

*Scott S. Randall*

November 1, 2020

The Honorable Linda Provencher  
Mayor – City of Flagler Beach  
105 South 2<sup>nd</sup> Street  
Flagler Beach, FL 32136

Dear Mayor Provencher:

I recently became aware of your recruitment for the position of City Manager for the City of Flagler Beach. After having reviewed your recruitment notice, position profile and the City's informative website, I am extremely interested in being considered for this position. Therefore, please accept the enclosed resume as my personal application for this post.

As you will quickly see, I have relevant experience in all facets of municipal administration, including:

- More than forty years of public and not-for-profit sector, executive management experience; including twenty years as a city manager in five full-service communities of comparable size and complexity as Flagler Beach
- Managing a number of cities known for their lean staffs, reliance on contractual services and intergovernmental partnerships
- Leading successful, transformational economic development opportunities in each community
- Managing an array of capital assets; developing multi-year capital improvement and maintenance programs
- Responsible for full financial oversight of multi-million dollar annual operating and capital budgets; and supervising diverse staffs ranging in size from 4 to 550 employees
- Developing a variety of community engagement and public education initiatives
- A continuing commitment to providing outrageous customer service
- Working with a variety of public, quasi-public and not-for profit organizations; and diverse groups of elected and appointed officials

I trust that this extensive experience can be beneficial in dealing with the opportunities and challenges facing the City of Flagler Beach.

Mayor Provencher, I hope that you, the other members of the City Commission and all others involved in this recruitment will find my qualifications sufficient to warrant further consideration for this position. If so, I am available to meet with you, at your convenience. Finally, should you require any additional information, please do not hesitate to contact me.

Very truly yours,

Scott Randall

# Personal Resume of Scott S. Randall

## Present Address:

Telephone:

E-Mail: Scottrandall1955@yahoo.com

## Professional Summary:

Senior level executive with diverse experience in local government management; governmental finance, budgeting and revenue enhancement; creating effective public and private partnerships; implementing successful economic development projects; capital improvement planning and construction; and developing public education/community outreach programs.

## Work History:

**PGA West Master Association (11/16 – Present)** – Serving as General Manager for a 3,200 household, gated, golfing community. Reporting to a seven-member elected Board of Directors, I am responsible for board relations, financial management, gates and security, landscaping and community outreach.

**Holiday Retirement Corporation (3/15 - 11/16)** – Served as General Manager of “The Camelot”, a 140-unit, independent living community for seniors in Hemet, CA. I was responsible for all operations including leasing, facility maintenance, housekeeping and dining services.

**Los Alamos Commerce and Development Corporation (4/13 – 7/14)** – Served as Executive Director of a multi-faceted, not-for-profit economic development agency responsible for business attraction and retention, job creation and increasing private sector investment for a community of 18,000. Principle activities included overseeing the Los Alamos Chamber of Commerce, Main Street and Creative District programs, operation of two visitor centers, comprehensive business assistance services and managing a diverse real estate portfolio, including the Los Alamos Research Park. Significant accomplishments included:

- Construction of Trinity Place, a 400,000 SF, Kroger-based, multi-tenant retail center
- Attraction of numerous new retailers, including Fusion Sports and UnQuarked, a multi-tenant wine tasting facility
- Creation of the innovative “Virtual Incubator”, in partnership with LANL and other regional entities
- Renegotiation of existing long term debt and lease agreements that resulted in annual savings in excess of \$150,000

**Hot Springs Village, Arkansas (12/10 – 10/12)** – Served as General Manager for a privately-owned, full-service, gated community consisting of more than 40 square miles and serving a constituency of 34,000 property owners and 15,000 residents; with oversight of a \$33 million operating and capital improvement budget and 550 employees.

Significant accomplishments included:

- Reducing the annual operating budget by more than \$3 million by streamlining operations, staff reductions and renegotiating service agreements; reducing amenity subsidies through an increase in user fees; and disposing of assets; all resulting in a
- Developed an inventory of capital assets and a 20-year capital improvements program; and funded the first year, \$7 million CIP

- Implementing comprehensive marketing, community education and outreach efforts, including creation of a new, multi-tenant Visitor Center
- Developed a formal review process and negotiated the community's first commercial development agreement agreements resulting in two new multi-tenant, mixed-use buildings; and a new 99-unit assisted living facility

**Town of Superior, Colorado (3/07 – 10/10)** – Served as Town Manager for a young, upscale, suburban municipality in the Denver metropolitan area, with a population of 14,000; responsibilities include oversight of a \$33 million annual operating budget, lean staff and emphasis on providing exceptional community services through third-party vendors and intergovernmental service agreements. Significant accomplishments included:

- Developed and began implementation of an energy self-sufficiency initiative which included conservation, solar and wind components; resulting in the community producing 120 percent of its electrical consumption
- Initiated cooperative library service and code enforcement programs
- Led community visioning process for development of a comprehensive plan for Town Center development; negotiated annexation and development agreements for new residential subdivision; successfully recruited an array of new retail operations, including the Town's first hotel facility (Hilton Garden Inn); and retained Key Equipment Finance, the Town's largest employer

**City of Auburn Hills, Michigan (12/04 – 5/06)** – Served as City Manager for a fast-growing suburb of Detroit, with a population of 20,400 and a daytime population of 90,000; supervising 14 departments with 189 full-time personnel and a budget of \$69 million. Significant accomplishments included:

- Implemented a multi-faceted economic development program, including retail attraction and business retention components resulting in 1.2M SF of new commercial occupancy, \$350M in new investment and 1500 new jobs; and development of a regional business incubator in partnership with Oakland University
- Developed an array of property maintenance codes and a system for enforcement

**Scott Randall & Associates (9/03 – 12/04)** – Provided management consulting services to a variety of public and private sector clients. Engagements included interim municipal management, executive recruitment, association management, grant procurement and administration services.

**City of Clayton, Missouri (6/97 – 9/03)** – Served as City Manager for a progressive, upscale, inner-ring suburb of St. Louis, with a permanent population of 15,900 and a daytime population of 80,000; supervising seven departments with 185 full-time employees and a \$30.1 million budget. Significant accomplishments included:

- Leading the most prolific construction boom in the City's rich history, consisting of more than two million square feet of new commercial development and large scale multi-family dwellings in the central business district, continued reinvestment in high-end residential neighborhoods, and extraordinary institutional expansion; as well as the retention of St. Louis County, Enterprise Rent-a-Car and other commercial businesses within the City
- Initiated a regional (three community) study of cooperative efforts that resulted in more than two dozen intergovernmental agreements, with numerous service enhancements and cost efficiencies; and oversaw the introduction of regional light-rail transit
- Enhanced the City's financial position by introducing its first multi-year financial plan, reducing reliance on property tax, the strategic use of debt, and implementation of two (then) unique revenue enhancements (telecommunications tax on wireless and ROW degradation) all of which resulted in a significant upgrade in the City's bond rating
- Helped implement a multi-faceted public art initiative
- Built a \$20 million, 134,000 square foot, state-of-the-art community recreation center, in cooperation with the local school district.

**Village of Inverness, Illinois (1/97 -6/97)** – Served as the Interim Village Administrator for an upscale residential community of 6,500 located in the northwest suburbs of Chicago. Responsible for developing the community’s first operating and capital improvements budget, communications plan and code enforcement programs; and selection of a permanent Village Administrator.

**Village of Streamwood, Illinois (11/92 -12/96)** – Served as Village Manager of a fast-growing, full-service community of 33,600, supervising seven departments with 172 full-time employees and a \$27 million budget. Significant accomplishments included:

- Implementing a multi-year financial planning process, re-engineering various municipal services and a long-term CIP which ultimately led to a freeze in local property tax rates and the elimination of all existing debt
- Oversaw an aggressive economic development program including a successful (an unique) retail TIF district; the aggressive annexation of unincorporated property for residential development
- Improved employee relations within a heavily-unionized environment

**Village of LaGrange, Illinois (1/88 – 11/92)** – Served as Village Manager of a mature, full-service suburban community of 15,300; accountable for six departments with 96 employees and a budget of \$18.2 million. Principle accomplishments included:

- Initiated a successful economic development program including CBD TIF District, with streetscape, façade renovation and public amenity components; recruiting a myriad of new retailers to the Village; and an aggressive retention program for commercial and industrial operators
- Upgraded all municipal facilities, including construction of a new public safety facility
- Improved the budgetary and financial management systems by introducing a multi-year budget; elimination of one operating department and the merge of two others; reduction in number of employees; all resulting in stabilizing local property taxes, the elimination of all short-term debt and funding an aggressive CIP with funds on-hand.

**Town of Normal, Illinois (6/84 – 1/88)** – Served as Assistant City Manager, responsible for Town-wide administration including oversight of seven departments. In addition, assumed responsibility for economic development, community relations, risk management and labor relations. Significant accomplishments included:

- The successful recruitment of Diamond Star Motors, resulting in more than \$1B in new investment, construction of a 2M SF facility and 2900 jobs; and numerous ancillary developments
- Creation of the Municipal Insurance Cooperative (MICA), a multi-government self-insurance pool

**City of Portage, Michigan (2/83-6/84)** – Served as Assistant to the City Manager; responsible for general management, grant procurement, public information and special projects.

**City of South Haven, Michigan (1/81-2/83)** – Served as Director of Community Development; responsible for all economic development and community development activities including central business district revitalization, industrial park development and the administration of various state and federal grant programs.

**Western Illinois Regional Council (7/78 – 1/81)** – Served as Manager of Community Services, supervising a staff of seven and responsible for all local government technical assistance activities including planning, grantsmanship and grant implementation.

**Community Activities (representative):**

Los Alamos Main Street – President  
Leadership Los Alamos  
Superior Chamber of Commerce

Auburn Hills Boys & Girls Club  
Clayton Recreation, Sports and Wellness Commission  
East-Central Dispatch Consortium – Vice Chair  
St. Louis Art Fair – Executive Board  
St. Louis Jazz Festival – Board of Directors  
LaGrange Area United Way  
Fifth Ward Alderman – City of Macomb, Illinois (two terms)

**Professional Memberships (representative):**

CCAM – Community Manager (2019)  
International City/County Management Association – Credentialed Manager  
ICMA – Governmental Affairs and Policy Committee (2008-2010)  
Colorado Municipal League – Fiscal Issues Committee (2007-2010)  
Colorado City/County Management Association  
National Renewable Energy Laboratory – Energy Executives – 2009  
Oakland County (MI) City Managers Association – President  
St. Louis (MO) Area City Management Association – Vice-President

**Education:**

(1978 – 1981) Western Illinois University  
Macomb, Illinois  
Completed 51 semester hours of instruction toward Master of Business Administration degree program

(1973 – 1978) Western Illinois University  
Macomb, Illinois  
B.A. Political Science  
Baccalaureate Certificate in Public Administration

(1969 – 1973) Oak Lawn Community High School  
Oak Lawn, Illinois