

Andrew T Garboden, CPP
Senior HCM Consultant
ClearCourse Consulting

Andy Garboden currently serves as Senior HCM Consultant for ClearCourse Consulting. He is on the APA's Board of Contributing Writers and is a member of the APA's National Speakers Bureau which provides speakers for APA seminars, in-house programs, user group meetings, and statewide/chapter meetings. He also participated in several committees at the National and Local Chapter levels. Some include: Certification Board for both FPC and CPP, Certification Item Development Task Force (Writer and Mentor), Special Payroll Leadership Task Force – Healthcare, Small Business, and Emerging Technologies Subcommittees, Electronic Payment Committee (formerly ACH), and Government Relations Task Force – Child Support and Other Garnishments Subcommittee. He also served as a Co-Chair for the Washington State Wide Conference and has spoken on various topics for many years in both Oregon and Washington's APA Chapters.

As a payroll practitioner for over 35 years, Andy was formerly APA's Director of Payroll Training and was the Interim Director of Payroll for DaVita Healthcare Partners in Seattle, WA responsible for paying over 50,000 employees in 47 states and Puerto Rico. He was also the Project Manager for several implementations of payroll and timekeeping systems at various companies. With over 35 years of management experience, he brings many facets to share with students in all areas of payroll. Andy received his CPP Certification in 1998 and was contributory in many study groups and encouraging his co-workers to test for both the FPC and CPP certifications.

B.S in Financial Management – US Air Force Academy, Colorado Springs, CO