



AGENDA REPORT

CITY OF SAN CLEMENTE

City Council Meeting

910 Calle Negocio
2nd Floor
San Clemente, California
www.san-clemente.org

Meeting Date: 1/17/2023

Agenda Item: 9A.

Department: City Manager

Prepared By: Sean Joyce, Interim City Manager

Subject:

APPOINTMENT OF ANDY HALL AS CITY MANAGER

Fiscal Impact:

Yes. There are salary and benefit costs of the compensation package described in the City Manager's employment agreement. There are sufficient funds in this year's adopted budget to fully absorb the recommended compensation.

Summary:

After conducting a far-reaching recruitment, including interviewing those applicants deemed most deserving of serious consideration, the City Council has identified Mr. Andy Hall as the preferred candidate to serve as the City of San Clemente's next City Manager. Following December 22, 2022 interviews, councilmembers present appointed Mayor Duncan and Mayor Pro Tem Knoblock to work with the recruiter, Bob Hall, to negotiate an employment agreement with Mr. Hall. The resulting negotiated agreement is presented here for approval.

Background:

San Clemente City Manager Erik Sund resigned effective September 9, 2022. Shortly thereafter, a recruitment firm was retained to fill the vacancy and to seek an individual to serve as Interim City Manager until a full-time successor is appointed.

Following City Council interviews with the most qualified candidates and reference checks and a background investigation of the candidate deemed most qualified by the four Councilmembers available to conduct interviews, it has been determined that the City Council wishes to retain the services of Mr. Andy Hall to serve as San Clemente's next City Manager. A full background check has been completed, confirming Mr. Hall's credentials, corroborating references, and otherwise validating his good character and outstanding qualifications.

This item is presented as an opportunity for the Council to consider and approve those terms and employment agreement negotiated with Andy Hall. Mr. Hall has indicated his willingness to accept this appointment on the terms contained in the attached agreement.

Mr. Hall has served as city manager in three agencies for an aggregate of 20 years, including the past nearly ten years as city manager of Imperial Beach, CA. The Mayor and City Council were seeking an individual who would set an example for the organization for his accessibility and responsiveness to the community. Andy places great value on leading municipal organizations to optimize their connection to the community they serve and on the professional development of the critically important human infrastructure that comprises the organizations operating under his inspired

leadership. The City Council

In conformance with applicable state law it is necessary to approve the attached City Manager Employment Agreement, preceded by an oral report of its terms.

Major Provisions of the Proposed Employment Agreement

- 1. Contract Duration.** Mr. Hall's contract terms for a period of three years and is extended one year each February 20 thereafter unless prior to such date, pursuant to a majority vote of the City Council declares its intention to not renew the agreement for one additional year. (The recommended action below authorizes a start date earlier than February 21, 2023 if that becomes possible.)
- 2. Compensation.** Mr. Hall's starting salary will be \$270,000 per year. The City will contribute the legal maximum per year toward Mr. Hall's Section 457 deferred compensation program. Such limit is \$22,500, plus \$7,500 catch-up contribution in 2023.
- 3. Benefits.** City shall provide Hall with the same health, medical, dental, and vision benefits plan or plans which are provided other City employees, and City shall pay for Hall's premiums up to the Family Coverage premium rates for medical, dental and vision coverage.
- 4. Performance Evaluation.** The City Council shall evaluate Mr. Hall's performance annually.
- 5. Terms of Separation.** In the event this Agreement is terminated by the City Council for any reason other than for good cause, Hall shall be entitled to a lump sum payment in an amount equal to up to nine months of his base pay.

Recommended Actions:

Staff Recommendation

It is recommended that the City Council approve the City Manager Employment Agreement with Andy Hall and authorize acceleration of the agreement's commencement date if that should become possible.

Attachment:

1. City Manager Employment Agreement
2. Andy Hall Resume

Notification:

None.

EMPLOYMENT AGREEMENT

This EMPLOYMENT AGREEMENT (Agreement) is entered into by and between the CITY OF SAN CLEMENTE (City) and Gary Andrew "Andy" Hall (Hall) as of February 20, 2023 and is made in regard to the following:

1. Employment:

The City hereby employs Hall as the City Manager of the City, and Hall hereby accepts that employment.

2. Duties:

Hall shall perform those duties and have those responsibilities that are commonly assigned to a City Manager of a general law city in California with a city manager form of government, and as are further set forth in the City's Municipal code and related City policies. Hall shall perform such other legally permissible and proper duties and functions consistent with the office of the City Manager, as the City Council shall from time to time assign.

3. Term:

- A. This Agreement shall be effective for three years, starting on February 20, 2023, and shall continue until February 19, 2026, unless earlier terminated in accordance with the terms of this Agreement. On February 19, 2024 and each February 19th thereafter, the Agreement shall be automatically extended for one additional year (i.e., on February 19, 2024 the Term of this Agreement shall be extended to continue through February 19, 2027; on February 19, 2025, the Term of this Agreement shall be extended to continue through February 19, 2028, and so on) unless prior to such date, pursuant to a majority vote of the entire City Council in attendance at any lawfully called meeting and pursuant to a City Manager evaluation, the City Council declares its intention not to extend this Agreement for one additional year. Such decision to non-renew shall not constitute a termination for purposes of Subsection 3B or Section 15 of this Agreement.
- B. The City, acting through the City Council with an affirmative vote of not less than three (3) members in attendance at a lawfully called meeting, may terminate Hall's employment without cause or reason, provided that Hall has been given written notice of the meeting and the intention to terminate, with the notice of intention to terminate as part of its agenda at least fifteen (15) calendar days prior to the meeting, with actual notice of termination being given at least thirty (30) calendar days in advance of the effective

date of the termination. In the event of such termination, Hall shall be provided severance pay in accordance with Section 15 hereof.

- C. Hall may resign from his employment as City Manager at any time upon giving thirty (30) calendar days written notice to the City Council during the term of this Agreement.
- D. Notwithstanding any provision in this Agreement to the contrary, the City Council shall not take any action pursuant to paragraph 3B or otherwise to terminate Hall for a period of six (6) months before or after any City Council election, except for "good cause" as defined in Section 15.

4. Devotion to City Business:

Hall's position as City Manager is considered a full-time position. Hall shall not engage in any other business, educational, professional or charitable activities that would conflict or materially interfere with Hall's performance of his City Manager duties.

5. Compensation:

- A. City agrees to pay Hall for services rendered an annual base salary of two-hundred and seventy thousand dollars (\$270,000). Said amount shall be payable in bi-weekly installments at the same time and in the same manner as other City employees are paid. Additionally, at a public, regular meeting of the City Council, the City Council can agendaize as a non-consent item, an amendment to this Agreement increasing the City Manager's base salary above the initial base compensation payable under Section 5A.
- B. In addition to base salary, City agrees to provide a Section 457 deferred compensation program for Hall, which will be administered by the City's deferred compensation provider, and to pay the legal maximum per year into such program for Hall's benefit. This amount shall be paid in monthly installments at the same time and in the same manner as other City employees' deferred compensation payments are made.

6. Performance Evaluation:

The City Council shall evaluate Hall's performance annually. Hall will be provided a written performance evaluation in closed session of a regular or special City Council meeting. The City Council shall decide what materials from the evaluation, if any, will be included in Hall's personnel file.

7. Retirement Benefits:

City agrees to keep Hall enrolled as a member of the City's CalPERS retirement plan. City shall pay for City's portion (employer's portion). Hall shall pay the same percentage of the "employee's portion" as all other "classic employees" in the City's Executive Group.

8. Health, Medical, Dental, and Vision Benefits Insurance:

City shall provide Hall with the same health, medical, dental, and vision benefits plan or plans which are provided other City employees, and City shall pay for Hall's premiums up to the Family Coverage premium rates for medical, dental and vision coverage. Hall shall have the option of electing out of this insurance coverage and receiving the cash equivalent of the employee-only.

9. Life Insurance:

City agrees to provide Hall with a term life insurance policy of five hundred thousand dollars (\$500,000) on Hall's life, with a beneficiary to be named by Hall. City agrees to pay the premiums for that policy. Hall shall also be entitled to participate in any group life insurance program approved by the City Council for all employees.

10. Allowances and Equipment:

- A. City shall provide Hall with a Six-Hundred Dollar (\$600) per month automobile allowance, payable in bi-weekly installments at the same time and in the same manner as other employees who receive automobile allowances.
- B. City shall reimburse Hall the monthly City cost of a "smart phone" or provide a "smart phone" for Hall's use.
- C. City shall provide Hall with a City-owned laptop computer, tablet, or iPad with access to the City's computer system and the Internet, for use at his residence, primarily for conducting City business; provided, however, that it is expressly understood that the equipment may be subject to personal use by Hall, so long as it does not interfere with its primary use.

11. Professional and City Business Expenses:

- A. City agrees to pay the professional dues and subscriptions on behalf of Hall which are necessary for Hall's continuation or full participation in international, national, regional, state, or local associations and organizations necessary and desirable for Hall's professional participation, growth, or for the good of the City.

Furthermore, the City shall budget and pay for the professional dues and subscriptions to such additional organizations as may be approved by the City Council.

- B. City agrees to pay the business travel and subsistence expenses of Hall for official travel and attendance at meetings and occasions reasonably adequate to continue the professional development of Hall, and for Hall's reasonable pursuit of necessary official and other functions for the City; including, but not limited to, national, regional, state, and local conferences, community events, governmental groups and committees upon which Hall serves as a member. Notwithstanding the above, the number of conferences or meetings City will pay for each year and attendance at out-of-state conferences and meetings shall be at the discretion of the City Council as set forth in the City's budget.

12. Leave: Hall shall be entitled to the following paid leave:

- A. Vacation leave: Vacation leave shall accrue based on years of service, as follows:
 - i) 0-3 Years: 140 hours
 - ii) 4-9 Years: 160 hours
 - iii) 10+ Years: 180 hours

Maximum vacation leave accrual shall be 2.5x annually. Hall may cash out 5 days/year up to 60 hours if he maintains a minimum accrual of 100 hours. After 15 years of City service, Hall may cash out up to 68 hours per year if he maintains a minimum accrual of 100 hours. Hall's accrual of vacation leave shall be consistent with that provided by policy to other eligible City Executive Group employees. Hall may use this leave in accordance with the terms of the City's generally applicable employment policy governing vacation. Upon commencement of employment, forty (40) hours will be credited to Hall's vacation leave bank.

- B. Administrative leave: Hall shall receive 96 hours of administrative leave annually with 48 hours credited on January 1st and 48 hours credited on July 1st of each year. Unused administrative leave may not be carried over at the end of the fiscal year. Any administrative leave remaining unused at the end of each calendar year shall be placed into a Retirement Health Savings Plan according to City rules and any remaining balance paid out in cash (non-pensionable wages).

- C. Sick leave: Hall shall accrue sick leave of 8 hours/month (3.69 hours/pay period) with no cap on accrual. Sick leave may not be cashed out.

Hall shall also accrue special sick leave of 24 hours/year for immediate family during his first year of service. Thereafter special sick leave shall accrue at 2 hours/month of service until accrual reaches the maximum of 24 hours/year. Special sick leave shall be forfeited if unused by the last day of each calendar year.

Hall's accrual of sick leave shall be consistent with that provided by policy to other eligible City Executive Group employees, based on years of service. Hall may use this time in accordance with the terms of the City's generally applicable employment policy governing sick leave. Upon commencement of employment, eighty (80) hours will be credited to Hall's sick leave bank.

13. Short and Long-Term Disability Insurance:

City shall provide Hall with the same State Disability Insurance (SDI) and long-term disability insurance provided to full-time employees, with premiums paid by the City.

14. Additional Benefits:

- A. In addition to those benefits set forth in this Agreement, City shall provide Hall with all other benefits provided to the City's Department Heads.
- B. Hall shall be eligible to participate in the City's RHS program in the same manner as the City's Department Heads.

15. Acts Entitling Hall to Severance Compensation:

In the event this Agreement is terminated by the City Council for any reason other than for good cause, Hall shall be entitled to a lump sum payment in an amount equal to the sum of nine (9) months of his base pay, as adjusted from time to time as provided in Section 5 above, or the remainder of the term of the Agreement, whichever is less. This severance shall be independent of any other form of severance provided by the City's joint powers insurance authority or other carrier. Hall shall be entitled to continuation of his group medical, dental, and vision insurance benefits, as required under COBRA for the same period as severance payments are made. All COBRA premiums and costs shall be paid by Hall. "Good Cause" in this Agreement means a material breach of this Agreement, misappropriation of public funds, malfeasance in office, conviction of a felony or a crime involving moral turpitude as determined by a court of

competent jurisdiction, or a nolo contendere plea to any felony which adversely impacts his reputation or that of the City, or any such crime.

16. Provisions of Government Code Sections 53243-53244:

- A. In the event that the City provides paid leave to Hall pending an investigation of a crime involving abuse of his office or position covered by Government Code section 53243.4 and should that investigation lead to a conviction, Hall shall fully reimburse the City for any salary provided for that purpose.
- B. In the event that the City provides funds for the legal criminal defense of Hall pending an investigation of a crime involving abuse of his office or position covered by Government Code section 53243.4 and should that investigation lead to a conviction, Hall shall fully reimburse the City for any funds provided for that purpose.
- C. In the event that the City provides a cash settlement related to the termination of Hall as defined in the terms of this Agreement and Hall subsequently is convicted of a crime involving abuse of his office or position covered by Government Code section 53243.4, Hall shall fully reimburse the City for any funds provided for that purpose.
- D. If Hall is convicted by a state or federal trial court of any felony under state or federal law for conduct arising out of, or in the performance of, his official duties, Hall shall forfeit any contract right or other common law, constitutional, or statutory claim against the City to retirement or pension benefits, however those benefits may be characterized, including lost compensation other than accrued rights and benefits to which he may be entitled under any public retirement system in which he is a member. The forfeiture provided herein shall be in addition to, and independent of any forfeiture of public retirement system rights and benefits pursuant to Government Code section 7522.74. Hall shall notify the City of any conviction within sixty (60) days of the felony conviction.

17. Enforcement of this Agreement:

The prevailing party in any action brought to enforce this Agreement or resolve any dispute or controversy arising under the terms and conditions hereof shall be entitled to payment of reasonable attorney fees.

18. Notices:

Any notices to be given hereunder by either party to the other in writing may be effected either by personal delivery or by US Mail. Mailed notices shall be addressed to the parties as set forth below, but each party may change its address by written notice given in accordance with this paragraph. Notices delivered personally will be deemed communicated as of actual receipt. Mailed notices will be deemed communicated and receive as of five (5) calendar days following the date of mailing:

City: City of San Clemente
Attention: Mayor
910 Calle Negocio
San Clemente, CA 92672

Hall: Andy Hall
at the home address then shown in Employer's files

19. Entire Agreement:

This Agreement represents the entire agreement between the parties and supersedes any and all other agreements, either oral or in writing, between the parties with respect to the employment of Hall by City, and contains all of the covenants and agreements between the parties with respect to that employment. Each party to this Agreement acknowledges that no representations, inducements, promises or agreements, oral or otherwise, have been made by either party, or anyone acting on behalf of either party, which are not embodied herein, and that no other agreement, statement or promise not contained in this Agreement shall be valid or binding upon either party.

20. Modifications:

Any modifications to this Agreement shall be effective only if in writing and signed by both of the parties hereto.

21. Effect of Waiver:

The failure of either party to insist upon strict compliance with any of the terms, covenants or conditions of this Agreement by the other party shall not be deemed a waiver of that term, covenant or condition, nor shall any waiver or relinquishment of any right or power at any one time or times be deemed a waiver or relinquishment of that right or power for all or any other times.

22. Partial Invalidity:

If any provision of this Agreement is held by a court of competent jurisdiction to be invalid, void or unenforceable, the remaining provisions shall nevertheless continue in full force without being impaired or invalidated in any way.

23. Governing Law:

This Agreement shall be governed by and construed in accordance with the laws of the State of California.

This Agreement is entered into as of the date first set forth above.

CITY OF SAN CLEMENTE

By: _____
Chris Duncan, Mayor



Andy Hall

Attest:

City Clerk

Approved as to Form:

City Attorney

Andy Hall, AICP

Objective and Personal Statement:

As the City Manager in San Clemente, I will provide the appropriate balance of technical and interpersonal skills necessary to effectively implement the direction of the Mayor and City Council in a manner that is supported by the community and correctly interpreted by the professional staff. In addition to two decades as a City Manager, I also have experience as a Community Development Director and land use planner. These abilities together with a solid educational base result in the unique qualifications and skill set needed to successfully manage such a dynamic community and organization.

Specific Skills for Desired Position:

- More than 20 years as a City Manager and additional experience as an Assistant City Manager
- Six years as a Community/Economic Development Director and Planning Manager
- Expertise in all aspects of government management, finance, and community and economic development
- Significant experience and excellent relationship with the Military, Coastal Commission, and Regional Agencies
- Experience creating and modifying personnel policies, compensation plans and employee coaching/mentoring
- International City Management Association since 1998, American Institute of Certified Planners since 1996

Employment Experience:

City of Imperial Beach (California)
City Manager

2013 – Present

Imperial Beach is the most southwesterly coastal community in the United States with the United States/Mexican border on the south, the City of Coronado on the north, the City of San Diego on the east and the Pacific Ocean to the west. Imperial Beach is a complex community located adjacent to an international border requiring advanced communication skills to address international relations and security, and significant water quality concerns. The City is home to portions of Naval Base Coronado which is both located in and immediately adjacent to the City. There are two wildlife refuges in or adjacent to the City as well as the Tijuana River National Estuary. Imperial Beach is also one of the five member cities of the Unified Port of San Diego.

The most important challenge facing the community is maintaining the "Classic Southern California" atmosphere identified in the City's Mission Statement, while experiencing a dramatic shift in the demographic and income level of the community. Imperial Beach has had the highest percentage increase in housing valuation in San Diego County in each of the past 5 years. The City Council, during annual City Manager evaluations, has noted success in connecting with the community, providing solid fiscal information and forecasts, maintaining a great relationship with employees, and creating a positive working environment.

As the City Manager my primary responsibilities include working with the elected officials to prepare policies to address the needs of the community and once adopted to implement the policies of the City Council. Preparation of the municipal budget, resolutions, ordinances, and other documents for consideration and adoption by the City Council create an orderly and predictable course where success is measurable by residents, the elected officials, and our professional staff.

Achievements:

- Transformation of the City's finances from being scrutinized by a Grand Jury investigation just before my arrival into a model for fiscal management with zero findings in the most recent independent financial audit
- Consistent and measurable increase in municipal revenue, while consistently coming in under budget
- Restoring trust with residents and businesses through effective community outreach and engagement
- Improving relationships and trust with employees and their representatives
- Achieving one of the lowest crime rates in San Diego County
- Maintaining a solid relationship and level of trust with the elected officials in the community

***City of Cathedral City (California)
City Manager (2013), Community Development Director (2009-2012)***

2009 – 2013

Cathedral City is a community of approximately 60,000 strategically located between the resort city of Palm Springs and the affluent city of Rancho Mirage in the Coachella Valley in Southern California. The city was incorporated in 1981, but much of the built environment pre-dates incorporation and infill development and revitalization are important activities in the community. Because the city was incorporated after the passage of Proposition 13, commercial development and particularly the generation of sales tax is a high priority. With the support of the City Council, and working with a great team, the City experienced an increase in commercial activity and sales tax revenue during my tenure, despite challenging economic conditions.

As the Community Development Director, I was tasked with helping the City transition from having a robust Redevelopment Agency to the dissolution of Redevelopment Agencies by the State of California. Upon the retirement of the City Manager, I was appointed to the position of City Manager. I left Cathedral City when presented with the opportunity to manage a coastal community, which was a long-term professional goal.

Achievements:

- Significant reduction in the amount of vacant retail space in the community
- Measurable increase in sales tax revenue and business retention
- Formation of active and effective business clusters to act as support groups for business owners
- Adoption of several updates and improvements to the development ordinances and policies of the City
- Effective linking of what were previously independent divisions (Building, Business License, Engineering, and Planning) into a cohesive and comprehensive Community Development Department
- Gained the support and trust of the elected officials allowing a more predictable and efficient development process to be implemented in the community

***Draper City (Utah)
Assistant City Manager***

2008-2009

Draper City is a community of nearly 50,000 and for the past twenty years has been one of the fastest growing communities in Utah. Located about 15 miles south of Salt Lake City, Draper is an upscale community known for attractive foothill development, a strong commercial tax base, recreational facilities, and efficient delivery of municipal services. I was invited to join the Draper City team by the City Manager who is a close colleague that needed a trusted assistant to reconnect with staff members and update the emergency management plan. Of note, I was the emergency manager during one of the largest wildfires to ever occur in the community. In addition to the devastating fires, the mudslides in the burned areas were very challenging. This experience was an important learning experience that has helped me address the unanticipated impacts of the COVID-19 Pandemic.

I moved on from Draper when a group of employees approached the City Council seeking to have me replace the current City Manager. While honored, I felt that would be a betrayal of the colleague that had asked me to join the team. Rather than remain in an uncomfortable position for all involved, I sought other employment opportunities closer to family in Southern California. I remain a close associate with my colleague, many employees, and the elected officials in Draper.

Achievements:

- Completion of a new fire station, oversight of design and construction of a new city amphitheater and the construction of a new justice center
- Comprehensive update of the Draper City Emergency Management Plan, creation of the Emergency Operations Center, and the purchase of a mobile Emergency Operations Center in a high fire risk area
- Effective response to major fire and subsequent mudslide event including activation of Emergency Operations Center and purchases necessary to properly operate the Emergency Operations Center
- Adoption of several modifications to the Draper City Personnel Policies

City of Henderson (Nevada)
Planning Manager

2007 - 2008

Henderson is a community of just over 300,000 and consistently one of the fastest growing communities in the United States. It is known for its recreational opportunities and its excellence in land use planning. The Community Development Department has won numerous national awards for its development code, the design of the community's master planned communities, and for open space, trails and recreation plans. As the Planning Manager I was tasked with oversight of the City's green building initiatives, representing the City on the Southern Nevada Regional Planning Coalition and preparation of the City's long range planning documents.

My time in Henderson was very enjoyable and productive but occurred at the beginning of a significant nationwide economic downturn. At the time the City was asking for voluntary separations, I was fortunate to be invited to join the management team as the Assistant City Manager in Draper, Utah.

Achievements:

- Oversight in the creation of the West Henderson Comprehensive Plan
- Developed the Legacy Program for green building and sustainable development practices
- Initiated a comprehensive update of the Henderson Development Code
- Oversight in the creation of the Boulder Highway Investment Strategy

Payson City Corporation (Utah)
City Manager (Nine Years)
Community Development Director (Two Years)

1996-2007

Payson City more than doubled in size during my tenure as City Manager (from less than 10,000 residents to almost 20,000 residents). The community is a full-service City providing community and economic development, library services, police, fire, parks and recreation, and senior services as well as enterprise-fund based activities including both drinking and irrigation water, sewer and reclaimed water, electric power generation and distribution, sanitation, stormwater, cemetery, and a municipal golf course. After serving for two years as the City's Community Development Director, I was asked to serve as the City Manager.

After nearly a decade of serving as the City Manager, I accepted a position with the City of Henderson to become a Planning Manager for a much larger organization. I learned that I prefer to work in smaller organizations and in smaller cities where you can build personal and professional relationships with elected officials, residents and mostly every member of the staff. I make every attempt to have a relationship with each member of the staff and help them to have a clear understanding of the vision and goals of the City. This is an impossible task in larger organizations.

Achievements:

- Transformed a negative general fund balance of approximately \$200,000 left by the previous administration into a \$5,000,000 (maximum allowed by state statute) positive fund balance through conservative fiscal practices and prudent financial practices
- Created new revenue sources for the City through an aggressive economic development strategy that resulted in an increase of more than 500% in sales tax revenue over a 9 year period
- Prepared development ordinances for adoption by the City Council to address growth which are now used as model ordinances for many municipalities
- Decreased the City's portion of the property tax rate for nine consecutive years
- Increased the utility funds balances from zero to more than \$2,500,000 while holding rates essentially static during my 9 year tenure
- Created a loyal, stable work force through trust and implementation of effective leadership techniques
- Established and maintained a positive working relationship with all elected officials, developers, the media and representatives of other organizations
- Obtained consistent support from citizenry even with controversial projects

Other Relevant Experience:

County Planner – Summit County (Park City), Utah (1990-1992)

Upon graduation from Arizona State University, I accepted a position as a County Planner for Summit County, Utah. The Park City area is a year around resort community located approximately 20 miles east of Salt Lake City and was home to the 2002 Winter Olympic Games. My duties included land use planning for a wide variety of housing products from multi-million dollar homes to inclusive resort employee housing together with commercial and manufacturing projects. A highlight was participation in the adoption of the Snyderville Basin General Plan working with renowned land use attorney Robert Freilich.

Mountainland Association of Governments (1992-1996)

As a Community Planner for the Mountainland Association of Governments, I was asked to provide land use planning assistance to 34 cities and 3 counties in Central Utah (Summit, Utah and Wasatch Counties). This opportunity gave me the opportunity to learn from a variety of development ordinances in several jurisdictions. More importantly, I was able to learn how to navigate various political structures and situations and learn how to work with a wide variety of elected officials with different goals and points of view.

Education:

- **Master of Public Administration with High Honors, University of Utah**
- **Bachelor of Science, Geography-Urban Studies, Arizona State University**
- **American Institute of Certified Planners (AICP) Certified**

Professional Affiliations:

International City/County Management Association since 1998

American Planning Association since 1992

American Institute of Certified Planners since 1993

Notes of Interest:

Among my professional honors, I served as gubernatorial appointee to the award winning Envision Utah Committee (appointed by former Governor and former United States Health and Human Services Director, Michael Leavitt), Chair of the Education Committee of the Utah Chapter of the American Planning Association, member of the Coachella Valley Economic Partnership Board and Chair of the San Diego County City Managers Association.

I have been fortunate to experience tremendous support from the public, employees, and the elected officials in each of my previous employment opportunities. I share a positive relationship with nearly all co-workers and elected officials and truly enjoy working to make great communities even better.

I have been married for thirty-five years to my wife Stephanie. She is college Psychology instructor and has been fully supportive of my career and the sacrifices of time and privacy that occur in local government. I have two children, both happily married, and two grandsons. I enjoy golf (more than my handicap would indicate) and most other sporting events.

Andy Hall, AICP



References for Andy Hall, AICP

(Additional recent references available, attempt to provide reference from each past employment opportunity)

The Honorable Supervisor Greg Cox
(Supervisor Cox is a former County Supervisor of San Diego County)
1600 Pacific Highway
San Diego, CA 92101
(619) 531-5511

The Honorable Mayor Serge Dedina
(Mayor Dedina's tenure as Imperial Beach Mayor will end on December 14, 2022)
825 Imperial Beach Blvd
Imperial Beach, CA 91932
(619) 606-0537

Jill Spencer, AICP, Payson City Planner
(Ms. Spencer is the Payson City Planner and has firsthand insights into my skills and abilities)
439 West Utah Avenue
Payson, Utah 84651
(801) 465-5233 or (801) 372-5062

Dan Shaw – Councilmember, City of Henderson
(Mr. Shaw is a member of the City Council in Henderson, Nevada)
420 Water Street
Henderson, Nevada 89115
(702) 267-2404

Sam Toles
(Mr. Toles is a past member of the City Council for the City of Cathedral City)
68700 Avenida Lalo Guerrero
Cathedral City, California 92234
(323) 401-2587