

COLIN BAENZIGER  ASSOCIATES

EXECUTIVE RECRUITING

Section 8

Andrew “Andy” E. Hyatt

Cooper City

City Manager Candidate Report

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Cover Letter and Resume

Section 8

Andrew E. Hyatt
12 Ponte Vedra Court, Unit B
Ponte Vedra Beach, Florida 32082

February 11, 2023

Colin Baenziger and Associates
Recruit26@cb-asso.com

Ref: City Manager – Cooper City

Dear Mr. Baenziger,

This letter will serve as a formal request for consideration to join the City of Cooper City as City Manager. Recently, I was the Town Manager for the Town of Surfside (FL). Prior to this position, I was the Texas State Director for K9s For Warriors located in San Antonio (TX). Previous positions have included, City Manager of Neptune Beach (FL), City Manager of East Ridge (TN), City Manager of Fairview (TN), City Manager of Etowah (TN), Community Development Manager of Deerfield Beach (FL) and Senior Administrative Assistant for the City of Jacksonville (FL).

I have had a myriad of responsibilities including City Administration, Economic Development, Human Resources, Customer Service, Equal Employment Opportunity, Ethics, Disciplinary Review/Actions, Purchasing, Payroll, Benefits, Civil Service Rules Review Committee and other responsibilities. I have worked within a Civil Service system, represented by the American Federation of State, County, and Municipal Employees (AFSCME) union and hired more than 500 seasonal workers. I have either managed or assisted in managing budgets as little as \$750,000 and more than \$23 million; and had the unique distinction of working in a city with one of the largest parks system in the United States.

In 2011, I was instrumental in the initial investment by the City of East Ridge into the Border Region Retail Tourism Development District (Act). The Border Region Act is designed to keep sales tax dollars in the State, not “leak out” to bordering states, and therefore, makes the city more competitive for new development within the Border Region District. The city can be reimbursed for the cost of financial incentives by receiving a portion of the state’s share of increased sales tax revenue. That initial investment of \$4 million was for infrastructure improvements to developers who then brought in a Bass Pro Shop.

Additionally, I have developed Strategic and Business Plans. As Community Development Manager in Deerfield Beach, I brought the preparation of the five-year master plan for community development, resulting in a streamlined process for the Target Area of the city utilizing federal and state funding. By simplifying the process, we became more customer focused, this allowed for detailed input from the local target community.

Throughout my career, I have focused on making a difference as a public administrator. Through my government experience, I feel I have developed a balanced and objective approach to municipal

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management. As you can see on my resume, I have tried to continually improve professionally. As part of that process I returned to graduate school at the University of Tennessee at Chattanooga to obtain my Master of Public Administration degree. I have also obtained the required certification by National Incident Management System (NIMS).

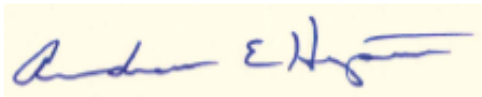
Recently, I was leading our Crisis Management Team during the Champlain Towers South building collapse in Surfside, on June 24, 2021. Working side by side with Search and Rescue Teams from around the world as well as with my team. I also worked together with representatives from Federal, State and Local governments, to include Miami-Dade County (Fire & Rescue, Police, Mayors Office), other municipalities in South Florida and across the state. This was a true test of my leadership skills during a catastrophe. My experience with Crisis Management and Emergency Management was put to the test. I was able to call on my training and experience in National Incident Management System (NIMS) training as we conducted the search and rescue effort. In March of 2022, the citizens voted to allow the City Commission to issue a General Obligation Bond for a \$40 million utility undergrounding project. We anticipate a start date of Summer 2023 for this project.

I am a visionary and the type of manager that does not involve himself in the political arena, choosing instead to focus on making the city the most efficient, effective, results oriented and quality municipal government in America. I am a public servant and to that end I work to strengthen the organization and to lead by example. I subscribe to the team approach to problem-solving and work hard at team building. In addition, I am a hands-on manager who is capable of multi-tasking to get the work accomplished.

With over twenty-six (26) years of highly responsible management and leadership experience in both the private and public sector; over eighteen (18) years have been in municipal government, and more than thirteen (13) years as City/Town Manager. My education includes a Master's Degree in Public Administration, a Bachelor's Degree in Political Science: Public Administration and an Associate of Applied Science Degree in General Business. I possess excellent oral and written communication skills as well as strong computer skills. I would like the opportunity to discuss further with you my qualifications for possible employment.

Thank you for your consideration. My experience and qualifications make me an excellent candidate for the City Manager position with the City of Cooper City. I look forward to speaking with you soon to discuss this opportunity. I can be contacted at 904-609-6477 or via email at ahyatt59@gmail.com.

Respectfully,



Andrew E. Hyatt

ANDREW E. HYATT

12 Ponte Vedra Court, Unit B
Ponte Vedra Beach, Florida 32082
Telephone: 904.609.6477
Email: aehyatt59@gmail.com

OBJECTIVE

Developing, Managing & Monitoring Programs That Move Initiatives Forward for
Government & Non-Profit Organizations

CAREER PROFILE

Track record of accomplishments during 20-year career in government and non-profit. Sharp understanding of government budget management/accounting, government procurement and contract management, and public policy. Proactive professional, effective in communicating and building relationships with all intermediaries – government officials, corporations, interest groups, citizens, colleagues, staff, and management. Politically sensitive practitioner of principal-centered leadership and strong proponent of an empowerment management style. Master of Public Administration.

Core Competencies

- Crisis Management
- Budgeting & Financial Oversight
- Strategic Planning & Goal Setting
- Policy & Procedure Development
- Government Relations (Federal, State & Local)
- Grant Development & Funding
- Reports, Position Papers & Publications
- Legislative Affairs
- Human Resource Management
- Employee Hiring, Training & Mentoring

GOVERNMENT EXPERIENCE

Town Manager
TOWN OF SURFSIDE
9293 Harding Avenue
Surfside, Florida 33154
Supervisor: Town Commission (305.861.4863)

NOV 2020 to DEC 2022
50 hours per week

Chief Administrative Officer in charge of managing a full-service beachfront municipality. Responsible for the day-to day town-wide operations with a permanent population of approximately 5,900 with 133 employees (109 FTE), operating budget of \$16.4 million and eleven (11) separate funds totaling over \$13.4 million. Prepare budget and business plan for coordination of policy development, planning and implementation of Town goals and objectives; policies and procedures for providing Town services; management and analysis of programs and services. Represented the Town to business organizations, civic associations, developers, other governmental entities and the public. Develop programs for grant applications and provide policy recommendations to the Town Commission. Interact and build partnerships with local/state/federal elected officials and maintain involvement in government.

Accomplishments

- Led our Crisis Management Team during the Champlain Towers South building collapse in Surfside - 2021
- Review and update all job descriptions
- Implemented changes and upgrades to the Building Department, which include hiring a certified Building Official, redesign of the front office to make it more customer friendly
- Successful in obtaining funding in the amount of \$2,000,000 for the Abbott Avenue drainage project – 2021
- New General Engineering Consultants (GEC) and continuing service agreements. Eight (8) engineering firms were procured via RFQ and continuing service agreements were negotiated and approved by the Commission,
- 96th Street Park Project, conducted Two (2) virtual public outreach meetings, an in-person event and two (2) surveys completed or in-progress. The Design Team has analyzed the community feedback and has prepared the Schematic Design for the project
- Undergrounding Utilities Contracted with a consultant to manage the \$37 million process. Worked with FPL, AT&T, Atlantic Broadband, Hot Wire for location of their service line underground

NON-PROFIT EXPERIENCE

Texas State Director
K9s FOR WARRIORS
4710 State Highway151
San Antonio, Texas 78227
Supervisor: Patty Dodson – Chief of Staff (904.686.1956)

JUN 2019 to MAR 2020
50 Hours per week

Plan and coordinate all development and community engagement activities. Develop and grow community relationships with donors, volunteers, community organizations or representatives. Build relationships with community stakeholders to advance the mission. Coordinate with the Development team by, researching funding opportunities, compiling donor information and assisting with grant writing and applications to gain sponsorship and donations and managing volunteers. Oversee Kennel Operations Manager and staff (including hiring full and part time kennel assistants). Participate in special projects and take on additional tasks as requested. Maintain good communication with kennel staff and management. Maintain good working relationships with all kennel and organization employees.

GOVERNMENT EXPERIENCE

City Manager
CITY OF NEPTUNE BEACH
116 First Street
Neptune Beach, Florida 32266
Supervisor: City Council (904.270.2400)

JUL 2015 to JUN 2019
50 hours/week

Chief Administrative Officer in charge of managing a full-service beachfront municipality. Responsible for the day-to day city-wide operations with a permanent population of approximately 7,200 with 75 employees, operating budget of \$5.3 million and fifteen (15) separate funds totaling over \$12 million. Prepare budget and business plan for coordination of policy development, planning and implementation of City goals and objectives; policies and procedures for providing City services; management and analysis of programs and services. Represented the City to business organizations, civic associations, developers, other governmental entities and the public. Develop programs for grant applications and provide policy recommendations to the City Council. Interact and build partnerships with local/state/federal elected officials and maintain involvement in government, outside group, and private industry discussions on issues involving the City.

Accomplishments

- Successful in saving dollars by utilizing staff for projects like installing new sidewalks, parking spaces without going through the RFP process
- Restructured top tier of Police Department
- Successfully negotiated the Bargaining Agreements with the FOP and Local 630 Employee Union.
- Developed a plan to create additional parking spaces in the Town Center
- Negotiated a new Solid Waste contract with Waste Pro
- Restructured organizational chart to include Deputy City Manager, Deputy Director, Commanders without adding additional positions
- Prepare five (5) year strategic plan
- Developed Park Master Plan
- Completed construction on a community building
- Successful is several grants for the park and infrastructure.
- Developed Goals, Objectives and Performance Measures for each department to better track the progress of the departments and to assist in the evaluation of each employee.
- Resolved Tipping Fee issue with the City of Jacksonville, along with the City Attorney
- Established a format for evaluating each employee annually to include performance measures. Annual evaluations take place September
- Developed the following policies: Whistleblower, Compensatory Time, Internal Control, Cell Phone, Ethics, Take Home Vehicle, Computer/Internet Use, Cell Phone Use, Merit Increase, Social Media, Tobacco Use
- Worked with staff in preparation of and clean up of Hurricane Matthew and Hurricane Irma

City Manager
CITY OF EAST RIDGE
1517 Tombras Avenue
East Ridge, Tennessee 37412
Supervisor: City Council (423.867.7711)

OCT 2013 to JUN 2015
50 hours/week

Chief Administrative Officer in charge of managing a full-service municipality. Prepare budget and business plan which included goals and objectives, develop programs for grant applications, and provide policy recommendations to the City Council. Gather data from various sources to be included in position papers in response to the Councilman's request for information on sensitive issues. Interact and build partnerships with local/federal elected officials and maintain involvement in government, outside group, and private industry discussions on controversial issues.

Accomplishments

- Successful in negotiations with Developer for the Jordan Crossing development to include a Bass Pro store.
- Successful in negotiations with Developer for a Wal-Mart Neighborhood store.
- Received Local Parks and Recreation Fund grant for playground.
- Implemented Border Region Legislation.
- Created an effective communication tool by preparing a monthly publication to the Council regarding organizational progress and upcoming projects and concerns.
- Implemented a merit-based Performance Measures evaluation program.
- Recruited and hired a Police Chief, Fire Chief and City Treasurer.
- Reviewed and rewrote City Employee Handbook.
- Revived Industrial Development Board (IDB).
- Developed inventory for leasable/for sale/or sale-lease space.
- Instituted a Pay Plan which includes Grades and steps for budgeting purposes.
- Oversee multiple projects throughout the city to include Economic Development/Redevelopment, Parks & Recreation, Paving/Resurfacing, Traffic light installation.
- Project Manager for relocation of a Fire Station.

City Manager
CITY OF FAIRVIEW
7100 City Center Way
Fairview, Tennessee 37062
Supervisor: Board of Commissioners (615.387.6084)

JAN 2010 to OCT 2013
50 hours/week

Chief Administrative Officer in charge of managing a full-service municipality. Prepare budget and strategic plan, oversee development of programs for grant applications, and provide policy recommendations to the City Commission. Gather data from various sources to be included in position papers in response to the Commissioner's request for information on sensitive issues. Interact and build partnerships with local/federal elected officials and maintain involvement in government, outside group, and private industry discussions on controversial issues.

Accomplishments

- Prepared Five-Year Strategic Plan.
- Received a Local Parks & Recreation Fund grant for a Greenway Project.
- Received funding for Safe Routes to Schools sidewalk project.
- Received funding from MPO Active Transportation Program for resurfacing.
- Met with and prepared communications to U.S. Senators and Congress on policy issues (e.g., economic/community development, funding sources). Brief elected officials on policy impact of appropriations.
- Consistently meet 24 to 48-hour deadlines for information on issues from prospective industries/businesses requiring utility and tax information.
- Reduced tax rate by 7.5% in FY 2012.
- Instrumental in establishing Economic Task Force.
- Spearheaded project management efforts for design of 1,046-acre office/industrial park.
- Successful in negotiations with landowner and Wal-Mart for construction of the Fairview Super Center.

City Manager
CITY OF ETOWAH
701 Tennessee Avenue
Etowah, Tennessee 37331
Supervisor: Board of Commissioners (423.263.2202)

OCT 2007 to DEC 2009
50 hours/week

Chief Administrative Officer in charge of managing a full-service municipality. Prepare budget and 5-year strategic plan, develop programs for grant applications, and provide policy recommendations to the City Commission. Gather data from various sources to be included in position papers in response to the Commissioner's request for information on sensitive issues. Interact and build partnerships with local/federal elected officials and maintain involvement in government, outside group, and private industry discussions on controversial issues.

Member of Executive Committee of McMinn County Economic Development Authority, Director of the Emergency Operations Center, and Project Manager for 2 renovation projects – Streetscape and Community Center. Oversee Finance, HR, Building Inspection, Zoning, Code Enforcement, Fire, Police, Parks & Recreation, Purchasing, and Library. Departments. Educate, develop, train, and mentor staff. Develop and implement programs based on new or revised laws/regulations.

Accomplishments

- Prepared standard operating procedures manuals for each position in the city with all necessary components (e.g., City Mission, Department Mission, Position Purpose, Employee Evaluations/Training, Organizational Charts, etc.); actively involved in analyzing and revising SOPs and operational policies as necessary.
- Prepared first balanced budget (FY10) in eleven years, since FY00.
- Generated total cost savings of over \$90K by creating temporary concrete finisher and carpenter positions.
- Delivered cost savings of over \$5K annually by leasing a vehicle for City travel – reducing the number of claims for mileage reimbursement and \$400 car allowance for City Manager.
- Received grant for a Wellness Center and obtained a \$75K, 3-year grant for hiring a Recreation Director – representing a cost savings of \$50K over 2 years for the City.
- Reduced overtime 67.17% in 1 fiscal year.
- Created an effective communication tool by preparing a monthly publication to the Commissioners regarding organizational progress and upcoming projects and concerns.
- Empowered staff to implement changes within the organization by including them in executive decisions.
- Strengthened employee performance and morale; emphasized the importance of immediate and constant feedback to employees and investigated employees' complaints/concerns with the highest attention to detail.
- Met with and prepared communications to U.S. Senators and Congress on policy issues (e.g., economic/community development, funding sources). Briefed elected officials on policy impact of appropriation.
- Briefed Commissioner on a pending sale of a county-owned hospital to private investors; sale of the hospital was successful and is proving to be a beneficial deal for the community.
- Consistently met 24 to 48-hour deadlines for information on issues from prospective industries/businesses requiring utility and tax information.

Community Development Manager
CITY OF DEERFIELD BEACH – PLANNING AND GROWTH MANAGEMENT DEPT.
150 SE Second Avenue
Deerfield Beach, Florida 33441
Supervisor: Jerry Ferguson, Director (954.480.4211)

MAR 2004 to OCT 2007
45 hours/week

Managed a diverse range of initiatives for this beachfront community, including fiscal analysis, program budgeting, and economic development functions. Provided fiscal oversight for grant funded programs and produced information on grant opportunities and programs to management, other organizations, and City Commission. Provided Commissioners with information on HUD and State Housing Initiative Partnership programs to answer constituent concerns. Represented the City Manager and Director of Planning on boards, commissions, and committees. Team leader in preparing short/long-term goals, and key member of the management staff and liaison for citizen advisory boards; brainstormed with management team on issues affecting the community. Supervised and evaluated the performance of a 4-person staff. Member of Emergency Operations Center team and member of the Hurricane Emergency Preparedness team. Interfaced with federal, state, and local officials.

Accomplishments

- Delivered savings of over \$20K in consulting fees for the City by taking the initiative to author its 5-year (2005-2009) Consolidated Action Plan.
- Initiated, obtained, managed and administered federal, state, and county grants for programs/projects, including Community Development Block Grant (CDBG), State Housing Initiative Partnership (SHIP), and First Time Homebuyer/Home Rehab programs.
- Grew the number of first-time homebuyer recipients over 400% in 1 year.
- Increased minor home repair recipients over 600% in 1 year.
- Increased productivity and reduced time spent on a waiting list from 2 years to 12 weeks by restructuring the division and assigning specific duties.
- Allowed a free flow of space, created atmosphere of cooperation and teamwork, and reduced application/waiting period by 40% through spearheading a reorganization of the office.
- Acted as a liaison between City Manager's office and community members affected by proposed programs.

Sales Consultant

GOBER ENTERPRISES

7501 Philips Highway

Jacksonville, Florida 32256

Supervisor: Rob Walker, Owner (904.296.1356)

JUL 2002 to MAR 2004

45 hours/week

Provide consultation and sales presentations to homeowner's and businesses throughout Northeast Florida. Prepare production orders and follow up with production progress. Interact with manufacturing personnel on production of shutters and blinds. Prepare quarterly sales projections.

Senior Administrative Assistant, Human Resources

CITY OF JACKSONVILLE – PARKS AND RECREATION DEPT.

117 West Duval Street

Jacksonville, Florida 32202

Supervisor: Debra Igou, Director (904.630.1287)

APR 2000 to JUN 2002

45 hours/week

Drove HR initiatives that had a tremendous impact on improving organizational performance. Handled primary HR functions, including personnel, payroll, permitting, purchasing, employee relations, training, EO/EA, ethics, permitting, budget/cost control, employee evaluations, Adopt-A-Park Program, and citizen communications. Implemented, analyzed, and evaluated program effectiveness on an ongoing basis.

Incorporated laws related to Ethics, EEO, ADA, and Sexual Harassment into the organization through staff education and training. Performed contract administrative functions, including the monitoring of bids to ensure adherence to contract requirements. Participated in various committees (e.g., Training, EEO, Employee Satisfaction, Ethics); Sterling Quality Award team member for the City of Jacksonville.

Accomplishments

- Played a key role in improving the City into a quality organization. Worked on the Sterling Quality Human Resources Team while the city competed for the Sterling Quality Award; advised senior staff on necessary changes.
- Saved the city over \$5K annually by implementing a paperless format system for tracking evaluations, discipline, leave time, and training for all employees' department-wide.
- Formulated ethics policy for the entire city (including elected officials) affecting over 8500 employees.
- Prepared new employees for success by creating an evaluation document that was adopted by the Sterling Quality team to be used as a communication tool during new employees' 6-month probation period.
- Secured funding for City projects by interfacing and forming partnerships with local/federal government officials.
- Enabled management to execute informed hiring decisions by compiling and presenting thorough information on potential candidates.

Administrator
SOUTH AIKEN CHRISTIAN SCHOOL
980 Dougherty Road
Aiken, South Carolina 29803
Supervisor: School Board (803.648.7871)

JUN 1994 to DEC 1996
45 hours/week

ADDITIONAL EXPERIENCE

CITY OF CLEVELAND, TN/UNIVERSITY OF TENNESSEE AT CHATTANOOGA, TN (AUG 1998 to MAR 2000)

- Graduate Assistant (AUG 1998 to DEC 1999) University of Tennessee at Chattanooga
- County Planning (JUL 1999 to DEC 1999) Bradley County, Tennessee
- City Manager's Office (JAN 2000 to MAR 2000) City of Cleveland, Tennessee
- Conducted research for tenured professors, assisted in annual budget and capital improvement projects; prepared 2020 growth plan.

PRIVATE INDUSTRY (1979– 1994)

CARLISLE GEAUGA COMPANY (Injection and Blow Molding) Trenton, SC
PILLOWTEX (Textiles) Dallas, TX
INTERFACE, INC (Textiles) LaGrange, GA
MILLIKEN & COMPANY (Textiles) LaGrange, GA
WEST BUILDING MATERIALS, (Building Materials) Cleveland, TN
SCHERING PLOUGH, INC, (Pharmaceuticals) Cleveland, TN

EDUCATION

UNIVERSITY OF TENNESSEE AT CHATTANOOGA, TENNESSEE
Master of Public Administration
Bachelor of Science, Political Science: Public Administration

CLEVELAND STATE COMMUNITY COLLEGE, CLEVELAND, TENNESSEE
Associate of Applied Science, Business Management

MEMBERSHIPS

- International City Manager Association (Member since 1998)
- Tennessee City Manager Association (Member 2007 – 2015)
- Florida City/County Manager Association (Member since July 2015)
- Beaches Chamber of Commerce Board of Directors (Member July 2015 - June 2019)

ADDITIONAL CERTIFICATIONS

ICMA Credentialed City Manager January 2019
National Incident Management System (NIMS) Certified

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Candidate Introduction

ANDREW E. HYATT

EDUCATION

Master of Public Administration, University of Tennessee at Chattanooga
Bachelor of Science, Political Science/Public Administration, University of Tennessee at Chattanooga
Associate of Applied Science, General Business, Cleveland State Community College

CERTIFICATION

International City Manager Association – Credentialed Manager – January 2019
National Incident Management System (NIMS) Certified

EXPERIENCE

Town Manager, Surfside, FL (government)	2020 – 2022
In Transition	2020
State Director, K9s For Warriors, Ponte Vedra, FL (non-profit)	2019 – 2020
City Manager, Neptune Beach, FL (government)	2015 – 2019
City Manager, East Ridge, TN (government)	2013 – 2015
City Manager, Fairview, TN (government)	2010 – 2013
City Manager, Etowah, TN (government)	2007 – 2010
Community Development Manager, Deerfield Beach, FL (government)	2004 – 2007
Senior Administrative Assistant, Jacksonville, FL (government)	2000 – 2002
MPA Student, Chattanooga, TN (education)	1998 – 2000
Municipal Intern, Cleveland, TN (government)	1999

BACKGROUND

Surfside sits on a barrier island and is (was) a quiet town on the Atlantic Ocean in Miami-Dade County with a population of approximately 5,900. The town is bordered on the north by Bal Harbour, the south by Miami Beach, the west by Bay Harbor Islands, Indian Creek and Biscayne Bay. It is primarily a residential community with several multistory condominiums, one of which was Champlain Towers South which collapsed on June 24, 2021.

The Town of Surfside has 133 employees (I directly supervised 12 employees) with an operating budget of \$16.4 million and another \$13.4 million in eleven (11) separate funds. The Town recently has undertaken a \$37 million utility undergrounding project and is working to improve its walking path and pedestrian crossings. Park redesign projects have recently been undertaken to improve the open/green space in the town.

The three (3) most significant issues facing the Town of Surfside are:

1. Undergrounding of utilities. In the March 2022 election, the citizens authorized the town to issue General Obligation bonds up to \$40 million. This is a project that will have long term benefits, but it will come with short term headaches as well as other issues.
2. Stormwater. Part of the town is only 8 feet above sea level and parts of the town flood during high tide/super tides. The town secured a \$2 million appropriation from the state to address an issue on the part of the town affected the most. The plan is to install injection wells as well as other catch basins to assist in removing the water as soon as possible.
3. Main water line replacement. The main water line runs along A1A (Collins Avenue) and is outdated and in some area's leaks. It is a highly travelled road and it will cause interruptions to the traffic flow but it is necessary to replace. The town is requiring new developments to replace parts of the water line in their development orders, thereby decreasing the cost to the town.

GENERAL MANAGEMENT STYLE AND EXPERIENCE

When I made the decision to enter Public Service, I explored the term Public Service and found that defined it is “*a service rendered in the public interest*”. I have always felt the desire to serve others through my knowledge, skills and abilities; not self-serving but rather self-satisfying. It has been a goal of mine to serve a city where I can be a true public servant to all its employees and citizens. I am not a “me first” individual, seeking to first serve others. The City Manager of Cooper City fits that profile for me.

My management style is one that can best be described as Participative. My former Commission would say I offer guidance to the team and participate as needed. Offer an empowering style of management to encourage staff to participate in the process. This style encourages the involvement of stakeholders at all levels of an organization in the analysis of problems, development of strategies, and implementation of solutions. I feel this management style is a great motivator that strengthens the organization. I have a “true” open door policy; additionally, I take my phone calls and return my phone calls in a timely manner. I have a strong work ethic with an ability to adapt to my environment and surroundings. Of course, on occasion it is necessary to terminate an employee. In each city or town I have worked. This has been part of the job. However, I would like to add that we do everything possible to salvage an employee if they are salvageable. I always have Department Heads or myself, put a Performance Improvement Plan in place to give the employee a chance to improve.

Part of the personnel process is to put performance measures in place to encourage job growth and earning potential. The way this is done is to put Goals and Objectives, along with Performance Measures in place annually to give each employee an objective performance evaluation and to remove the subjectivity out of the equation.

ANDREW E. HYATT

I have worked in several cities with different wants and needs as well as with diverse populations. These experiences have demanded that I fit the situation, rather than make the situation fit me. I have worked in large organizations (City of Jacksonville – 8500 employees) and small organizations (City of Etowah – 32 employees) with various responsibilities in each position. As City Manager of Etowah, Fairview, Neptune Beach and Surfside, for instance, it was necessary for the City Manager to perform various job functions and responsibilities. At any given time, I could be called upon to perform a wide array of duties to include, but not limited to, Human Resources, City Clerk, Risk Management, Code Enforcement, and Planning.

The City Manager is viewed as the “Face” of the organization and is vital to the success of the organization. It is important for the City Manager to communicate with the City Commission and make sure the elected officials are informed on the City operations. Cities have personalities, and it is important to maintain that personality, and promote the lifestyle that the citizens are accustomed too.

One of my most successful achievements has been the implementation of the Tennessee Border Region Tourism Development Act in 2013/14. The purpose of the act is to increase tourism and the competitiveness of the state with bordering states by empowering local governments to encourage the development of an extraordinary retail or tourism facilities, including shopping, recreational, and other activities.

Basically, each city that applied, met the criteria of the act and was approved by the State Comptroller, had to develop an extraordinary retail or tourism facility that reasonably anticipated drawing one million visitors a year and a capital investment of at least \$20 million including land, buildings, site preparation costs; and is reasonably anticipated to remit at least \$2 million in state sales and use tax annually once completed. Because of this investment, the city would realize 75% of the state portion of sales tax for a period of thirty (30) years.

In our case, we were approached by Bass Pro and eventually the Council agreed to invest \$4 million for infrastructure improvements to facilitate the deal. The result far exceeded the expectation, as restaurants, hotels and retail space followed. This has been one of my biggest achievements.

As far as my biggest failure, it not being able to make an impression on the mayor to avoid being asked to leave Surfside. I work hard to make sure I am not the reason projects are delayed or progress is not achieved. I continually work to improve and I will take this event and learn from it as I move forward in my career.

I will never be able to discuss my experience without mentioning the collapse of the Champlain Tower South on the morning of June 24, 2021. As unfortunate as this event was and I continue to remember those lost in the collapse. I was able to put my Disaster Management skills/training to use. I was able to work alongside Federal, State, and County governments as well as international governments/organizations. I worked closely with Search and Rescue, Fire/Police

ANDREW E. HYATT

Departments, Governor’s office, President’s staff, Congressional staff and government officials from around the world. It was truly an international event.

My greatest strength is teambuilding and empowering employees at every level. I make sure I appoint a Champion to serve as the project lead and sometimes I include employees at different levels to serve on teams to build that sense of ownership with our projects.

As far a greatest weakness, I think I get too close to the “process” at times. I have learned over the years that no one can do it alone and that has been something I have to remind myself at times. I tend to get so closely involved in community successes and not involve the Champion of the project like I should, but this is something I work hard to overcome. I saw much success at overcoming this in Surfside.

I have been instrumental in the development of strategic plans and consolidated plans. In two (2) cities I managed we were built out and redevelopment has been a big part of those communities and we worked to preserve the quality of life and small town feel for residents enjoy.

I have strived to continually improve with each position/city and that has enabled me to develop a unique management style which empowers all staff to make decisions regardless of their job. I do not micromanage, but I do like to be involved with employees to encourage them and to fully reinforce a positive attitude which is carried out to our citizens. I encourage taking our citizens beyond customer satisfaction to customer delight. I want our citizens to say the experience when dealing with our employees was delightful, even if it is not the best news they have heard.

The challenges I see facing the City of Cooper City are:

- Fiscal sustainability – it is incumbent of a government to sustain its current spending, tax and other policies over the long run without threatening government solvency or defaulting on some of its liabilities or promised expenditures. The need to “live within our means” has never been more of a rallying point than it is now when our country has recently faced a pandemic and most recently increased inflation. Cooper City will need to look for alternate sources of revenue to avoid putting the burden on the citizens. Looking for grants as well as state and federal appropriations are ways to lighten the load on residents.
- Infrastructure needs – in your Strategic Plan, one of the goals is “Maintain and improve the city’s infrastructure... This is a challenge for most communities, and it is necessary to maintain the Quality of Life residents are looking for in Cooper City. As has been identified, it encompasses everything from Code Enforcement to parks/green spaces to mobility to water/wastewater. Developing the Five-Year Capital Improvement Plan prioritizes the projects and identifies funding sources.
- Proactive Public Safety – this has been identified in the Strategic Plan and is something most communities want to improve. It starts with a plan and dedicated professionals to

ANDREW E. HYATT

achieve the goals established. Public Safety is job number 1 and is the one area that touches all citizens at some point.

During the first six (6) months my efforts will involve:

- Meet with all staff, individually and collectively, to begin the orientation process. This will enable me to understand everyone’s role and to begin to develop loyalty and support for each member of the staff.
- Meet with Commission members individually to understand their goals, vision, desires and expectations for Cooper City.
- Establish performance measures for the entire staff to include goals and objectives.
- Review the evaluation process for the city and update to include the performance measures.
- Set up meetings with state and federal elected officials to develop a relationship to enhance opportunities for funding.
- Immediately begin the budget process to gain full knowledge of the capital improvement plan and forecast for revenue/expenditures.
- Review the city’s infrastructure needs to include water/sewer and paving.
- Review the City Code to familiarize myself with the ordinances and laws.
- Read and understand the city’s Comprehensive Plan.
- Get familiar and meet with all committees, boards, etc. to establish an understanding with the history and direction of each.
- Meet with Chamber of Commerce leadership to establish an understanding of business recruitment and how the city can assist.

Having worked in small cities most of my career, there has usually been a need for social media improvements. I have always worked with the team to use the latest technology (Facebook, Instagram, email, texting, Apps, etc.) to communicate with our citizens.

If I become a finalist for Cooper City, I do not expect any community activist will contact the City of Cooper City with any “dirt” on me. I have worked hard in my career to make sure it is inclusive of all, even those who find something wrong with anything and everything government does.

SIX ADJECTIVES OR PHRASES I WOULD USE TO DESCRIBE MYSELF

Ethical
Attentive
Engaging
Honest
Passionate
Confident

ANDREW E. HYATT

REASON FOR DEPARTING CURRENT POSITION

On December 13, 2022, the Mayor of Surfside asked for my resignation in a private meeting. He indicated he wanted to make a change and was going to make that motion at the Commission meeting that night. Instead of the negative press I decided to submit my resignation to pursue other options. I am currently in transition and looking for the perfect fit for me. The City Manager position with the City of Cooper City is a unique opportunity in a unique city. I see it as a perfect fit for my management style.

CURRENT/MOST RECENT SALARY

My most recent salary as a City Manager (Surfside – 2022) was \$185,000. I also received a \$550 monthly car allowance; town provided cell phone, 15% contribution of base salary into an ICMA retirement account and the City paid 100% of my medical/dental/vision insurance (employee and family).

Section 8

CB&A Background Checks

**Background Check Summary for
ANDREW “ANDY” EUGENE HYATT**

Criminal Records Checks:

Nationwide Criminal Records Search	No Records Found
County	
St. Johns County, FL	No Records Found
Miami-Dade County, FL	No Records Found
Bexar County, TX	No Records Found
Duval County, FL	No Records Found
Hamilton County, TN	No Records Found
Williamson County, TN	No Records Found
McMinn County, TN	No Records Found
State	
Florida	No Records Found
Texas	No Records Found
Tennessee	No Records Found

Civil Records Checks:

County	
St. Johns County, FL	No Records Found
Miami-Dade County, FL	No Records Found
Bexar County, TX	No Records Found
Duval County, FL	No Records Found
Hamilton County, TN	No Records Found
Williamson County, TN	No Records Found
McMinn County, TN	No Records Found
Federal	
Florida	June 2019 – Civil Lawsuit Filed against Mr. Hyatt in his capacity as City Manager. Disposition: July 2020 , Terminated <i>*See Personal Disclosure Addendum</i>
Texas	No Records Found
Tennessee	No Records Found

Motor Vehicle

Florida	No Records Found
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**Background Check Summary for
ANDREW "ANDY" EUGENE HYATT**

Credit	Excellent
Personal Bankruptcy	No Records Found
Sex Offender Registry	Not Listed
Education	Confirmed
Employment	Confirmed
Social Media	Nothing of Concern Found

Under the Fair Credit Reporting Act, 15 U.S.C. 1681-1681Y, credit and bankruptcy information are very sensitive and should not be used in the consideration of hiring. The information is included for each candidate because we do not want you to be surprised if third parties raise what they consider to be a concern. Also, some states have limited the reporting to seven years, so any records older than that will not be available in those states. In addition, motor vehicle reports are limited to three to seven years, depending on the state.

**Background Check Summary for
ANDREW "ANDY" EUGENE HYATT
Personal Disclosure**

Personal Disclosure Questionnaire

Name of Applicant: Andrew E. Hyatt

The following questions are designed so that we will be able to make full disclosure to our client concerning your background. Please answer them honestly. Cutting corners or misrepresenting your past will result in you being eliminated from all further searches conducted by this firm. We understand that frivolous charges are sometimes made and that charges do not mean you were guilty. We also understand that you may have been wronged and needed to seek compensation. The bottom line is that we want to be certain that our client is fully informed. If you have any questions, please contact us for clarification.

Please explain any yes answers on a separate sheet of paper.

1. Have you ever been charged or convicted of a felony?
Yes No
2. Have you ever been accused of or have been involved in a domestic violence or abuse incident?
Yes No
3. Have you ever declared bankruptcy or been an owner in a business that did so?
Yes No
4. Have you ever been the subject of a civil rights violation complaint that was investigated or resulted in a lawsuit?
Yes No
5. Have you ever been the subject of a sexual harassment complaint that was investigated or resulted in a lawsuit?
 Yes No *info on addendum
6. Have you ever been charged with driving while intoxicated?
Yes No
7. Have you ever sued a current or former employer?
Yes No
8. Please list links to all your social media accounts (Facebook / Instagram / LinkedIn / Twitter, etc.) and your personal web page if you have one. *info on addendum
9. Is there anything else in your background that, if made public, would cause you, our client or our firm embarrassment if it came to light through the press or any other mechanism?
Yes No
10. Please provide a list of any lawsuits in which you are or have been a party either as plaintiff or defendant.
*info on addendum

Attested to: 
Signature of Applicant

Please email this form via PDF DOCUMENT to Lynelle@cb-asso.com or via fax to (561) 621-5965 **no later than 5:00 PM MST 03/03/2023.**

(Note: Please be sure to sign the form with your actual signature if you are sending Fax or PDF Document)

AT

**Background Check Summary for
ANDREW “ANDY” EUGENE HYATT
Personal Disclosure Explanation**

Personal Disclosure Questionnaire – ADDENDUM

ANDREW E. HYATT

5. On September 23, 2021, the Town of Surfside received an informal complaint (email to the Human Resources Director) of gender and/or sexual harassment against the Town Manager. Pursuant to Town’s adopted Anti-Discrimination and Harassment Policy and applicable law, and pursuant to Town Commission direction and approval, the Town retained the services of HR & Beyond to conduct an independent investigation into the allegations contained in the informal complaint.

The investigator met with the complainant, town manager (me) and town employees identified as possible witnesses. The final investigation report dated October 27, 2021 found the allegations to be not sustained.

8. I have a Linked In and Face Book

**Linked In <https://www.linkedin.com/in/andy-hyatt-8158581b>
Facebook <https://www.facebook.com/andy.hyatt.545>**

10. Karla Strait vs City of Neptune Beach

**Andrew E. Hyatt – City Manager
Harriet M. Pruette – Mayor
Patrick W. Krechowski – City Attorney
UNITED STATES DISTRICT COURT
MIDDLE DISTRICT OF FLORIDA
JACKSONVILLE DIVISION
CASE NO.: 3:19-cv-748-J-3JBT**

(Case was settled out of court)

Section 8

CB&A Reference Notes

Reference Notes have been placed after the Internet Research to preserve the page numbering of the report.

CB&A Internet Research

Internet – Newspaper Archives Searches
Andrew “Andy” E. Hyatt
(Articles are in reverse chronological order)

Localtoday.news
December 15, 2022

Former Surfside execs say fired city employees have been evicted – NBC 6 South Florida
By: Morgan Mccarthy

Letters received by NBC 6 on Wednesday show that three Town of Surfside leaders resigned from their positions within 24 hours. City Manager **Andrew Hyatt** submitted his letter of resignation to Surfside leadership on Tuesday, and Deputy City Manager Jason Greene and Police Commissioner Rogelio J. Torres Jr. submitted their resignations on Wednesday.

NBC 6 sat down with former Surfside Mayor Charles Burkett and former Commissioner Eliana Salzhauer to discuss the sudden wave of resignations. “It’s a resignation letter like a theft car borrowing someone’s car,” Salzhauer said. “It’s a beheading of Surfside’s leadership,” Burkett said. It wasn’t uncommon for Salzhauer and Burkett to be at odds during their time in city government, but now they say they stand united. Also read: 'Beheading of leadership': Former Surfside execs say fired city employees have been fired. They said the men were driven out, directly or indirectly, by Mayor Shlomo Danzinger. “The mayor, Shlomo Danzinger, is the puppeteer,” Salzhauer said. “He believes this is a dictatorship and he wants people to jump very, very high when he says that.” “They think this is all pretty simple, ‘Listen, all we have to do is say yes, and boom, it’s happening,’” Burkett said. “But now we have the setback. Now we will have accountability.”

Hyatt’s resignation was announced by Danzinger at Tuesday’s commission meeting. Danzinger said **Hyatt** resigned over a family matter. However, **Hyatt**’s resignation letter does not mention a family issue. The letter includes a request for 20 weeks of severance pay, 20 weeks of medical insurance and unused vacation time. Greene and Torres’ letters also contain requests for severance payments. During Tuesday’s session, only Commissioner Nelly Velasquez commented on **Hyatt**’s sudden resignation. She questioned whether the resignation qualified for severance pay. “**Andy** was appointed during the previous commission, I thought he would be a good addition to our city. I’m pretty surprised by that,” Velasquez said during the meeting. “However, I remember that the contract states that he has to give two weeks’ notice. He can’t just quit and leave our town like that. I don’t understand what’s going on here.”

Moments later there was a vote and approval. Velasquez was the only no vote. Burkett and Salzhauer said standard protocol was broken. “When [Danzinger] brought that agreement into the commission, there was an elected official who asked a question,” Burkett said. “Commissioner Velasquez was sitting up there and she was being lied to,” Salzhauer said. “...The mayor sat there and said, ‘Oh, the manager quit for family reasons.’ And then Commissioner Velasquez says, ‘What? Without notice?’” “He hasn’t resigned. He was told if he didn’t do it, he would be fired,” Burkett said. “...And he can’t say that because he doesn’t know he has the votes to do it unless they have a public meeting,” Salzhauer said. Both Salzhauer and Burkett said they spoke directly to **Hyatt** about the matter. Bukett said he was so disturbed by what he heard from the now-former city manager that he filed a complaint with the Miami-Dade

Internet – Newspaper Archives Searches

Andrew “Andy” E. Hyatt

(Articles are in reverse chronological order)

County Ethics Committee. “... [**Hyatt**] told me he was told he was being fired and was instructed to write a resignation letter in front of the mayor and two city attorneys, which the mayor then brought to the meeting,” reads part of the complaint. “The manager knew that if he were fired he would not be paid severance pay, and since he did not resign voluntarily, it was decided that he should himself include a claim for benefit payments in the resignation letter...”

NBC 6 asked if Burkett and Salzhauer were speaking from a place of political motivation. “Let me answer that, okay? I’m not a politician. This is not a stepping stone to anything. This is just trying to protect our piece of paradise,” Salzhauer said. “This is a slice haven like no other and I’m really proud of what we’ve accomplished,” said Burkett.

NBC 6 reached out to Danzinger by phone, text and email for comment on the allegations, and received no response by this story’s airtime Wednesday night. Attempts to reach **Hyatt** for comment were also unsuccessful.

Internet – Newspaper Archives Searches
Andrew “Andy” E. Hyatt
(Articles are in reverse chronological order)

Miami Herald, The
June 16, 2022

Surfside investigated four sexual harassment complaints in a year. No misconduct found
By: Martin Vassolo

Allegations of sexual harassment have led to a series of investigations in the small-town government of Surfside in the last year. Since May 2021, there have been four harassment investigations in the town of 105 employees. The investigations into complaints against town officials from women in the Surfside Police Department and Town Hall — which ranged from alleged inappropriate kissing to sexual comments and a hostile work environment — were all found to be unsubstantiated.

The town did not respond to repeated requests for comment, but posted a statement on its website that said, in part: "The Town of Surfside is committed to the well-being of its employees and takes all allegations of sexual harassment and gender discrimination in the workplace seriously."

Two women who filed complaints were later fired or put on administrative leave. One of them, a police officer, says she is under internal investigation for giving conflicting testimony in different investigations. Officer Marianne Howard filed a complaint in March accusing Capt. Antonio Marciante of giving her a lingering hug and kissing her neck in 2019. Her complaint was first reported by WSVN 7News. Howard also accused Marciante of inappropriately rubbing up against her in 2019 while they worked together, and that he created a hostile work environment from that point forward. The complaints against Marciante were found to be not sustained, which means the investigator found evidence to "reasonably determine" that harassment did not occur, according to town policy. The town hired a law firm, MLE Law, to investigate the complaints.

Marciante did not respond to requests for comment but denied the allegations in an interview with the investigator hired by the town. He said he was shocked by the allegations because he thought he and Howard were friends. "Every time she comes to my office, she walks around my desk and she gives me a hug," Marciante said. "There's always a big smile on her face. When I got a call about this, I'm shocked. I'm truly shocked." Marciante was also accused of sexual harassment in an anonymous letter filed with the town in May 2021, which the town investigated using a private human resources firm, HR & Beyond. The complaints were unsubstantiated, according to the investigation report. That means there was "insufficient evidence presented to make a final determination as to whether there was or was not sexual harassment and/or discrimination," according to town policy.

The unsigned letter, addressed to the Town Commission, purported to speak on behalf of "the female employees of the Surfside Police Department," but the investigation found that none of the female employees interviewed said they supported the letter, according to the report.

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Andrew “Andy” E. Hyatt
(Articles are in reverse chronological order)

The report found that most of the women interviewed for the investigation in 2021 spoke highly of Marciante, including Howard — despite the allegations from 2019 she would later report. At the time, Howard told the investigator she never witnessed Marciante act inappropriately. She said Marciante respected her personal space and that she never felt uncomfortable working with him.

The conflicting testimony appears to be part of a new investigation — this time focused on Howard. She was relieved of duty in May after the investigation into her allegations was completed and placed on administrative leave with full pay. Howard told the Herald she felt pressured to speak positively of Marciante in 2021. She said she didn't come forward with her allegations then because she didn't trust the town's investigation and she was worried that Marciante would retaliate against her. "I was afraid it wouldn't go anywhere and I would get ostracized and retaliated against," Howard said. She says she changed her mind after the town hired a new top cop, Chief Rogelio Torres, in January. Howard said she decided to confide in Torres.

After the investigation concluded, Torres wrote a memo informing Howard of her administrative leave. In it, he cites "an investigation into alleged departmental directives violations." Howard said the Aventura Police Department is leading an Internal Affairs investigation into her conflicting statements. Howard has retained an attorney, retired Miami-Dade Police Maj. Ignacio Alvarez, who threatened to sue the town for damages and reinstatement of Howard to the force.

A former employee details sexual comments: The town also investigated sexual harassment and discrimination complaints against senior-level administrators in the town government. A former female department director, whose name was redacted in the complaints under Florida law, filed sexual harassment complaints last fall against then-Public Works Director Andy Stokes and Town Manager **Andy Hyatt**.

She reported that Stokes made sexual comments to her that he wanted to meet a woman at a bar and have sex with her, using graphic detail to describe his fantasy. Then, she alleged, he texted her to ask what she was wearing and to "help him out." She also alleged that Stokes said he wanted to buy a lion costume and chase the female director around after she wore animal print to work. The female director accused **Hyatt** of promoting a misogynistic workplace and making her uncomfortable by touching her arm. The allegations against Stokes were ruled unsubstantiated. The allegations against **Hyatt** were deemed not sustained.

The town hired HR & Beyond to investigate both complaints. The former director spoke to the Miami Herald on condition of anonymity because she said she feared it would have an impact at her new job. In the **Hyatt** case, the investigator concluded that the allegations of arm-touching could not be corroborated and that **Hyatt** did not make any demeaning comments or discriminate against the female director because of her gender, according to the investigative report. **Hyatt** did not respond to requests for comment.

Internet – Newspaper Archives Searches**Andrew “Andy” E. Hyatt***(Articles are in reverse chronological order)*

A separate investigation found that Stokes did use sexual language that, taken alone, would violate town policy, according to the investigative report. But the investigator said she could not determine that the comments met the standard of sexual harassment because the female director did not advise Stokes that the comments were unwelcome. Stokes said he made the lion costume remark on a day that multiple employees were wearing animal print. Regarding the text message, Stokes sent a follow-up text that said "JK," or just kidding, and told the investigator "he thought they had that kind of relationship to joke around like that," according to the report. Stokes is also no longer with the town and town officials would not comment on the reasons for his departure. Stokes did not respond to requests for comment.

About six months after reporting the allegations, the female director was fired. Her termination letter, written by Assistant Town Manager Jason Greene, makes reference to her "repeated complaints about any number of things, most of which have been investigated by the Town with the conclusion that there was no merit to your complaints." Greene wrote that the female director had become disgruntled, demonstrated an unwillingness to take direction and had requested not to work or speak with certain town staff or the town attorney. "It has become abundantly clear that you are not ready, willing or able to accept your deficiencies, and your actions have created a toxic and hostile environment for many members of town staff," Greene wrote.

In addition to Howard's complaint, an office assistant in the police department, whose name was redacted in town reports, accused former Chief Julio Yero of making comments about her physical appearance and creating a hostile work environment. The female employee, who declined to speak with the Herald, did not file a formal Human Resources complaint against Yero but spoke to a town investigator in 2021 as part of the investigation into the anonymous letter. Her allegations were reviewed as part of the original investigation.

In one allegation, the woman accused Yero of commenting that she looked good in jeans and that her breasts looked big in her shirt. The investigator could not find any evidence to show that Yero created a hostile work environment or discriminated against her, according to the investigative report. Yero told the Herald that the allegations against him were "egregious and completely false." He said the department thoroughly investigated every "legitimate" claim it received during his tenure. He said his retirement was unrelated to any complaints in the department. He did not comment specifically on the Howard complaint, which came after he retired, but said he did not believe the police department was a hostile work environment. "I think it's a sad state of affairs that a couple of people can stir the pot and there doesn't seem to be any substance to it," he said.

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Andrew “Andy” E. Hyatt
(Articles are in reverse chronological order)

Miami Herald, The
January 26, 2022

Surfside commission approves paying up to \$500,000 for court-ordered collapse inspection
By: Martin Vassolo

Much remains unclear about what Surfside's role may be in any on-site inspections of the Champlain Towers South collapse site, but town commissioners made clear Wednesday they would not cut a "blank check" to take part in court-sanctioned testing and sampling to investigate what caused the June 24 collapse.

Commissioners — who said they tried to balance fiscal responsibility and a "moral obligation" to the families of the 98 victims and their high-rise residents — voted unanimously Wednesday to pay up to \$500,000 to participate in the on-site tests along with the defendants and plaintiffs in a class-action lawsuit stemming from the collapse that killed 98 people. "We need to put some money where our mouth is right now," Commissioner Charles Kesl said at the meeting.

Early estimates presented to commissioners Wednesday put the cost of collecting the samples at about \$4 million, to be split among defendants, plaintiffs and interested non-parties like Surfside, although the court-appointed receiver for the Champlain Towers South Condominium Association said it could be up to \$7 million. Still, the total cost is not known, and Miami-Dade Judge Michael Hanzman has yet to rule on the cost allocation. The prevailing proposal is for defendants to pay 85% of the total cost and plaintiffs to pay 15%. The commission agreed Wednesday to propose that the town, which has not yet been sued, pay either 10% or up to \$500,000, whichever is less.

The commission also authorized the town's attorneys to file a motion with the court proposing the arrangement. First, the attorneys said, they need to negotiate with attorneys for the other parties to the lawsuit. The town's initial proposal of \$200,000 was rejected by attorneys already, the town's legal staff said. Structural engineer explains Surfside collapse investigations Dawn Lehman, a professor of structural engineering from the University of Washington and consultant to the Miami Herald, discusses how she and other engineers analyze the Champlain Towers South collapse using building plans and photos of the site.

Surfside's town manager, **Andy Hyatt**, called the special commission meeting Wednesday to approve the "cost allocation on the inspection protocol" ahead of a scheduled Friday court hearing, according to a town spokeswoman. But it remains unknown how much the town would end up paying for the investigation. Following the collapse, the town hired its own structural engineer — Washington-based Allyn Kilsheimer — to find out what caused it and to ensure the safety of neighboring buildings.

The town has budgeted about \$2.5 million for Kilsheimer's firm, KCE Structural Engineers, and other vendors to investigate the cause of the collapse. Of the \$1.5 million that the commission

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Andrew “Andy” E. Hyatt

(Articles are in reverse chronological order)

has authorized, the town has spent about \$623,000, according to Surfside Chief Financial Officer and Assistant Town Manager Jason Greene.

The town has been trying to get Kilsheimer onto the property since last summer, but Miami-Dade County refused to grant him access while police and, later, experts from the National Institute of Standards and Technology were working on the site. Hanzman has rebuffed the town's request for expedited access to the site. "We have a moral obligation to find out what happened, we have an ethical obligation to keep Mr. Kilsheimer on the site for this testing," Vice Mayor Tina Paul said at the meeting.

Internet – Newspaper Archives Searches
Andrew “Andy” E. Hyatt
(Articles are in reverse chronological order)

Florida Times-Union, The
July 25, 2021

Nothing prepared him for this job - Meet Andy Hyatt, the town manager of Surfside
By: Damon Higgins

"As a city or town manager, you prepare for a lot of things, but this really isn't that book. The job involves a lot of emergency preparedness. Hurricanes, tornadoes, fires, chemical spills. We talk about collapses. But buildings just don't collapse. They just don't collapse." **Andy Hyatt**

Surfside city manager **Andy Hyatt** easily could've ended up somewhere else June 24, running another small town in Florida, instead of running down a Surfside street at 2 in the morning.

In the last couple of years, since leaving the city manager job of Neptune Beach, **Hyatt** was offered similar positions in several other towns. He turned down two in the Panhandle, one near Gainesville. Then he visited Surfside. Right away, it felt like a good fit, almost like he was meant to be there. Even if it was different from Jacksonville's beach communities — with taller oceanfront buildings, a Four Seasons that stretches for blocks, and a mix of people from all over the world — it also felt quite familiar.

Hyatt, 62, has run three towns in his home state of Tennessee. He worked for the city of Jacksonville. He believed that all he'd done in the past, particularly the four years managing a North Florida beach town, had prepared him to be the person responsible for running this South Florida beach town. Not that anything could have completely prepared him. His hiring was announced last October. He started in November, in the middle of a tumultuous time in America defined by pandemic and politics. When the new year began, he wrote a message to Surfside's nearly 6,000 residents in the town's official monthly publication, The Gazette. He talked about how challenging the previous year had been. While those challenges weren't gone, he said there was reason for optimism. "Let's all make 2021 a wonderful year," he wrote.

Of course, nobody had any idea what 2021 would bring for Surfside, how barely half a year into his new job his town would lead newscasts all over the world. How more than 100 people would be missing. How he would end up standing alongside the governor, senators, the president. How his job would simultaneously stay the same — run a small beach town — and change, literally overnight. "As a city or town manager, you prepare for a lot of things, but this really isn't that book," he said recently. "The job involves a lot of emergency preparedness. Hurricanes, tornadoes, fires, chemical spills. We talk about collapses. But buildings just don't collapse. They just don't collapse."

The 1:55 a.m. call: It was a few weeks after a building did collapse, a large section of a 12-story condominium tumbling to the ground in the middle of the night. **Hyatt** walked out of Surfside Town Hall, where the town's popular turtle sculptures out front had been joined by television trucks, and headed a short block toward Collins Avenue, the street closest to the ocean.

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Andrew “Andy” E. Hyatt

(Articles are in reverse chronological order)

It was the middle of a scorching afternoon. A siren blared nearby. This had been part of the town's soundscape for weeks. Even after the search-and-rescue operation had officially become one of search-and-recovery, there still were sirens and flashing lights, sometimes with police vehicles escorting VIP buses carrying first-responders or family members to and from the site.

Hyatt crossed Collins Avenue to the community center, a place that has long lived up to its name. Going back to the days of an old community center, this has been a communal gathering spot, a place for swimming and summer camps. After the collapse, it became a gathering spot for family members tied to Champlain Towers. The building just south of the community center is Manatee Condominiums, a 12-story structure built in 1974. This is where the still relatively new town manager lives, a short walking commute from Town Hall. He still has a house and family in North Florida. His wife, Susan, grew up in Arlington and works for Jacksonville University. He plans to return to Jacksonville for retirement. But for now, he's gladly working long days in Surfside. "We all are," said Jason Greene, the assistant town manager. "But **Andy** is always in before I am and leaves after I do. I know he lives right nearby, but I don't know how he does it. I think it's just a sign of who he is as a person, how he wants to make sure his residents and his team are taken care of."

Hyatt hasn't been the face of the response — Miami-Dade County Mayor Daniella Levine Cava and Surfside Mayor Charles Burkett often speak to the media —but he's certainly been at the heart of it. On this steamy afternoon a few weeks after the collapse, before going into the lobby of his condo to get out of the heat, he pointed south on Collins Avenue. It's about five blocks, less than a half mile, to where Champlain Towers South stood. You used to be able to see part of the building from here. Now you have to point to a spot and say that's where it used to be.

"I got the call at 1:55 a.m.," he said. "I'll never forget that in my whole life." From Fourth of July fireworks to an implosion. He groggily answered his personal cellphone. It was Greene, relaying the news from the police chief. There had been a building collapse, with possible multiple fatalities. For a few seconds, this didn't really register. Building collapse? His building seemed fine. Then **Hyatt** realized what his assistant town manager was telling him.

As he got dressed, he called the five town commissioners. He went downstairs, looked down Collins Avenue and saw the darkness filled with flashing lights. He took off running toward them. One thing he noticed was that there weren't any cars coming toward him. Normally, even at 2 a.m., there would be cars on this busy one-way, northbound stretch of A1A. On this morning, there wasn't even a single vehicle coming toward him, just the ones with flashing lights swarming a spot in the distance. It was eerie.

As he ran, there were people walking toward him, wrapped in comforters, dazed looks on their faces. He thought maybe these were survivors, people who had escaped the building. It turned out many of them had been in a nearby hotel that had been evacuated. He gathered with other city officials and watched as first responders from Miami-Dade Fire and Rescue started going through what remained of the building, looking for people and pets.

Internet – Newspaper Archives Searches

Andrew “Andy” E. Hyatt

(Articles are in reverse chronological order)

A barefoot man, maybe in his late 70s, came up to them and said, "I don't know where my family is." A few days earlier the biggest thing on the town manager's plate had been coming up with a budget, planning for roads that flooded and responding to citizen complaints. "Probably the biggest complaint I was getting involved dogs on the beach without leashes," he said. "That doesn't seem very important now, does it?" Surfside had been preparing to celebrate the Fourth of July. The banners on the poles around town had just been switched, going from reminders about wearing masks to patriotic themes. Things were looking up for 2021.

Standing there that night, he said to the mayor and vice mayor that the Fourth of July fireworks had to be canceled. Fireworks didn't seem all that important either. And a few weeks later when he recalls this, he says it seems almost odd to still be thinking about managing the everyday parts of town life. But since the collapse, his job has involved a constant mix of the mundane and the catastrophic.

They did cancel the fireworks display. As it turned out, on the Fourth of July, he and others gathered and solemnly watched some other kinds of explosions. At 10:30 p.m., the remaining portion of Champlain Towers South was imploded.

'I'm here for some reason' Being a city or town manager is basically like being the CEO. The elected officials are the board. You're the chief executive officer. And while Hyatt half-jokes that the biggest complaints in Surfside before June 24 involved dogs off-leash, even in normal circumstances the job is much more complex than that. He has a staff of 130 employees. His office prepares the annual budget and monthly reports. They're handling issues big and small, from litter to rising seas. And although he doesn't mention this part of the job, anyone who has followed Surfside politics will tell you that small towns can have battles every bit as contentious as big cities.

Before the building collapse, Surfside commission meetings held via Zoom made headlines (and got a much larger viewing audience via local newscasts) after the mayor muted a commissioner's microphone during heated debates — last year over an anti-discrimination resolution, this year about undergrounding utilities — and the commissioner responded by giving the mayor the middle finger. This hardly was an isolated incident. Read past issues of the Surfside Gazette and beyond what you'd expect to find in the town's official publication — upcoming events, awards, calendars — there, in print, are testy exchanges between the mayor and some other commissioners. And those are hardly isolated incidents.

The town manager, whose job involves working with all of the elected officials, diplomatically says, "We have five distinct personalities." One thing everyone in Surfside has in common these days: They want to get to the bottom of what happened June 24. Almost immediately after the collapse, the town contacted a Washington D.C.-based structural engineer who has spent decades examining the debris of disasters. The Pentagon after Sept. 11, Oklahoma City and now Surfside.

Allyn Kilsheimer, 80, told the New York Times that he wakes up at 2 a.m. each day and begins working on what he describes as "a 13,000-piece puzzle." He has taken core samples from

Internet – Newspaper Archives Searches

Andrew “Andy” E. Hyatt

(Articles are in reverse chronological order)

Champlain Towers North, the nearby sister tower built at the same time. **Hyatt** said those results, sent to labs in Minnesota and North Carolina, should come back by the end of July, one step hopefully toward getting some answers. "Going forward, we don't want to be remembered as the town that had a building collapse," he said. "We want to be remembered as the town that took this and improved things Hurricane Andrew changed a lot of the building codes. This is going to change some things too." He talks about the changes it already has made. "It changes a person, not necessarily bad changes," he said. "I know there are better town managers out there, but I'm here for some reason. And now I know more about this than just about any town manager in the country."

He wants to help other town managers prepare for something like this — or, even better, to help make sure this never happens to another town. "As a city or town manager, you prepare for a lot of things, but this really isn't that book. The job involves a lot of emergency preparedness. Hurricanes, tornadoes, fires, chemical spills. We talk about collapses. But buildings just don't collapse. They just don't collapse." **Andy Hyatt**

Internet – Newspaper Archives Searches
Andrew “Andy” E. Hyatt
(Articles are in reverse chronological order)

CBS - 5 KENS (San Antonio, TX)
January 23, 2020

KENS CARES: TEGNA Foundation grants \$36,000 to San Antonio non-profits
KENS Cares supports local veterans, rescued animals and agriculture with first three
grant recipients.

Author: KENS 5

KENS 5 and the TEGNA Foundation kicked off the new year by celebrating the good work of seven San Antonio non-profit organizations. The San Antonio Stock Show & Rodeo, K9s for Warriors, and San Antonio Pets Alive were among those organizations awarded for their creative approach toward solving crucial community issues.

"Quite frankly, we are in the entertainment business, that's what we do, but at the same time, the underlying current is education." said Cody Davenport, president and CEO for San Antonio Stock Show & Rodeo. "Our mission and our job is to take care of the world of agriculture... educate the public and create nice, healthy, competitive environments for our youth that we're bringing up as the next generation."

K9s for Warriors empowers retired military men and women to acclimate to civilian life by providing trained service canines. They received \$2,500, which Texas State director **Andy Hyatt** says will go toward their South Texas programs. "We're actually the largest provider of service dogs for veterans suffering from Post-Traumatic Stress Syndrome, traumatic brain injury, or military sexual trauma in America," **Hyatt** explained. "About 98% of the dogs that we train are rescues from or owner surrender and we're trying to reduce that by building a new kennel here in San Antonio to rescue about 200 dogs per year."

"San Antonio Pets Alive is the last hope for dogs and cats in the city of San Antonio," said Olivia Schneider, promotions and public relations manager for San Antonio Pets Alive. "Since 2012, we've saved over 50 thousand lives from euthanasia but it was because of the testing that we were able to do because of this grant that my dog was given a second chance at life and now he has a forever home with me, and I'm just so overjoyed to be able to give that kind of story to someone else because of KENS 5."

Internet – Newspaper Archives Searches
Andrew “Andy” E. Hyatt
(Articles are in reverse chronological order)

Strait v. City of Neptune Beach et al

Florida Middle District Court

Judge: Brian J Davis

Referred: Joel B Toomey

Case #:3:19-cv-00748

Nature of Suit 442 Civil Rights - Employment

Cause 42:1983 Civil Rights (Employment Discrimination)

Case Filed: Jun 24, 2019

Case in other court: Fourth Judicial Circuit, Duval County, Florida, 16-2016-CA-007047

Docket

Parties (5)

CB&A Note: The remainder of the case can be read here:

https://www.pacermonitor.com/public/case/28770754/Strait_v_City_of_Neptune_Beach_et_al+

<https://www.courtlistener.com/docket/15825309/strait-v-city-of-neptune-beach/>

CB&A Note: Also refer to below article presented:

The Florida Times-Union

November 12, 2016

Former city clerk at beach files suit Neptune Beach fired woman in August

Author: Tiffanie Reynolds

Internet – Newspaper Archives Searches
Andrew “Andy” E. Hyatt
(Articles are in reverse chronological order)

Florida Record (FL)
February 6, 2019

9th Judicial Circuit Court of Florida

Jan. 29: 9th Judicial Circuit Court of Florida docket for auto negligence cases

Author: The Florida Record

The following auto negligence-related cases were on the docket in the 9th Judicial Circuit Court of Florida on Jan. 29. All case details are allegations only and should not be taken as fact:

Andrew Hyatt v. Carol Moshier; Gerald Moshier

2019-CA-001196-O

George Anderson (plaintiff's attorney)

Case number 2019-CA-001196-O was filed in the 9th Judicial Circuit Court of Florida on 01/29/2019.

Internet – Newspaper Archives Searches
Andrew “Andy” E. Hyatt
(Articles are in reverse chronological order)

Beaches Leader (Jacksonville, FL)
April 18, 2019

Around the Beaches
NB manager resigns

Neptune Beach City Manager **Andy Hyatt** has resigned from his position with the city and his last day is anticipated to be July 6. **Hyatt** submitted his resignation in a memo to Mayor Elaine Brown dated April 8. In the memo, **Hyatt** did not provide an explanation for his resignation, however, he cited Section 11 of the city's code which addresses city employee resignation. "In the event that the Employee resigns his/her position with the City, the Employee shall provide a minimum of 90 days' notice unless the City and Employee agree otherwise," the item states.

During Monday's Council meeting, it was announced that the deadline to apply for the city manager's position will be May 15. Requirements for the position are listed on the city's website.

The soon-to-be vacant city attorney position was also discussed during Monday's meeting as **Hyatt** told the council that staff would be extending the April 12 application deadline "by a couple of weeks," despite some applications already having been received.

Hyatt recommended that the city council hold a special meeting this month to discuss selections for the city attorney's position as current City Attorney Patrick Krechowski's last day is set for May 3.

Internet – Newspaper Archives Searches
Andrew “Andy” E. Hyatt
(Articles are in reverse chronological order)

Beaches Leader (Jacksonville, FL)
April 4, 2019

Beaches Town Center to have paid parking

Author: Chelsea Wiggs

The City of Neptune Beach will buy 11 kiosks to be installed in the Beaches Town Center area to launch a paid parking program in mid-May. In a 4-1 council vote Monday, City Manager **Andy Hyatt** was authorized to move forward with the \$180,058 purchase.

That includes the \$109,073 purchase of 11 kiosks—10 to be installed and one to have as a backup—and \$70,985 for year-one costs of the NuPark software. According to the city, software costs will be \$35,437 in year two of the program and \$37,209.38 in year three. **Hyatt** said the purchase includes “at least two” kiosks for Atlantic Beach, which will reimburse Neptune Beach.

Councilors Kerry Chin and Josh Messinger on Monday spoke on the concerns of residential creep once the program is initiated, with both noting it would be addressed further as discussions move forward. Residential creep refers to drivers parking in nearby residential neighborhoods to avoid having to pay for parking. Messinger added that he was looking forward to seeing the details on program enforcement and parking costs for residents.

Councilor Fred Jones said the new website the city plans to unveil soon will have a section specifically dedicated to parking that will provide information and answers to frequently asked questions to ensure total transparency. Councilor Scott Wiley—the single vote against the resolution— said he did not believe the city had addressed the issue of employee parking within the Central Business District. “Based on this information here, I still think at some point in time we certainly will have paid parking and it should be something we should have, but I haven’t seen a full-fledged, laid out, total program as of yet,” he said. The price of parking has not been determined. Payments will be accepted either at the kiosk or via a phone app.

Internet – Newspaper Archives Searches
Andrew “Andy” E. Hyatt
(Articles are in reverse chronological order)

East Ridge News Online
October 12, 2018

Council Can’t Decide on Terms, Salary for Miller’s Interim

Author: Dick Cook

It is still unclear who will fill in as city manager in East Ridge when Scott Miller retires at the end of this month. Thursday night’s East Ridge City Council meeting was dominated by a rancorous, extended discussion about Miller’s replacement, whether or not to create a new position in the organizational chart, and how much money that person should be paid while performing the duties of Assistant City Manager. Ultimately, the council could not come to a consensus and tabled the ordinance, possibly necessitating a special called meeting if they want to have someone in place on October 26, the date Miller said he would retire.

Miller, who has been the city manager for nearly three years, has groomed Kenny Custer, the city’s Director of City Services, to assume the city manager’s job upon Miller’s departure. Custer would do the job until a permanent city manager can be hired, a process which Miller said could take three or four months. Councilman Jacky Cagle kicked off the discussion by proposing that the assistant city manager be paid \$1,000 per month above the salary that he is currently being paid, about \$64,000. Discussion ensued about whether that amount of money was adequate.

Outgoing Mayor Brent Lambert took an opportunity to harshly rebuke councils past and present for the way it has treated city managers and those who have stepped in as interim. He said he had never publicly expressed his feelings and believed it was “disgraceful the way we treated city managers in the past.” “This council decided to run off several people who ably filled this spot,” he said. “The last one (**Andrew Hyatt**) did not want to go. He was let go because he would not agree to fire someone. That’s it. That’s all there was to it. The majority on the council wanted somebody gone and Mr. **Hyatt** wouldn’t do it. “I want the best for this city, but the best will never happen if we don’t stop playing these petty games of ‘you do what I say or we will get rid of you,’” he continued. “It’s garbage.”

Lambert said that past councils treated interim city managers harshly, too. He said that Eddie Phillips and Frieda Wheeler – who stepped in to serve temporarily as city manager – are fine people who served the community. “They came and they went,” Lambert said. “They wouldn’t do the bidding of the majority on the council. So they were part of the revolving door.”

Lambert’s advice to Custer was to not accept the position. Councilman Brian Williams eventually made a motion that the Assistant City Manager would be appointed by the City Manager with the approval of the council. The Assistant City Manager would be paid \$85,000 a year. The Assistant City Manager would be in title only and not a newly-created position.

“I’m not comfortable creating another level of management,” Williams said in reference to the ACM being given simply a title. “We need additional police and firefighters more than we need another level (of management).”

Internet – Newspaper Archives Searches

Andrew “Andy” E. Hyatt

(Articles are in reverse chronological order)

Councilwoman Esther Helton seconded the motion for discussion. She said the “salary is a little low.” She then asked how Custer felt about taking over the position of Assistant City Manager? Custer addressed the council and said that he started his career with East Ridge 19 years ago as a volunteer firefighter. He said that each new job with the city that he accepted (fire marshal, codes enforcement, WWTA and Stormwater representative, Director of City Services) created different challenges. He noted that during his career he had seen 11 city managers come and go. Custer said that in recent months he was offered the job of “the number two man at the state fire marshal’s office, which I turned down.” He said he has a lot of ties to the community. “In my mind, I have an obligation to the 21,000 people who live here and will do what I’m supposed to do,” a reference to elected officials interfering with past interim city managers’ duties.

Custer said he is still considering the option of taking on the job of Assistant City Manager, dependent upon the salary. “I started here and this is where I want to finish,” he said. Helton then withdrew her original second to Williams’ motion and made a motion to bump the salary to \$95,000. That motion died for a lack of a second. Williams’ original motion died for a lack of a second. “I’d like to postpone discussion and go on with the rest of the agenda,” Cagle said.” We can put this off and come back with a fresh mind,” Cagle said that the council could have a special called meeting to decide the issue. It was also noted that Vice-Mayor Larry Sewell was absent, as he is on vacation.

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Andrew “Andy” E. Hyatt
(Articles are in reverse chronological order)

The Island Times
March 20, 2018

Neptune Beach Senior Center needs extensive repairs, but can be saved

The Neptune Beach Senior Center needs extensive repair, but is salvageable, according to Neptune Beach City Manager **Andy Hyatt**. At the city’s workshop meeting Monday night, **Hyatt** said that the building is structurally sound, but needs a lot of rehabilitation work, particularly on its north side. “You know, a high wind could knock any building over, we know that. But in the last two hurricanes we’ve been through, there’s not been any damage,” **Hyatt** said. “So that’s a real positive for the construction of the building, how solid it is. So, we fully anticipate refurbishing and updating, and any rotten wood or anything that might be in there, making it whole again and using that facility for many years to come.”

While the building is being repaired, the activities of the Senior center will be housed in the vacant health club building on Lemon Street. The owner of that building has agreed to lease it to the city for the Senior Center for a dollar a month for the next year while the permanent building is being repaired. The Senior Center is also one of two voting precincts in Neptune Beach. Councilman Scott Wiley said that the Duval County Supervisor of Elections has been contacted, but it is not known where the polling place will be located for the August primary and November General Elections.

Internet – Newspaper Archives Searches
Andrew “Andy” E. Hyatt
(Articles are in reverse chronological order)

Beaches Leader (Jacksonville, FL)
September 7, 2017

Emergency declared for Irma

Author: From Staff

St. Johns County has declared a local State of Emergency in preparation for Hurricane Irma, a Category 5 storm that is bearing down on Florida with a possible landfall in the southern part of the state by the weekend. The declaration allows the county to access resources and assistance to prepare for an inclement weather event. The St. Johns County Emergency Operations Center is actively monitoring Hurricane Irma, although the need for evacuation has yet to be determined as of Wednesday afternoon. Storm updates and information are available at www.sjcfcl.us/hurricane and the county's social media pages. The county EOC has also opened a hotline for residents to call regarding county services, storm response and events. For non-emergency storm-related information, call 904-824-5550. The hotline will be available daily from 8 a.m. to 7 p.m. St. Johns County is also providing free sandbags to residents in preparation for Hurricane Irma; however, residents must provide their own transportation and shovels and will be responsible for filling their own bags. There is a maximum of 20 bags per person. Sand and bags are available in Palm Valley under the Palm Valley Bridge on the east side of the Intracoastal Waterway between 8 a.m. and 5 p.m. daily throughout the duration of the inclement weather event. For additional information, call 904-824-5550.

With half a million people expected to evacuate South Florida in advance of Hurricane Irma, a voluntary evacuation has been issued for the Beaches, according to Jacksonville Beach Mayor Charlie Latham. Speaking just moments before the Beach cities were declared in a state of emergency Wednesday afternoon, Latham suggested Beaches residents may want to leave early to avoid traffic jams on the interstates. He said that "if things don't change, we will issue a mandatory evacuation order Friday morning." At Tuesday's Jacksonville Beach City Council meeting, Latham advised residents "don't leave it up to the government to tell you when to leave." In advance of Irma, the city of Neptune Beach provided an update to citizens, advising them to prepare hurricane survival kits and utilize the CodeRED service for continued updates. CodeRED allows residents to register at city Web sites for updates and notifications.

"We will be here, we will be at everyone's beck and call, but we do caution and a word to the wise, obviously if the mayor [or] if I issue an evacuation order, please adhere to that," said City Manager **Andy Hyatt**. **Hyatt** said in the event of an evacuation, the city and the Neptune Beach Police Department will also "go around" to inform its citizens. Mayor Elaine Brown said in that event, shelters will be announced and for those with special needs, NBPD Chief Rick Pike said residents can contact the police or fire department to ensure proper evacuation measures are provided.

On Tuesday, Atlantic Beach Mayor Mitch Reeves met with City Manager Joe Gerrity, Police Chief Michelle Cook and other executive teams members to review plans, establish teams and delineate assignments in preparation for Hurricane Irma. Decisions regarding the provision of

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Andrew “Andy” E. Hyatt

(Articles are in reverse chronological order)

sandbags are also forthcoming, the city said, and will be announced. Continued updates are available on the city's Website, www.coab.us, and through its social media pages. The city of Jacksonville Beach said in the event of evacuation plans, residents will be notified in advance. The city also advises residents registering for CodeRED notifications. Additional storm preparation information can be found on the city's website, www.jacksonvillebeach.org, which currently has a link for Hurricane Irma related news on the homepage.

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Andrew “Andy” E. Hyatt
(Articles are in reverse chronological order)

May 30, 2017

UNITED STATES DISTRICT COURT
MIDDLE DISTRICT OF FLORIDA
JACKSONVILLE DIVISION

CAMILLE BURBAN,
Plaintiff,
v. Case No. 3:17-cv-262-J-34JBT
CITY OF NEPTUNE BEACH, FLORIDA,
Defendant.

ORDER

THIS CAUSE is before the Court on Defendant City of Neptune Beach, Florida’s Motion to Dismiss Plaintiff’s Amended Complaint and Memorandum of Law (Doc. 11; Motion), filed on May 4, 2017. Plaintiff Camille Burban filed Plaintiff’s Response to Defendant City of Neptune Beach, Florida’s Motion to Dismiss Plaintiff’s Amended Complaint (Doc. 21; Response) on May 30, 2017. Accordingly, this matter is ripe for review.¹

[CB&A Note: The remainder of the case can be read here:
https://ecf.flmd.uscourts.gov/cgi-bin/show_public_doc?2017-00262-33-3-cv

Internet – Newspaper Archives Searches
Andrew “Andy” E. Hyatt
(Articles are in reverse chronological order)

Florida Times-Union, The
November 21, 2016

Beaches cities planning pot moratoriums They want to see how state regulates distribution of medical marijuana first

By: Tiffanie Reynolds

Jacksonville Beach, Neptune Beach and Atlantic Beach are all in the process of drafting moratoriums for medical marijuana distribution within their city limits in the wake of passage of Amendment 2. The moratorium will block the establishment of businesses able to distribute medical marijuana for a temporary period of time. That will give each city government enough time to determine what regulations on distribution businesses the state will pass during its legislative session, and work out zoning regulations within city limits for businesses distributing medical marijuana. "Until we as a city see what the state comes up with in terms of enabling legislation, we can't draft our own policies as to how we're going to regulate them," said Jacksonville Beach Planning and Development Director Bill Mann.

Jacksonville Beach's moratorium will last for a year after it's passed. During that time Mann said he will research cities that already have medical marijuana treatment centers and dispensing organizations and will establish zoning regulations for those businesses. The first reading of the moratorium will be Monday and the second reading will be Dec. 5.

Neptune Beach's moratorium on medical marijuana is proposed to last three years. Neptune Beach City Manager **Andrew Hyatt** said City Attorney Patrick Krechowski recommended that time period just in case it takes longer than one City Council term to pass state regulations. "We just wanted to make sure to have it out there to give time for the state Legislature to review it," said **Hyatt**. "We wouldn't have to go back and renew it [moratorium] every year."

The moratorium already went through the city's community development board, and will be presented to the new city council and mayor on Jan. 3. Atlantic Beach is currently drafting a moratorium on medical marijuana distribution. The city commission discussed the details of the moratorium in its Nov. 14 meeting.

Atlantic Beach City Manager Nelson Van Liere said the city will follow Jacksonville Beach and Neptune Beach in the details of the moratorium, but has not yet determined how long the moratorium should be. He said that the earliest the city commission will hold a first reading is Dec. 12, with a possible second reading on Jan. 9. Like Jacksonville Beach, both Neptune and Atlantic Beach want to give themselves enough time to see how the state will regulate businesses distributing medical marijuana before passing zoning regulations on the city level.

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Andrew “Andy” E. Hyatt
(Articles are in reverse chronological order)

The Florida Times-Union
November 12, 2016

Former city clerk at beach files suit Neptune Beach fired woman in August

Author: Tiffanie Reynolds

Former Neptune Beach City Clerk Karla Strait filed a lawsuit against the City of Neptune Beach, asking for over \$105,000 in damages from her firing in August. Neptune Beach City Council voted 3-2 to fire Strait during a special city council meeting Aug. 25. City staff and council members claimed Strait was creating a toxic work environment. During that meeting and a workshop meeting about communication between city employees a few days before, City Manager **Andy Hyatt** said Strait gives directions to employees not under her purview, takes things personally, which clouds her judgment, eavesdrops on private conversations being held in his office and violated the Sunshine Law when she tried to negotiate with a union representative in a private meeting.

In the lawsuit filed Nov. 4, Strait claims that all of those statements are false and fabricated to convince the city council to fire her. It outlines 10 counts detailing that Mayor Harriet Pruette, **Hyatt** and City Attorney Patrick Krechowski used those claims to misrepresent her in front of city council, city staff and the public, handpicked individuals to confirm their claims during these meetings and lobbied other city council members to push for her termination. Strait said the claims have hurt future employment opportunities as well as respect from her colleagues and the community. "I was completely blindsided," said Strait. "I was never given an opportunity to tell my side of the story, or rebut any of the false accusations that were made against me at that meeting."

Strait said in the lawsuit **Hyatt** numerous times tried to circumvent the Sunshine Law, ignored the role of city clerk and delegated portions of the clerk's duties to others working for him. Krechowski also tried to ignore the duties and responsibilities of the city clerk in day-to-day matters of city government. Strait brought this to Pruette's attention, but said the mayor didn't want to hear anything about it. Weeks before the two meetings, Strait said Pruette was actively campaigning for Elaine Brown and that Pruit, **Hyatt** and Krechowski openly said negative things about candidates Bob Shimp and Kara Tucker. There was pressure within the office to support Elaine Brown.

The lawsuit details that Pruette went into Strait's office in the beginning of August and asked if she was against Brown. Strait explained that she couldn't openly support any of the candidates because of her dual role as city clerk and Neptune Beach supervisor of elections. A few weeks later, Pruette approached Strait and said that someone anonymously told her Strait was afraid of Brown taking over her office if she became mayor and that Strait was unhappy with the city manager. Pruette wanted to hold a meeting between herself, Strait, **Hyatt** and Krechowski on these rumors.

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Andrew “Andy” E. Hyatt

(Articles are in reverse chronological order)

Shortly after, Strait hired attorney Joshua Cossey and filed a Whistle-Blower complaint on the mayor and city manager openly campaigning for Brown and the rumors that Strait feared Brown and was unhappy with **Hyatt**. The lawsuit claims the city did not follow its own whistle-blower policy by failing to investigate Strait's complaint and firing her a week after she filed the complaint. Strait said that after she hired Cossey, the first meeting was canceled. A few days later she received an email about a workshop meeting on staff communications. That meeting created the separate city council meeting that resulted in Strait's firing. In addition, it claims the city also violated its personnel policy by trying to remove the deputy clerk position in order to not demote Strait to her former position with the city.

On top of the money, Strait asked the court to instruct the city to re-hire her as city clerk with back pay, as well as hold a re-hearing in front of the City Council, agree that it failed to follow its own policies and that it will in the future. Edward Birk, attorney representing Pruette, **Hyatt**, Krechowski and the City of Neptune Beach, said that he received the lawsuit and will reply by Nov. 28 .

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Andrew “Andy” E. Hyatt
(Articles are in reverse chronological order)

Florida Times-Union, The: Web Edition Articles (Jacksonville, FL)
March 9, 2016

Neptune Beach completes payroll review, finds no discrepancies in records

Author: Amanda Williamson

A payroll review for Neptune Beach revealed the city lacked clear and effective policies related to items such as raises and compensatory time, but did not find any discrepancies in how those records had been handled between Oct. 1, 2014, and July 31, 2015.

At the end of last year, the City requested its former manager Jim Jarboe, who served Neptune Beach for 11 years, reimburse \$37,386.41 in comp time he received after his early retirement. However, over the course of several months, Neptune Beach City Council settled with Jarboe, concluding he was likely entitled to collect the money. The situation — and other records dealing with city employees — spurred Neptune Beach officials to launch an investigation into how certain actions, such as merit raises, slipped by without council knowledge.

The result was the independent accountants' report conducted by Purvis, Gray and Company and then presented to council this week. "From what they said, everything seems to be in order," City Manager **Andy Hyatt** said. "Council learned things were in better control previously than they anticipated. Could things have been tighter? Sure, they always can. But, now everything is documented."

Mayor Harriet Pruette said the review was not related to Jarboe, as things had already settled between the city and its former chief executive officer. Instead, she added, the review guarantees Neptune Beach has policies in place to move forward successfully.

Neptune Beach City Council in the last couple months authorized several new policies, including ones referencing comp time, cell phone use and vehicle use. A policy discussing merit increases is currently in the works and will be before City Council at the end of March. The recent payroll review studied six different procedures formerly followed by Neptune Beach staff. The company noted of 15 employees sampled for raises, only one received a 5 percent merit raise approved by the former City Manager. "The raise appears to be allowed under the City's current personnel policy," the report states, "although, there is ambiguity as to what level of Council approval is required."

Purvis, Gray and Company also analyzed 121 leave slips, and of those, there was only one instance where supervisor approval was not documented. The most contentious issue documented by the payroll review was Jarboe's collection of 720 hours of compensatory time. Even there, however, the company noted the a consensus by City Council during the March 16, 2015, meeting to approve the former city manager's request to take 90-day leave in advance. The company stated in its report the city should refer to its attorney to determine if the time was properly allotted. According to the city's settlement, it was. In the review, the accountants

Internet – Newspaper Archives Searches

Andrew “Andy” E. Hyatt

(Articles are in reverse chronological order)

discovered Neptune Beach departments did not consistently keep track of comp time accrual and use. Now, **Hyatt** said, a streamlined process exists to manage and document comp time. The report also discussed overtime approval. One out of 125 overtime slips sampled by the accountants did not have proper approval. "We are trying to be as pro-active as possible," **Hyatt** said. "We will continue to monitor things and refine as we go forward. It's just a matter of staying consistent with what we do."

According to Pruette, her main concern moving into the payroll review was whether or not yearly audits should catch discrepancies within city policies. She added she may still have questions as things progress, but thought it was good the city completed the review. "Some people were upset and thought we were rehashing the Jarboe thing. This audit was not about [him.] It was just something that had never been done," Pruette said. "I'm just trying to get everything in place so the next mayor will have it better."

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Andrew “Andy” E. Hyatt
(Articles are in reverse chronological order)

The Florida Times Union
November 3, 2015

Neptune Beach to review policies for comp time, whistle-blowers

Author: Amanda Williamson

Neptune Beach City Manager **Andrew Hyatt** says he is working with the city attorney to create a new compensatory time policy, as well as a whistle-blower policy, due to recent allegations the former manager might have mishandled his own comp time. According to **Hyatt**, a draft of the new comp time policy has already been prepared and reviewed by City Attorney Patrick Krechowski. **Hyatt** is also working on an approach to protect whistle-blowers in case an employee might learn of possible wrongdoing by a fellow staff member. Both items will be discussed at the next workshop, set for Nov. 16. The city will also continue to investigate the comp time issue involving the former city manager.

The announcement comes at the same time as Mayor Harriet Pruette’s request to rescind merit raises given to city employees under Jim Jarboe, the former manager, during the 2015 fiscal year. Neptune Beach officials last week sent a letter to Jarboe requesting he pay back \$37,386.41 he received in unauthorized comp time. However, the Neptune Beach City Council did not agree with Pruette regarding the raises. “I don’t think we should penalize anybody that received the raises,” Councilman Scott Wiley said. “If it is a lack of policy, a lack of enforcing the policy or the lack of just not having a policy, that’s something we are going to address. We are going to correct, we are going to get a handle on it, and we are going to get some checks and balances in place.”

Wiley, John Jolly and Vice Mayor Richard Arthur all said that to rescind the raises now, months after they were passed, would be unfair. Jolly even added that if there was a “culprit here, then the culprit is essentially [us]” for not more thoroughly reviewing the budget. According to a memorandum written by Finance Director Steve Ramsey, the salary increases fell within the budgeted amounts for each department. Ramsey detailed in his memo the 13 raises given to employees this past year, but Pruette said she had only been concerned with the ones labeled “merit.” The raises amount to about \$15,000 over the course of a year, **Hyatt** said during Monday’s meeting.

Ramsey received a 5 percent salary increase in January, which Jarboe requested and OK’d. The raise bumped Ramsey from \$87,164 annually to \$91,522. Police employees Betty Jones, Tony Carrillo and Adam Militello all saw increases in their pay. Pruette also said she thought city Community Development Director Amanda Askew received a raise. During Monday’s meeting, she was told Askew did not get a raise.

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Andrew “Andy” E. Hyatt
(Articles are in reverse chronological order)

Florida Times-Union, The (Jacksonville, FL)
October 14, 2015

Neptune police chief resigns Sembach's decision follows meeting with City Manager Hyatt
Author: Amanda Williamson

Controversial Neptune Beach Police Chief David Sembach submitted his resignation, effective Wednesday, amid allegations that ranged from his aggressive behavior toward fellow city employees to the unwarranted arrest of a flag-draped musician.

According to the City Manager **Andrew Hyatt**, the chief's resignation comes after 10 years on the job. The decision to step down follows a meeting Monday during which **Hyatt** requested Sembach's resignation, said Mayor Harriet Pruette.

Pruette did not expect Sembach to make his decision so quickly. "I think he did the right thing, and I'm pleased he took the high road," Pruette said. "I really didn't know what he would do."

Hyatt thanked Sembach, who has worked for the city since May 16, 2005. At the time of Sembach's resignation, he earned \$86,829 a year, according to the Neptune Beach Finance Director Steve Ramsey. Prior to taking the top Neptune Beach law enforcement job, Sembach served with the Jacksonville Sheriff's Office for 36 years.

Hyatt named Assistant Chief Tony Carrillo interim police chief until the city finds a permanent replacement.

In late August, Pruette and city manager ordered Sembach to stay away from City Hall unless conducting official business after allegations surfaced in a complaint filed by the city clerk that he behaved aggressively toward city workers. After discussing the complaint with Sembach, **Hyatt** said he had planned to monitor the situation.

The complaint followed on the heels of a disagreement between Pruette and the police chief in regards to the arrest of a musician on the Fourth of July, which made national news. Pruette, at the time, sent a letter to the chief upset over how he communicated the incident. Efforts to reach Sembach were unsuccessful.

Internet – Newspaper Archives Searches
Andrew “Andy” E. Hyatt
(Articles are in reverse chronological order)

East Ridge News Online
July 26, 2015

Part-Time City Manager and Fire Chief

Author: Matthew Deglopper

In an incredible 3- 2 vote on Thursday night the City Council, in a charge led by Councilman Denny Manning and Councilman Jacky Cagle, decided that the city only need a part-time Fire Chief and part-time City Manager. The discussion as laid out by Vice Mayor Marc Gravitt was that the city needed to find someone to act as point for the numerous engineering projects that we are undertaking. He talked about how, for the sake of some grants, we need a point-of-contact person that can talk the lingo. He said this may be something to consider when looking at the qualifications for the next city manager.

Almost immediately Councilman Manning made his motion “to keep it like it is,” and then a few times during discussion pushed for a vote even though discussion was ongoing. Why is the councilman in such a hurry to squash any idea of even discussing hiring a city manager? Why does he even refuse to allow the council to spend a month putting together a list of desired qualifications? I understand that there are members of the city council that were frustrated by **Andrew Hyatt**. He left a bad taste in their mouths. He actually ran the city and didn’t allow the council to steer the ship. I guess Councilman Manning really likes to drive.

The question is why when East Ridge has some of the most important development going on in the history of this city has the council decided to become “hands off?” Why when we need it most are we avoiding hiring a new city manager? In his speech Thursday night, Councilman Manning stated that Chief Mike Williams was doing some things that have been needed to be done for a long time and was getting the wheels turning again. Yet, he did not explain what those things were. There was also talk about the fire hall construction and not wanting to pull Chief Williams off the job while he was in the middle of that. Um... He is the Fire Chief. How would finding a new city manager effect his work on building a new fire hall? It shouldn’t. Also, it will take a minimum of three months, but more likely four to six months for the city to find and hire its new manager. Does the wheel of progress that Chief Williams is turning really take that long to “get straightened out?” These seem more like nonsensical excuses than legitimate reasons to not find and hire a new city manager.

Now I want people to know I have nothing against Chief Williams. I think he’s a fine person. He seems to really care about this city and I believe his record reflects that. He has been with the city a long time and the unanimous vote to appoint him as Deputy City Manager reflected the council’s confidence in Chief Williams. Especially with them knowing at the time **Andrew Hyatt** was leaving one way or another. I just feel that this city deserves a full time fire chief and a full time city manager. Our citizens deserve the best. At a time when we are about to experience explosive growth we must have both positions filled. The citizens should not be left to hang out to dry at the expense of backroom politics. I also know, because I’ve heard it from many people including council members, that there isn’t anything Chief Williams wouldn’t do

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Andrew “Andy” E. Hyatt

(Articles are in reverse chronological order)

for this city, including burn himself out. Asking him to keep doing two people’s full-time work for an extra \$250 dollars a week is unfair. Yet council members have stated that they intend to make him do an extra person’s job until: “his hair turns grey,” or “he starts crying uncle,” were two comments made from the dais. So the question is what is the council really trying to tell the people? That we only need a part-time City Manager and we have been paying \$100,000 a year salaries for nothing? Or that we only need a part-time Fire Chief? Because if neither of those is the answer then we have a problem. We have two positions that require so much work they demand a \$70k a year Fire Chief salary and a \$100k a year City Manager salary. Instead of filling a vacant position we are going to pay the Fire Chief \$82,000 a year and have him do the job of two people.

Is it possible that Councilman Manning thinks that by having a part time City Manager at the helm he and his like-minded colleagues on council might get a chance to steer the ship for a little while? The City is facing a \$1 million-plus sewer problem, and just was asked by the folks at Exit 1 LLC for another million dollars to help them update Camp Jordan Parkway and restructure the roads to improve traffic flow. This \$1 million expenditure not only needs to be done but it has to be done on time, and on budget in order to be completed in time for Bass Pro to open. Without it development on the rest of Jordan Crossing will be impossible, and cost the city potentially a million dollars in lost revenue if it doesn’t happen.

Yet with all this on the horizon a full-time seasoned City Manager isn’t needed? It’s time for the citizens to “cry uncle” and send a clear message to Council members Manning, Cagle, and Sewell that even though they don’t want to start the process of looking for a new City Manager it is what we elected them to do. Don’t worry Councilman Manning there will still be four to six months before someone is permanently in that seat, so you might get a few chances to drive between now and then.

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Andrew “Andy” E. Hyatt
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East Ridge News Online
June 30, 2015

Council Approves \$11.9 Million Budget

Author: Dick Cook

After some confusion, the East Ridge City Council approved an \$11.9 million budget for fiscal year 2015-16, Thursday night, during its regular meeting. Council members voted unanimously to pass Ordinance 989 on second reading, initially thinking they were setting the property tax rate. Then, after the council took up an ordinance dealing with budget amendments to this year’s budget, Mayor Brent Lambert realized that the council had tabled a “public hearing” on the first reading of the 2015-16 fiscal year budget.

City Attorney Hal North then advised that the council needed to rescind its vote on Ordinance 989 and then call for a public meeting, that he assured them was properly advertised in early June. Mayor Lambert hastily opened a “public meeting” on the budget. After no citizens rose to speak on any budget issues, the hearing was closed. Then the council once again addressed next year’s budget. Councilman Jacky Cagle pointed out that the budget document that he had in front of him was still including the Parks & Recreation Department in a stand alone fund of about \$1 million. He double-checked that Parks & Recreation would be returned to the General Fund.

Cagle discussed amending the budget by giving full-time employees a \$250 Christmas bonus and part-time ones a \$125 bonus. He also wanted to give an across the board raise of 25 cents per hour to all employees. Staff broke out calculators and after a few minutes decided that adding these expenditures to the proposed budget would increase it by about \$100,000. That money would be taken from the reserve fund to balance revenues and expenditures, officials said. “We brag on our employees at just about every council meeting,” Cagle said. “So we need to do something for them,” Councilman Denny Manning quickly added. Vice-Mayor Marc Gravitt questioned the move. He was told that employees received a raise last year. A consensus of council, staff and people in the audience was that city employees had received raises in three of the last five years.

“I’ve got nothing against our employees,” Gravitt said, “but can anyone here tell me what private business gives employees raises every year? We’ve got to start watching our nickels and dimes because we’ve got to build back up our reserve fund.” That statement prompted Manning to comment on the city spending \$100,000 over a three-year period on a Birmingham-based consulting firm to help market the city’s economic development potential. “If we are watching our nickels and dimes, why did we get those women from Alabama doing that work?” he asked. This sparked a little back and forth between the two city officials that became somewhat testy, which prompted some comments from audience members. Mayor Lambert said the councilmen had a difference of opinion and “I would also like to have less commentary from people out there (in attendance).” The council also took action on excluding three dozen businesses from the Border Region Act. Two separate resolutions were passed unanimously naming the businesses by street address and Hamilton County property tax parcel numbers. A third resolution was

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Andrew “Andy” E. Hyatt

(Articles are in reverse chronological order)

passed naming the same business only by parcel number. City Treasurer Thad Jablonski said by excluding the businesses the city would get more money back from the state under the Border Region Act. The council spent almost as much time discussing helping East Ridge High School revamp its dilapidated baseball field as it did on the budget. Parks & Recreation Director Stump Martin told the council that about \$5,000 to \$10,000 of dirt would be needed to put onto the fields. Manning asked why the county commissioner couldn't take “some of the \$500,000 they get” and address the deficiencies.

A person from the audience then asked how the state Attorney General's recent opinion prohibiting counties using money from other sources outside of school funding to help with improvements to things like athletic fields, and if it might pertain to the City of East Ridge. Attorney North then read a summary of the opinion and believed that it was specific only to county governments. It was then pointed out by Martin that the high school did not have the equipment to maintain improvements to the field even if they were made. The council decided to table the measure.

Mayor Lambert then broached the issue of giving outgoing City Manager **Andrew Hyatt** “vacation/terminal pay.” “We've got a little bit of an issue here,” Lambert said. He asked Attorney North for guidance because the city apparently discontinued the practice of paying employees hired after June 2012 for accumulated leave. North said there was an “ambiguity” in this policy and the leave buy back policy the city continues to practice.

A distinction was made between “leave buy back” _ the policy of writing a check to employees who have more than 320 hours of accumulated leave on the books and have accumulated unused vacation _ and an employee who is leaving employment due to retirement or termination. Councilman Cagle said the city has an ordinance that clearly states that accumulated time cannot be bought back by the city. He was against the idea of giving **Hyatt** any additional compensation.

Hyatt, who will leave the city effective July 1 to take a job in Florida _ sat quietly for much of the meeting. After Cagle's remark, **Hyatt** said, “leave buy back” is relevant to those people who remain employed with the city, not those departing gainful employment. **Hyatt** then said that the June 16 City Council meeting, during an executive session “in an illegal meeting, I think,” Cagle wanted **Hyatt** to leave immediately. **Hyatt** said his resignation letter submitted that day was effective on July 24. Cagle then made a motion to “pay this man his four weeks.” It is not clear how much pay that four weeks represents.

Lambert then led a discussion about how the council might proceed concerning the hiring of a new city manager. “I know of one person on staff who wants to apply,” he said. “Do we want to immediately begin looking?” Lambert said that the International City/County Manager's Association has a program where retired city managers are temporarily assigned to a city as an interim. He said the benefit of that program is that the person won't play favorites. He quickly pointed out that the comment was not aimed at either **Hyatt** or Fire Chief Mike Williams, who has been chosen as an “acting” city manager beginning on July 1. Lambert said a third “viable”

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Andrew “Andy” E. Hyatt

(Articles are in reverse chronological order)

option is to wait and “cruise.” Councilman Manning said he would like to make a motion to “cruise” for the next few months. “Or until (Mike) starts hollering ‘Uncle,’” Councilman Larry Sewell said. Prior to the regular meeting, the council had a “special called meeting” to select an insurance broker and policy for next year. The deadline for the selection is June 30. The council heard proposals from officials representing Benefits Inc., the broker that **Hyatt** hired two months ago; JMD Group, the firm that **Hyatt** fired; HCS and Insurity Group. John Davis, the principal of JMD Group, spoke last. He said he had been the broker for East Ridge for many years. He said he had worked with nine city managers in East Ridge over the last 20 years. “I don’t know what I did to get fired, **Andrew**, but I would like to continue to work for the city,” Davis said in conclusion.

Davis’ firm quoted a price from the city’s current insurance carrier, BlueCross/Blue Shield of \$1.198 million, a savings of about \$500,000 over what the city paid for insurance this past year. Cagle made a motion to go with JMD, Sewell seconded the motion and the council unanimously voted to go with JMD. “John has served us and served us and served us,” Cagle said.

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Andrew “Andy” E. Hyatt
(Articles are in reverse chronological order)

Beaches Leader (Jacksonville, FL)
June 18, 2015

NB hires new city manager

The Neptune Beach City Council has selected **Andrew Hyatt** to fill the city manager position that will be vacated by current city manager Jim Jarboe in September.

Hyatt has accepted the position as city manager with a start date set for July 27. The annual compensation will be \$100,000.

Hyatt is currently the city manager of East Ridge, Tenn., and has previously held the same position in Fairview, Tenn., and Etowah, Tenn. He has a Bachelor of Science in Political Science-Public Administration and a Master of Public Administration from the University of Tennessee at Chattanooga and has lived in Jacksonville Beach and Atlantic Beach. **Hyatt's** wife is a Jacksonville native and together they have three children, one of whom was born in Jacksonville Beach.

The four finalists for the position -Amanda Askew, Michael Doss, James Drumm and **Hyatt** - took part in one-on-one interviews with the council June 11 and during that night's special city council meeting each provided a brief introduction followed by comments from the public.

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Andrew “Andy” E. Hyatt
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East Ridge News Online
June 16, 2015

Hyatt Resigns; Speedway Gets Beer Variance

Author: Dick Cook

East Ridge City Manager **Andrew Hyatt** made it official, as he announced his resignation. During Tuesday’s City Council Meeting, **Hyatt** said that he was taking another job. He said he would honor the remainder of his contract with East Ridge through June 30. “It’s been the worst kept secret in East Ridge that I have been on a job hunt,” **Hyatt** told the council. “An opportunity presented itself and I’ve taken another position in another city.” Mayor Brent Lambert said **Hyatt** was a professional and that he appreciated the accomplishments the city has made under his tenure.

According to media outlets in Neptune Beach, Fla., **Hyatt** is taking the City Manager’s job there. Contract negotiations were finalized on Monday, according to The Island Times, an online newspaper North Florida. The council passed by resolution the naming of Fire Chief Mike Williams as the Deputy City Manager. Williams would become the acting city manager upon **Hyatt**’s departure. Last week, during a special-called meeting, the council moved to strip City Treasurer and then-Deputy City Manager, Thad Jablonski, of the title. City Attorney Hal North clarified the councils’ action. “It’s my understanding that Mr. **Hyatt** intends to designate the Fire Chief as Deputy City Manager, as discussed last time,” North said. “It’s your (**Hyatt**’s) call.” **Hyatt** nodded his assent at North’s statement.

North said that the council was “essentially giving its blessing” to **Hyatt** naming Williams as the Deputy City Manager. North reiterated that the process was needed in order to comply with the City Charter. The council passed a variance on the city’s beer ordinance by a narrow, 3-2, margin, allowing Speedway on Ringgold Road to sell beer. The city’s beer board had denied a beer permit to one of the country’s largest convenience store chains because it was within 250 feet of a “public gathering place,” Pioneer Frontier playground.

In a rare break from protocol, Mayor Lambert allowed Mac Pendley _ a lifelong resident, member of the Crosspath at East Ridge, and a member of the city’s Industrial Development Board _ to speak in opposition to the variance. Pendley said that the beer board denied the permit, so what use was having a beer board? He also said that if Speedway offered beer for sale that Crosspath church members would not be buying gasoline from the establishment. Lambert asked representatives from Speedway about the store selling wine in the future, as citizens passed by referendum the sale of wine in grocery stores this coming year. The Speedway spokesman said the store was too small to sell wine and that they had no plans to do so.

Lambert then had City Attorney North quickly research the issue. Lambert said that state law would allow the sale of wine in store like Speedway in the future, so the variance allowing beer sales was not quite so critical. Councilmen Denny Manning and Jacky Cagle voted against the variance, while Vice-Mayor Marc Gravitt, Councilman Sewell and the Mayor voted in favor.

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Andrew “Andy” E. Hyatt

(Articles are in reverse chronological order)

The council voted on first reading to rezone a property at 322 Scruggs Rd., from Warehouse to Commercial. Representatives from a company called Cielo Environmental explained to the council that they wanted to open a facility there to provide compressed natural gas to power cars and trucks on the rezoned property.

The council _ which had to meet in a cramped community center meeting room, as Municipal Court was in session in the main council chambers _ tabled a number of measures before them. Those measures included discussing and voting on new insurance for employees; discussing and voting on second reading of a \$10 million budget for the upcoming fiscal year, and the obligatory public hearing; excluding businesses from the Border Region district; and taking action on installing time clocks for city employees.

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Andrew “Andy” E. Hyatt
(Articles are in reverse chronological order)

East Ridge News Online
June 11, 2015

Hyatt Offered CM Job in Neptune Beach

Author: Dick Cook

East Ridge City Manager **Andrew Hyatt** was offered the position of City Manager in Neptune Beach, Fla., Thursday night, according to our friends at The Island Times. **Hyatt**, who has been City Manager here since October 2013, was one of four finalists for the job. Those candidates – Michael W. Doss, City Administrator, City of Buckhannon, West Virginia; James D. Drumm, Former City Manager, City of Zephyrhills, Florida, and Amanda Askew, Community Development Director, City of Neptune Beach, Florida – interviewed with counselors in Neptune Beach on Thursday afternoon. The candidates fielded questions from Neptune City Counselors and citizens at the 7 p.m. regularly scheduled meeting.

The Island Times reported that **Hyatt** did not receive a “super majority” vote of the Neptune Beach Counselors. The final vote came down to **Hyatt** and Doss. **Hyatt** was ultimately chosen. According to The Island Times, **Hyatt** told the council: “Neptune Beach is a unique city, as you know. It has a lot of opportunity, a lot of charm. It has what I feel is a good sense of community, and a good way of going forward with us pulling some things together as we move to the future. I think we’ve got a great opportunity and I’d like to share that with you.”

The Neptune Beach council still has to finalize the details of the contract that will be offered to **Hyatt**. That discussion will take place on June 15, at the next regularly scheduled meeting of the body. The East Ridge City Council is scheduled to have its next meeting on June 16. Calls to **Hyatt**, Mayor Brent Lambert and Vice Mayor Marc Gravitt, seeking comment on the city manager’s possible departure, were not returned. Should the city of Neptune Beach and **Hyatt** not be able to come to terms on the contract, the council directed its City Attorney to begin negotiations with Michael Doss, who was the council’s second choice.

According to minutes from the Neptune Beach Council meeting of May 4, 2015, the council agreed that the starting salary of the new city manager would be in the range of \$95,000 to \$110,000. The high range of the salary would be given based on experience, the minutes state. **Hyatt**’s current salary with the City of East Ridge is \$100,000. According to the proposed budget for 2015-16, the total compensation for **Hyatt** is \$137,000. A discussion of **Hyatt**’s contract was deferred until the June 16 City Council meeting.

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Andrew “Andy” E. Hyatt
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East Ridge News Online
June 11, 2015

Who’s In Charge?

Author: Frances Pope

Let me start this opinion by saying that I have the utmost respect, appreciation and confidence in East Ridge Fire Chief Mike Williams. With that said, the action taken by East Ridge City Council at the June 10 called meeting removing Deputy City Manager responsibilities from Thad Jablonski and placing them on Chief Williams, I believe was a violation of our City Charter. The charter states in Section 5- H, “In the temporary absence or disability of the City Manager, the Assistant City Manager, if such position is established or other officer designated by the city manager and approved by the council shall serve in this capacity.”

Current City Manager **Andrew Hyatt** had previously designated City Treasurer Thad Jablonski as the Deputy City Manager. This decision was approved by council. During a meeting of June 10 Councilman Larry Sewell, not City Manager **Andrew Hyatt**, made a motion to remove deputy city manager responsibilities from Mr. Jablonski and move those responsibilities to Fire Chief Mike Williams. In this citizen’s opinion, that is in direct violation of our City Charter.

I do think council has the authority to make changes in the organizational chart of the city; however, that would be by ordinance requiring two votes 13 days apart. The reason for this item being addressed in this particular meeting was because the meeting was a workshop on the budget for fiscal year ending June 30, 2016 and tagged on to Mr. Sewell’s motion was an extra \$1,000 for Fire Chief Williams when he has to assume the duties as Assistant City Manager. There was no clarification as to whether a day, a week or a month would trigger the extra compensation. With the organizational chart being a part of the budget and a money issue being addressed as part of the budget, that is why I believe it would have to be done by ordinance.

While I have no objection to Chief Williams being assigned these extra responsibilities, I do not believe it was done properly or legally. Therefore, I think it brings into question who is legally in charge of the day to day operations of the City of East Ridge today when Mr. **Hyatt** is out of town.

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Andrew “Andy” E. Hyatt
(Articles are in reverse chronological order)

Chattanooga Courier
May 28, 2015

Amount East Ridge owes on fire hall property rises

Chattanooga, TN - The unexpected amount the city of East Ridge will owe the state on the fire hall property in connection with the Bass Pro development has risen to \$603, 000. Earlier, East Ridge officials said the payment would be \$428, 000. City Manager **Andrew Hyatt** said Monday, "The Tennessee Department of Transportation notified the city of East Ridge that an appraisal of the city's former Fire Hall #2 property had been completed. An official copy of the appraisal was delivered to the city on Thursday. City officials initially understood the land's appraised value to be approximately \$603, 000; however, the appraisal document shows this actually represents the amount that is to be paid to the state of Tennessee.

The fire hall near the entrance to Camp Jordan Park had to be moved as part of the planned major development at Exit 1. It was later learned that the fire hall was restricted for fire hall use, so East Ridge faced having to pay a premium for the small property. Mayor Brent Lambert said, "Based upon our city's strong financial standing, we have the ability to pay what the state requires in order to lift the restrictions and allow economic development to take place on this property. We fully expect to submit this expense under the Border Region legislation, in which East Ridge is so blessed to be a participant. The legislation is very complex, but essentially the full amount should be reimbursed by the state of Tennessee through the state's share of sales tax dollars generated inside our city."

The former fire hall property had been purchased by the city from TDOT in 1999. At the time, the city paid a negotiated price equal to 29 percent of the appraised value and accepted restrictions on how the property was to be used in the future. The city applied to have the restrictions lifted so that the property could be included in the new Jordan Crossing development at Exit 1. TDOT's Excess Land Committee agreed to lift the restrictions but decided the city would have to pay 71 percent of the land's current appraised value. This decision necessitated the recent appraisal.

Mayor Lambert said, "We enjoy an outstanding relationship with our state officials, including TDOT, and together we all are working toward a speedy resolution to this issue. We are excited about the development taking place at Exit 1 and know that it will pay tremendous dividends to the city for years to come." The site has been cleared and a pad placed for the development, but no construction has started.

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Andrew “Andy” E. Hyatt
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Chattanooga Times Free Press
May 10, 2014

East Ridge manager salary now \$100,000

Author: Alex Harris

The East Ridge City Council voted Thursday to raise the salary for City Manager **Andrew Hyatt** to \$100,000, effective immediately. **Hyatt**, who was previously manager of the Tennessee cities of Fairview and Etowah, has been the city manager for the Southeast Tennessee municipality of about 21,000 for just over six months. **Hyatt** began his term with East Ridge on Oct. 21, 2013, at a salary of \$90,000 a year. **Hyatt** was also offered \$4,000 in moving expenses, two weeks of paid vacation, health insurance and use of the city's Volkswagen Passat. Councilman Marc Gravitt said that **Hyatt**, who had done an excellent job in the time he's been with the city, deserved the pay raise, calling it "a bargain" compared to what the previous city manager had cost the city.

Prior to the council voting to hire **Hyatt**, the position of city manager had been empty for about eight months since being vacated by Tim Gobble's resignation on Feb. 7, 2013. Gobble, who had been initially hired in early May 2011, at a salary of almost \$117,000, was making around \$125,000 when he resigned. The vote by the council was 4 to 1 in favor of offering **Hyatt** the 11 percent raise. Councilman Larry Sewell, the only one voting in opposition to the salary increase, said that he didn't intend any offense to **Hyatt**, but that he thought they should address raising his pay when they addressed the budget. Mayor Brent Lambert agreed that it would have been better to deal with the issue of the pay increase while figuring out the budget, but still voted in favor of the raise. The council agreed to meet Thursday at 5:30 p.m., to hold their first budget workshop.

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Andrew “Andy” E. Hyatt
(Articles are in reverse chronological order)

Times Free Press
May 3, 2014

East Ridge's budget proposal shows decrease

Author: Alex Harris

With no city employee raises and no property tax increase, East Ridge's proposed budget for fiscal year 2015 reflects a decrease from the 2014 budget. That decrease is largely the result of moving some funds out of the general fund into more specific funds, and trying to do away with the various departments' miscellaneous funds to provide better accountability of the city's finances, said City Treasurer Thad Jablonski. For example, the sanitation assessment fee, which on average brought the city \$1.5 million annually, has been removed as a revenue source from the general fund and included in the solid waste management fund. Similarly, several grants are not included in the general fund but instead are listed in a separate grant fund. The budget, a proposed \$10,883,613, was presented to the City Council at a special meeting Thursday night, and the property tax rate remains at \$1.42 per \$100 of assessed value.

This means a homeowner in East Ridge with a house valued at \$100,000 will pay an annual property tax of \$355.57 to the city. The city will be adding a part-time leisure services coordinator in the department of Parks and Recreation, as well as two part-time police officers. Also, two city positions that were vacated earlier this year as a result of the City Council's proposed and scrapped health insurance incentive for retirees will not be replaced. East Ridge City Manager **Andrew Hyatt** said in early March that the deletion of those two positions -- city services director and office manager -- saves the city more than \$104,000 in salaries alone, in addition to savings on payroll taxes, workers' comp and unemployment insurance. Other factors taken into consideration in crafting the budget are that the residential sanitation fee won't see an increase, revenues from property taxes are expected to decrease by 1 percent, revenue from the Hall income tax by 8.2 percent and that local and state sales tax revenues are expected to rise by 2.5 percent and 4.1 percent, respectively.

Additionally, the 2015 budget won't use any of the city's \$4.5 million unreserved general fund, the capital improvement program fund will see \$1 million in additional funds and the city's insurance broker estimates a 10 percent increase for health and dental insurances. **Hyatt** explained that the increase in insurance costs is an estimate and he expects to have the actual percentage increase from the broker soon. **Hyatt** added that the increase wasn't because of any specifics, but reflected an annual change in rates and other factors that affect insurance costs. The proposed budget also includes funds to upgrade the HVAC system at City Hall as well as for a replacement roof at the City Services Traffic Control Building. City departments also prepared a three-year equipment replacement schedule that would require an additional \$201,400 to the annual budget. This additional funding would allow the departments to begin an equipment replacement program, excluding the new fire apparatus, which is projected to cost \$600,000. A public hearing and first reading of the budget ordinance are tentatively scheduled for May 22, and the second and final reading of the budget for June 12. The approved budget will go into effect July 1.

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Andrew “Andy” E. Hyatt
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The Chattanooga.com
May 1, 2014

In Close Vote, East Ridge City Council Approves Allowing Unified Select Soccer Teams To Use Camp Jordan Park

The East Ridge City Council, despite some reluctance and a host of questions, on Thursday night voted to give a one-year lease with an option for a second year to four Chattanooga area select soccer clubs - Chattanooga Football Club, North River, Redoubt and East Ridge - that have joined to form a single organization. Councilman Denny Manning was opposed, and Vice Mayor Jim Bethune initially passed. However, the lease was approved by Mayor Brent Lambert and Councilmen Larry Sewell and Marc Gravitt following a lengthy discussion.

Council members said they wanted another week until the next regular meeting when Attorney Hal North could be present, but Matt Yelton, who is heading up the combined select club, said, "Another week is a week we can't lose in the planning stage." Councilman Gravitt said some East Ridge citizens are strongly against the lease, but he said, "This is only for one year. If it doesn't work out, we don't have to do it anymore." However, Jack Skelton said Chattanooga Football Club has the option to continue after a year, but East Ridge does not have the option of ending it if the club has lived up to all the terms.

Mr. Skelton told the council that the group had other options for a main field and would pursue them if the council balked. The council is told the city will make \$34,000 more than it now does from select soccer - from \$21,000 to \$55,000. Mr. Yelton said with the infusion of select players, there will still be room for recreation league soccer players as well. Council members several times spoke of a bad experience with a similar lease earlier that ended when the East Ridge Soccer Association carried off much of the soccer equipment amid a bitter parting. Stump Martin, recreation director, said he inherited that ill feeling, and it was one of the toughest years of his career.

But he said he has been proud that a new and successful soccer program has been built at Camp Jordan over the past three years. He said he felt that having the select program at East Ridge would help with the recreation program. City Manager **Andrew Hyatt** said he had a preference for recreational soccer, saying some cannot afford the \$600 required of select soccer. But he said it was a plus that the group dropped the request for a three-year lease to one year. One of the pluses is that the goal is to have four select soccer tournaments, each expected to bring 1,500-2,000 out of town people that will spend money in East Ridge, he noted. The city also receives 33 percent of concession sales at the park.

The select program is set to start May 1 using five fields at Camp Jordan. Yelton will serve as director of coaching. He had been running the East Ridge Football Club and is the head coach at Lee University. CFC Academy will hold tryouts during the first week of June at Finley Stadium, Redoubt, Camp Jordan and North River Soccer complexes.

Internet – Newspaper Archives Searches
Andrew “Andy” E. Hyatt
(Articles are in reverse chronological order)

The Chattanooga.com
October 2, 2013

Andrew Hyatt Accepts East Ridge Offer To Be City Manager

Fairview, Tn., City Manager **Andrew Hyatt** on Wednesday morning notified East Ridge officials he has accepted their offer to be city manager. He said he can start work Oct. 21. The East Ridge City Council at a special called meeting on Tuesday night voted 3-2 to offer the city manager position to Mr. **Hyatt**. The council then voted 4-1 on the package to offer the candidate, who interviewed here twice. City Attorney Hal North, accompanied by Mayor Brent Lambert, then went to an office to make a call to Mr. **Hyatt**. When the mayor returned, he told the council and audience, "He essentially said he was going to think about it."

The last time the East Ridge City Council made a city manager offer, former Red Bank city manager Chris Dorsey opted for Signal Mountain instead - though the pay was less. Mr. **Hyatt** was also a Signal Mountain finalist, said Councilman Jim Bethune who had urged the council to move forward on the selection. He said, "I just don't think we should let this man get away. I think he's solid. He's head and shoulders above the other finalists." He added, "I think he's a good fit for our city. He has no agenda. He knows nobody."

Voting in favor were Vice Mayor Bethune and council members Marc Gravitt and Denny Manning. Mayor Brent Lambert and Councilman Larry Sewell said they agreed that Mr. **Hyatt** was the best of the three finalists, but said they wanted to bring him back again for "face to face negotiations" and to allow citizens to quiz him. The offer as formulated by Vice Mayor Bethune was \$90,000, two week's vacation the first year, up to \$4,000 in reimbursable moving expenses, use of the city manager's VW Passat, five paid sick days and paid family health insurance under the same terms as other city employees. There is no leave buy-back. He was to get no severance pay and be under a one-year contract.

There could be turnover on the East Ridge Council with an election on Nov. 4, 2014, it was noted. The city manager "serves at the will of the council." Mr. **Hyatt** said he makes \$82,000 in his present post. East Ridge paid prior city manager Tim Gobble \$125,000, but Vice Mayor Bethune said that was too much. Councilman Sewell was the only one to vote against the package. Finance Director Diane Qualls said there is only enough in the city budget to pay a city manager starting in January. She said the council had voted to shift pay for a city manager over the next few months to higher Christmas bonuses for employees and to keep a part-time front desk employee. Vice Mayor Bethune said the money to pay the new city manager through the end of the year could be taken out of the fund balance.

Freida Wheeler has been serving as interim city manager. At one point Councilman Sewell asked, "What's wrong with Freida?" Vice Mayor Bethune said the move was "not against her." He said it is within her right to go ahead and name a new fire chief and a new police chief from the applicants received within the departments.

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The Tennessean
November 9, 2011

Fairview Police Dept. investigation ends without charges
Former officer involved in inquiry set to go overseas

Author: Josh Adams

A months-long investigation into a series of bizarre circumstances at the Fairview Police Department will not result in criminal charges, and the former officer at the center of the case is pleased to have the matter behind him, according to his attorney. The Tennessee Bureau of Investigation confirmed that it closed the case several weeks ago after the district attorney decided not to pursue the matter in court. **Andrew Hyatt**, city manager for Fairview, said he learned last week that the case was closed. That there will be no criminal charges is good news, **Hyatt** said, and he expects to soon discuss potential administrative outcomes with the police chief and elected officials. “I’m not a police officer or a firefighter, but I supervise those two areas and I want to make sure we’re doing what we should,” **Hyatt** said.

At issue was a flurry of in-house accusations of inappropriate behavior. One officer surreptitiously kept notebooks detailing another’s exploits, according to department officials, and in 2008 the death of a department K-9 made waves when the dog’s handler hastily buried the animal without telling city officials. Those incidents ultimately prompted the resignation of one officer and the firing of another in late 2010. Shortly thereafter the TBI opened its investigation. “There was never enough evidence to go forward with criminal charges,” said Kim Helper, the district attorney for the 21st Judicial District.

On an informal level, Helper said agents from the TBI made recommendations to the Fairview Police Department on how to better handle evidence, document internal strife and other policy matters. Helper declined to detail the scope of the investigation, but she confirmed that the 2008 incident involving the dead K9 was part of the inquiry. Jamie Ferrell was a sergeant when he quit the force on Dec. 1, and it was his behavior that loomed largest in the state’s investigation. He was responsible for the department K-9 that died in 2008. At the time of his resignation, Ferrell was expecting to transition to a supervisory position with the 23rd Judicial District Drug Task Force, an agency to which he had been assigned while working for the Fairview Police Department. His employment was suspended pending the state investigation, and Ferrell’s attorney said recently he never got the job. “Unfortunately, Mr. Ferrell lost his job and got a bad rap out of this,” said David Raybin, Ferrell’s attorney.

Ferrell has found work with a private security firm that holds a contract with the federal government and is in Texas receiving training, Raybin said. Ferrell expects to be sent to Iraq, where he’ll provide security for U.S. State Department employees. Though his client “certainly suffered as a result” of the investigation, Raybin said Ferrell understands TBI’s responsibility to conduct a thorough review.

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Article found here: file:///C:/Users/royta/Documents/Ledger.Pdf
Westview Online
October 7, 2010

\$200K greenway expansion would connect Bowie Park to City Hall

Author: Richard Edmondson

An announcement on whether the city of Fairview will receive a \$200,000 state grant for construction of a greenway in Bowie Park is expected sometime this month, City Manager **Andrew Hyatt** says. “We feel like we’ve submitted a good grant (application), but it’s out of our hands now. It was due in in August. We finalized it and turned it in on time, so we’re just waiting with great anticipation for the decision now,” **Hyatt** adds.

The grant, if approved, would cover what **Hyatt** refers to as “phase one” of the Bowie Park greenway project – construction of a path for pedestrians and bicyclists that would extend from the back of City Hall, some one-third of a mile into Bowie Park, where it would hook up with Lake Van and the park’s 17 miles of trails. The grant would also cover the cost of a handicap accessible sidewalk that would circle Lake Van. The greenway, which would follow the path of the TVA power lines, would make it possible for people to park their cars in City Center and walk to events inside the park, something, perhaps, that would be especially convenient during the city’s annual Nature Fest.

But if park goers will get a boost from phase one of the greenway project, it is local school children who especially stand to benefit from the project’s phase two. This would consist of a further extension of the greenway from the Lake Van-Bowie Lake Road area, down to the southwest end of the park where it could conceivably at some point link up with Crow Cut Road/Cumberland Drive. Such an extension would make it possible for students to leave classes at Fairview High, Middle, or Elementary and, for instance, walk to the Fairview Public Library or the Nature Center by navigating the greenway, thus alleviating the need for kids to walk on the shoulder of Fairview Blvd.

Fairview Blvd. has no sidewalk, but **Hyatt** says that, too, could change. “We’re working that angle, too,” he says. “There’s a Safe Schools grant coming out in January that we’ll apply for. It’s a 100 percent federally funded project for sidewalks, and we hope to get that as well and take our sidewalks all the way down to the elementary school from Bowie Lake Road,” **Hyatt** says. “I see kids in the morning walking to school now down toward Fairview Middle and High Schools on the side of the street, so we’ll seize the opportunity and try and take advantage of this grant as well, and it will help the citizens, especially the kids,” he adds.

The phase one grant, if approved, would come from the state’s Local Parks and Recreation Fund, administered by the Tennessee Department of Environment and Conservation. The grants are awarded for such purposes as park trails, fishing piers and river walks.

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Williamson Herald
March 31, 2010

New city manager sees new development as chance to ramp up city’s spot on radar
Author: Carole Robinson

While most of Williamson County was experiencing unprecedented growth during the 1980s and 1990s, Fairview's growth remained generally average. The primary problem - traffic congestion through town and lack of a quick and easy route from the northwest corner of Williamson County to other parts of the county with amenities like CoolSprings Galleria and Williamson Medical Center, but all that is about to change. Fairview city leaders are looking forward to the completion of State Route 840 in 2012 and the reduced the drive time to Franklin, Spring Hill and other county destinations with a hope it will be enough to lure new residents and businesses.

On Friday city leaders received much-anticipated good news that will go a long way toward opening the doors to growth opportunities. The Tennessee Department of Transportation approved a partnership with the city of Fairview to widen Highway 100 through a prime section of town. Under the agreement, the city will provide \$300,000 toward the cost of the road project it hopes will also be completed by 2012. Traffic along Highway 100 through Fairview, a two-lane road with only one traffic light, has been a thorn in the city's side for decades. As a major byway for area residents, it also connects people in Dickson and Hickman counties with their jobs in Nashville and with each year, traffic continues to get heavier.

The widening of Highway 100 is critical to the commercial and residential growth of Fairview, said State Rep. Phillip Johnson, who worked with the city and TDOT to develop the agreement. "Seventeen thousand vehicles travel this road every day," said **Andrew Hyatt**, Fairview's new city manager. "We have a lot of exposure." However, businesses just watch those vehicles pass them by during peak traffic times - it is simply too difficult to get in and back out onto the highway.

With merely the possibility of those improvements on the horizon, Tractor Supply Company and Auto Zone recently opened branch stores in town and since the first of the year, Publix Super Market, the anchor for the Bowie Commons shopping center, and O'Reillys just down the road, broke ground. A new medical center will be opening in town and there are letters of intent for 50 percent of the space available in Bowie Commons, which will open in 2011. "The groundwork has been laid - things are going to change," said **Hyatt**, who started his job in January and has been running ever since. "Now we have to anticipate what's going to happen. This is wonderful in this economy. Here we are growing - you can sit here and watch it. Like a full yard of grass - we better be ready to mow. I see so many opportunities."

One of those opportunities is to rework the face of Fairview from a bedroom community of Nashville to a 24-hour community with business and industry to support the area's population, which has reached 7,000. "We are looking for a niche," **Hyatt** said. "I do see opportunities for high-tech and other clean industries, but we must put the zoning in place. There are industries

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looking to relocate - we've got to go out and find them. We don't need to wait for someone else to look for us. Going to them is the key - putting feet to the vision." **Hyatt** said he is working with the county office of economic development and, "We're going to go out looking and knocking on doors. We're on a short time table."

Hyatt, the father of three school-age children, came to Fairview from Etowah, Tenn., where he had been the city manager for two years. After 20 years in the private sector, in 1998 he received his Master's in city management and worked in city government in the Ft. Lauderdale and Dallas, Texas areas. "I've been around a little bit and seen the world from different perspectives," he said. "But I can see this as being that last position because of the growth and the quality of life." **Hyatt** deferred to the vision of the leaders of the past 50 years that primed Fairview for the growth it is about to experience. "We have a 700-acre park - something a lot of cities would love to have - so we already have our open space," **Hyatt** said. "We need to continue to be proactive - look ahead and we want participation (from the residents)."

A new, modern city hall, the anchor of the Town Center, showcases the hometown concept and quality of life the city offers, a draw for new residents who want to belong to a small-town community. Housing developments dot the back roads and access to four Williamson County schools, "Give us the opportunity to be ahead of the curve," **Hyatt** said. "We've set ourselves up for success - it's how we handle that success that will determine our future. It's Fairview's time."

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Andrew “Andy” E. Hyatt
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The Daily Post-Athenian
December 10, 2009

Andy Hyatt made impact on Etowah

Mr. **Hyatt** has been effective in leading the Etowah city staff and he will leave behind a group of employees he has helped to become prepared to deal with the challenges of the future. "There are a lot of things we have accomplished as a staff in a short amount of time. I am proud of the staff," Mr. **Hyatt** told the City Commission. "I think you are going to be left in good hands." He's leaving to take the job of city manager in Fairview, a small town in Middle Tennessee. Mr. **Hyatt** said both the job he's leaving and the people of Etowah have made a lasting and positive impact not only his life, but his entire family as well.

He admits that he sometimes found himself at the center of controversy but realizes that simply goes with the job of city manager. Mr. **Hyatt** said believes he's made a positive difference in Etowah by bringing about changes that will help set the course for the city's future. **Hyatt** pointed to the Streetscape Project, relocation of the police station and the new Public Works site, along with the new Wellness Center as evidence he's worked on behalf of the city's best interests. "I put my heart into Etowah," Mr. **Hyatt** said. "The time is right for me to move on." We commend Mr. **Hyatt** for his work and would like to have seen him stay on for several more years. But, we understand the need for professional growth and we wish him and his family all the best in their future endeavors. He will be missed.

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Westview
November 11, 2009

East Tennessee resident tapped for city manager’s job

Author: Richard Edmondson

The Board of Commissioners last week offered the job of city manager to **Andrew E. Hyatt**, a graduate of the University of Tennessee at Chattanooga with some ten years’ experience in government. The action took place at the board’s meeting on Thursday night, with the vote being unanimous. On Friday morning, Shirley Forehand, the city’s current city manager, confirmed that **Hyatt** had been contacted and has agreed to accept the position at a starting salary of \$71,000 plus benefits. He will officially take over as city manager on January 4.

“I was impressed with Mr. **Hyatt** for a couple of reasons. One, he has extensive experience as a city manager in Tennessee, and I think that will make him quick to become acclimated to our city,” said Commissioner Allen Bissell. “He’s had extensive experience in securing grants. He also showed what, for lack of a better term, I would characterize as a go-getter attitude, the kind of individual that when something needs to be done, would get out front and get it done and keep the city moving in a positive area.”

Hyatt has worked at municipalities in both Tennessee and Florida, and presently is city manager of the east Tennessee town of Etowah, in McMinn County, located between Chattanooga and Knoxville, where he has served since 2007. In that capacity he prepared budgets, developed a five-year strategic plan, and this year put together Etowah’s first balanced budget in eleven years. He is also a member of the Executive Committee of the McMinn County Economic Development Council and serves as director of the county’s Emergency Operations Center.

Hyatt said he plans to “hit the road running” when he assumes his new post, and will devote his energy to making Fairview a great place to live, work, and play. “I am excited about coming to Fairview and moving forward with what has already begun under the Board of Commissioners and Shirley Forehand. While growth does present a challenge, I am excited that the Board has confidence in me to direct the day to day activity of the city and to advise them on policy issues,” he said. **Hyatt**, who was chosen out of a field of 19 applicants, received a bachelor’s degree in political science and a master’s degree in public administration—both from UTChattanooga. He is married and has three children, and said his family is looking forward to the move to Fairview

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The Daily Post-Athenian
September 30, 2009

Quit or be fired - Etowah commissioner & city manager square off

Author: Jeremy Belk

After a tumultuous Etowah Commission meeting Monday evening, a commissioner publicly admitted he had asked City Manager **Andy Hyatt** to resign before **Hyatt** is fired. But then the tables were turned on the commissioner when he was accused of violating the state's "Sunshine Law." Near the conclusion of the meeting Monday night, Commissioner Charles Slack said he had talked to Etowah resident Jimmy Bull about Bull's complaints over drainage from the city's Public Works property running on to his land at 712 Scott Avenue.

According to Slack, it was mentioned that Bull has had a problem with the water runoff from the property for around 12 years while Etowah has owned it for less than three years. He said while there was an estimate from the city of \$7,500 to fix the problem, Bull had told him he could do it for \$3,000. Commissioner Ann Abbott said it would have been a conflict of interest to have Bull fix it because it involved his property. She also questioned Bull's qualifications to be able to repair it properly. "It affects his property," Abbott said. "We can't pay him to do it (the work)." It was mentioned that after Bull asked state offices to get involved in the matter, the situation had to be handled through engineers.

Slack said the \$9,000 charge for engineers, which the entire Commission was not aware of at the time, could have been avoided and the commissioners should have been informed beforehand. **Hyatt** said when Etowah got called to appear in Chattanooga on Dec. 20 to discuss the issues with the runoff, the city had a limited window to do something. According to **Hyatt**, the city had two issues involved that could have cost the city \$10,000 per day per issue if it did not take immediate action. He said it would cost the town \$20,000 if they had waited, and while the meeting was on Dec. 20 the city would be fined starting on Jan. 3.

Slack also mentioned voting on a contract with a grant writer recently. He said **Hyatt** had told the Commission he had spoken with the city attorney about the issue when in fact he had not. Slack said the attorney told him he advised against the contract because it was not favorable with the city. However, city Finance Director Melissa Henderson said she had spoken with the attorney and was told it was all right to move forward. Slack mentioned meeting with other commissioners before the meeting and was informed he had violated the state's Open Public Meetings or "Sunshine" Law.

Slack also brought up **Hyatt** allegedly cursing Public Works Director Billy Ingram. Ingram said **Hyatt** had later apologized for the incident and asked him if he would like to file an official complaint, and Ingram said he did not. Abbott told Slack he was violating the City Charter because he was a commissioner interfering with employee issues. Slack said he was just trying to do what was right for the city. He said he ran for the Commission in order to do what he thought was right for the people and the town. Slack said he had spoken with **Hyatt** recently and

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encouraged to resign from the city manager's position. He said there has been many problems in town over the past year. However, not all of the commissioners agreed with Slack's views on **Hyatt**. While Slack was talking, Etowah Mayor Jody Blair asked Slack to continue. Other city employees seemingly upset with what Slack was saying questioned him about statements he has supposedly made in recent months.

Bull questioned after the meeting why some city employees were allowed to speak at the end after Blair told Bull he had already had his turn to speak. No official motion to terminate **Hyatt** was discussed during the meeting. Many people in the audience defended **Hyatt** while Slack was talking, while others also showed their support for Slack as well. While much of the Etowah meeting was heated over **Hyatt**'s actions, the city manager in his report said the town has other issues that needed to be addressed. "I think we kind of get a little bit misguided sometimes. We forget exactly what we need to focus on," **Hyatt** said. "I think we need to focus on the fact we have a plant (Waupaca) that is about to close Jan. 1. It employs about 276 people."

Hyatt said while a portion of the Commission meeting was addressing him taking two days off, which he said was for an Etowah City School eighth-grade trip to Washington, Waupaca is shutting down and many people would soon be out of work in the town. "Do you know how many people that will affect?" **Hyatt** asked. "It is going to affect everybody in this room. **Hyatt** said the plant pays \$200,000 in taxes to the city. He asked the Commission and the audience what would be cut next. He mentioned Etowah Utilities also will lose revenue after the plant's shutdown. **Hyatt** said the Commission and the town needed to focus on Waupaca and the impact the factory closing would have on the town. The Etowah City Commission meets again on Oct. 8 at 6 p.m. for a special called meeting dealing on an ordinance amending the budget and a sewer line use and wastewater regulations.

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[CB&A Note: We asked Mr. Hyatt about the below situation. Here is his response:

I recall this meeting. The house being removed was indeed removed with city equipment by city employees, but that is the normal procedure for a condemned property and a lien was then placed on the property.

As far as allegations of inappropriate use of city equipment, the Chief of Police and I met with the District Attorney at his office to discuss the allegation. The District Attorney confirmed that there was nothing illegal or inappropriate about what had taken place regarding the removal of the material from a condemned property. He concluded that there would be no investigation.

This all stemmed from a disgruntled employee and from a citizen that wanted the city to install drainage on his property and the decision was made that the city would install drainage on city property to alleviate further stormwater from entering his property. In addition, his property is bordered by a parcel of private property that is elevated and stormwater from that property drains onto his property. The stormwater from city property was minimal with the majority of runoff coming from the other parcel.

The city property was donated by the US Forestry Service and had been used by the Forestry Service for 30 or 40 years prior to the house being constructed on that property which was at a lower elevation. Once the city decided to utilize the property, it was then he decided he had a drainage problem.

There was never, nor would I ever try to manipulate public records. One thing we found out about this "on/off" switch was that when it was turned on and off, it made a loud popping sound. There was no way to "secretly" turn the recording on or off.

In addition, there never was a request nor any type of contact from the District Attorney regarding any sort of investigation into the removal of the house.

If you need additional information, please let me know.]

Daily Post-Athenian, The (Athens, TN)
September 29, 2009

At Etowah Commission meeting - Allegations fly & tempers flare
Author: Jeremy Belk

The Etowah City Commission meeting erupted in allegations of inappropriate actions made against the city manager and commissioners Monday night. Over the past several months, Etowah resident Jimmy Bull has spoken at Commission meetings, originally trying to get an issue resolved in which the city maintenance building property drained onto his property. Since then, Bull has alleged violations by the Commission of the Etowah Charter, along with other

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allegations. Monday night, Bull questioned City Manager **Andy Hyatt** about discussion from a few months ago about a district attorney's request to know about alleged illegal activities involving city equipment. According to past meetings, **Hyatt** had allowed a city dump truck earlier in the year to be used to haul off the remnants of a demolished home for a private resident. Etowah Commissioner Charlie Slack asked **Hyatt** about it at that time and said he had spoken with the District Attorney's office about the matter because it was an inappropriate use of city property.

A recording of the minutes of that meeting was flawed and no information could be gathered from the tape. Etowah City Hall personnel called The Daily Post-Athenian for a copy of their audio recordings but those recordings had already been deleted by the time of the call.

Bull asked if anyone from the District Attorney's office had come to City Hall asking for a copy of the tape. **Hyatt** responded they had not. He asked the City Hall staff present if anyone from the DA's office had come in and they said no. Bull then replied, "Well, then I guess the district attorney lies." Etowah Finance Director Melissa Henderson said someone from that office had called but no one had come there. When asked about the tape, Bull claimed **Hyatt** had a button near his foot where he could turn off the recording device. **Hyatt** responded while there is a button on the floor near the desk, it was there to turn the entire system off, including the amplification system.

Etowah Codes Enforcer David Mason said he installed the switch so it would be easier for city employees to turn the system on and off. He also said when the system was turned off, it would make a loud noise as the speakers in the system powered down. Bull claimed he heard that pop during the meeting in question. Mason added he had installed the button about six months ago. He said he installed the system so no one had to "crawl under the desk to turn it on."

City Recorder Margaret Cheek said a cassette tape was recorded on and the duration of the recording was inaudible. Cheek became upset under the allegations made by Bull. **Hyatt** and Cheek both said they did not like what was being implied by Bull. "I'm not very pleased with the accusation," **Hyatt** said. "I did not tamper with a tape that is a legal document." Commissioner Ann Abbott said she would like to have a copy of the tape as well because Slack had made a speech that went against the city charter.

Hyatt said Slack and Commissioner Bernard Lipps had made it clear they wanted him to go see the district attorney about the issue of using city equipment for private means. "I will be in the district attorney's office in a very few days," **Hyatt** said. "There are a few things I will be bringing up. A few things about ethics. A few things about violating the Sunshine Law. A few things about Charter violations. A few things about the official misconduct of commissioners. So we will be discussing a few things." **Hyatt** assured Bull he would be talking to the district attorney. He said he would make sure Bull got all the information on the matter. **Hyatt** said, "I think there will be a lot more than the city of Etowah will like to get out of there or even you would like to get out there." Bull replied he could care less.

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The Daily Post-Athenian
July 28, 2009

Etowah officials' D.C. trip draws heat

Author: Jeremy Belk

A trip to Washington, D.C. by Mayor Jody Blair, City Manager **Andy Hyatt** and Police Chief Phillip Robinette drew heated words from the public and members of the Etowah City Commission Monday night. However, Robinette's expenses for the trip were not charged to the city. Etowah resident Jimmy Bull told the Commission he felt as if a coverup was under way in the town. Bull said the trip to Washington was not approved by the Commission and did not appear on any agenda for approval leading up to the trip. The April trip cost the city \$1,700 and should have been approved beforehand, Bull said. "You spend \$1,700 on a trip when the city is pinching pennies," Bull said. "You have to do this in the public eye."

Blair said he, **Hyatt** and Robinette had gone to Washington. He added Robinette had reimbursed the city for his expenses. Robinette later said the Department of Justice paid for the majority of his trip. Blair said he had called commissioners about the trip. Bull replied that phone call approval was specifically for emergency situations and he felt a trip to the nation's capital was likely not an emergency. Bull and others have been before the Commission in recent months about the unapproved spending of around \$750,000 by the city that had depleted a reserve fund balance that was at \$1.1 million less than two years ago.

"I recommend an audit on unappropriated spending," Bull said. "I think there have been some violations of the city charter and state law." Bull also said there was a state ethics commission in Nashville that could look into the city's actions. **Hyatt** later in the meeting addressed the Washington trip. He said it was to seek grant money and to make contacts in Washington. "The \$1,700 we spent on the trip could turn into \$900,000," **Hyatt** said.

When a vote came to approve the \$1,700 spent on the trip, Commissioner Charles Slack said he needed more time to look at the spending and what was involved in it. He said he would like to table the subject so it could be looked at more fully. However, he later voted in favor of the motion. Etowah Finance Manager Melissa Henderson said because the money had already been spent, it had to be approved to be taken from the budget in order to balance the budget. She said if the Commission did not approve it, she would have areas that were "in the red" and the Comptroller's office would then get involved, which could have serious implications for the city. Commissioner JoAnn Parker said she would vote for the motion but if a similar situation came up in the future she would not. She added the actions of the Commission need to be done in the open and readily available to the public. She said there should not be any more decisions made over the phone unless it was a true emergency.

Parker also asked about a five-year agreement for a grant writer that had been signed by Blair and **Hyatt**. Blair said the agreement would not have a cost to the city and the grant writer only got paid a percentage of any grant money acquired. Parker asked if the city attorney had looked

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Andrew “Andy” E. Hyatt

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at the contract that was signed, **Hyatt** responded that he did not think he had. Near the end of the meeting, Slack addressed the Commission and the public, mentioning an ongoing issue the city has been involved in with Bull. According to previous meetings, Bull has complained that runoff from the Public Works Department is flowing onto his property on Slack Road. Slack said in September 2008, it was brought to his attention and he went to **Hyatt**. At that time, it was stated the cost of the project would be around \$7,000 to fix the drainage issue. Slack said Bull said he would do the work himself and could do it for \$3,000. However, according to Slack, months went by and nothing happened.

Bull eventually got state offices involved, which led to engineers being paid \$9,000 for required paperwork. The Commission only recently approved the \$9,000 fee, which was brought to its attention after the work had been done and the fee agreed upon. Slack said the situation could have been handled better by the city and he's seen people roll their eyes when Bull comes to a meeting, but he feels it was unjustified. Bull said the drainage problem still has not been fixed. City officials said the city employees will likely do the work to make the needed repairs under the \$7,000 cost originally stated, however, the \$9,000 engineering fee pushed the project well over the original costs proposed.

The meeting was recessed until Aug. 2, when the Commission will approve the second readings of budget ordinances. The Etowah City Commission normally meets on the fourth Monday of the month at 6:30 p.m. at Etowah City Hall on Ohio Avenue.

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Andrew “Andy” E. Hyatt
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The Daily Post-Athenian
May 27, 2009

Etowah's tax not going up

Author: Jeremy Belk

Etowah's property tax rate will not go up this year. City commissioners voted Tuesday night to set the rate for property taxes at \$1.123 per \$100 of assessed value, which City Manager **Andy Hyatt** said reflects no tax increase. Prior to their regular meeting, the commissioners met Tuesday to discuss the budget in a workshop. Earlier budget discussions showed the city with projected expenses exceeding revenues by \$392,00. However, Etowah Finance Director Melissa Henderson said the budget has now been balanced. "All the departments that could have cuts have been cut," Henderson said. She added some city positions that were open will not be filled. Henderson said the only layoffs the city will experience will be with two part-time public works employees, according to the budget.

In other discussion Tuesday, a motion to approve an engineering plan by Wilbur Smith to handle drainage issues with property beside the Etowah Public Works Department did not receive enough votes to be approved. The engineering plan addressed drainage issues from the public works property on to the property of Jimmy Bull. Bull has been before the Commission for several months, trying to get the draining and runoff problem resolved. An engineering plan had to be created to resolve the drainage issue. Commissioner Jo Ann Parker mentioned during the discussion the cost for the engineering plan was \$9,000.

Commissioner Bernard Lipps asked if engineers with the Etowah Utilities Board could have done the plan instead of the outside firm. **Hyatt** said he had spoken with EUB General Manager Brian Solsbee and they felt it could have viewed as inappropriate. Parker made a motion "to pay the \$9,000 and move on with life," but the motion failed because of the lack of a majority vote with Lipps voting against it and Commissioner Charles Slack abstaining from the vote. Commissioner Ann Abbott was not present during the meeting but was listening in and asking questions over a speaker phone.

Commissioners also approved an agreement with Courtney Marketing to seek two \$500,000 federal grants. One for the Wellness Center, along with money for renovations to the Depot, a Farmers Market and another for two propane-driven buses for the town. The marketing agency fee for the grants was 10 percent of whatever grant money is awarded. Just before the marketing proposal, the Council agreed to allow for a farmers market every Saturday in the L&N Depot parking lot, excluding the Fourth of July and when other events are scheduled. The market would be for local fruit and vegetable growers to sell their wares. The Commission also approved a privilege tax for any form of temporary lodging, such as hotels and motels, inside the town. The tax would be 5 percent of the room cost. The commissioners all agreed to donate their Commission pay for the month of May, \$100 each, to help three local students go to a history bowl competition out of state.

Internet – Newspaper Archives Searches
Andrew “Andy” E. Hyatt
(Articles are in reverse chronological order)

The Daily Post-Athenian
April 28, 2009

On the hot seat

Author: Jeremy Belk

Amid accusations from a former mayor of excessive spending, Etowah City Manager **Andy Hyatt** was put on the hot seat before a packed City Commission meeting Monday night. Former Mayor Burke Garwood asked the commissioners to explain what had happened to the city's fund balance. Garwood said according to the July 1, 2007 fiscal year budget, the city had a fund balance of \$1,014,609. **Hyatt** was hired by the city in October 2007. At the end of the 2007-2008 fiscal year, the fund balance had been reduced to \$677,426, with \$377,182 spent from the balance.

Garwood presented projected revenues and losses for the city as well. According to Garwood, Etowah has budgeted revenues of \$2,598,220 for the current fiscal year with expenditures figured to total \$2,967,846, showing a projected loss of \$369,626. According to Garwood, the projected fund balance for the upcoming fiscal year will be \$307,800. He said on average, the city has spent \$35,000 in excess funds each month since **Hyatt** was hired. "At your current rate of burn at \$35,000 each month, you (the town) will be broke by this time next year," Garwood said.

Garwood said he became concerned after the possibility of raising property taxes was mentioned during a recent work session to help fund the construction of a new wellness/community center. Etowah has hired new employees and given raises recently, Garwood said. He also said there had been excesses in engineering fees paid recently. A recent ordinance adopted by the City Commission approved money being taken from the fund balance to cover excess spending, Garwood added. He said it was approved by the Commission on an unanimous vote. Garwood said the city needed to forget about the Wellness Center and focus on getting the town back on track. He concluded by saying that when he was a city official, he had been involved with hiring four city managers. He told **Hyatt** he considered him the worst one yet.

Toward the end of the meeting, the Commission approved a motion to reject all site plans for the wellness/community center. Members of the Southeast Development District told commissioners they had \$600,000 in two separate grants the city had to work with on the project and they needed to downsize the scope of the project where it could be done with the grants. At the conclusion of the meeting, **Hyatt** walked out of the Etowah City Hall meeting room. He was unavailable this morning to address the allegations.

Etowah resident Jimmy Bull also had words for **Hyatt** and the Commission. He said he has had a problem since September with runoff from the Etowah Public Works Department coming on to his property. He said storm water, along with wastewater when the garbage trucks are washed, runs onto his property. "I've had a problem since September," Bull said. "I was told it would be taken care of but nothing has been done." Bull ran through a history of what has happened with

Internet – Newspaper Archives Searches

Andrew “Andy” E. Hyatt

(Articles are in reverse chronological order)

his property since September from calling the Tennessee Department of Environment and Conservation water pollution division to meetings with them and the city involving violations. Bull said at one meeting in Chattanooga, **Hyatt** had two engineers from Wilbur Smith with him. He said the engineers had prepared two reports, at a cost of \$4,500 each. He asked the city if they had approved the company preparing those reports. Bull said city policy was that during an emergency, the city manager needed to call three Commission members and inform them of spending. He asked if that had happened. He told the Commission he would leave it up to them as to what needed to be done with his property. Later in the meeting, a motion was made by Commissioner Jo Ann Parker to purchase piping, fittings and drain basins not to exceed \$5,000. Mayor Jody Blair said the city would do the work themselves instead of hiring a company to do it to keep the costs down. Blair said they needed to start the work as soon as possible.

Bull said after the meeting he doesn't think the city can do the project correctly for \$5,000. He said he would be in contact with the state to make sure it is done properly. The Commission will be holding a budget workshop tonight at Etowah City Hall, starting at 6.

Internet – Newspaper Archives Searches
Andrew “Andy” E. Hyatt
(Articles are in reverse chronological order)

The Daily Post-Athenian
April 9, 2009

Tax increase to pay for new wellness center?

Author: Jeremy Belk

Property taxes may have to be increased to fund the cost of building a new community/wellness center here. That was what the Etowah City Commission learned during a workshop meeting Wednesday evening to discuss the upcoming budget and the wellness center.

City Manager **Andy Hyatt** said the new wellness center is a \$1.75 million project that could be funded through USDA Rural Development grants up to certain percentage. He said grants are currently scheduled to pay 15 percent of the project costs, but he has hope that number could increase to 20 percent or more.

Finance Director Melissa Henderson said she believes a loan for the remainder of the money the town needs for the project would result in payments of about \$100,000 a year. The property tax rate for Etowah is currently \$1.1023 per \$100 assessed value, **Hyatt** said. He said Athens is at 1.1147 while Englewood is at 1.1610. Etowah Mayor Jody Blair said the rate for the town had been around \$1.4 before being lowered a few years ago. If taxes were increased by 10 percent, **Hyatt** said, the city could generate an additional \$72,163 per year. With 20 percent, \$144,328 could be generated. He said if the property taxes were increased by 15 percent, it would generate the \$100,000 to pay the loan payments for the wellness center.

Hyatt also suggested the city could have a referendum to allow the citizens to vote on a sales tax increase of a quarter of a cent, which would raise the sales tax to 9.75 cents per dollar. **Hyatt** said the sales tax can be increased, city voters must approved the change in a referendum. Etowah Commissioner Bernard Lipps said after the workshop that he would oppose any tax increase. **Hyatt** said there were also other revenues the town could look at to generate additional funds, listing animal registration, building permits and plumbing permits, ballpark admissions, auditorium charges, library fines, rental fees for city properties and equipment use, parking fines, the sanitation fund, codes violations and court costs.

When Blair asked for a response from the commissioners, Lipps said he would like to look at increasing building and plumbing permit costs, as well as raising parking fines. The Commission as a whole spoke of increasing court costs for Etowah traffic court. Currently, court costs are \$75. Commissioner Ann Abbott suggested raising it to \$100. She also suggested raising parking fines from \$5 to \$10 and asked Police Chief Phil Robinette if his officers issue many parking tickets now. Robinette said since a business owner complained at the last meeting about people parking on Tennessee Avenue all day long, his department has issued several tickets and been keeping a closer eye on downtown parking. Blair suggested looking at a hotel tax as another source of new revenue. Because the commissioners were meeting in a workshop session, no action could be taken.

Internet – Newspaper Archives Searches
Andrew “Andy” E. Hyatt
(Articles are in reverse chronological order)

Chattanooga Times Free Press
June 2, 2008

Etowah considers suit over hospital sale funds
Vice mayor wants \$10,000 set aside to initiate lawsuit
Author: Correspondent

Some Etowah city commissioners say they want to sue McMinn County for a share of proceeds from the sale of Woods Memorial Hospital. Vice Mayor Chris James wants the city to put aside \$10,000 to initiate the lawsuit "to provide charity health care" for persons living in the hospital's service area. The so-called catchment area includes land surrounding Etowah plus parts of Monroe and Polk counties, according to documents from the hospital's founding 40 years ago.

Mr. James recently told other city commissioners he does not believe the catchment area will get its fair share of the money for health purposes. He said only a lawsuit will guarantee Etowah's portion. Commissioners did not act on Mr. James' request. The county should get just over \$5 million in net profits from the sale and must use it for health-related projects and services, according to state law. Etowah City Manager **Andy Hyatt** said the final decision is up to the commission. "They have been here longer than I have," he said. McMinn County Mayor John Gentry said the hospital sale met requirements of the state attorney general, and the sale is final. He said the county will wait and see what Etowah does then discuss the issue.

Internet – Newspaper Archives Searches
Andrew “Andy” E. Hyatt
(Articles are in reverse chronological order)

The Daily Post-Athenian
May 22, 2008

Etowah police chief 'resigns' City manager: 'We want to go in a different direction'
Author: Ryan Harris

Police Chief June Parham abruptly resigned this morning, ending an almost 20-year career in Etowah in which she became the town's first female chief. She couldn't immediately be reached for comment. Etowah City Manager **Andy Hyatt** said there are morale issues at the police department which led to Parham leaving. "We want to go in a different direction," said **Hyatt**, who became city manager in September. "With the type of productivity and things of that nature, we want to make sure we are doing right by the citizens of Etowah and the community as a whole."

Parham joined the Etowah Police Department in 1988. She left nine years later to become an officer in Athens, but returned in 1999 to Etowah, according to newspaper archives. She was appointed Etowah's first female police chief in 2004, replacing the retiring George Jorgenson. Her husband, Joel, is chief of the Niota Police Department. Parham's resignation will likely be discussed at the next Etowah City Commission meeting May 27. Commissioners Bernard Lipps and Harold "Creepy" Cox said this morning they won't debate the city manager's decision to seek new leadership for the police department. "That's strictly up to the city manager. He's got the backing of the Board (of Commissioners)," Lipps said. "I do like June. I think she is a good person."

Internet – Newspaper Archives Searches
Andrew “Andy” E. Hyatt
(Articles are in reverse chronological order)

The Daily Post-Athenian
March 14, 2008

Etowah Streetscape work progressing

Author: Jeremy Belk

A month after City Manager **Andy Hyatt** said he was displeased with the progress of the streetscape project in Etowah, he now says it has taken a step forward. "I'm very pleased," **Hyatt** said. "Progress has taken an upturn." **Hyatt** said since the Feb. 25 City Council meeting, when he expressed his displeasure with the progress the project had made at that time, additional crews have been brought in to work and the five-block project is moving along. At the end of February, six weeks into the project, crews had not yet finished the first block completely. Original plans had each block being finished in around two weeks time. On Thursday, **Hyatt** said two crews are now on the job and project is moving forward. He said he had a meeting with managers of Kleenco Construction of Chattanooga to discuss the project. Since then, **Hyatt** said, the company has been "very proactive."

When the project began in mid-January, **Hyatt** said plans were to have the project completed by mid-April. However, soon after the project began several rainy days hit the Tennessee Valley. **Hyatt** and Etowah Chamber of Commerce Director Durant Tullock jokingly said soon after the project began, "One way of ending a drought is to start construction on Tennessee Avenue." In February, **Hyatt** told the city commissioners that the rain could account for only so much of the delay that has been experienced. At the time of the meeting at the end of February, crews were still working to complete the first block, of five-block project. Now, with additional crews working, **Hyatt** said they are looking at completion by the end of April or early May. The project began on 10th Street along Tennessee Avenue and goes to 5th Street. The majority of the changes taking place during the project include adding brickwork along with sidewalks, as well as installing old-fashioned street lamps. Tullock said the project was supposed to give Downtown Etowah a "village feel."

With the completion of two blocks, Tullock said he has heard a lot of positive comments about how the new sidewalks look and how bright and attractive the new lighting is. Tullock and **Hyatt** said the project was slated for this time of the year so that work could be completed before the summer activities bring tourists to town for outdoor activities or the Hiwassee River Rail excursion. Tullock said, "The project should be complete in perfect time for the excursion crowds." The Hiwassee River Rail Excursions begin March 29 and run through December 6. Tullock said as business owners have seen what the new sidewalks look like some have already begun remodeling their stores and many other businesses have expressed interest in doing some renovation. Tullock said hopes are the project will promote community pride and when the streetscape is over the renovation of properties and streets throughout Etowah will continue. As of Thursday, construction was completed on two blocks of the project, the 10th and 9th street blocks of Tennessee Avenue, while a second crew was working between Fifth and Sixth Street where the project ends. As of this week, work on the two blocks between Sixth and Eighth Street has not yet begun.

Internet – Newspaper Archives Searches
Andrew “Andy” E. Hyatt
(Articles are in reverse chronological order)

Daily Post-Athenian, The (Athens, TN)
October 22, 2007

New city manager is ready to be part of the community

Author: Jeremy Belk

After a week as the Etowah city manager, **Andy Hyatt** said he's looking forward to being a part of the community and trying to do good work for the city. He's also looking forward to improving the quality of life for his three children, which was a main reason he was interested in the Etowah position. "I've lived in big cities," **Hyatt** said. "This (Etowah) is heaven. It is the perfect location for recreation, sports, the arts or whatever you like." Between hurricanes and overcrowding in Florida, **Hyatt** added, he wanted more for his children. The school his children have been attending had the same number of students that Etowah has in its entire population. **Hyatt** began his new position Monday, Oct. 15. He was hired by the town's City Commission after a summer-long search for a replacement for retired City Manager John Solsbee.

Hyatt said he was excited when he first saw the job advertised on the Tennessee Municipal League's Web site. He later heard the Commission had selected someone else earlier in the process, but when he heard the position was still open he knew it was for him. **Hyatt's** wife and children are still currently in Deerfield Beach, Fla., while they await their move to Etowah. His family is looking forward to the move, he added. **Hyatt** had been a grants coordinator for Deerfield Beach, a city of around 77,000. Before taking the position at Deerfield Beach, he had worked for the city government in Jacksonville, Fla. **Hyatt** said becoming a city manager was part of his overall plan he'd set for himself. He added it makes it even better when it's close to the community where he grew up.

Hyatt is a South Carolina native but his family moved to Cleveland when he was a child and he spent most of his childhood in Cleveland. He attended Cleveland State Community College before getting a bachelor's degree and later a master's degree from the University of Tennessee at Chattanooga. **Hyatt** said he is coming into the city manager position at an important time for the city. The Waupaca expansion plan had been finalized before he arrived but he added he's looking forward to working with the industry in the future. He said he would look to bring new industries and businesses to Etowah while being sensitive to what's already in the area. "We have a lot of wonderful things here," he said. He added he would work to build on the city's commercial structure as well.

Hyatt is currently staying with family in Cleveland while he closes on a house inside the Etowah city limits. Within the next few weeks, he'd like to be in the process of getting ready to move into his new home and sending for family to join him here. Being raised in Cleveland, and moving to Etowah, is like coming back home, he said.

Internet – Newspaper Archives Searches
Andrew “Andy” E. Hyatt
(Articles are in reverse chronological order)

Chattanooga Times Free Press
September 21, 2007

Tennessee Digest

Author: Staff and Wire Reports

[CB&A Note: Only the information relevant to **Andrew Hyatt** is listed below]

ETOWAH

Bradley native new city manager

After two previous candidates turned down the job, Etowah on Wednesday hired a city manager to replace John Solsbee. **Andrew Hyatt**, a native of Bradley County who now is community development director for Deerfield Beach, Fla., said Thursday he's excited about moving back to Southeast Tennessee. "I grew up in Bradley County, but we left when I was 29," said Mr. **Hyatt**, 48. He has experience in industrial development but told Etowah officials in his interview that one of his long-term goals is to manage a city. He will move to Etowah in mid-October, he said. Mayor Jody Blair said Mr. **Hyatt** is a "hometown boy" and seems to be a perfect fit.

Internet – Newspaper Archives Searches
Andrew “Andy” E. Hyatt
(Articles are in reverse chronological order)

Stuart News, The (FL)
November 30, 2003

Donation appreciated

I am writing you to acknowledge the following school parents who adopted my kindergarten classroom at Palm City Elementary School: Blake family, Mr. and Mrs. George Gillespie, Mr. and Mrs. Robert Pratt, **Mr. and Mrs. Andrew Hyatt**, Mr. and Mrs. Patrick Mulligan, Mr. and Mrs. Richard Zazeela, Mr. and Mrs. John Hockey, and Mr. and Mrs. Charles Shannon.

Through their generous donations I have been able to purchase learning centers and manipulatives for my classroom to support academic growth and development. We have also been able to purchase CD's with educational songs to make learning fun! Our class greatly appreciates the generous support of the families noted.

Sharon Nealy
Kindergarten teacher
Palm City Elementary School

Internet – Newspaper Archives Searches
Andrew “Andy” E. Hyatt
(Articles are in reverse chronological order)

Cleveland Daily Banner
March 30, 2000

Liquor by the drink benefits researched

Author: Elizabeth De Medici

Research was recently completed by **Andrew Hyatt**, intern to City Manager George Wood, on two cities concerning mixed drink sales as a source of revenue. Both Cookeville and Johnson City have mixed drink sales, though Cookeville does not have package sales. As a result of passage of the sale of mixed drinks in 1992, six major restaurants have established business in Cookeville: Applebee's Neighborhood Bar & Grill, O'Charlie's, Outback Steakhouse, Red Lobster, Logan's Roadhouse and Chili's Bar & Grill. According to Jim Shipley, Cookeville City Manager, this has been a direct result of the passage of the referendum to allow the sales of mixed drinks.

"Tax revenue from the sale of mixed drinks is approximately \$120,000 per year, half of which must go to the county for education, in accordance with state law," said Shipley. Shipley refers to the restaurants as the "Big Six," and further states that these restaurants alone generate \$25 million in gross receipts annually. Capt. Nathan Honeycutt of the Cookeville Police Department said, "Cookeville has not seen an increase in DUIs as a percentage of traffic violations. There has been an increase in traffic due to new businesses, but there is no correlation between DUIs and passage of the referendum." Package sales were passed in Johnson City in 1964 and a mixed drink referendum was voted on and passed in 1983.

According to Jim Crumley, assistant city manager, "Gross receipts on package sales in 1987, were \$8 million with a sales tax revenue of \$200,000. In fiscal year 2001, gross receipts are expected to be \$12 million, with sales tax revenues at \$300,000. Mixed drink sales tax revenues are expected to be \$350,000 for fiscal year 2001." Beginning in 1983 and running through 1990, nine major restaurants established business in Johnson City, (several more have been added since 1990). Employment at these restaurants in 1983 was 2,000 and increased to 2,235 by 1990. Gross receipts from mixed drink sales in 1990 were \$69.5 million, (more than double 1983), with sales tax revenue of \$1,737,500.

"There has not been an increase in DUIs as a result of mixed drink sales," said Crumley. At a recent Cleveland City Council meeting, council member Sara Westfield said, "I don't drink myself, but I do like fine restaurants. If this referendum ever comes up again, I would vote yes. We have too much of our (Cleveland) money going down to Hamilton County." The council decided it would not touch this issue again, except by referendum. "Unless enough people petition, there is no point (in having it on a ballot)," Mayor Tom Rowland said. "Mixed drink sales would be mute." "To go to referendum, the public are going to have to take it upon themselves to start a petition," said City Manager George Wood. "We (employees of the city) are not going to be involved in this."

Internet – Newspaper Archives Searches
Andrew “Andy” E. Hyatt
(Articles are in reverse chronological order)

Chattanooga Times Free Press
February 26, 2000

UTC Students Honored

Author: Staff Report

The University of Tennessee at Chattanooga announces that 67 student leaders have been selected for inclusion in the 2000 edition of "Who's Who Among Students in American Colleges and Universities." Campus nominating committees and editors of the annual directory choose students based on academic achievement, service to community and leadership in extracurricular activities.

Students from this city named for the honor include Jamon Bass, Joshua Blake, Amy Bodkin, Cynthia Boss, Jacob Boyer, James Brooks Jr., Rebecca Brown, Rebecca Burt, Erin Chambers, Heather Clark, Kannon Conway, Andrea Crilly, Ayana Crompton, Laura Cross, Ronald Cunningham, Paul Evans, Kay Everett, Stephanie Floyd, Leah Foster, Christeen Gilliam, Sienna Greenwell, Peter Hampton and Meagan Hines. Also, Raymond Howard, Donna Hutson, Keelah Jackson, Necole Jones, Erika Knox, Douglas Kramer, Amanda Lancaster, Crystal Lautigar, Benjamin Long, Lacy Long, Hannah Lux Kay, Joshua May, Keri Mayes, Loma McCandless, Liv Miller, Cynthia Milligan, Amy Moore, Arnita Moore, Rico Mosby, Jamilah Muhammad, Jelena Novak, Natalie Patterson and Erin Prall.

Also, Kimberly Ray, Kathryne Sanders, David Smith, Daniel Smith Jr., Celeste Tumis, Toni VanWinkle, Rebekah Venable, Lanequa Verser, Mario Walker, Tina Whitton and Matthew Wilson. Students from Cleveland included were Lisa Dunning, **Andrew Hyatt**, Tiffany Kibler and Tricia Tanner. North Georgia residents honored were Jennifer Reed of Flintstone, Chad Trapp of Lafayette and Charity Trillet of Rossville. Out-of-town collegians nominated by UTC for inclusion were Ben Houston II of Surgoinsville, Tenn., Kelly Skeens of Bristol, Tenn., and Gerrifrances Smith of Memphis.

Internet – Newspaper Archives Searches
Andrew “Andy” E. Hyatt
(Articles are in reverse chronological order)

The Aiken Standard (2-3x, education) insert something here. (4 pieces)
November 18, 1995

Role Of Private Education Fills Important Niche

By PHILIP LORD

Decisions, decisions.

Do you send Johnny and Sue to public school, or do you decide to send them to private school?

Many parents face this decision each year.

Aiken County offers a lot of options for educating elementary school and middle school students, which local educators say is good for parents.

When many people think about education they envision the yellow school bus that picks their children up and takes them to and from school. But others have a different vision.

These people elect to put their children into schools where they will not have to ride the buses of the public educational system.

“We’re all after the same goal. We are trying to educate kids.”

— Allen C. Adriance

Lower student-teacher ratios and safety concerns are often cited by parents who decide to send their children to one of the many private schools in Aiken County.

Even Aiken County’s top educator admits that she believes firmly that private education has a place in Aiken.

“I am an advocate for public

education, but I am also a believer in giving parents options,” said Dr. Linda B. Eldridge, superintendent of Aiken County Public Schools.

Allen C. Adriance, interim headmaster at Aiken Preparatory School, said he too believes in offering parents options.

Even though he has always worked at independent schools, Adriance admits that his sons have attended public schools in some areas he has worked simply because they were better than the private school options.

“I’ve seen a lot of very good independent schools and very bad independent schools,” he said. “I have also seen some very good public schools and very bad public schools.”

(Please See PRIVATE, Page 7A)



Next
Page

Staff Photo By Ginny Southworth
Students study science lessons at Redcliffe Elementary School. The programs offered at public and private schools in Aiken County provide parents a variety of educational choices for their children.

Internet – Newspaper Archives Searches
Andrew “Andy” E. Hyatt
(Articles are in reverse chronological order)

... Private

(Continued From Page 1A)

In the final analysis, however, Adriance sums up the feelings of many educators. “We’re all after the same goal. We are trying to educate kids.”

About 1,200 students attend private schools in the Aiken area, while 25,254 are enrolled in the county’s public schools.

Andrew Hyatt, administrator of South Aiken Baptist Christian School, said small student-teacher ratios have helped to produce positive results for the parents who decide to send their children to the school, which is the largest private school in the area, with 385 students in grades 3K-8th.

An average student-teacher ratio of 14-1 in kindergarten classes and 18-1 in grades 1-8 is attractive to many, but it is not the only reason a parent makes the decision to send a child to the school, he said.

“The safety factor comes into play with a lot of parents,” Hyatt said.

Parents also like the A BEKA curriculum, which teaches students to read using phonics, he said.

The teaching of Christian values

and the Bible are also strong selling points for parents who want to raise their children in such an environment.

St. Mary Help of Christians Catholic School also sees success by offering such values for its 320 students in grades K-8.

The school also has a student-teacher ratio of roughly 18-1, which enables students to receive individualized attention.

“Private education usually has smaller classes, therefore more attention is given to individual students,” said Jean Cook, vice principal.

Mead Hall is another school that has thrived due to its strong curriculum and low student-teacher ratios for its 219 pupils.

“We have tried to address all pupils needs,” said Anita Maddox, headmistress.

Ms. Maddox said Mead Hall has a student-teacher ratio of 13-1 in grades K-1st and 18-1 in grades 2-8.

Adriance said Aiken Prep has 205 students in grades 4K-9.

Dr. Eldridge said Aiken County Public Schools have an average student-teacher ratio of 17.5-1, but those number include special education classes and extra small classes.

“When you walk into any classroom you are not going to find just 17 students. You will usually find 25 or 30,” Dr. Eldridge said.

“The average academic classroom is somewhere between 25 and 30 and can rise slightly above that in some cases,” she said. “Of course, we would love to have it lower.”

All public schools in Aiken County meet Southern Association Accreditation guidelines and guidelines of the Defined Minimum Program for the state of South Carolina, Dr. Eldridge said.

Internet – Newspaper Archives Searches
Andrew “Andy” E. Hyatt
(Articles are in reverse chronological order)

The Aiken Standard
November 12, 1994

Spirits Not Dampened By Rain

Author: Philip Lord

Spirits Not Dampened By Rain

By PHILIP LORD
Staff Writer

Friday's weather forced a planned flagpole dedication ceremony to be moved inside, but the elements could not dampen the spirits of the students of South Aiken Baptist Christian School or the veterans taking part in the service.

The school, which opened in 1975, marked Veterans Day on

Friday by dedicating its first flagpole and by listening to a presentation by Sgt. Maj. (retired) Bill Spurgeon.

Spurgeon, a veteran of the Vietnam War, served for 24 years in the U.S. Army Special Forces and won the Silver Star for Valor.

The veteran was asked to address the school on Friday to help the children better understand the sacrifices that the

American Flag represents.

South Aiken Baptist Christian School, which is located at the intersection of Dougherty and Silver Bluff roads, will be the only place in Aiken County where the Christian Flag is flown publically, said Andrew E. Hyatt, administrator.

Spurgeon, who was dressed in

(See SPIRITS, Page 6A)

... Spirits

(Continued From Page 1A)

his uniform, started his presentation by telling the children about Armistice Day and how it started to mark the end of World War I. After World War II the day was changed to Veterans Day to remember all the men and women who served their country.

He also stressed that not all veterans served in a war, but that all were important to the efforts in foreign lands.

"Those people (in a foreign land) couldn't do their jobs if it wasn't for all those people" who stayed stateside, Spurgeon said.

Spurgeon also talked about the Vietnam War and the 58,000 men who died in the conflict and the 2,231 soldiers who never returned home.

A black flag, the POW/MIA Flag, was shown to the students and Spurgeon explained the significance of the flag and the men it represents.

Joining in Friday's ceremony were Bill Bishop, Douglas McCluskey, Larry Schander, the Rev. Michael Dyar and Colen Lindell, who all served in the military.

The flagpole was donated to the school by Darlene Hale Glenn Insurance Agency Inc. and the SABCS Parent Teacher Fellowship.

Internet – Newspaper Archives Searches
Andrew “Andy” E. Hyatt
(Articles are in reverse chronological order)

CB&A Note: We generally do not include information from blogs and social media as they are notoriously slanted and unreliable. That said, listed below are links that we found in case you’d like to review them.

<https://blog.utc.edu/news/2022/03/there-are-still-some-vivid-memories-utc-alum-was-town-manager-during-condo-disaster-in-florida/>

Research Compiled by: Jené Rosales and Shannon Farr
 Colin Baenziger & Associates

Section 8

CB&A Reference Notes

**Reference Notes
Andrew E. Hyatt**

Jason Green – Former Assistant Town Manager/CFO, Surfside, FL 305-532-6998

Mr. Green has known Mr. Hyatt since 2020 and worked with him for a little over two years. Mr. Hyatt did very well in managing Surfside and he was enjoyable to work with. They met every day and Mr. Green looked to Mr. Hyatt as a mentor. He was very inclusive, which was appreciated.

Mr. Hyatt made good decisions when hiring staff, and also in general for the organization. He dislikes the phrase “it has always been done that way” because he wants to do something the right way, not the traditional way.

Always out in the community, Mr. Hyatt attended every meeting and encouraged the high-level staff to as well. Constituents thought very highly of him, he did everything in his power to be responsive to residents and get them the answers they asked for. Which is tough when you are trying to run a town and have many demands.

Mr. Hyatt gets out from behind the desk to find out what the issues are, and then works to resolve them. The town did not have a union for their general employees, but they created one during his tenure. He led the team which included the CFO, HR Director and other stakeholders. He then led the negotiations for the first union contract.

As Chief Financial Officer, Mr. Green was responsible for the finances, but Mr. Hyatt relied on his input and vision. Mr. Hyatt never gave any bad financial advice or made negative financial decisions. If a delay occurred in a project, it was generally because Mr. Hyatt was not given the information necessary from the elected officials to move forward. He was very good about keeping to the timeline.

One of the more stressful situations in Surfside was the collapse of the Champlain Towers, a beachfront condominium. With almost 100 casualties, and a community that demanded answers and resolutions, the situation was incredibly tense. Mr. Hyatt handled it very well, better than anyone else could have. Nothing in his background would concern an employer. Mr. Green and Mr. Hyatt resigned around the same time after a Board change.

Mr. Green would hire Mr. Hyatt, he is a great manager. Whoever hires Mr. Hyatt will get a real asset.

Words or phrases used to describe Andrew Hyatt:

- Cool under pressure,
- Mentor,
- Listener,
- Leader, and
- Compassionate.

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Strengths: Listens without a preconceived notion, relied on the expertise of his staff which is important for a manager.

Weaknesses: Very dedicated to his job and worked overtime. Mr. Green felt some internal pressure to keep the same hours, even though he was not asked to.

Jeff Rose – Vice Mayor, Town of Surfside, FL 786-795-9228

Mr. Rose has known Mr. Hyatt since 2020. Mr. Rose was a resident when they first met. Mr. Hyatt was available and met with Mr. Rose several times to answer questions and have conversations. Later Mr. Rose was elected to the Commission. When he did not know something, which was quite often at first, Mr. Hyatt was always willing to explain it. He is very personable and easy to get along with.

Mr. Hyatt's job performance was excellent. He always put the interests of the Town first. He kept everyone informed. He resolved issues on a daily basis by working with employees and the Commissioners. He had good financial skills and he accomplished tasks in a timely manner.

Being visible in the community, Mr. Hyatt attended meetings and was involved in the community. He ensured that residents knew he was accessible, and they could schedule sit downs with him. He was always nice to interact with.

Mr. Hyatt has not been involved in anything controversial on a personal or professional level. He resigned from Surfside, but Mr. Rose is not sure why.

Mr. Rose would hire Mr. Hyatt, and highly recommends him. They had a great working relationship.

Words or phrases used to describe Andrew Hyatt:

- Informative,
- Hard working,
- Attentive to the details,
- Good leader,
- Knows how to handle a crisis, and
- Personable.

Strengths: Connecting with residents, handling issues, being proactive with solutions, very hands-on, willing to explain information to residents and elected officials.

Weaknesses: None identified.

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Andrew E. Hyatt**

Rory Diamond – Former Chief Executive Officer, K9s For Warriors, FL 904-891-5011

Mr. Diamond first met Mr. Hyatt in 2017 when Mr. Diamond was a City Councilman and Mr. Hyatt was the City Manager. They later worked together for K9s For Warriors after Mr. Diamond hired Mr. Hyatt to be the Texas branch State Director. Mr. Hyatt was the first employee in the Texas area and built the team. He established good relationships with Texas municipal governments, thus firmly establishing K9s For Warriors in the state.

Mr. Hyatt was incredibly honest and possessed high values. He performed excellently and understood the organization's culture. He was incredibly trustworthy. Mr. Diamond wished Mr. Hyatt had stayed. However, Mr. Hyatt left K9s For Warriors to be with family in Florida.

Mr. Hyatt was a true professional. He consistently focused on completing tasks correctly with a strong moral compass. He also kept Mr. Diamond informed. When Mr. Diamond was a city councilman, Mr. Hyatt texted, called, and met directly with Mr. Diamond. Later while with K9s For Warriors, Mr. Hyatt provided a minimum of weekly updates and called quite often.

Certainly, Mr. Hyatt had good experience with the public. He led teams and groups well. People truly respected him. Regardless of having to navigate different needs and different agendas as City Manager, he received much appreciation. With K9s For Warriors, he was great during fundraisers and standing as the face of the whole organization in Texas. Additionally, Mr. Hyatt had some good media interactions. He understood he needed to be cautious with the media, but he developed some good relationships.

Mr. Hyatt generally made process-oriented decisions. He researched issues, came up with options, and provided suggestions on how to approach a matter. If Mr. Diamond wanted Mr. Hyatt to take care of a problem, Mr. Hyatt went through and told Mr. Diamond about what happened. Mr. Hyatt also hired high quality people, such as many K9s For Warriors staff who remained at the Texas location. He included others in the process.

When maintaining the organization at a high performance level, Mr. Hyatt found innovative solutions for areas requiring attention. He consistently had balanced budgets for Neptune Beach and even found issues in previous managers' budgets when working with auditors. He was customer service oriented. Practically everyone who interacted with Mr. Hyatt found him to be kind, professional, and someone who took issues seriously.

Mr. Hyatt was definitely a leader, as evidenced when he led Neptune Beach during two hurricanes. He worked with five councilmembers, the Police Chief, and the Public Works Director during the difficult circumstances. After the storms, he led a recovery team. Though these situations were stressful, he defaulted to following process and procedures. Moreover, Mr. Hyatt had strong problem solving capabilities. For example, running the City was challenging due its small budget. Despite having limited resources, Mr. Hyatt received grants, funding sources, and worked with existing resources.

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Mr. Diamond is unaware of anything in Mr. Hyatt's background that might concern a future employer. Although Mr. Hyatt has dealt with political controversies as a manager, he has not created controversy. Mr. Diamond would love to rehire Mr. Hyatt if possible. Mr. Hyatt is a good Manager.

Words or phrases used to describe Andrew Hyatt:

- Incredibly honest,
- High values,
- Wonderful family,
- Quite professional,
- High character,
- Problem solver, and
- Genuinely good guy.

Strengths: Understanding of the organization's culture, trustworthy, high character.

Weaknesses: None identified.

Trish Perry – Former Human Resources Director, City of East Ridge, TN 423-322-2097

Ms. Perry worked with Mr. Hyatt when he came to the City of East Ridge in October 2013. She worked directly with him, mainly regarding personnel. When the City had openings and interviews, Mr. Hyatt and Ms. Perry worked together to ensure she had all necessary documents for council meetings. Although he left the City, Ms. Perry and Mr. Hyatt kept in contact.

Mr. Hyatt was quite professional. He was a helpful, caring person. If someone has a problem, Mr. Hyatt listened to and came to conclusions with the individual. People felt comfortable and relaxed with Mr. Hyatt. During stressful situations, he remained quite calm.

Mr. Hyatt performed excellently on projects, ordinances, and when listening to employees. He provided his staff resources and opportunities for training. A manager's staff reflected the manager's capabilities, and Mr. Hyatt was a good manager because of his staff's competence. He had a great relationship with Ms. Perry and City Council.

Additionally, Mr. Hyatt had good experience dealing with the public. Citizens frequently called in, and he listened to their side in a professional manner before discussing the situation with callers. He possessed great communication skills. He handled individuals and groups comfortably, as seen during interviews and public council meetings. He went out often in the community, regularly attending community meetings and representing the organization well.

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In general, Mr. Hyatt made careful, analytical decisions. He thought about how various situations might play out before making choices. He also hired well. For example, he employed an intelligent finance director who marketed the City differently. Mr. Hyatt also had good knowledge of and experience with intergovernmental relations. Because the City was small, it needed to branch out. Mr. Hyatt networked effectively with other nearby municipalities.

Mr. Hyatt maintained the organization at a high performance level. He accomplished tasks in a timely manner. He changed some personnel and brought about other necessary changes. Though Ms. Perry was uncertain of his financial skills, though the City had no issues with audits and integrating personnel audit aspects into the budget. Mr. Hyatt incorporated everyone and had excellent delegation skills. When he hired someone to a position, he expected the employee to perform well. He trusted his employees to do their jobs and ensured his staff did their part.

As a problem solver with personnel, Mr. Hyatt used a great disciplinary process. When encountering an issue with an employee, he first talked with the employee's direct supervisor. If the issue was unresolved, he then went directly to the employee. His disciplinary process was so effective that the City continued to follow his method several years after his departure.

Ms. Perry was unaware of anything in Mr. Hyatt's background or conduct that might concern a future employer. Though Mr. Hyatt left the City for a better opportunity, Ms. Perry would rehire him if possible. The City missed him. Despite having limited resources, Mr. Hyatt gave people the opportunity to have training. He sent people out to receive the tools and resources they needed to do their jobs. He kept up with federal laws. He helped people enjoy their jobs because they felt competent. He was a great Manager.

Words or phrases used to describe Andrew Hyatt:

- Professional,
- Good listener,
- Great manager of the whole organization,
- Great communication skills,
- Caring, and
- Helpful.

Strengths: Gave opportunities for training and gave resources.

Weaknesses: None identified.

John Jolly – Former Council Member, City of Neptune Beach, FL 904-534-9700

Mr. Jolly was part of the committee who hired Mr. Hyatt as City Manager for Neptune Beach in 2015. He was very impressed with Mr. Hyatt's extensive knowledge and experience of all

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aspects of city management. During the extensive interview process, his calm, confident, and friendly demeanor caught the attention of all involved as being a good fit for a small city government. Through the years, Mr. Hyatt earned the respect and approval of city leadership and the community.

One of Mr. Hyatt's greatest leadership traits was his excellent interpersonal skill. He adapted to diverse audiences, whether political or public. When interacting with the Mayor and City Council, Mr. Hyatt professionally maintained diplomacy at all times. Through their weekly interactions, Mr. Jolly appreciated Mr. Hyatt's attention to detail and attentive listening to council member's views while balancing the needs of the community. When confronted with an area he was less versed on, Mr. Hyatt thoroughly researched the matter. He searched for critical information from experts. At times, he invited these experts to attend various meetings to ensure city leadership comprehensively understood the issue before making decisions.

Mr. Hyatt once displayed his valuable leadership talents when the council desired to improve and make changes to the solid waste pickup contract. Mr. Hyatt efficiently gathered qualified individuals to work the process. He skillfully led his team, addressing waste removal needs of the community while incorporating the council's views. Putting his various interpersonal skills to work, Mr. Hyatt and his team successfully negotiated a contract increasing the number of waste pickup days at a lower cost while maintaining good service.

When Mr. Hyatt began his tenure as City Manager, the City experienced leadership unrest. Mr. Hyatt's management and congenial personality proved beneficial in building strong departments. He knew how to hire qualified staff for a job, easily recognizing individual strengths and weaknesses. As manager, Mr. Hyatt skillfully hired a new Chief of Police, new Chief Financial Officer, and replaced a struggling city clerk. He had a talent for finding and hiring skilled individuals with compatible personalities for their positions. Neptune Beach ran at a high level of performance while enjoying a congenial atmosphere thanks to the efforts of Mr. Hyatt.

Neptune Beach was a small, close community where everyone knew each other. Believing in being a part of the community he served, Mr. Hyatt and his family were often seen participating in city events. He was professional yet approachable. He built close relationships to the citizens, always lending an attentive ear to their concerns. Mr. Jolly appreciated Mr. Hyatt's ability to bring to these concerns to city council meetings. He navigated the political environment of city government while maintaining his focus on the needs of his community. When presenting information to any audience, Mr. Hyatt adjusted his delivery in order for all in attendance to understand. He effectively considered alternative and creative ideas. When controversy arose, he diffused a situation before bringing all involved to an agreeable solution.

Mr. Hyatt was an asset to Neptune Beach. He possessed extensive experience and knowledge of all aspects of his position as manager. As a thorough background check was performed before hiring Mr. Hyatt, he proved to be a consummate professional in all areas of his life. Ensuring transparency of government only added to the respect and admiration Mr. Hyatt earned from

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those whom he served. He was well liked by citizens and those in city government. His personality and talents will be of equal value for any future position as a Manager.

Words or phrases used to describe Andrew Hyatt:

- Friendly,
- Good listener,
- Attention to detail,
- Willing to research,
- Intelligent, and
- Good family man.

Strengths: Congenial and approachable with community, management and elected officials.

Weaknesses: None identified.

Patrick Krechowski – Attorney, City of Neptune Beach, FL 904-738-5240 (904) 348-6877

In 2015, Mr. Krechowski was in charge of gathering potential candidates for the City Management position of Neptune Beach. Because Mr. Hyatt possessed extensive experience and a compatible demeanor, he was easily hired for the position. He used his interpersonal and communication skills to adeptly navigate between the political and community needs. He was an asset to those he served and those who worked with him.

Mr. Hyatt was an excellent manager. He easily interacted with diverse audiences both small and large. Leading by example, he was a professional in all parts of his life. With his department heads and staff, he set clear expectations. He held staff accountable while remaining approachable as he mentored those who required his assistance. Whether amongst elected officials, citizens, or different departments, he remained calm during challenges. He listened attentively to all views before making a decision. For example, when the City obtained a grant for park improvements like new trail heads and park facilities, Mr. Hyatt oversaw his staff and efficiently brought the project to successful completion. On numerous occasions, he hired qualified staff and built efficient teams. The city's departments operated at a high level of performance and maintained a positive atmosphere under Mr. Hyatt's management.

Additionally, Mr. Hyatt was a skilled communicator. He started his day early to ensure he responded to all elected officials and other city leadership, thus maintaining an efficient flow of updated information. When conducting various city meetings, he was prepared, organized, and timely. As a presenter, he clearly and concisely adapted information to any audience for easy comprehension.

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When under stressful circumstances, Mr. Hyatt's knowledge and calm demeanor led to efficient resolutions to any problems. These characteristics were present when two recent hurricanes hit the City in 2018. Recognizing the need for better storm water drainage, Mr. Hyatt put forth extra effort to thoroughly research options. With Mr. Krechowski's assistance, both men aggressively applied for additional grant funds from the state. For the first time in the City's history, the state provided a grant. This grant allowed for necessary improvements to the storm drainage system.

Mr. Hyatt helped bring the small city of Neptune Beach to become fiscally stable and a positive community. He was highly regarded by both elected officials and citizens. In addition, he was a strong family man with good standards and support from his family. Few managers might be able to remain organized and innovative while balancing a political environment. However, Mr. Hyatt possessed these skills with ease. Although Mr. Hyatt had a short term as City Manager, Mr. Krechowski is confident Mr. Hyatt will be an asset as a Manager anywhere he serves.

Words or phrases used to describe Andrew Hyatt:

- Excellent communicator,
- Loyal,
- Knowledgeable,
- Calm demeanor,
- Intelligent, and
- Good values.

Strengths: Knowledgeable and organized in all aspects of city government.

Weaknesses: None identified.

Amanda Askew – Former Clerk, City of Neptune Beach, FL 904-899-2401

Mr. Hyatt was Ms. Askew's direct supervisor in 2015. He was an excellent manager for the city and his staff. He possessed a strong knowledge base of all aspects of city management. He was approachable and easily liked by those whom he served. Ms. Askew appreciated the opportunity to learn under his mentorship.

As a leader, Mr. Hyatt was exemplary. He led by example and consistently conducted himself in a professional manner. Ms. Askew admired his ability to easily balance the needs of the council with the community. Because he listened attentively, he skillfully built good team relationships and created a positive work environment where he remained available for whomever needed his time. He willingly considered opinions from elected officials, department heads, staff, and community groups to ensure he made a well-grounded decision. Before council meetings, Mr. Hyatt met with each councilmember to review the agenda. He took each individual's opinion into account to come to an accumulative agreement. He also met biweekly with individual

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department heads to encourage information sharing and provide appropriate responses to arising issues. Because he paid attention to detail and sincerely cared for those with whom he interacted, he helped build a high performance team.

During stressful events Mr. Hyatt remains calm and fluid. He was an organized, innovative manager who foresaw community needs and understood how to meet those needs. For example, he encouraged all department heads to obtain their FEMA certifications for disaster preparedness. When hurricanes later hit the area, the City used its updated plans for equipment allocation and resource management. During another hurricane he evacuated city council members and leadership to one central hotel to create a well-organized command center. Due to his impressive planning, information moved effectively, and the community received emergency assistance quickly. Recovery from both recent storms went smoothly.

Another example of Mr. Hyatt's creativity was addressing the City's the antiquated email system where individuals were often unable to open necessary documents emailed between departments. Mr. Hyatt readily researched and implemented a new system, which allowed a more efficient flow of information between different areas of city government. To help department staff feel important, he provided services to instruct everyone on how to successfully use the new system and help alleviate anxiety amongst those resistant to change. Mr. Hyatt continually promoted positive growth and development.

Ms. Askew had been part of the process Mr. Hyatt used when hiring individuals within the city government. He surrounded himself with skilled people, easily recognizing a person's strengths and weaknesses. When given a large project, Mr. Hyatt efficiently delegated to those best suited for the job. He set clear expectations, required accountability without micromanaging, and remained available to assist at any time. He was a good leader and project manager.

Neptune Beach benefited tremendously with Mr. Hyatt as its Manager. He was a knowledgeable, experienced individual who had excellent interpersonal and communication skills. Elected officials, staff, and community respected him for his dedication to providing the best service possible. Mr. Hyatt will be valuable to any other municipality because he is good with diverse groups of people and knows how to build positive relationships. He will be a positive force anywhere he serves.

Words or phrases used to describe Andrew Hyatt:

- Goal oriented,
- Positive determination,
- Fair,
- Good communicator,
- Professional, and
- Good mentor.

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Strengths: Excellent managerial and leadership skills.

Weaknesses: None identified.

Patricia Dodson – General Counsel and Chief of Staff, K9s For Warriors, FL 904-838-2524

Ms. Dodson has known Mr. Hyatt since he was hired as the K9s For Warriors San Antonio, Texas campus director in 2019. She followed his career as Neptune Beach City Manager because her home municipality worked frequently with the City of Neptune Beach. Due to the COVID-19 pandemic and having a school-aged child in Florida, Mr. Hyatt returned to his original Florida residence in 2020.

Because the Texas location was growing, Mr. Hyatt had few employees to supervise. However, based on his character and Ms. Dodson’s other observations, he possessed the skills to unify his staff toward a goal. He managed processes and accomplished tasks in a timely manner.

Mr. Hyatt was professional. K9s For Warriors trusted him to function independently without much supervision. He was a reliable, self-governing leader and manager with the ability to execute a strategic plan. He fulfilled the organization’s need to build and leverage government relationships on a local level. He had a broad knowledge of infrastructure required to build and develop an organization completely from its beginning. He demonstrated good understanding of government relations and structure in the limited time he worked for the organization.

Mr. Hyatt reported to her via email, text, videoconferences, and occasional direct meetings. Ms. Dodson also traveled with Mr. Hyatt to meetings with government officials in Austin, Texas. He kept his superiors well informed. Although he shared a subordinate-manager relationship with Ms. Dodson, he was personable and spoke frankly. He was continuously calm under stress or crises. He maintained a steady, friendly, and engaging demeanor.

When working with individual public members, Mr. Hyatt interacted well with others. People found him easy to talk with, especially as he adopted local demeanor and colloquialisms. He was less comfortable as a public speaker, but Ms. Dodson’s observations may have stemmed from her high public speaking standards after having been a trial lawyer.

Mr. Hyatt exercised good judgment. If he was unsure or not confident regarding an issue, he was comfortable seeking guidance. He understood budgets and how to work within one. In fact, he had better financial skills than his position required.

Mr. Hyatt methodically collected information to make informed decisions and resolutions. For example, the San Antonio facility was founded on an agreement with the City Animal Control Services. Mr. Hyatt anticipated different types of conflict. He resolved these problems quickly without approaching Ms. Dodson on every issue. In another example, Mr. Hyatt creatively found

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solutions during land purchasing issues. The organization needed utility access from the land adjacent to the facility, and Mr. Hyatt creatively approached the landowner to secure access.

Ms. Dodson is unaware of anything in Mr. Hyatt's background that might upset a future employer. If K9s For Warriors had the correct position available, she would consider him to be qualified. Overall, he is a good, trustworthy person. Based on Ms. Dodson's observations, direct interactions, and Mr. Hyatt's city management reputation, Mr. Hyatt will make a good Manager.

Words or phrases used to describe Andrew Hyatt:

- Quite professional,
- Good manager,
- Direct,
- Qualified,
- Good person and human being, and
- Trustworthy.

Strengths: Good manager of multiple people and positions, broad scope and knowledge of government relations, good relationship builder on government level, good communicator.

Weaknesses: Mr. Hyatt needed to attend many events and be the face of K9s For Warriors. He also needed to assess the return on his investments, some of which he needed to plan and assess more thoroughly. He needed to improve his time management and resource management a bit. Otherwise, he was quite effective overall.

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