

**Mandi L. Cody, J.D., AICP, ICMA-CM**

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***Professional Experience:***

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**City Administrator, June 2020- January 2024**

**City of Winder, Georgia**

- Managed all parts of city operations including Administration, Human Resources, IT, Stormwater, Natural Gas, Engineering, Communications, Public Works, Golf, Planning and Development, and award-winning operations in Water, Wastewater, Finance, and Events /Special Facilities; maintained an ISO 2 fire and rescue department; and earned gold status (20<sup>th</sup> consecutive year) for police department state certification. Approximately \$90 million annual operations and capital budget with 260 employees plus embedded contractors for water and wastewater treatment, contract services for sanitation, and augmented contractors for permitting services serving 19,000 plus residents and almost 50,000 utility customers.
- Created City's first performance-based budget and first capital improvement plan, implementation restricted reserve accounts for capital and debt, funded depreciation, and implemented cost recovery fee structures. Increased the City's General Fund reserves from .6 months to 3.25 months while simultaneously eliminating fund's dependency on utility transfers; transformed Golf Fund from \$250,000 annual subsidy to \$1million profit in two years; created self-supporting Events fund; created enterprise funds for cemetery and sanitation; awarded \$21 Million grant portfolio.
- Represented the City in negotiations regarding Service Delivery Strategy; extraterritorial utility service area permitting and territory disputes; LOST; SPLOST; TSPLOST; and annexations. Worked with legal team and Council to take Service Delivery Strategy and Annexation controversies to Georgia Supreme Court on issues of first impression.
- Represented City in design, funding, land condemnation, litigation, negotiations, and preparation to convert an existing rock quarry into 4.59 MGD raw water storage reservoir in partnership with the City of Auburn and associated intake and treatment infrastructure.
- Created City's first Engineering Department; revamped all Planning and Development Department operational procedures and policies; and created Development Team and Events Team.; transitioned Public Works Department from contractor provided to an internal staffed department.
- Reorganized city departments and staff assignments; combined Planning and Utilities Departments; created positions of Assistant City Administrator for Planning and Utilities, Chief Financial Officer, Controller, and Director of Development Services.
- Created recruitment and retention programs to maintain staffing levels, including in public safety, during and after the pandemic and Great Resignation.
- Created Events / Special Events Department without support of general fund (property taxes); and implemented year-round programming. Awarded thirteen awards at 2023 and 2024 Southeast Festivals and Events Association Kaleidoscope Awards.
- Created Communications Department to create and manage content for City public engagement and news releases including press announcements, website, social media platforms, and various video and booklets for citizen education; including FY 24 budget video series and Water: Clarifying the Issue booklet for service delivery territory disputes (see Winder youtube channel; and City of Winder finance web page).
- Led creation of City's first independent Comprehensive Land Use Plan, Downtown Master Plan, Rose Hill Cemetery Master Plan and update to development and zoning ordinances and processes to address growth trends and meet the vision of Council for land use. Implemented City's Development Team and project management system.
- Led Council in retreats and planning sessions developing operational goals and strategic outcomes that directed performance-based budgeting, organizational restructures, growth management strategies, and personnel development.

**Contract Consultant, 2019-Current**

**Brown Pelican Consulting, LLC (Michael Brown)**

- Perform tax analysis for clients negotiating Local Option Sales Tax (LOST) and Service Delivery Agreements (SDS) to establish special service districts, avoid double taxation of taxpayers, and ensure equity in tax sharing between cities and counties.

### **Interim City Manager, December 2019- April 2020**

#### **City of Washington, Georgia**

- Temporary contract to manage all functions of city operations and assist a new Mayor and Council in the selection of a permanent Administrator. Functional operations included Administration, Finance, Purchasing, Human Resources, Economic / Downtown Development, Fire & Rescue, Sanitation, Water, Wastewater, and Electric services. \$22 million operations budget / 75 employees.
- Conducted council training regarding duties and roles of elected officials and needed revisions to the City's Service Delivery Strategy for upcoming negotiations with Wilkes County.
- Performed a comprehensive financial analysis of City's operating and enterprise funds considering significant local economic shifts and beginning of COVID-19 pandemic; advised Council recommending budgetary and operational responses.

### **City Manager, May 2016- July 2019**

#### **City of Metter, Georgia**

- Managed all parts of city operations including Administration, Finance, Purchasing, Human Resources, Economic Development, Police, Fire & Rescue, Animal Control & Sheltering, Sanitation, Streets, Water, Wastewater, and Emergency Operations. \$16 million operations and capital budget / 75 employees.
- Represented City in mediating the 2018 Candler County / City of Metter Service Delivery Strategy and Intergovernmental Agreements. Returned equivalent of one year's general fund to City treasury.
- Represented City in Special Purpose Local Sales Tax negotiations and IGA development.
- Managed government relations, negotiations, and compliance with public and private partner entities including vendors, developers, franchisees, and others.
- Implemented first Economic Development department and strategy; created project management system; led development of Metter's Business Incubator with Georgia Southern University and Georgia Department of Agriculture. Led effort to become State's first Georgia Grown community as economic development strategy.
- Re-organized city departments and staff assignments; created Human Resources / Purchasing department; developed and implemented organizational policies and procedures; aligned employee evaluations with stated performance expectations.
- Created and implemented operational plan aligned with performance measures, strategic plan, and budget.
- Re-structured budget, financial operations, and internal controls. Implemented financial policies and first performance measures, goal-based budget. Created budget process aligned with community engagement and Council education for informed and timely decision making. Created Capital Improvement Program.
- Conducted rate studies for water, wastewater, and sanitation. Converted sanitation to enterprise fund.
- Implemented purchasing policy, bid process, capital improvement plan, and operations plan.
- Converted city wide financial and utility billing software.
- Received City's first State Certification for Police Department from Georgia Association Chiefs of Police and implemented community service program for probationers and municipal court offenders.
- Implemented leadership development program for new and aspiring staff leaders.
- Addressed water discoloration issues.
- Drafted the City's Comprehensive Master Plan.
- Over \$800,00 in grants prepared and awarded (including FEMA and One Georgia).

### **Director of Planning & Economic Development, January 2011 to April 2016**

#### **City of Statesboro, Georgia**

- Managed direct staff for planning, development and code enforcement plus indirect staff of Development Team members from all City departments for permitting, enforcement, and service provision.
- Managed multiple projects with cross departmental participation and budgets- including policy formation, ordinance development, grant administration, and construction management.
- Represented the City with partner entities, including Georgia Southern University, Bulloch County and private enterprises regarding Intergovernmental Agreements, Memorandum of Understandings, land use agreements, service provision, and project management.
- Regularly represented the City in public presentations, written communications, community partnerships, and boards.

- Developed and executed communication plan with strategic partners including Georgia Southern University, Bulloch County Board of Education, Habitat for Humanity, Chamber of Commerce, Development Authority, and Ogeechee Technical College.
- Designed and led the City's Development Project Management System and one stop customer service process for all economic development and permitting projects.
- Developed Right of Way management system with Franchise Agreement and Fee coordination.
- Developed Infrastructure Extension Policy, Analysis, and Application procedures.
- Drafted 2015 Blue Mile Master Redevelopment Strategy and 2014 Comprehensive Plan. Co-managed development of 2011 Downtown Statesboro Master Plan.
- Initiated City's first retail recruitment efforts and annual Developer's Forum
- Revamped Code Compliance Division to utilize police officers and compliment economic development efforts.
- Performed redistricting of municipal representative boundaries based on 2010 Census.
- Prepared application materials and created Blue Mile Redevelopment Plan for America's Best Communities Competition - \$1.1 million award, placed third from four hundred submissions.
- Project Manager for \$1.1 million Economic Development Administration (EDA) grant award for a City Statesboro / Georgia Southern University Fabrication Laboratory and Business Innovation Center.

### **City Planner, August 2009 to January 2011**

#### **City of Statesboro, Georgia**

- Reviewed development permits for compliance with zoning and subdivision regulations including business licenses, building permits, alcohol licenses, sign permits, and right of way encroachments.
- Developed and implemented policies and procedures for the Statesboro Planning Commission including revised minute formation and development of commission rules, policies, and procedures to comply with Georgia's Open Records and Open Meetings statues and city processes.
- Prepared staff reports regarding land use issues and applications for the Planning Commission and City Council.
- Drafted and implemented training for revised municipal code and zoning ordinance amendments for staff, Planning Commission, and Council.

### **Town Administrator, April 2007 to August 2009**

#### **Town of Register, Georgia**

- Served as the Town's first Administrator; responsible for management of daily operations and service delivery including Public Works, Water, and Police Department.
- Adopted the Town's first zoning ordinance.
- Completed an overhaul of the Town's water system to comply with EPA regulations.
- Represented the Town in drafting and adopting joint comprehensive land use and long-range transportation plans with Bulloch County and in Special Purpose Local Option Sales Tax negotiations.

### **Attorney at Law**

**Mandi Cody Pilz, P.C.**, June 2003 to September 2004

**Hal Roach, Jr., P.C., Attorneys at Law**, May 2001 to May 2003

- Attorney representing individual, business, and financial institution clients primarily in land use, corporate, and estate work.

### **Education:**

Doctor of Juris Prudence, 2001

Walter F. George School of Law, Mercer University, Macon, Georgia

Certificate of Advanced Legal Writing, Research, and Drafting

Walter F. George School of Law, Mercer University, Macon, Georgia, 2001

Bachelor of Arts, majors in Political Science and History

Georgia Southern University, Statesboro, Georgia, Magna Cum Laude, 1998

Mandi L. Cody CV

**Certifications:**

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International City /County Managers Association, Certified Manger (ICMA-CM), 2019 to current  
American Planning Association, Certified Planner (AICP), 2015 to current  
International City County Managers Association Emerging Leaders Development Program, 2016  
Certified Municipal Clerk, \* Georgia Municipal and County Clerk’s Association, September 2007  
Certified Clerk of Municipal Court, \* Georgia Municipal Courts Training Council, September 2007  
\*former certifications

**Publications:**

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Rachel Bembry, CPA and Mandi Cody. (April 2024) “Outcome Based Budgeting: A CAO’s Step by Step Perspective on How to Make it Happen in Your Community” *PM (Public Management) Magazine* published by the International City County Managers Association.

**Professional Contributions:**

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2023 & 2024- Georgia City County Managers Association Conference Planning Committee  
2021 - Georgia City County Managers Association Conference Presentation: Talent and Leadership Development: Aligning Vision, Budgets, and Training  
2019- Georgia City County Managers Association New Manager Onboarding Design Team  
2019- Georgia Municipal Association Convention Rapid Fire Session – Business Incubators for Small Towns  
2019 & 2018 –Georgia Municipal Association Mayor’s Day & Convention panel member regarding Service Delivery Strategy Act and negotiations  
2017, 2018, & 2019 – Georgia Municipal Association Member Services Advisory Board Member  
2017 – GMA Task Force: Best Practices for Streamlining Building Permits (see publication at gacities.com)  
2015- Georgia Municipal Association webinar presenter – Statesboro’s Right Start Program (see GMA youtube channel)  
2015- Georgia Municipal Association summer convention - Business Friendly Cities roundtable presenter

**Professional Recognitions and Awards:**

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2023 - Golf Georgia; Official Publication of the Georgia State Golf Association; Access for All: Georgia’s Municipal Courses Offer a Comfortable Entry to Golf. March/ April 2023 edition  
2021 – Georgia Cities Magazine, September / October 2021 Georgia’s Cities Invest in the Future  
2016- Georgia Trend Magazine – Cities Mean Business – article featuring Right Start Program  
2016- selected as Georgia Forward Young Gamechanger  
2016- Statesboro Magazine voted “Most Fabulous City Employee”  
2014 - Statesboro Herald 20 under 40 Professional Community Leaders  
2013- “A Certain Synergy,” Statesboro Magazine  
2012- “Working Well Together,” Statesboro Herald  
2013- Leadership Bulloch Graduate