

Andrew T. DeCandis
409 Triple Crown Lane
Jacksonville, Florida 32259
Phone: 904-403-3028
Email: drewdecandis@comcast.net

RE: City Manager for Bunnell, Florida

Dear Sir/Madam:

Attached is my resume for the position of City Manager for Bunnell. I have attached a resume, a listing of supplemental qualifications, a letter of reference from my most recent employer and listing of references for your consideration for the position. I have a Master's Degree in Public Administration (MPA); I am also certified by the American Institute of Certified Planners (AICP). I recently served as high level manager for Orange County Public Schools, the 10th largest school district in the nation with 180,000 students, 21,000 employees and 180 schools. In this position I managed several departments, that are responsible for all short and long range planning, capital budget and management, planning and development review, intergovernmental relation, community and developer relations and a variety of other functions.

I previously served as Director of Planning and Development Services Director for the City of Palm Coast, Florida in Flagler County. I also worked for St. Johns County and in the private sector for many years serving as Regional Vice President for a national and a regional governmental consulting firm, providing management and planning services to states and counties throughout the southeast and the nation. My employment history also includes the management of a three county joint governmental authority in NE Pennsylvania and the management of statewide programs for the State of Pennsylvania.

When I served as the Vice President of a national and a regional consulting firm, my focus was on the privatization of government services and functions and improving the efficiency of local governmental operations through the use of technology. In those positions I managed a staff of approximately 300 in 18 offices providing consulting and management services for local governments throughout the U.S.

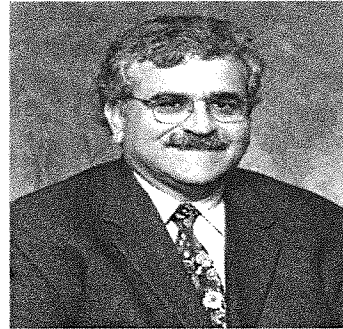
I am capable of managing all local government functions and a large or small staff. I was named Citizen of the Year by the Flagler/Volusia Counties Association for Responsible Development for my efforts visioning for the City of Palm Coast and leading the city via smart growth toward those visioning goals. I am considered an expert in annexations, development review, capital budgeting and management, impact fees, concurrency, growth management, transportation, economic development community redevelopment, and intergovernmental relations. I am also an excellent public speaker, and have extensive contacts in state government and with other experts specializing in Florida Governance issues.

I believe you will find me to be very knowledgeable of all aspects of local governance and management and able to provide whatever management services might be needed. I am a skilled team builder and my inclusionary management style makes me well-liked by my staff and my elected governing boards. I can accomplish the City's goals and objectives while being fiscally conservative. I know that the City Commission and the citizens would not regret making me a part of their team. I hope as you review all the resume's received, that you move mine forward to the interview process. You will not be disappointed once you have had an opportunity to meet and talk to me.

Sincerely,

Andrew T. DeCandis, MPA, AICP

ANDREW T. DECANDIS, MPA, AICP
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**EXPERT IN GOVERNMENT MANAGEMENT, INTERGOVERNMENTAL
RELATIONS, ECONOMIC DEVELOPMENT, LAND/ TRANSPORTATION, MASS
TRANSIT & SCHOOL PLANNING**

I have extensive experience in public sector in organizational development and general government management. I am skilled at developing, organizing and managing government agencies and private sector organizations providing services to, or working with governments. Other areas of experience include policy and code development, GIS Functions, team building growth management and intergovernmental relations. I have over 30 years of experience in the management of public programs in Florida and Pennsylvania and have provided consulting assistance to governments in Florida, Georgia, Pennsylvania and throughout the United States.

EDUCATION

Pennsylvania State University
BA Political Science
Marywood College/University
Master of Public Administration (MPA)
Other Certifications
Member American Institute of Certified Planners (AICP)
Florida Real Estate Licensee

MOST RECENT MANAGEMENT RESPONSIBILITY

My most recent position was as Senior Director of Planning and Intergovernmental Relations for the Orange County School District, the nation's 10th largest. I previously served as Planning Director for the City of Palm Coast and Transportation Planning Manager for St. Johns County. In addition I worked in the private sector served as Regional Vice President for a national planning, management and consulting firm providing services to more than 60 counties and state agencies throughout Florida, Georgia and the United States. As VP for that company I was responsible for the oversight of 15 offices in the southeast with staff of approximately 250 spread throughout the region.

Governmental activities and functions I have managed include:

- Economic development, growth management, planning, zoning, development review,

- transportation planning, GIS, concurrency and establishment of community development districts
- Developing and amending Comprehensive Plans and Land Development Codes
 - DRI and PUD review and development and negation of agreements
 - Intergovernmental coordination with Cities, Counties and State Governments
 - Traffic and school concurrency
 - Selection of sites and entitlement work for public facilities
 - Transportation modeling, corridor studies and trail development
 - Development project management
 - Special project development and management
 - Lobbyist to the State Legislature for local governments and associations in Florida and Pennsylvania
 - Mass transit and paratransit system development and management
 - Departmental budgeting and fiscal management
 - Management and operations reviews and audits of government functions
 - Staff Training in communications, team building, dealing with elected board, and other organizational development training
 - Customer service and call center system management and development in the public sector
 - Contract and subcontractor management and monitoring systems
 - Grant writing and funding applications for capital and operations

CURRENT / FORMER POSITIONS

<p>Senior Director of Planning and Governmental Relations Orange County Public Schools Orlando, Florida September 2006 to June 2013</p>	<p>Responsibility includes: New school projects, (site selection, rezonings, Comprehensive Plan Amendments, etc.); liaison with local Governments, staff and elected officials; school concurrency, development review and developer mitigation agreements; long range and short range planning, GIS; pupil enrolment, assignment and redistricting; plan, code and policy development; management of a staff of approximately 20 professionals.</p>
<p>President/Managing Director Avid Group, Inc. / DeCandis Group, LLC Jacksonville, Florida May 2005 to September 2006</p>	<p>Worked as independent consultant and under contract to engineering firms and governments. Work included consulting in comprehensive land planning, transportation and site analysis, rezoning, project management, platting, and design, for the private sector. Development review for governments.</p>
<p>Development Services Director City Of Palm Coast Palm Coast, Florida December 2002 to May 2005</p>	<p>Served as an assistant city manager responsible for management of City's growth management, economic development and transportation functions. Work included economic development, management of comprehensive planning, zoning and development review functions; annexations, CRA and TIFF development; transportation planning, modeling, corridor studies and trails; economic and grant development, DRI, PUD and other developer negotiations; and intergovernmental relations county, regional and state agencies. Also supervised code enforcement and building.. Supervised a staff of 20 planners, technicians and clerical staff.</p>

<p>Transportation Planning Manager St. Johns County St. Augustine, Florida January 2000 to November 2002</p>	<p>Overall management of County's transportation planning functions including: DRI review and negotiating traffic mitigation; concurrency review and management; transportation and corridor studies; traffic analysis for all development projects. Supervised transportation planning staff.</p>
<p>Vice President Southeast Region/ VP Business Development (Government) Intelitran Jacksonville, Florida December 1989 to December 1999</p>	<p>Responsible for management and business development for the southeast region under Direction of the President. Responsibilities included: transportation planning; development and management 15 offices managing transit systems for governments throughout the U.S. My division generated approximately \$50 million in revenue annually. Managed a staff of approximately 250.</p>
<p>Principle Consultant & President Innovative Management Services Clarks Summit, Pennsylvania 1982 to 1989</p>	<p>Responsible for provision of consulting services to State, County and local governments. Services include planning and management of transportation services and mass transit services,</p>
<p>General Manager Endless Mountains Transportation Authority Sayre & Towanda, Pennsylvania 1984 to 1989</p>	<p>Overall management of transportation planning and transit system for three counties.. Responsibilities included planning, management and staff supervision. Worked under management agreement between Transit Authority and Innovative Management Services. Staff supervised was approximately 70.</p>
<p>Medicaid Transportation Director Pennsylvania Department of Public Welfare Harrisburg, Pennsylvania 1978 to 1982</p>	<p>Managed \$84 million transportation program for the State of Pennsylvania. Supervised 67 counties throughout Pennsylvania. Planning, management and operations including liaison with counties throughout the state and the legislature.</p>
<p>Director, Division of Program Management Pennsylvania Department of Aging Harrisburg, Pennsylvania 1975 to 1978</p>	<p>Supervised staff of 12 professionals. Provided planning, technical and management assistance to 67 counties throughout Pennsylvania.</p>
<p>Scranton City Planning Commission Model Cities Program Scranton, Pennsylvania 1973 to 1974</p>	<p>City planning, zoning, grant writing, grant management and community development. Also served as liaison with Pa..Dept.. of Community Affairs during Hurricane Agnes Flood Emergency and cleanup.</p>

AWARDS AND RECOGNITION

- **"Citizen of the Year for 2005"** Volusia/Flagler Association for Responsible Development
- Nominated 2001 State of Florida **"Bud Bell Award"** for excellence in transportation planning and management
- State of Florida **"Community Transportation Coordinator of the Year"** 1998
- State of Florida **"Community Transportation Safety Award"** 1996
- **"ARC Dinner With Bill Award"** 1st place 1995 in the small corporate category for significant efforts in providing employment opportunities for the disabled
- **"COMSIS Employee of the Year"** FY 1993

TASKFORCE AND COMMITTEE APPOINTMENTS

I am a member or have been named to several statewide associations, taskforces and committees which utilized my expertise in the development new policies and procedures. Some current and past memberships or appointments include:

- Chairman Advance Planning Committee and School Development Review Committee and member of Capital Programs Steering Committee for Orange County Public Schools.
- Serve as School District Liaison and member for all Planning & Zoning Commissions operating in Orange County, Florida
- Member, American Planning Association, American Institute of Certified Planners and Florida Planning Association
- Former faculty for the Center Urban Transportation Research, University of South Florida and Transportation Center for University of Wisconsin
- Former Member Florida Rural Transportation Assistance Program Advisory Committee
- Former President, Florida Assn. of Community Transportation Systems and Executive Committee, Florida Transit Association
- Former Member, Florida Medicaid Transportation Cost Control Taskforce
- Former Member, Center for Urban Transportation Research, Vehicle Spec. Committee
- Former President & Founding Member, Pennsylvania Assn. Coordinated Transit Systems, also served as Chairman, Legislative and Vehicle Spec Committees.
- Staffed, Transportation Committee, Pennsylvania Services Integration Consortium.
- Staffed, Governors Interdepartmental Task Force on Integrated Transportation
- Staffed, Governor's Task Force on the Creation of a Department of Aging
- Review Committee National Model Projects on Aging, Transportation Committee

LOCAL GOVERNANCE REFERENCES:

- Patricia Hafer-Plunkett, Senior Director of Risk Management, OCPS,(407-317-3200) patricia.hafer-plunkett@ocps.net
- Rick Collins, Chief Financial Officer OCPS (407-317-3200) richard.collins@ocps.net
- Alex Busto, Consultant Engineer, (407-317-3200) alex.busto@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
- David Cyra, CTAA Ambassador Region 9 (202-247-5364), cyra@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 Current 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

SUPPLEMENTAL 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 and Private Sector Governance and Growth Management 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 and management 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 local governments, 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 in 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. Secured over \$2.5 million in public and private funding and developer contributions for construction of the trails. 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 – Managed a public/private partnership to develop a new downtown for the City of Palm Coast. Reviewed and analyzed downtown development plans that included commercial, office and multifamily. Served as the City's chief negotiator with DRI developers to determine impacts, negotiated mitigation, and create a neighborhood design consistent with the City's vision. 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 for review and training for board members on the planning process and principles.

SR-100 Community Redevelopment Agency – Developed the creation and served as Director of the SR-100 Community Redevelopment Authority. This included the development of findings of blight, writing the redevelopment plan, developing the TIF program, managing the CRA board, inventorying property, coordinating 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's 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,

City of Palm Coast 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 and securing entitlements for Developers, Comprehensive Plan Amendments, Rezoning, Variances, etc.

Public and Private Sector Work Transportation 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.