C. Scott Andrews, Ed.D., ICMA-CM

Experienced, inclusive leader with a high level of emotional intelligence that possesses advanced interpersonal skills and a proactive, transparent, and collaborative management style. Over 20 years of responsible municipal management experience with substantial expertise in city management, team development, strategic planning, economic development, community engagement, conflict resolution, succession planning, public relations, recreation, collective bargaining, and capital budgeting.

PROFESSIONAL EXPERIENCE

CITY OF BAKERSFIELD, CA ($789 million budget/2000 staff) **MAY 2022 - PRESENT**

Assistant City Manager

- Acts and serves as City Administrator, in absence of CM.
- Supervises productive teams ranging from Human Resources, Finance, Parks & Recreation, Tech Services, Economic Development, Community Relations, and Safety Risk.
- Maintains effective working relationships with local, state, regional authorities, civic organizations, and intergovernmental relationships with other cities.
- Facilitates the passage of the City's $789 million annual budget and Capital Improvement Plan.
- Represents the City on different boards, commissions and agencies as needed.

CITY OF COVINGTON, GA ($157 million budget/320 staff) **DECEMBER 2019 – MAY 2022**

City Manager

- Serves as City's CAO to a dedicated team of 320 employees in the county seat with a daytime population of 60k residents.
- Leads a full service staff, with productive teams ranging from; Electric, Gas, Police, Fire, Airport, Stormwater, Community Development, Public Works, 911, HR, IT, and a Welcome Center.
- Partnered to bring transformative economic development projects to the community including: Rivian, the expansion of Facebook, Battery Resources, Archer and the development of Covington Town Center
- Championed the bold move to bring main street, economic development, and tourism "in-house" from the Chamber of Commerce, resulting in a renaissance of City engagement, efficiency and revenue options.
- Aids staff in facilitation of City's long-range growth. Studies undertaken include annexation study, organizational study, salary study, opportunity zone update, urban redevelopment plan, and transit study.

CITY OF SMYRNA, GA (60,000 residents/600 staff) **SEPTEMBER 2017 – DECEMBER 2019**

Assistant City Administrator

- Acts and serves as City Administrator, in absence of.
- Supervises productive teams ranging from Engineering, Parks & Recreation, Economic Development, Information Technology, Museum, Library, and Environmental Services.
- Assisted M&C in the Adoption of "Hands Free" ordinance, which was adopted by other cities, followed by the State of Georgia.
- Assists with preparation of the City's $105 million annual budget.
- Served as a catalyst for the creation of the City's open container/restaurant district resulting in exponential sales and economic development opportunities for the defined business areas.
- Aids staff in facilitation of City's long-range growth. Current studies underway include annexation study, downtown master plan, and transit study.

CITY OF SUGAR HILL, GA (30,000 residents) **APRIL 2014 – SEPTEMBER 2017**

Economic Development Director

- Orchestrated a highly motivated team responsible for marketing, communications, events, outreach, and business attraction for this "Visionary Award" winning City.

- Led downtown revitalization efforts, serving as both the Secretary/Treasurer and lead staff person for the downtown development authority.
- Collaborated with consultants on traffic studies, void/retail leakage analysis, City master plans, hotel feasibility studies, greenway studies, and executed development agreements for private sector projects ranging from full-service hotels to large scale mixed-use developments.
- Initiated the largest municipal event series in Georgia and facilitated all 14 city-based interests groups.
- Led the project development and implementation of the transformation of the old city hall into an award-winning business incubator and coworking space called "The Suite Spot."

CITY OF TEMPLE TERRACE, FL (28,000 residents) **JULY 2003 - FEBRUARY 2014**

Recreation Supervisor (2009-2014), **Facility Manager** (2005-2009), **Recreation Leader III** (2003-2005)

- Responsible for direct management of 5 recreation facilities, 15 parks, and nearly 60 staff members; divisions ranging from fitness, athletics and facility rentals to customer service and aquatics.
- Served as representative for the city's pension and contract negotiation team.

EDUCATION & CERTIFICATIONS

Doctor of Education in Organizational Leadership	Argosy University	2015
Master of Public Administration	Strayer University	2008
B.S. Business Management	Univ. of South Florida/Univ. of Phoenix	2007
Local Governance Summer Institute	Stanford University	2023
Climate Change and Health Certificate	Yale University	2023
The Power of Team Culture	University of Pennsylvania	2022
Diversity, Equity & Inclusion Certificate	University of South Florida	2022
Leading Diverse Teams and Organizations	University of Michigan	2022

AFFILIATIONS, ACHIEVEMENTS, ENGAGEMENT & SERVICE

International City-County Management Association

Executive Committee of ICMA Annual Conference in Long Beach (2026)
Selected to Institute on Race, Equity and Inclusion – 10/2022
Selected to Gettysburg Institute – 5/2022
ICMA Credentialed Manager (effective December 2020)
Presenter at 2021 ICMA Conference (Portland) and 2019 ICMA Conference (Nashville)
Selected to Management Exchange Program (Rockville, MD) 2018
ICMA Advisory Board on Graduate Education – 2016 - present
ICMA Student Chapter Founder/Mentor (Georgia Gwinnett, Clark Atlanta and Cal State Univ.)
Small Community Scholarship Recipient - 2011
ICMA Emerging Leaders Development Program - 2011-2013

Cal-ICMA

Appointed to Board of Directors – 2023

Rotary Club – 2021- present

Executive Officer (Secretary) 2024

Cal State University – Public Policy Advisory Board Member – 2024

President's Community Ambassadors – 2023

Leadership Bakersfield – Class of 2024

Board of Directors for Boys & Girls Clubs of Kern County - 2023

Bakersfield Sister City Board Member – 2022 to present

Georgia City/County Management Association

Appointed to Board of Directors 2021- 2022

Facilitator of "Next Generation" sessions and lunches for Aspiring City/County Managers

Georgia Municipal Association

Appointed to Equity & Inclusion Advisory Council – 2022

Presented GMA session on Inclusive Leadership – 3/2022

"Visionary City" Winner – Covington – 2022

"Most Active City in Georgia" – Sugar Hill - 2017

Toastmasters International

Founder and member – Sugar Hill, GA - 2016, Bakersfield, CA - 2022

National Development Council – Economic Development Finance Professional Certification – 2017

Gwinnett Chamber of Commerce – Community Wellness Award - 2016

Explore Gwinnett: "Friend of Gwinnett Tourism" winner - 2014

Georgia Academy for Economic Development - 2014

Georgia Downtown Association

Georgia Downtown Association Board Member - 2015 - 2017

Downtown Development Authority Advanced Training - 2015

Florida City/County Management Association

"If You Care, You Do" Award Recipient - 2013

Emerging Leader Scholarship Recipient - 2012

Professional Development Committee - 2012-13

National Recreation and Park Association

Certified Parks and Recreation Professional (CPRP) Certification – 2011-2017

Aquatics Facility Operator Certification - 2007 – 2017

Georgia Piedmont Technical College Board Member - 2020 - 2021

Gwinnett Tech Marketing and Management Advisory Board member – 2014-17

Lanier High School Advisory Board Member – 2015-17

Leadership Newton County – Class of 2021

Selected to Leadership Cobb County – Class of 2019

Selected to Leadership Gwinnett County – Class of 2018

Distinguished Gentlemen Mentor Program - Lanier High School - 2015-2017

Kiwanis – 2014-2017

General Manager for Continental Basketball League's Tampa Bay Saints – 2012-2015

Assistant Coach for King and Strawberry Crest High School Basketball teams 2011-2014