

1. Agenda

Documents: [BOMC-2-24-16-WS-AGENDA.PDF](#)

2. Agenda Items

Documents: [BOMC-WS-2-24-16-AGENDAITEMS.PDF](#)



**BOARD OF MAYOR AND COMMISSIONERS
WORK SESSION
February 24, 2016
5:30 p.m.**

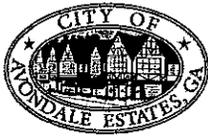
AGENDA

- Item No. 1 Meeting Called to Order
- Item No. 2 Adoption of Agenda
- Item No. 3 Mixed Use Redevelopment Presentation by South City Partners
(E. College Ave. between Hillyer St. and Sams Crossing)
- Item No. 4 Community Promotion Program Applications
- Item No. 5 Tree Canopy Survey
- Item No. 6 Application for Open Area, Deck and/or Patio Sales (Pallookaville)
- Item No. 7 Board of Mayor and Commissioners Compensation
- Item No. 8 Restatement of City of Avondale Estates Georgia Municipal Association 401(a)
Defined Contribution Plan; Required Federal Law Updates
- Item No. 9 Body Cameras for Police Officers Agreement
- Item No. 10 2015 Audit Agreement With Clifton, Lipford, Hardison & Parker, LLC
- Item No. 11 Georgia City-County Management Association (GCCMA) 60th Anniversary
Proclamation
- Item No. 12 Public Comment
- Item No. 13 Adjournment

Community Promotion Program (CPP)

The Community Promotion Program (CPP) was created to promote the City of Avondale Estates, with a focus on the Central Business District. Fifteen thousand dollars was allocated to this program for the 2016 funding cycle. The City received four applications with a total of \$18,500 requested. Avondale Estates Farmers Market and RAD (Rail Arts District) Studio Cruise have been funded in the past. The Avondale May-Ham Fest and Southern Surf StompFest 2016 are new applications.

A packet of information outlining the applications and reviewing the proposals, based on the application criteria, has been provided.



City of Avondale Estates

Community Promotion Program: Funding Request

Section A: Applicant

1. Name of Organization or Individual: The Avondale Estates Farmers Market
Contact Person (if different than above): Melanie Green
2. Mailing Address: PO Box 767, Avondale Estates, GA 30002
3. Telephone Day (614) 330-9700
4. Email: mgreen.1098@gmail.com
5. Tax Exempt Number and Date/Date of Incorporation (State of GA): May 8th, 2014, not tax exempt
6. Number of Years in Avondale Estates: 2016 will be the market's 3rd year
7. Have you ever received funds from the City of Avondale Estates? Yes
8. If yes, what was the most recent funding amount? \$4,000
9. Were there any residual funds at the completion? Yes, roughly \$1,200, but all allotted for CPA and New Tent

Section B: Project

1. Project Title: The Avondale Estates Farmer's Market
2. Schedule-Start and End Date: April 3rd, to October 30th, weekly, Sundays
3. Hours of Operation Each Day: 10:00 am to 2:00 pm
4. Amount Requested: \$5,000
5. Funds Disbursement Date: Before April 1st, 2016

Section C: Certification

Signature: Authorized Official/Individual

Date January 27th, 2016

Title: Board Member

Sections D-F: Sections D-F require an attachment, as indicated in the Application Instructions accompanying this form.

Approved: _____ Yes _____ No Approved by: _____ For Official Use Only Date: _____ Grant Amount: _____

The Avondale Estates Farmers Market - CPP Application

2016

REQUIRED ATTACHMENT



Section D: Project summary Narrative

1. Our mission is to provide Avondale Estates residents and neighbors from surrounding areas with a weekly shopping experience where they can connect directly with organic farmers, local food producers, and craftsmen.



2. In 2015 we set up a LLC corporation with a board of directors. Several volunteers signed up as market



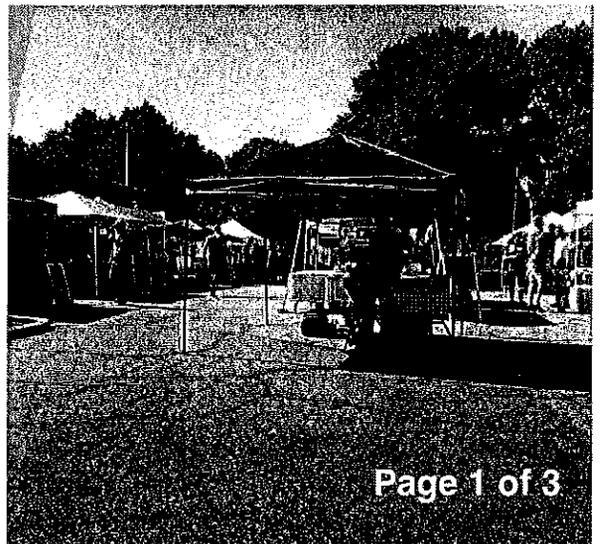
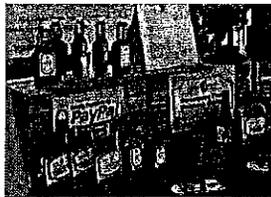
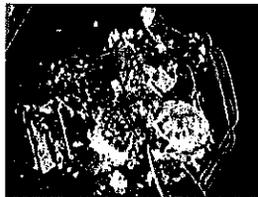
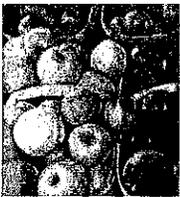
managers and support staff. Meetings have been held on a monthly basis and a marketing person was hired for promotion. We are currently seeking to streamline the Market Manager to one main point person with volunteers to help on an as needed basis.



3. The Second year allowed us a small margin of profit to allow us to extend the market a month to the vendors and community at no charge. We were able to pay our market managers and social media promoter and still allow the vendors and community to have access to our local organic produce and products through November to the City of Avondale Estates.

4. We have three plans for promotion this year: monthly vendor features, Instagram, and My Parents Basement. Facebook proved to be one of our best marketing tools and with the addition of an Instagram account, we can link our Twitter and Facebook accounts increasing our digital traffic. With the added Instagram account, we can increase our social media traffic and foot traffic with the use of hashtags such as: #AEFM, #shoplocalAE, #bizarrebazaar, and more. Weekly social media newsblasts will continue to be utilized. In 2016, we intend to be mainly focused on promotion by social media. Anticipating the great success of RAD again this year, we will also leverage that event to promote our grand opening. Our partnership with My Parents Basement will allow us to continue to support local vendors and businesses. My Parents Basement also has a monthly craft vendor event on Sundays that the AEFM will collaborate with, the Bizarre Bazaar. Our monthly vendor feature hopes to be a promotion of a vendor/s' produce or product gift to one of our market attendees.

5. The turnout for the market probably averaged about 275-300 per Sunday, a small but significant increase from last year's 250. The impact of weather and other events caused attendance to vary from 150 to as many as 400.





Section E: Accessibility

1. The entire market, being on flat ground with no existing street curb, is entirely accessible. Originally at Little Tree, the event was moved to the Credit Union parking lot, 52 North Avondale Road for greater drive-by exposure and attendance. This year, we have partnered with My Parents Basement on 22 North Avondale Road. My Parents Basement has a large enough parking lot that will allow some parking next to the vendors and then plenty of street parking as well. This allows us to keep the market in close proximity to our previous location, sustain our visibility and accessibility the Credit Union parking lot provided, and increase exposure and attendance with My Parents Basement patrons.
2. There are no accessibility limitations.



Section F: Project Budget:

Proposed Expense Budget for 2016: (based on 2015)

• Printed Materials	\$200
• Market liability Insurance	\$400
• Bank Fees	\$100
• Directors and Officers Insurance	\$750
• Social Media , \$500 monthly	\$4,000
• Water, Supplies, new tent (\$400), and incidentals.....	\$650
• Part time Market/ Marketing Manager	\$120 weekly (\$3,360)
• CPA fees	\$700
• Live Music 32 @ 100 (music twice last year, want every week)	\$3,200
• Taxes	\$100
TOTAL	\$13,460

Current Funding: (Projected)

From Vendors & Farmers based on last year, less five weeks, reduced app fees.....	\$7,810
City of Avondale Estates (REQUESTED AMOUNT)	\$5,000
TOTAL	\$12,810

Total income for 2015 was \$13,235. Net income was \$15,235. However the actual bank balance is \$1,404 and we are saving back for a new tent, some signage, and the CPA fees which will about zero out our account.





City of Avondale Estates
Community Promotion Program: Funding Request

Section A: Applicant

- Name of Organization or Individual: AVONDALE MAY HAM FEST
Contact Person (if different than above): AMY AND DUSTY MUMMA
- Mailing Address: 209 FOREST GLEN CIR, AVONDALE EST, GA 30002
- Telephone Day: AMY-717-381-9309 Evening: DUSTY 717-587-8760
- Email: mumma1313@yahoo.com FAX: _____
- Tax Exempt Number and Date/Date of Incorporation (State of GA): NEW GROUP / NOT TAX EXEMPT
- Number of Years in Avondale Estates: 1ST YEAR
- Have you ever received funds from the City of Avondale Estates? NO
- If yes, what was the most recent funding amount? _____
- Were there any residual funds at the completion of the project? How much? _____

Section B: Project

- Project Title: AVONDALE MAY HAM FEST
- Schedule-Start and End Date: MAY 7th 7am - 3am (set up + clean up)
- Hours of Operation Each Day: 1 DAY EVENT
- Amount Requested: \$7,000-
- Funds Disbursement Date: APRIL 1ST

Section C: Certification

[Signature]
Signature: Authorized Official/Individual

1-27-16
Date

Title: ORGANIZER

Sections D-F: Sections D-F require an attachment, as indicated in the Application Instructions accompanying this form.

Approved: Yes No Approved by: _____ For Official Use Only Date: _____ Grant Amount: _____



AVONDALE MAY-HAM FEST

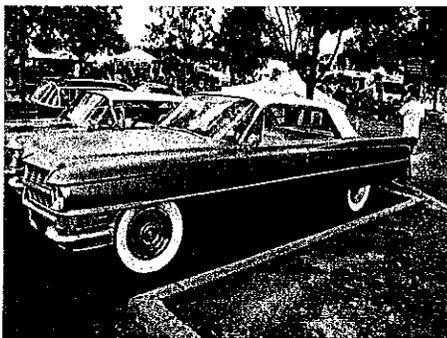
PROJECT SUMMARY NARRATIVE



Our mission is to bring the “world’s greatest tailgating party” to Avondale Estates. For 16 years, the World Famous Drive-Invasion has been an annual event in Atlanta. Drive-Invasion was founded in 1999 by surf guitarist Scott “Rip Thrillby” Rogers as an annual all-day outdoor tail-gating celebration of the American drive-in. Each year brought a unique blend of rock ‘n’ roll, classic American cars, great food, and b-movies under the stars. This event has taken place for 15 years at the Starlight Drive-In and one at The Green Lot at Turner Field. We would like to bring a similar event to Avondale Estates. The partners of Drive-Invasion would like to present “Avondale May-Ham Fest” as an annual event to promote businesses in Avondale Estates, bring the community of Avondale together, and showcase to non-Avondale residents that Avondale is a vibrant, exciting place for art, food, and entertainment.



Avondale May-Ham Fest will host 12 bands two stages, side show acts, a variety of vendors, a car show, and 3 movies after dark.



Bob and Marghe Means (Little Tree Art Studios) will partner with Dusty and Amy Mumma (Drive-Invasion). The partners will manage all correspondence and financials. Pine Street Market and My Parents Basement will be supporting the event.



Drive-Invasion, as an attendee paid event, has averaged 3,000 attendees per year. With Avondale May-Ham Fest being free to attendees, we estimate this average to be higher.

ACCESSIBILITY

We will request that the streets around the Rail Arts District be closed for the day of the event (Pine Street from Avondale Rd to Washington Street and Franklin Street from Locust to Olive Street). The Avondale Free Public Parking will be utilized during this event. As the vendors, mainstage, and movie screen will be on the streets, they will be accessible and meet ADA requirements.

Individual venues will be responsible for meeting the ADA requirements.

Avondale May-Ham Fest will supply Wheelchair/Handicap accessible port-o-lets.

PROJECT BUDGET

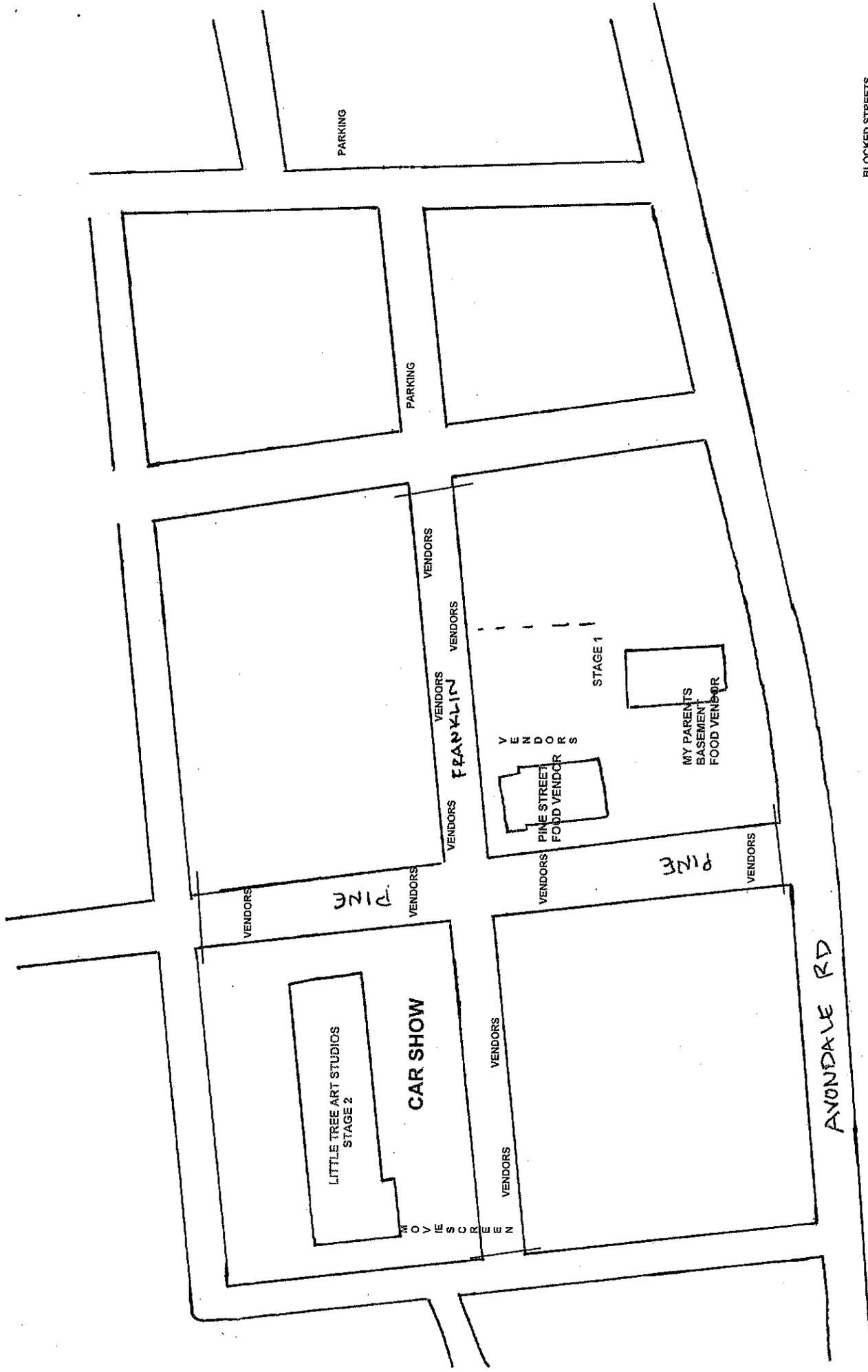
Administrative fees will be absorbed by the partners.

Expenses

Marketing (posters, banners, social media).....	\$1,590.00
Staging.....	\$1,500.00
Movies (projectionist, screen, 3 movies)	\$2,860.00
Generators.....	\$ 500.00
Entertainment (12 bands).....	\$3,000.00
Music Licensing.....	\$ 50.00
Liability Insurance.....	\$1,000.00
Security.....	\$ 500.00
Port-o-lets.....	\$ 500.00
Cleanup.....	\$ 500.00
 Total.....	 \$12,000.00
 Income	
Sponsorship.....	N/A Currently
Vendors.....	\$5,000.00
 Funding requesting.....	 \$7,000.00



AVONDALE MAY-HAM FEST



_____ BLOCKED STREETS

WILL UTILIZE PUBLIC PARKING AREAS AND OPEN STREETS FOR PARKING



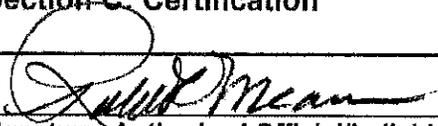
Section A: Applicant

1. Name of Organization or Individual: RAD (Rail Arts District) Studio Cruise c/o Avondale Arts Alliance
Contact Person Bob Means
2. Mailing Address: c/o Avondale Arts Alliance, PO Box 301, Avondale Estates, GA 30002
3. Telephone Day 404-297-9960 Evening: 404-803-5269, Bob's Mobile
4. Email: bob@littletreeartstudios.com
5. Tax Exempt Number and Date/Date of Incorporation (GA): AE Arts Alliance: 12/23/2004 not tax exempt
6. Number of Years in Avondale Estates: 2017 will be the 10th year of the Rail Arts District Studio Cruise
7. Have you ever received funds from the City of Avondale Estates? YES
8. If yes, what was the most recent funding amount? \$5,000, 2015 for 2016
9. Were there any residual funds at the completion of the project? NO

Section B: Project

1. Project Title: RAD (Rail Arts District Studio Cruise)
2. Schedule-Start /End Date: Tentative Date is March 18th, 2017
3. Hours of Operation Each Day: One day, 11:00 am until 7:00 PM
4. Amount Requested: \$5,000
5. Funds Disbursement Date: February 1st, 2017

Section C: Certification


Signature: Authorized Official/Individual

Date January 27th, 2016

Title: Co-organizer

Sections D-F: Sections D-F require an attachment, as indicated in the Application Instructions accompanying this form.

REQUIRED ATTACHMENT

Section D: Project summary Narrative

1. Our mission is to organize practicing professional artists to produce a yearly art-related festival that benefits the artists, arts organizations, centered in and around the Rail Arts District of Avondale Estates. In addition to driving sales and creating economic activity, we actively seek to promote the Rail Arts District throughout greater Atlanta to draw visitors and promote the Avondale Estates Rail Arts District as an important year-round cultural destination. 2017 will be R.A.D.s 10th year.

2. RAD 2015 proved to be as successful as the previous year. With the Avondale Estates Arts Alliance, Mudfire, Atlanta Hot Glass, Little Tree Art Studios, Garage Door Studios and Paper Trail all pulling together and pooling their abilities, financial resources, and social media resources, the resulting event drew folks from all over the greater Atlanta area. Again, the circulating trolleys and the aid of the marketing team from the Arts Alliance made for another successful year.

3. 2008 R.A.D. was small, foggy, and really fun.
 2009 was unseasonably warm, the attendance was great.
 2010 followed a major snow storm the night before, attendance was almost as good as the year before.
 2011 we again had great weather and the largest turnout.
 2012 was chilly, but bright, sunny, and again was well-attended.
 2013 We have moved the event date forward two weeks to better insure good weather, (it wasn't)
 2014 ROCKED!!! We guestimate in the neighborhood of 8,000 attendees.
 2015 Equaled the previous year, bringing thousands of new faces to our community
 2016 will be March 19th. We anticipate another very successful year!

4. Again this year, 2016, the trolley's will only stop at what we are terming as "Anchors", or those places which house several studios and will have ongoing demonstrations throughout the day. We are envisioning the focal point to be the center of Avondale behind Tudor Village. Garage Door Studios and our sponsorship staff is actively engaging those surrounding businesses at the heart of Avondale for their participation to create a festive interactive senergy! This year the evening feature will be the Allmond Brothers Tribute Band at the Towne Cinema.

5. 2015 saw an attendance estimated at 8,000 or so. This year, in 2016, we anticipate the same or greater attendance as we saw in 2015.



Section E: Accessibility

1. 2017 is likely to grow beyond this and last year's attendance. This year, the event being housed in 6 major facilities. Each of these facilities are accessible and have reasonable parking and restrooms and capable of handling larger than normal crowds.



2. Each venue is responsible for meeting or exceeding the legal requirements, and working with local authorities on accessibility issues related to ADA.



Section F: Project Budget

We are basing this on last years monies received and expenses, which covered our needs and brought us to a break even point.

Proposed Expense Budget for 2017

Printed Materials (Flyers and Postcards)	\$ 700
Banners for street and Trolleys.....	\$1,800
Additional way-finding signage	\$ 500
Trolleys.....	\$2,000
Social Media (facebook, google ads, access atlanta, etc.)	\$ 500
Paper ads and Small amount of T-Shirts for volunteers	\$ 300
Decatur Living	\$ 900
Photography (stills, and video)	\$ 900
Security (Police supervision)	\$ 300
Distribution of posters (500 around the greater atlanta area)	\$ 575
TOTAL.....	\$8,475 (\$8,500)

Projected Funding: 2017 ... \$8,000

Anticipation of funding this year; \$7,920
 \$1,500 from Studios (6 studios @ \$250 each)
 \$5,000 from the City of Avondale Estates
 \$2,170 from Sponsors in 2015





City of Avondale Estates

Community Promotion Program: Funding Request

Section A: Applicant

1. Name of Organization or Individual: Chad E. Shivers
Contact Person (if different than above):
2. Mailing Address: 1098 Athena Ct. Acworth, GA 30101
3. Telephone Day: 770-715-5025
4. Email: chadshiversmusic@gmail.com FAX: n/a
5. Tax Exempt Number and Date/Date of Incorporation (State of GA): n/a
6. Number of Years in Avondale Estates: n/a
7. Have you ever received funds from the City of Avondale Estates? No
8. If yes, what was the most recent funding amount? n/a
9. Were there any residual funds at the completion of the project? How much? n/a

Section B: Project

1. Project Title: Southern Surf StompFest 2016
2. Schedule-Start and End Date: September 17, 2016
3. Hours of Operation Each Day: 12pm-10pm
4. Amount Requested: \$1500
5. Funds Disbursement Date: September 15, 2016

Section C: Certification

Chad E. Shivers
Signature: Authorized Official/Individual
Title: Head Organizer

1/29/16
Date

Sections D-F: Sections D-F require an attachment, as indicated in the Application Instructions accompanying this form.

Approved: _____ Yes _

_____ No Approved by:

For Official Use Only

Date:

Grant Amount: _____

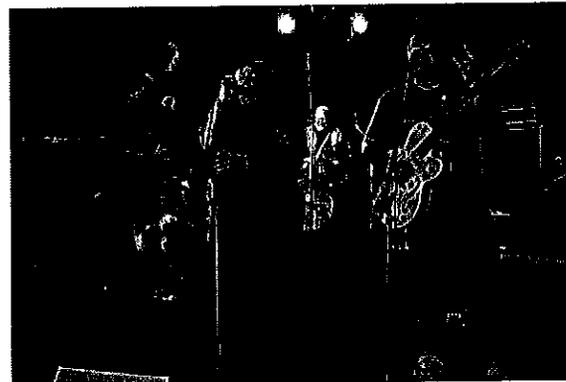
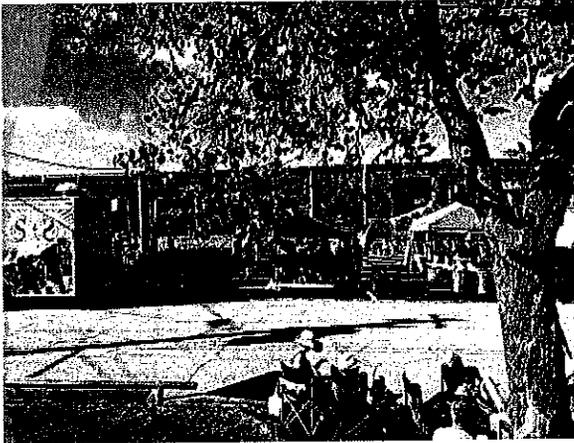
Section D: PROJECT SUMMARY NARRATIVE (Criteria: Organization and Project)

1. Southern Surf StompFest aims to be a world-class festival featuring local, regional, as well as national surf music (a primarily instrumental music genre suitable for all listeners that was developed in the early 1960s) among other acts. This free, family-friendly event will also incorporate vendors and artists from Avondale Estates and surrounding neighborhoods.

2. Currently our operation is a team of six volunteers whose members come from a variety of backgrounds that include (and are certainly not limited to) event planning, booking, promotion, advertising, design, and live sound engineering. We also plan to enlist many more volunteers to help maintain the property and handle the expected volume of attendees, attending to their needs wherever possible.

3. Southern Surf StompFest 2015 was projecting an audience of around 200, while the actual numbers were almost double that. The event was featured on Creative Loafing's website, ATL Retro, and Decaturish.com. Many of our vendors, sponsors, and contributors were from Avondale Estates which were featured in our program and announced between acts, where the audience was encouraged to support the local businesses. A festival kickoff party was also held the night before at Sunbrimmer Records, bringing with it more business.





4. Our goal is to explore many advertising, media, and press outlets through print, handbills, websites/blogs, social media, radio, podcasts, etc. We will work in conjunction with Little Tree Art Studios and their network of creative artists/entrepreneurs, and cross promote with Avondale businesses working with them as vendors and sponsors, serving to showcase not just the venue itself, but the merchants and community at large.

5. As previously stated, the 2015 event drew roughly 400 audience members. With greater promotion and preparation we expect 500-600 in 2016.

SECTION E: ACCESSIBILITY (Criteria: Organization and Project)

Provide a narrative and diagram, if appropriate.

1. The event will be partially held outside at Little Tree Art Studios, where the parking lot will be clear of vehicles and accessible by all attendees.
2. Either portable restrooms or those in participating surrounding businesses will be available for persons with disabilities.

SECTION F: PROJECT BUDGET – EXPENSES (Criteria: Budget)

- Talent (bands/DJ): \$2250
- Little Tree Art Studios: \$100
- Printed Materials: \$200
- Other Advertisements (social media, radio, etc.): \$200
- Water, Supplies, Misc.: \$250

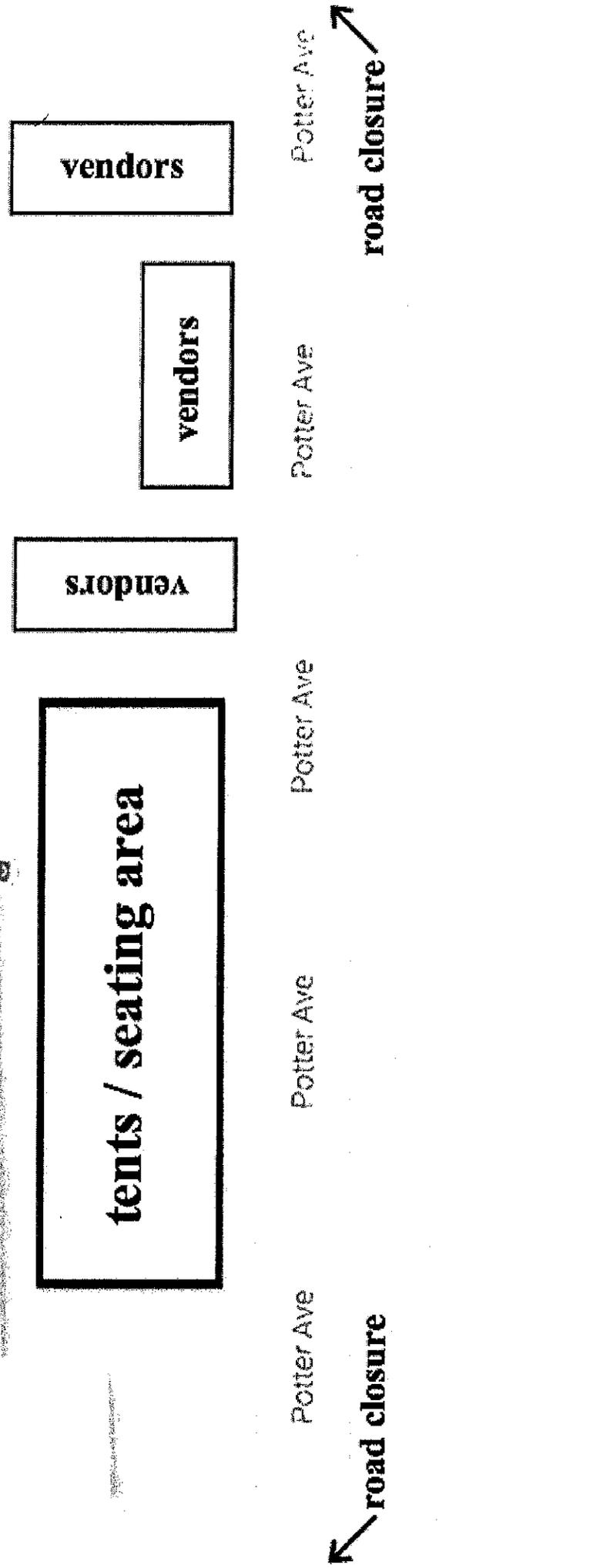
Total: \$3000

With requested city funds we intend to use no less than \$200 of which to cover advertising, \$100 for venue rental, and divide the remaining \$1200 among the travelling bands and DJ to serve as a guarantee for their services.

2015's event was funded entirely through individual donations, sponsorships, and vendor fees. In total the artists received \$1750 and Little Tree \$100, with upfront costs covered by the promoters themselves. While we still plan on utilizing the aforementioned methods of reaching our monetary goals, with the help of the city of Avondale Estates 2016's Southern Surf StompFest will be a bigger, better event and run even more efficiently than before.

Little Tree Art Studios

Crescent Screen
Printing, Inc



**Alcoholic Beverage License Application
Application for Open Area, Deck and/or Patio Sales
17 North Avondale Plaza**

Chapter III, Article IV, Section 3-95 states that “No consumption and/or sale of alcoholic beverages shall be allowed in open areas, decks, patios or similar unenclosed spaces on the premises of an establishment licensed to sell alcoholic beverages unless written application is made to and approved by the governing authority under such conditions as it may deem appropriate for the protection of public health, safety and welfare including, but not limited to, maximum capacity, ingress and egress.”

Palookaville, business license and Certificate of Occupancy pending, has submitted a written request as required above. The business has been taken over by new owners. The patio configuration will remain the same as was approved in 2013.

Alcoholic Beverage License Application — Part VIII

Application for Open Area, Deck and/or Patio Sales

Note: This part only applies to licensed consumption on the premises establishments.

Name of establishment : Palookaville
Address of establishment: 17 N Avondale Plaza Avondale 30002
Licensee's Name: James Maggare

No consumption and/or sale of alcoholic beverages shall be allowed in open areas, decks, patios, or similar unenclosed spaces on the premises of an establishment licensed to sell alcoholic beverages unless this application is completed, submitted to the city clerk, and approved by the Board of Mayor and Commissioners of the City of Avondale Estates under such conditions as it may deem appropriate for the protection of public health, safety and welfare including, but not limited to, maximum capacity, ingress and egress.

A site plan showing the enclosed structure and the open area, deck, patio, or similar unenclosed space on the premises must be attached to this application. Provisions for ingress and egress from the building interior to the open area, deck, patio, or similar unenclosed space on the premises must be indicated thereon.

I hereby make application for approval of a Palookaville (patio, deck, other open and unenclosed space) sales area for the consumption and/or sale of alcoholic beverages. I understand it shall be prohibited for customers to leave the premises with open beverages and it is the licensee's responsibility to ensure that no open beverages are sold and carried from the premises.

[Signature]
Signature of Licensee
1/27/16
Date of Application

Date received by city clerk: _____

Agenda item for _____ meeting of the Board of Mayor and Commissioners

Approved this _____ day of _____, 19 _____.

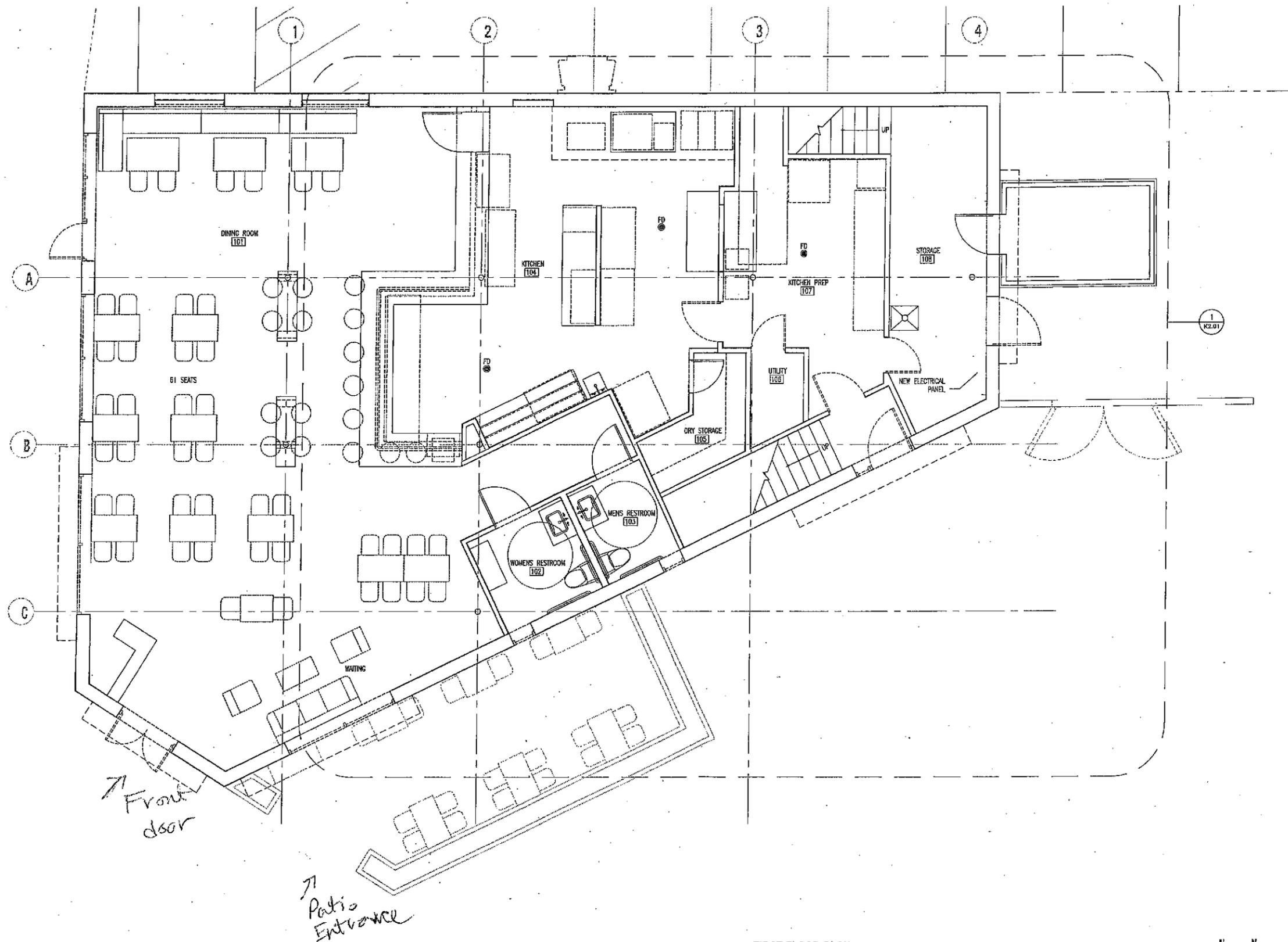
Restrictions, if any _____

Board of Mayor and Commissioners
City of Avondale Estates

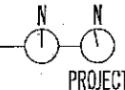
Attest:

Mayor

City Clerk



1 FIRST FLOOR PLAN
1/4" = 1'-0"



TITLE

PALOOKAVILLE FINE FOODS

17. N. AVONDALE PLAZA
17 NORTH AVONDALE PLAZA
AVONDALE ESTATES, GA 30002
DEKALB COUNTY

PROJECT no.

11.29.2012 DRAFT PLANS

FIRST FLOOR PLAN

A2.01
DRAFT
NOT FOR CONSTRUCTION

Georgia Municipal Association Retirement Plan Updates

The purpose of adopting the restated the 401(a) Defined Contribution plan is to incorporate relevant provisions of recent Federal regulations. The City must adopt the restated plan to continue allowing employees retirement benefits associated with the plan.

**SUMMARY OF CHANGES
TO THE RESTATED
GEORGIA MUNICIPAL ASSOCIATION
401(A) DEFINED CONTRIBUTION PLAN**

I. GENERAL OVERVIEW

On March 31, 2014, the IRS issued a favorable advisory letter for the Pre-Approved Georgia Municipal Association 401(a) Defined Contribution Plan ("401(a) DC Master Plan"). The 401(a) DC Master Plan, as approved, incorporates the relevant provisions of the Pension Protection Act of 2006 ("PPA"), the Heroes Earnings and Assistance and Relief Tax of 2007 ("HEART"), the Worker, Retiree, and Employer Recovery Act of 2008 ("WRERA"), the final Treasury regulations under Code Section 415 published on April 5, 2007, and model amendments provided under Internal Revenue Service Notice 2009-82. As a result of these changes, each Employer is required to sign an updated 401(a).

II. SUMMARY OF CHANGES TO THE MASTER PLAN DOCUMENT

The following summarizes the changes in the restated 401(a) DC Master Plan:

- ❖ Incorporates previous amendments to the Master Plan document.
- ❖ Includes certain post-severance compensation, accrued before a participant's severance from employment but paid within 2-1/2 months after the participant's severance for annual Code Section 415 limitation testing purposes.
- ❖ Treats any differential pay and certain post-employment payments to employees in qualified military service as compensation for annual Code Section 415 limitation testing purposes.
- ❖ Clarifies that any corrections required with respect to contributions in excess of the annual Code Section 415 limitation may be done pursuant to the IRS correction program.
- ❖ Allows an employer to include coverage for additional employers who will be treated as participating employers in a multiple employer plan.
- ❖ Eliminates the forfeiture account and provides that participant's non-vested employer contributions forfeited during a calendar year must be used no later than the last day of the second month following the calendar year to reduce or supplement employer contributions. If the employer does not otherwise direct, forfeitures will be used to reduce employer contributions.
- ❖ Clarifies the payout options from which a participant may choose to have his or her benefits paid.

- ❖ Temporarily suspends the required minimum distribution rules for 2009 for required minimum distributions.
- ❖ Updates the eligible rollover distribution provisions.
- ❖ Updates rules relating to benefit payments to minors and individuals deemed incompetent.
- ❖ Clarifies the requirements to comply with the Uniformed Services Employment and Reemployment Rights Act of 1994 ("USERRA") and the Heroes Earnings Assistance and Relief Tax Act of 2008 ("HEART").

III. SUMMARY OF CHANGES TO THE ADOPTION AGREEMENT

The following summarizes the changes in the restated 401(a) DC Adoption Agreement:

- ❖ Requires employers to specify and clearly define the classes of employees who are eligible for, and excluded from, participation in the plan without identifying the names of the employees.
- ❖ Clarifies that an employee may not be excluded from participating or receiving contributions under an employer's plan based on the attainment of a maximum age.
- ❖ Permits employers to elect to include certain post-severance compensation, accrued before a participant's severance from employment but paid within 2-1/2 months after the participant's severance, as compensation for purposes of determining contributions to the plan.

As has been the case in the past, all amendments must be approved by the GMA Board of Trustees prior to implementation.

GCCMA 60th Anniversary Proclamation

WHEREAS, the Georgia City-County Management Association (GCCMA) is celebrating 60 years of service to Georgia's leaders, cities, and counties;

WHEREAS, GCCMA is the recognized affiliate organization of the International City/County Management Association (ICMA); and

WHEREAS, GCCMA, originally founded in 1956 by a small group of managers interested in professional development, has grown and expanded its membership to include Georgia's city and county managers and administrators, directors of regional development centers, and their principal assistants; and

WHEREAS, GCCMA membership represents several state agencies in addition to representatives of the Association of County Commissioners of Georgia and the Georgia Municipal Association; and

WHEREAS, GCCMA is revered as the premier association of professional local government leaders building sustainable communities to improve lives across Georgia; and

WHEREAS, GCCMA's mission is to create excellence in local governance by fostering innovation, collaboration, mentoring, networking, continuing education and other professional development opportunities; and

WHEREAS, GCCMA provides a variety of member services including a coaching program and two educational conferences each year, with programs emphasizing issues of special interest to Georgia Managers, and

WHEREAS, GCCMA members also have access to multiple training programs on special subject matters as part of GCCMA's commitment to continuing professional development, and

WHEREAS, GCCMA has assisted professional local government managers in all areas of the State of Georgia in obtaining continued education and experience through scholarship and internship programs;

NOW, THEREFORE, I, Mayor Jonathan Elmore, do hereby recognize the Georgia City-County Management Association's 60th Anniversary in the year of 2016 and encourage all of our government leaders to recognize GCCMA for the significant impact the organization has made and continues to make in Georgia's communities.

Duly entered in the Minutes of City of Avondale Estates, this 2nd day of March 2016.

Jonathan Elmore, Mayor

