



Andres Johnson

Community Services Director

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STRENGTHS

- 👤 **Public Leadership**
Guided staff, elected officials, and community partners through difficult growth decisions, earning confidence through clear recommendations.
- ⚖️ **Policy Judgment**
Turned technical plans and regulations into practical options for commissions, councils, applicants, and residents during public decisions.
- ⚙️ **Operational Improvement**
When review routing slowed progress, redesigned coordination steps so teams could preserve rigor and serve applicants more clearly.
- 💬 **Community Engagement**
Listened through contested development matters, then used plain language and documented code analysis to move conversations forward.
- 🎓 **Staff Development**
Coached planners and managers through recruitment, evaluations, training, and challenging cases, helping teams grow more confident.

SKILLS

Municipal Planning

Community Development

Planning and Zoning

Building Inspections

Code Compliance Permitting

Long Range Planning

Current Planning

Comprehensive Plans

Zoning Ordinances Building Codes

SUMMARY

Municipal planning and community development leader with 12 years of progressively responsible experience across **planning and zoning, permitting, building inspections**, code compliance, development review, and public administration. Provides direction for current and **long range planning**, sustainable growth, public safety, regulatory compliance, customer service, and coordinated community development. Has more than six years of supervisory and management experience, including recruitment, staff development, evaluations, budget administration, fiscal oversight, grants, contracts, and capital initiatives. Advises executive leaders, planning commissions, elected officials, developers, residents, agencies, and technical professionals through clear reports, public presentations, policy analysis, and practical conflict resolution. AICP certified with a Master of Public Administration and a strong record connecting land use decisions with housing, transportation, infrastructure, and economic development priorities.

EXPERIENCE

Deputy Director, Community Development

Hillcrest Municipal Services 📅 January 2023 - Present 📍 San Marcos, TX

Direct municipal planning, permitting, inspection, and **code compliance** operations while supervising 16 professional and technical staff. Guide policy, budgets, contracts, grants, capital initiatives, **customer service**, and public decision making for a growing community.

- Directed planning and permitting operations for a growing municipality, strengthening service coordination across development functions.
- Connected comprehensive plan implementation with housing, **transportation**, infrastructure, and **economic development** priorities.
- Reworked zoning case and building permit routing, preserving required reviews while improving application movement.
- Prepared annual budget recommendations and monitored **grants, contracts**, and selected capital initiatives for fiscal control.
- Presented ordinance updates, development proposals, and policy recommendations during commission and council meetings.
- Coached managers and technical staff through recruitment, evaluations, training plans, and difficult stakeholder concerns.

Planning Manager

Cypress Bend City Planning 📅 May 2020 - December 2022 📍 New Braunfels, TX

Managed current and long range planning programs, **development review**, policy updates, consultant work, and staff coordination. Guided defensible recommendations for subdivisions, rezonings, site plans, **comprehensive planning**, customer concerns, and public hearings.

- Managed subdivision, rezoning, site plan, and development proposal reviews for current and **long range planning**.
- Led zoning ordinance and comprehensive plan updates with legal, engineering, transportation, and community input.
- Established coordination among inspections, permitting, code enforcement, and public works for complex development issues.
- Prepared staff reports and public presentations that supported defensible **land use** recommendations at hearings.
- Resolved escalated applicant and resident concerns through documented code interpretation and practical **conflict resolution**.
- Managed consultant scopes, planning studies, expenditures, and schedules, strengthening contract and **fiscal oversight**.

Senior Planner

Red River Regional Planning Office 📅 August 2017 - April 2020 📍 Temple, TX

Land Use

Development Regulations

Public Administration

Budget Management

LANGUAGES

English Native

Spanish Intermediate

MY CAREER



● Deputy Director, Community Development at Hillcrest Municipal Services (3.8 Years)

● Planning Manager at Cypress Bend City Planning (2.6 Years)

● Senior Planner at Red River Regional Planning Office (2.7 Years)

● Planner, Development Review at Lone Star Development Services (3.1 Years)

Led development review and **long range planning** assignments involving zoning, transportation, infrastructure, and community policy. Prepared technical recommendations, supported code updates, coordinated public engagement, and mentored junior planners through complex land use work.

- Led **development review** assignments connecting zoning decisions with transportation, **infrastructure**, and community development policy.
- Analyzed technical plans, ordinances, demographic information, and regulations for planning board recommendations.
- Coordinated developers, engineers, architects, residents, and agencies through complex application compliance pathways.
- Supported comprehensive plan amendments and code updates through research, policy drafting, engagement, and hearings.
- Mentored junior planners on **report writing**, case management, public communication, and **land use** procedures.
- Conducted field reviews at development sites and active construction areas, documenting code related conditions.

Planner, Development Review

Lone Star Development Services 📅 June 2014 - July 2017 📍 Waco, TX

Reviewed zoning cases, plats, permit referrals, and development applications while supporting planning meetings, technical coordination, customer service, long range research, and field compliance reviews.

- Reviewed zoning cases, plats, permit referrals, and development applications for ordinance and plan conformance.
- Prepared staff reports, maps, findings, and presentation materials for planning meetings and public decisions.
- Answered resident and applicant questions about zoning, **permitting**, development procedures, and code requirements.
- Coordinated review comments from engineering, building, fire, utilities, and **transportation** partners.
- Supported long range research on **housing**, mobility, **infrastructure**, and regional growth patterns.
- Completed site visits for development and compliance cases, documenting field conditions for senior staff.

PROJECTS

Comprehensive Growth Plan Implementation 📅 2024

Connected land use priorities with housing, transportation, infrastructure, and economic development initiatives, giving municipal leaders a clearer framework for sustainable growth and coordinated investment.

Development Review Process Modernization 📅 2023

Reworked zoning case and building permit routing across municipal functions, preserving regulatory review while creating a clearer customer experience for applicants and staff.

Zoning Ordinance Update 📅 2022

Coordinated legal, engineering, transportation, and community input during ordinance updates, producing practical policy recommendations for public hearings and future development decisions.

LEADERSHIP & AWARDS

- AICP Certified Planner, recognized for sustained professional practice in planning and public service, 2019.
- Municipal Planning Roundtable Steering Committee Member, selected for practical leadership in regional planning collaboration, 2022.
- Regional Development Review Peer Forum Volunteer Facilitator, supporting shared learning among planning professionals, 2021.

EDUCATION

Master of Public Administration

Texas State University 🎓 GPA: 4.0 📅 2018 📍 San Marcos, TX

Coursework: Public budgeting, policy analysis, urban governance, organizational leadership

Bachelor of Science in Urban and Regional Planning

Texas State University 🎓 GPA: 4.0 📅 2014 📍 San Marcos, TX

Coursework: Land use planning, zoning regulations, transportation planning, community development

CERTIFICATIONS

- AICP, American Institute of Certified Planners 📅 2019
- Municipal Planning Ethics Certificate 📅 2020

TECHNICAL SKILLS

- **Planning Systems:** Comprehensive plans, current planning, long range planning
- **Land Use Regulation:** Zoning ordinances, development regulations, land use law
- **Building Regulation:** Building codes, building inspections, construction standards
- **Development Review:** Site plans, subdivisions, rezonings
- **Permitting Operations:** Building permits, permit referrals, application routing
- **Code Compliance:** Code enforcement, compliance pathways, violation review
- **Public Administration:** Municipal governance, policy analysis, public hearings
- **Fiscal Management:** Budget development, fiscal oversight, capital projects
- **Contract Administration:** Grants, contracts, consultant scopes
- **Community Planning:** Housing planning, transportation planning, infrastructure planning
- **Stakeholder Engagement:** Resident engagement, developer coordination, agency coordination
- **Planning Communication:** Staff reports, public presentations, technical reports

PROFESSIONAL AFFILIATIONS

- Texas Municipal Planning Roundtable, Steering Committee Member, 2022 to Present.
- Regional Development Review Peer Forum, Volunteer Facilitator, 2021 to Present.

ADDITIONAL INFORMATION

Work Status : Authorized to work in United States. No sponsorship required.

REFERENCES

AVAILABLE ON REQUEST