



***OUTSTANDING OPPORTUNITY TO SERVE THE CITIZENS OF
PERRY, GEORGIA
AS THEIR NEXT
DIRECTOR OF PUBLIC WORKS***



Introduction

Slavin Management Consultants has been retained by the City of Perry, Georgia to assist in the recruitment, hiring, and orientation of a new Director of Public Works. This profile has been developed after consultation with the City Manager. The Mayor, City Council and City Manager are unified in their objective to hire a highly-qualified professional based on the interpersonal and professional qualities and skills desired for the position.

Perry, Georgia

Founded in 1824, the City of Perry is located in Houston County in the heart of middle Georgia. The historic community currently encompasses 27.8 square miles along Interstate 75 approximately 90 miles south of Atlanta. Perry has been able to capitalize on its proximity to Robins Air Force Base, excellent schools, unique downtown, high quality of life, and location in transforming from a small town to a vibrant and growing community of nearly 15,000 people. As a hub of state and federal highways, home of the Georgia National Fairgrounds & Agricenter and the Georgia Artisans Center, and with events like the Dogwood Festival, the Perry Music Festival, and the annual Perry Buzzard Drop New Year's Eve bash, Perry is "Where Georgia Comes Together".

Historic Downtown Perry, a bustling commercial core surrounded by historic, traditional neighborhoods, is the economic anchor of a commercial environment with approximately 641 businesses. Though well-rounded in its composition, the Perry economy is driven by tourism, with nearly 1 million people visiting every year for events at the Georgia National Fairgrounds & Agricenter and Robins Air Force Base, the 24,000-employee economic engine located in Houston County. There are also a number of large employers in Perry including Perdue Farms, Frito Lay, and Graphic Packaging.

Perry is growing quickly. The City of Perry's growth is at a rate greater than Houston County, the Middle Georgia Region, the State of Georgia, and the U.S. Perry's population is expected to grow at a rate of 1.5% per year. The fastest growing population segment is for people 20 to 34 years of age and the largest demographic is those persons known as "Middleburg" which has a median age of 35.3, are mostly well-educated young couples, and have a relatively high median household income. In addition to population growth, even more significant growth will be seen relating to income. By 2018, it is expected that the per capita income in Perry will increase an astonishing 13.1%.

In 2015, the City of Perry issued 253 single-family residential building permits, the most permits issued since 2006, and is on pace to exceed that number in 2016. There are also a number of multi-family residential housing developments underway. Likely a product of population growth and income growth, median housing values within a three (3) mile radius of downtown are set to skyrocket from \$163,779 currently to \$204,978 by 2019.

Beyond the strong economic situation, much of this growth can be attributed to the high quality of life found in Perry. Perry is continuously lauded as one of the safest communities in Georgia and amongst the best small towns in Georgia. With a focus on public spaces, parks, and recreational offerings, the City of Perry offers a wide range of recreational and leisure opportunities. Houston County Schools are among the best in Georgia and The Westfield School offers a sound private school option. You will also find a broad-range of post-secondary educational opportunities nearby. Organizations like the Perry Area Historical Society, Perry Players Community Theatre, and the Perry Public Arts Commission serve to round out a community experience that is difficult to surpass.

For more information about Perry, you are encouraged to visit the City's website at www.perry-ga.gov

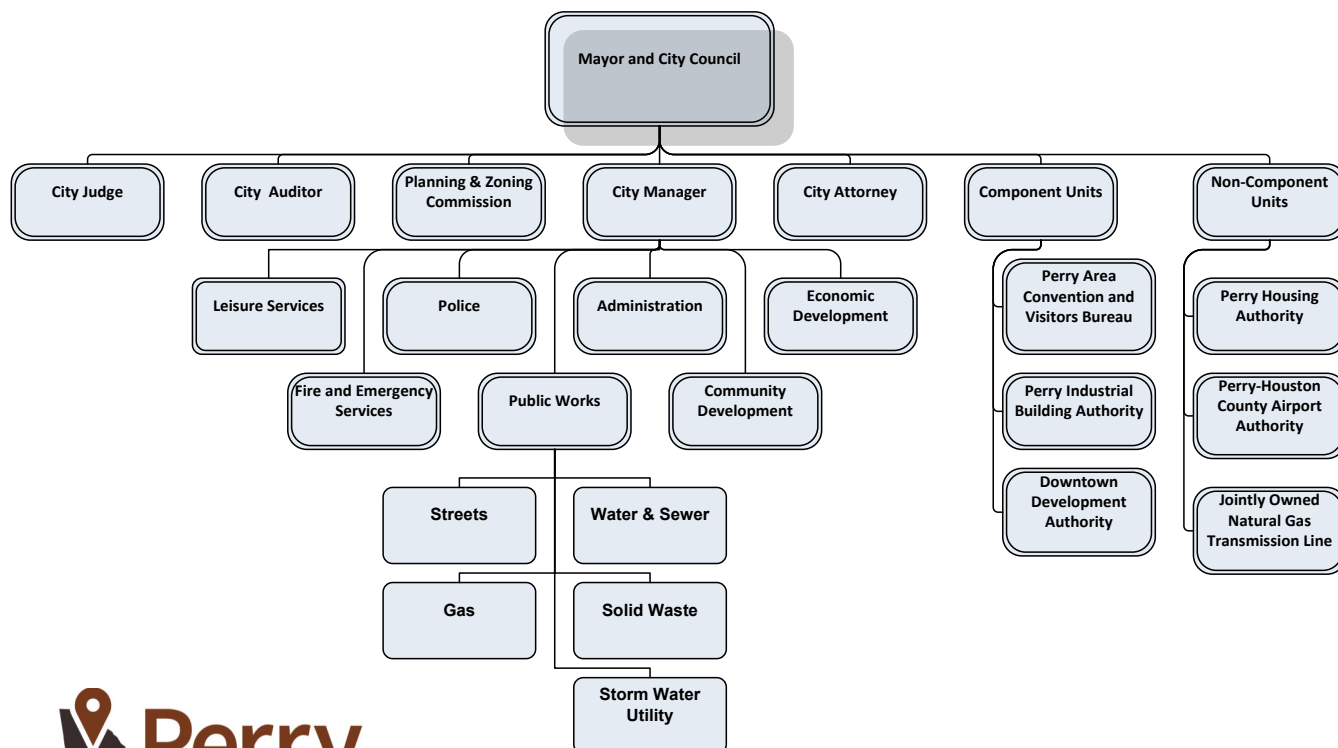
The Perry Municipal Government

Perry maintains a Council/Manager form of government. Policy-making and legislative authority is vested in a City Council consisting of the Mayor and six (6) Councilmembers. The Mayor is elected at-large and the Councilmembers are elected from three (3) districts with two from each. The City Council appoints the City Manager, who is responsible for supervising the City's daily operations, and department heads who oversee the operations of their respective departments. There are seven (7) City departments: Administration, Community Development, Economic Development, Fire and Emergency Services, Police, Public Works, and Leisure Services. The City of Perry is a full-service municipality providing a broad range of programs and services with a projected FY2017 budget of approximately \$27,936,400. There are a number of well-developed plans in place including the *Perry Strategic Plan and Implementation Program* that are guiding much of the activities of the City.



CITY OF PERRY, GEORGIA

ORGANIZATION CHART



Where Georgia comes together.



Public Works Department

The mission of the Department of Public Works is to provide a safe, prompt, reliable service to the residents, businesses and visitors of Perry that is delivered in a professional, customer-friendly, attentive and efficient manner.

The Department of Public Works is responsible for providing the following major services to the City and its residents:

- Water production, operation, distribution and administration
- Wastewater collection, operation, treatment, disposal and administration
- Natural gas distribution, operation and administration
- Effective street, right-of-way and traffic control maintenance
- A comprehensive and integrated waste management system to handle solid waste in a manner that will protect the public health and welfare and enhance the beauty and quality of the environment
- A safe, comfortable and clean environment for the citizens and employees of the City
- A serviceable fleet at the lowest costs possible, while at the same time, remaining cognizant of the demand and needs of the vehicle users
- To properly manage the environmental impact of storm-water pollution

The Department has four in-house divisions plus three contracted operations. The in-house divisions are Street Maintenance, Sanitation, Fleet Maintenance and Buildings and Grounds Maintenance. The contract operations are Wastewater Collection and Treatment, Water Production and Distribution and Natural Gas Distribution. Public Works has an operating budget of \$906,900. This year utilities expenditures will total approximately \$13 M. The Public Works Department has 31 full-time employees.



Issues, Challenges and Opportunities

- Perry is a vibrant City with a growing young population that identifies more with urban Atlanta than with rural middle Georgia.
- The City is growing in physical size and population thus placing increasing service demands on the City
- There are several issues within the City's solid waste collection system needing attention they include missed customers, damaged totters, commercial recycling and other issues.
- Litter control and maintaining public grounds cost effectively are issues.

Director of Public Works

The Director of Public Works is appointed by the City Council with the recommendation of the City Manager and serves at the pleasure of the City Council. He or she is responsible for providing vision, leadership and direction to the Department by planning and managing all of the City's public works services in accordance with current professional standards, applicable laws and Mayor and Council directives. Work is performed under the administrative direction of the City Manager and considerable independent judgment, discretion and initiative are exercised in carrying out the daily operations of the Department with efficiency and effectiveness.

Requirements:

Requirements include: a Bachelor's Degree from an accredited college or university in Civil Engineering, Engineering, Environmental Science, Public Administration or a closely related field and a minimum of six **(6)** years of municipal experience in public works operations, administration and management to include solid waste collection/disposal; water or wastewater collection and/or distribution and/or water or wastewater treatment; natural gas distribution; fleet maintenance; street maintenance; buildings and grounds maintenance and three **(3)** years supervisory experience or eight **(8)** years with a minimum of two **(2)** years in a senior management capacity in Public Works.

1. Must possess and maintain a valid Georgia driver's license throughout employment.
2. Must maintain an acceptable Motor Vehicle Record (MVR) throughout employment.

Compensation: The current salary range is \$71,000 to \$96,900 with excellent benefits. Beginning salary is negotiable. An employment contract will be provided.

City Department Head benefits include:

- Three (3) percent base pay increase upon successful completion of probation period.
- Receive any Council approved pay adjustments.
- Participation in City's health and dental insurance programs begins on the first of the month following thirty (30) days of employment.
- Provision of City vehicle or auto allowance of \$270.00/month.
- Annual merit increase as approved by Council.
- Participation in City's 457 deferred compensation plan with City matching up to three (3) percent of gross income based on level of participation in companion 401A pension plan.
- Payment of dues for participation in the Perry civic club of choice.
- Payment of social membership dues at the Houston Lake Country Club.
- Provision of laptop computer or notebook if desired.
- Provision of City smart phone or \$40.00/month communications allowance.
- City payment of memberships in state and national professional organizations of your choice.
- City provided life insurance of \$50,000, \$50,000 for accidental death/dismemberment and short term disability.
- Reimbursement for one-time relocation costs.
- Contract with City includes initial three (3) month severance package effective after probation period.
- Payment of current State certifications held.

- Employee are provided with an initial thirty days of vacation and accrue three weeks per year thereafter.
- In addition, employee shall be given an initial thirty (30) days of sick leave and shall thereafter accrue sick leave in accordance with the rules and regulations of the Employer.

To Apply

Apply by April 17, 2017 with cover letter, resume and present salary to:

Robert E. Slavin

SLAVIN MANAGEMENT CONSULTANTS

3040 Holcomb Bridge Road #A-1

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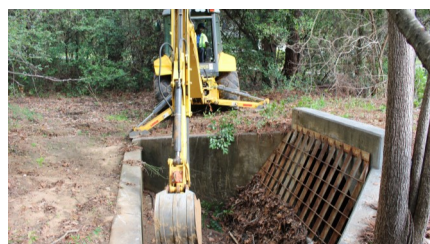
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The City of Perry is an Equal Opportunity Employer



Where Georgia comes together.