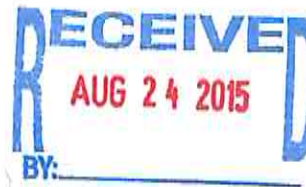


ANDREW T. DECANDIS



Page 1 of 1

I am requesting your consideration for the position of City Manager for Flagler Beach. I am very experienced in local government management having served in Director's positions in local governments at the City, County and School Board levels. I also served as a private consultant to local governments in Florida and nationwide. My expertise is in all areas of general government management, growth management, transportation and transit planning and management, concurrency, impact fees, development review and capital planning. I am considered an expert in governmental relations, concurrency, developer mitigation, impact fees, use of GIS in government, paratransit, fixed route and traffic planning/modeling, demographic modeling and Community Redevelopment and preservation.

I have managed and worked on many projects nationwide and have included a sampling of projects for your review. I am also skilled in comprehensive plans, code development, negotiating and closing deals with corporations considering relocation in local areas, development review, public speaking, community redevelopment (including TIF financing, capital and general fund budgeting, implementing new technology to reduce paperwork and working with community groups, appointed boards and elected officials. I was named Citizen of the Year by the Volusia/Flagler Counties Association for Responsible Development for my efforts in leading the City of Palm Coast in smart growth.

Lastly, I have a BA in political science, MPA in Public Administration and I am a certified by the American Institute of Certified Planners (AICP). I believe you will find me to be very knowledgeable of Government operations and able to provide whatever management services might be needed. I am a skilled team builder that can accomplish corporate goals and objectives while being fiscally conservative.

I served as a Vice President in the private sector for a large consulting firms providing assistance to local governments. I managed several departments in local government that were responsible for economic development, short and long range planning, capital budget development, school planning, land development, roads/transit, concurrency, negotiating developer agreements, and intergovernmental relations.

Public sector positions I have held include Director of Planning and Governmental Relations for the Nation's 10th Largest School District, Planning/Development Services Director for a Florida coastal city of 60,000 and Transportation Planning Manager for a Florida County of 195,000, Director of a multi-county transit authority, and a county transit system.

In the private sector, I worked as a consultant providing services to governments in growth management, transportation planning and management (including paratransit), social service management, and the privatization of government functions. This included 10 years as the Vice President/Partner of a national transportation consulting and management firm, and 9 years as President/Managing Director of my own transportation consulting firm, and years as the director of non-profit corporations providing social services and transportation. In the private sector, I managed a staff of over 300 in 18 offices. Currently I manage a staff of 125 and a total budget of \$4.3 million.

I hope as you review the attached resume and partial listing of projects and call me in for a meeting with the staff and the County Commissioners. You will not be disappointed once you have had an opportunity to meet and talk to me. If there is any other information needed please feel to contact me at 904-403-3028.

Sincerely,

Andrew T. DeCandis

Andrew T. DeCandis, MPA, AICP

ANDREW T. DECANDIS, MPA, AICP

EDUCATION

BA Political Science
Pennsylvania State University

Master of Public Administration (MPA)
Marywood, University

Certification AICP - *Member American Institute of Certified Planners*

EXPERT IN GOVERNMENTAL ADMINISTRATION,
LAND PLANNING & GROWTH MANAGEMENT
TRANSPORTATION /MASS TRANSIT PLANNING & ADMINISTRATION,
INTERGOVERNMENTAL RELATIONS

I have a broad range of experience in government management and consulting to state and local governments. Areas of expertise include:

- General Governmental Management in the areas of general operation, capital budgeting economic development, essential services transportation (roads) and mass transit and schools;
- Governmental planning, including short and long range plans, transportation (roads & mass transit), and land planning, including writing policy & code, development review, concurrency/mitigation and capital projects;
- Transportation management, including traffic modeling, corridor studies, mass and community transit/paratransit management and shuttle/taxi operations;
- Demographic research, modeling and projections including revenue estimating;
- Local economic development including working businesses to facilitate the permitting and relocation process;
- Intergovernmental relations including working with legislators, local governmental officials and staff, regulatory agencies and lobbying; conducting public meetings on controversial issues;
- Managed nationwide government consulting firms with multiple offices throughout the US.

CURRENT / FORMER POSITIONS

Executive Director Clay County Transit and Clay County Council of Aging July 2013 to Present	Manage all public transportation and aging services for Clay County, Florida. Planning and management of the largest nonprofit social service agency in Clay County and the Clay County Transit System which operates 44 vehicles. I currently manage 125 employees and \$4.3 mill.
Director of Planning and Governmental Relations Orange County Public Schools Orlando, Florida September 2006 to June 2013	Head School District Planner - Managing several departments including: planning, GIS, demography, data collection and analysis, intergovernmental relations, capital planning, developer/business relations, special studies, pupil registration and assignment. This is a high level management position in the nation's 10 th largest school district with over a 80 schools, Significant interaction with elected officials the public and the media.
President/ Managing Partner DeCandis Group, LLC Jacksonville, Florida May 2005 to September 2006	Self Employed providing management and consulting to governments and private developers. Providing comprehensive land planning, transportation and site analysis, rezonings/entitlements, project management, platting, policy and design, for residential and commercial development projects. Worked both as an independent consultant, under contract to other firms & governments.
Director, Planning & Development City Of Palm Coast Palm Coast, Florida December 2002 to May 2005	Served as an assistant city manager directing all planning and development review functions for one of the nation's newest and fastest growing cities. Supervised several departments including; economic development, planning, zoning, traffic, environmental, GIS, concurrency, development review, building and code enforcement. Also assisted the utility departments in securing needed state permitting.
Transportation Planning Manager St. Johns County St. Augustine, Florida January 2000 to December 2002	Overall management of County's transportation planning and concurrency functions including development and DRI management and review, transportation studies, short and long range transportation planning and mitigation agreements.
Vice President Southeast Region/VP Business Development Intelitran Jacksonville, Florida December 1989 to January 2000	Managed SE operations and business development functions for one of the nation's most successful pubic management company. Developed and manage 18 project offices in 15 states and a staff of over 300 managing over 50 county programs. Also provided technical assistance to other projects nationwide. Firm provided mostly transportation and transit planning and management services.

Principle Consultant & President Innovative Management Services Clarks Summit, Pennsylvania 1982 to 1989	Transportation consulting services to State, County and local governments. Services include planning and management of transportation services and mass transit services. Also served as general manager under contract to a three county transit system for 5 years.
State of Pennsylvania Harrisburg, Pennsylvania 1974 to 1982	Managed \$84 million statewide transportation program operated by 67 counties throughout Pennsylvania. Legislative Relations and technical assistance to local governments. Managed a staff of 12 professionals.
Scranton City Planning Commission Model Cities Program Scranton, Pennsylvania 1973 to 1974	City planning, zoning, grant writing, grant management and community development. Also served as liaison to state planning agency. Managed local assistance center during Agnes Flood disaster and cleanup.

AWARDS AND RECOGNITION

- **"Citizen of the Year for 2005"** Volusia/Flagler Association for Responsible Development
- Nominated State of Florida **"Bud Bell Award"** for excellence in transportation planning and management
- State of Florida **"Community Transportation Coordinator of the Year"**
- State of Florida **"Community Transportation Safety Award"**
- **"ARC Dinner With Bill Award"** 1st place small corporate category for significant efforts in providing employment opportunities for the disabled
- **"COMSIS/Intelitran Employee of the Year"**

TASKFORCE AND COMMITTEE APPOINTMENTS

Certifications

- American Institute of Certified Planners (AICP)

Associations

- Florida Planning Association
- Florida Association for Community Transit
- Urban Land Institute
- Chamber of Commerce

Past Appointments

- Past President, Florida Assn. of Community Transportation Systems
- Past Executive Committee, Florida Transit Association
- President & Founding Member, Pennsylvania Assn. For Coordinated Transit Systems - Chairman, Legislative and Vehicle Spec Committees.
- Part-time Faculty for the Center Urban Transportation Research, University of South Florida
- Part-time Faculty for Transportation Center for University of Wisconsin
- Florida Rural Transportation Assistance Program Advisory Committee

- Former Member, Florida Medicaid Transportation Cost Control Taskforce
- Center for Urban Transportation Research, Univ. of S. Florida, Vehicle Spec. Committee
- Staffed, Transportation Committee, Pennsylvania Services Integration Consortium.
- Staffed, Governors Interdepartmental Task Force on Rural/Small Urban Transportation
- Staffed, Governors Task Force on the Creation of a Department of Aging
- Review Committee National Model Projects on Aging, Transportation Section

LOCAL GOVERNANCE REFERENCES:

- Patricia Hafer-Plunkett, Senior Director of Risk Management, OCPS,(407-317-3200) patricia.hafer-plunkett@ocps.net
- Stephanie Kopelousos, County Manager, Clay County Florida (904- 284-6313) stephanie.kopelousos@co.clay.fl.us
- Rick Collins, CFO, Orange County Public Schools, (407-317-3200) richard.collins@ocps.net
- Bob Wallace, Consultant Impact Fees, (813- 224-8862). bwallace@tindaleoliver.com

TRANSPORTATION REFERENCES:

- JoAnn Hutchinson, CTAA Ambassador, Region 4, (202-415-9699) hutchinson@ctaa.org
- Rex Knowlton, CCTM, CTAA Ambassador Region 3, (202-247-1390) knowlton@ctaa.org
- Vaughn Whisker, Transportation Consultant, (302-220-3445), vwhisker@aol.com
- Phong Nguyen, Traffic Planner, St. Johns County, (904-209-0300) pnguyen@sjcfl.us

PLANNING REFERENCES:

- Calvin Burney, City of Jacksonville Planning Director,(904) 255-7800 calvinb@coj.net
- Denise Bunnewith, Planning Director, N.Fl.Trans. Planning Org.(904-306-7510) dbunnewith@northfloridatpo.com
- Mike McDaniel, Fl. DEO, Chief Comp. Planning, (850-922-1806) mike.mcdaniel@deo.myflorida.com
- Teresa Bishop, Planning Director, St. Johns County, (904-209-0300) tbishop@sjcfl.us

Letter of Recommendation From Former Employer Follows:

September 26, 2012

Re: Letter of recommendation for Andrew T. DeCandis

To Whom It May Concern:

The purpose of this letter is to provide a professional recommendation for Andrew (Drew) DeCandis.

Mr. DeCandis has worked for me since 2006 when he started with Orange County Public Schools. He has been my direct report and served as the Senior Director of Planning and Intergovernmental Relations. In this high level management position, he has administered the District's planning functions which include Geographical Information Systems (GIS), long-range planning, capital planning, data management systems (FISH), concurrency, including negotiating mitigation agreements, development review, demographics, and land entitlements.

He has brought a high level of professionalism to the position and encourages the same in his staff. He has built a successful planning department in the 10th largest urban school district in the US. Some of his specific areas of responsibility include:

- Presentations and public speaking to boards and at community meetings
- Working with local governments in securing expedited land entitlements
- Using GIS analysis to solve complex issues in a variety of areas
- Intergovernmental relations with other local governments and local elected officials
- Managing a complex intergovernmental concurrency system and negotiating mitigation agreements with developers
- Development of comprehensive operating policies for the management of programs
- Working with committees and boards that represent stakeholders
- Developing and utilizing demographic models to develop long range plans and projections.

I believe you will find him capable of managing a variety of government services. His background as a regional vice president in a private sector consulting firm also gives him the ability to work outside of government and to provide consulting services to government agencies.

I have known Mr. DeCandis for 6 years and have always known him to be an ethical and creative manager, capable of taking on difficult projects and seeing them through to a successful conclusion. He has demonstrated honesty, teamwork, and focus on results while helping others both within and outside of the school district. I recommend him for any management position for which he qualifies, whether in government or in the private sector.

Sincerely,



Richard Collins, Chief Financial Officer, Orange County Public Schools.

Recommendation for Andrew T. DeCandis

SAMPLES OF MY PROFESSIONAL EXPERIENCE

Mr. DeCandis has extensive experience in government on the areas of urban planning/development and zoning, transportation planning, transit and technology management. He is skilled with developing, organizing and managing government and private sector organizations providing services to governments. He has managed extensive public programs systems in Florida, Georgia and Pennsylvania and has provided consulting assistance to governments throughout the United States.

The following brief summary of Mr. DeCandis' experience is divided into two summaries. It represents only a small portion of the work performed in the planning and transit industries. The projects are organized by projects while employed by governments and those completed while employed in the private sector.

Public Sector Work

Workshops - Prepared and presented workshops at various conferences including Florida Educational Facilities Planning Assn, and Urban Land Institute on concurrency, mitigation and selection of school sites.

Impact Fees – Managed the development of transportation impact fees for the City of Palm Coast and school impact fees for Orange County Public Schools.

GIS management and Development – Responsible for development and management oversight of new Geographic Information Systems for both Palm Coast Florida and Orange County Public Schools

Traffic and School Concurrency – Developed the comprehensive concurrency system for City of Palm Coast (traffic, utilities and parks) and school concurrency for Orange County Public Schools and modified and managed Transportation Concurrency System for St. Johns County Florida in conformance with the Florida Growth Management Laws. Work included coordination with other municipalities, developing Comprehensive Plan Transportation and School Elements and Data and Analysis, Land Development Code and Operating Policies, concurrency tracking system, Interlocal agreements and the fair share programs. Negotiated numerous developer mitigation agreements.

Pupil Assignment – Developed a methodology for creation of student assignment zones that provides consistency with desegregation court orders and management of enrolment system for Orange County Public Schools.

Annexations – Handled the annexation of over 1,800 acres for the City of Palm Coast utilizing all available methods for accomplishing annexation. This included development of Urban Service Area Plans and Analysis.

School Planning – Managed the development of several long and short range school development plans including an Orange County Build-out study and sector subarea plans.

City of Palm Coast Comprehensive Plan – Managed the development of the City's first Comprehensive Plan including the Data and Analysis, GOPS and responding to DCA ORC Reports. Personally wrote the transportation element and participated and supervised the development of all other elements.

Flagler County Comprehensive Transportation Model – Developed 20 year county wide model for traffic for Flagler County using Qube modeling system. Project included and analysis of transportation study areas and developing projections for all areas of Flagler County.

Palm Coast Trail System Development – Developed long range trail plan for City of Palm Cost along the Canal System, including natural feature trails along the inter-coastal waterway and through the Graham Swamp. I Secured over \$2.5 million in public and private funding and developer contributions for construction of trail. Funding included development of bridges, observation decks, and connections to the Rails to Trails project and to the City's Linier Park.

City of Palm Coast Land Development Code - Managed the development of the City's first Land Development Code. Personally wrote several sections and supervised the writing of the remainder.

Multiple Corridor Studies - Conducted and managed multiple corridor studies in St. Johns County and Palm Coast. Studies included local arterials, parallel relievers for State Highways and Interstate interchange roadway segments.

Palm Coast Park DRI - Reviewed and analyzed the DRI on behalf of the City to determine impacts and mitigation. Negotiated the Development Order for the project and presented the Development Order to the County Commission for Approval.

Town Center DRI - Reviewed and analyzed this major downtown/ multifamily DRI on behalf of the City to determine impacts and mitigation. Negotiated the Development Order for the project and presented the Development Order to the County Commission for Approval.

Management and Training of Planning Board - Managed on an ongoing basis the City's Planning Board. This included preparation and presentation of items including training on the planning process and principles.

SR-100 Community Redevelopment Agency – Developed and managed the creation of the SR-100 Community Redevelopment Area. This included the development of findings of blight, development of redevelopment plan, development the TIF program, managing the CRA board, inventory of property, property appraisals, and negotiation of acquisition with property owners.

Aberdeen DRI - Reviewed and analyzed the Aberdeen DRI on behalf of St. Johns County to determine transportation impacts and mitigation. Negotiated the Development Order for the project and presented the Development Order to the County Commission for Approval.

Durban Crossing DRI - Reviewed and analyzed the Durban Crossing DRI on behalf of St. Johns County to determine transportation impacts and mitigation. Negotiated the Development Order for the project and presented the Development Order to the County Commission for Approval.

World Commerce Center DRI - Reviewed and analyzed the Mixed Use DRI on behalf of St. Johns County to determine transportation impacts and mitigation. Negotiated the Development Order for the project and presented the Development Order to the County Commission for Approval.

PUD Review - Reviewed multiple PUD for the County to determine the transportation impacts of the projects and develop mitigation packages to be included in the project's development order.

Many other projects performed by Planning Department staff which I supervised.

Independent Land Planning and Transportation Consultant work for DeCandis Group, LLC, Ayres Assoc. and for Avid Engineering

City of Palm Cost DRC Reviews – Reviewing applications for development approval for the City Planning Department focusing on traffic, access, circulation, etc.

Indian River Farms – Currently development of a large multi-family project located adjacent to sensitive wetlands system. (Planning, Project Management)

City Walk Commercial/Office Condominium Complex - Palm Coast, FL (Project Management, Owner's Representative)

Magnolia Park Commercial/Industrial Park - Palm Coast, Florida
(Rezoning, Overall Development Plan, Platting, Project Management, Traffic/Concurrency Analysis)

Magnolia Village Estate Community - Palm Coast, Florida
(Rezoning, Overall Development Plan, Platting, Project Management, Traffic/Concurrency Analysis)

Lake Avalon Landing Estate Community - Orange County, Florida
(Comp Plan Amendment, PUD Rezoning, Overall Development Plan, Platting)

CBL Mall DRI – West Melbourne (Planning)

US-17 Equestrian Community - Bostwick, Florida
(Comp Plan Amendment, Rezoning)

Misc. Projects - Feasibility Studies for Developers, Comprehensive Plan Amendments, Rezoning, Variances, etc.

Other Miscellaneous Transportation Planning and Development Projects.

Private Sector Consulting Work

University of Wisconsin, Center for Transportation Education – Training in all aspects of management and operations of fixed route and paratransit service provision. Recent training provided for the UW includes:

Maryland Dept. of Transportation – Three-day training session on Transit Management including: scheduling, dispatching, customer services, technology procurement, ADA policy and requirements. Training provided to managers of transit systems throughout Maryland.

Texas Dept. of Transportation – Three 2 day training sessions on operations and management of transit systems. Content included: call center operations, scheduling/dispatching, customer services, understanding, utilizing and procuring technology, ADA policy and requirements.

University of South Florida, Center for Urban Transportation Research Studies – Developed a comprehensive training and resource manual for the procurement, implementation and management of technology in transit for Florida managers.

Wheels, Inc. Developed RFP for mobile computer and GIS systems

Timera Inc. (Division of Union Pacific RR) – A study to determine the adaptability of Timera time keeping software for modification to a paratransit, rideshare, fixed route planning and bus information system.

Access on Time – Evaluating the feasibility of the development of an ASP software application for paratransit management.

MV Transit – Consulting services assisting in marketing and management.

Route Logic – Consulting assistance in marketing and design for paratransit software.

Metro Mobility – Development of a companywide training program to improve the quality of employee performance.

Collier County CTC – David Hope, Transportation Manager (850) 410-5704 – Implementation of a coordinated community transit program providing paratransit and rural fixed route transportation. This is a privatized brokerage system and included all plan and policy development, RFP's and selection of carriers, state plan requirements, funding, billing and overall management.

Lee County CTC – Development of ADA and Community Transit Services for Lee and DeSoto Counties. This is a brokerage system and included all plan and policy development, RFP's and selection of carriers, state plan requirements, funding, billing and overall management.

Palm Beach County –Development of ADA and Community Transit Services for Palm Beach County, Florida. This is a brokerage system and included all plan and policy development, RFP's and selection of carriers, state plan requirements, funding, billing and overall management.

Highlands, Hardee and Okeechobee Counties CTC – This is a brokerage system and included all plan and policy development, RFP's and selection of carriers, state plan requirements, funding, billing and overall management.

Metro Dade Transportation – Managed ADA brokerage and implemented all technology and contracting systems.

North Georgia Medicaid Brokerage System – Medicaid Brokerage – Including transition planning assistance, technology procurement, policy development, subcontractor network development.

Duval County Community Transportation System – Managed paratransit brokerage system for ADA, Medicaid and other social service transportation. Included transition planning assistance, technology procurement, policy development, and subcontractor network development.

Leon County Community Transit System – Managed paratransit brokerage system for ADA, Medicaid and other social service transportation. Included transition planning assistance, technology procurement, policy development, and subcontractor network development. .

Hillsborough County CTC System – Provided consulting assistance to Hillsborough County Department of Social Services in revamping their community transit system. Assistance included and in depth analysis management audit of the management system and the development of recommendations for

improvement in technology, contracting, scheduling, call center and policy development.

Escambia and Santa Rosa Community Transportation System - Managed paratransit brokerage system for ADA, Medicaid and other social service transportation. Included transition planning assistance, technology procurement, policy development, and subcontractor network development.

Endless Mountains Transportation System – Developed and managed fixed route and paratransit system for three county system in NE Pa. Served as general manager and provided all planning, development and management services including the operations, management, long range planning, implementation of technology and procurement of vehicles.

New York City Transit Authority – Inter-borough paratransit study. The development of routing system for inter-borough operations.

Management Analysis Detroit ADA (for county contractor) – Management review and analysis for improvements to the ADA contract. Looked at productivity, billing and costing improvements.

Oklahoma Medicaid Transportation Study – Conducted planning study for Tulsa Transit Authority to assist in the development of a Statewide system.