

Brian Kelley

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PROFESSIONAL SUMMARY

Leading and driving positive improvements, growth, and efficiency at all levels of the organization, directing complex change management, finances, innovation and technology, human resources, and general operations, shaping policy, leading and collaborating groups of all sizes and levels, and building cohesive work teams. Record of reversing negative trends, implementing innovative and effective programs, private-public partnerships, improving efficiencies and revenue growth through process redesign and performance enhancement.

HIGHLIGHTS

- Local Government Leadership
 - Executive & Gov. Board Relations
 - Strategic Change Management
 - Financial Planning and Budgeting
 - Information Technology
 - Business Intelligence
 - Data Analysis & Presentation
 - Contract Negotiation
 - Policy Creation
 - Governmental Relations
 - Risk Management
 - Human Resources
 - Regulatory Compliance
 - Health Care Administration
 - Economic Development
 - Bond Issuance & Refinancing
- MBA, UTAH STATE UNIVERSITY
 - BS, HEALTH SERVICES ADMINISTRATION | MINOR: SPANISH, WEBER STATE UNIVERSITY
 - SPHR, IMCA MEMBER, GFOA MEMBER, CIA TRAINING

EXPERIENCE

DIRECTOR OF ADMINISTRATIVE SERVICES (CFO,CIO,HR VP), SANDY CITY

JUNE 2013 – PRESENT

CFO, CIO, and VP of HR leader for a \$225M and 1000-employee organization. Member of the executive team and participates regularly in City Council and Redevelopment Board meetings, recommending policy, financial planning and operations strategy

- Managed the financing for the construction of the new Hale Centre Theatre, a 130,000 sq./ft. performing art center housing two theaters with seating capacity of 1,300 and an \$85M construction budget
- Successfully managed \$225M complex finances, including fund accounting, through COVID-19 crisis
- Strategically led multiple public-private financial deals for economic development and redevelopment efforts
- Directed issuance of many bonds, including new money and refundings, and led Sandy City to a AAA bond rating
- Directed implementation of innovative technologies – ERP software, Office 365, Windows 10, LinkedIn Learning, Asset Management and Plans Permitting & Licensing (City Works), Electronic

Content Management, Payment Solution Software, Content Services Platform / Enterprise Content Management software, Learning Management Software, IT Security Software, employee engagement survey using Qualtrics software, API's, various web services, online procurement platform, Utility Billing software, Drone programs, A/V upgrades, among others – including cybersecurity improvements

- Provided City Council and executive team a long-term financial perspective to budget decisions by developing a 10-year financial plan
- Started a new Business Intelligence / Decision Support division utilizing data analytics and visualization
- Fiduciary over \$70M in retirement plan assets, and \$10M of annual insurance claims
- Oversee billing and collections of more than \$100M annually
- Created an investment policy and debt management policy
- Led Payment Card Industry (PCI) security compliance initiative
- Received national budget and annual financial report awards

HR & MANAGEMENT SERVICES DIRECTOR, SANDY CITY

MAY 2003 – JUNE 2013

Directed all HR activities including compensation, benefits, professional development, recruitment, complaint resolution, and legal compliance. Presented information and proposals to employees, executive team, board of directors and other stakeholders.

- Implemented an on-site medical clinic for employees and families
- Formed leadership development training and succession planning
- Helped to steadily drop employee turnover rate from 12.3% to 6.3%
- Forecasted and developed annual compensation plans, including multiple innovative designs that saved millions of dollars while maintaining competitive compensation and reducing turnover
- Restructured pay-for-performance and performance management plans to achieve better employee productivity and outcomes
- Developed and implemented health reimbursement arrangements (HRA's) and health savings accounts (HSA's) in conjunction with high deductible health plans
- Designed and implemented a fiscally prudent retirement medical plan in conjunction with a defined contribution health savings plan to achieve strategic objectives such as talent management, succession planning, and productivity standards
- Revised the employee appeals process and restructured the classification system
- Reduced personnel liability claims and employee grievance hearings to one in a seven-year period
- Redesigned and implemented an award-winning wellness program with accountability features to improve health and lower costs
- Plan Administrator over \$70M in deferred retirement contribution assets and \$14M insurance benefits

CITY MANAGER**FEBRUARY 2002 TO MAY 2003****CITY OF WASHINGTON TERRACE**

CFO, Economic Development Director, HR Director, Internal Auditor, Risk Manager and Public Information Officer. Advised the Mayor and City Council about operational performance, development and administration of policies, procedures, and best practices relating to overall operations. Formulated operating and capital improvement budgets. Directed the overall day-to-day operations and activities of all departments in the delivery of municipal services. Member of the board of directors for the Weber Area Consolidated Dispatch Center.

- Transitioned the city from an in-house police department to a contract service arrangement with Weber County Sheriff's Office that resulted in better public safety at a lower cost (about 10% of the city's total operating budget)
- Created an economic development plan in association with a land developer that resulted in new office and retail space and the construction of a new city hall building
- Oversaw the implementation of general obligation bond for road and utility improvements
- Administered a special improvement district consisting of businesses and land owners
- Created an economic development campaign to attract businesses to the city

ADDITIONAL EXPERIENCE

- ASSISTANT TO THE CITY MANAGER | SANDY CITY | JUNE 1999 TO FEBRUARY 2002
- MATERIALS SUPERVISOR, BUYER, ADMINISTRATION INTERN | COLUMBIA HCA HOSPITAL (MOUNTAINSTAR MEDICAL) 1995 TO 1999