomplished the following:

1. Review and concur with geography of the defined study area and data metrics which will be captured before field inventory begins.
2. Confirm city ownership of parking spaces where ownership is not readily apparent.

Proposed Completion Schedule/Timeline

Upon proper execution of this agreement by all parties, MGRC agrees to initiate work. MGRC proposes that the project be budgeted for in the FY23 budget for the City of Perry/Perry DDA and that work begin in June 2022.

ACTIVITY	INITIAL TIMEFRAME*
Project Kick-Off Meeting	June 2022
Survey Map Preparation	July 1, 2022 – August 19, 2022
Field Inventory	August 22, 2022 – October 17, 2022
Data Analysis and Report Preparation	October 18, 2022 – November 9, 2022
Draft Report Submitted	November 10, 2022
Final Report Presented	November 28, 2022 (DDA) December 5, 2022 (City Council)

**This timeframe is provided for general planning purposes. MGRC may modify this timeline to accomplish the scope of work, so long as draft and final reports are submitted by the above dates.*

Proposed Compensation

The total cost of service under this agreement is **\$3,500**. The amount due from the City of Perry/Perry DDA will be billed by MGRC upon delivery of the final report.