

CYNTHIA W. CURRY
625 SE 15th Street
Gainesville, FL 32641
305-613-5318
cynwcurry@aol.com

September 29, 2021

Letter of Interest – Interim City Manager

Dear Members of the City Commission:

My name is Cynthia W. Curry, and I embrace this opportunity to submit my resume for review and consideration for the position of *Interim City Manager* for the City of Gainesville, FL. My career experience is expansive and fully aligned with the experience required to effectively perform in this key leadership role. I am a strategic thinker, problem solver and manager with more than 35 years of experience as an effective leader, manager, and communicator. At this critical time in city government, I am prepared to lead, collaborate and engage with city staff/community builders to manage and administer the programs and policies approved by the Commission. I commit to the invigorating and restorative work involved in working together with the Commission and staff to reevaluate and reset our focus on mutual respect, effective and efficient service delivery, and on the commitment to continue to explore and introduce new ideas to grow and expand the City's impact throughout all neighborhoods.

With an undergraduate and graduate degree from the University of Miami in Politics and Public Affairs, my career began in 1978 as a management trainee in the Office of the County Manager for Miami-Dade County, FL. My career progressed through increasingly responsible positions in the Office of Management & Budget and Office of the County Manager. I served in a Senior/Executive Vice President role in the area of Business and Finance for both Florida International University (FIU) and Florida Memorial University (FMU) in Miami, FL. I had the privilege of being appointed by the Mayor of Miami-Dade County and the Governor of the State of Florida to key community leadership roles that have required communication and engagement with community partners at all levels, to include serving as interim city manager for the City of Miami gardens, FL. As an entrepreneur, I have consulted with various governmental entities, private, not-for-profit, faith-based and community-based organizations covering a broad spectrum of the areas to include community empowerment/diversity/equity/inclusion, business development, health care, affordable housing economic development and environmental advocacy.

I am hopeful to have the opportunity to further discuss with you my unique fit to serve in the *Interim City Manager* position.

Sincerely,


Cynthia W. Curry

Cynthia W. Curry

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PROFESSIONAL EXPERIENCE

Consultant

The Everglades Foundation, Inc.

April 2021 - Current

Contracted to serve in the role of Diversity Officer working with the CEO and Board Chair to address diversity at the staff, board and program levels, and forge relationships with community partners and establish program linkages that align with the organization's strategic plan.

Consultant

(City of Gainesville City Manager's Office)

August 2020 – October 2020

Contracted to conduct research and work with staff to develop an Adult Pre-Arrest Civil Citation Program

Florida Memorial University

April 2013 – May 24, 2019

Division of Finance and Administration – Executive Vice President

Served as Vice President of Finance and Administration/CFO for the University responsible for providing leadership and managing the divisions of human resources/personnel; facilities planning, design and operations; purchasing and central support services; accounting; campus security; auxiliary services; budget development and planning; special events coordination; information management technology and student affairs.

Orlando Housing Authority

January 2011 – March 2013

Special Assistant to Executive Director

Served as Section 3 Program Director for the Orlando Housing Authority and prepared the Program for its scheduled HUD management program review; developed community outreach programming in the form of conferences, workshops and focus group sessions on community and economic development opportunities with community partners, and researched and developed major grant applications in collaboration with community partners.

Miami-Dade County, Executive Office

February 2006 – February 2010

Senior Advisor

Charged with the responsibility of providing leadership for the development and implementation of county housing and economic development strategy, prepared a housing programs assessment/plan, and served as interim Public Housing Director. Provided leadership and oversight for the Career Source South Florida/Workforce Development Program, the Finance Department, the Property Appraiser's

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Office, the Department of Housing and Community Development, Office of Economic Development Coordination, Miami-Dade Public Housing Agency, the Homeless Trust, Urban Revitalization Task Force, Housing Finance Authority, and International Trade Consortium.

***CWC & Associates, Inc.,
President / CEO***

December 1998 – December 2005

Provided a cross-section of services to for profit and non-profit business enterprises, state and local agencies in the areas of budget and financial analysis, business development; community outreach; human resources management and training; government management; marketing/promotions, and event planning.

- Assisted in the preparation of the federal application for the Miami-Dade Empowerment Zone Program and implemented the winning application generating over \$100,000,000 in federal grants and incentives into designated neighborhoods in Miami-Dade County.
- Provided DBE and small business development workshops and community awareness events for the State of Florida Department of Transportation projects in the Miami-Dade community.
- Served as interim city manager for the newly formed City of Miami Gardens, FL hiring and managing staff, developing policies and procedures, working with the newly elected city commissioners, and working with the community to understand city programs and services.
- Developed the organizational framework and infrastructure for the Carrie P. Meek Foundation, and organized and implemented the first major fundraiser raising over \$300,000 for the Foundation.
- Served as a program analyst with the John Brown Company, a consultant with Miami Dade Aviation Department (MDAD) which analyzed the economic impact of the airport studying statistics around passenger and cargo traffic, and the planning around the rental car center at MDAD.
- Served as Principal in Charge and Lead Project Manager responsible for small business participation, contracting and compliance for American Airlines/MDAD North Terminal Development (NTD) Program. More specifically, the listing below captures the engagement of CWC.
 - Monitored contracts for regulatory compliance with prescribed Small Business and Disadvantaged Enterprise Program participation goals
 - Monitored contractors for compliance with their applicable wages; e.g. Davis Bacon and Miami-Dade County Responsible Wages and Benefits Ordinance
 - Tracked and reported contract compliance requirements
 - Produced management Program's Monthly Utilization Reports
 - Informed MDAD and contractors of potential contract compliance issues for early resolution

- Provided guidance and assisted MDAD Minority Affairs and Miami-Dade County Small Business Development with pre-bid conferences, goal recommendations, compliance reviews, substitutions requests, wage analysis and wage related and payment issues complaints, monitored contractors goal make-ups, recommended change orders goal applicability or exemption, provided contract CSBE/SBE/DBE compliance status for all items; e.g. change orders, ratification, presented to the Miami-Dade Board of County Commissioners
- Provided technical assistance to CSBE/SBE/DBE contractors
- Supported litigation, claims and public records requests by researching, retrieving and compiling Program records for the Miami-Dade County Attorney's Office, the MIA-NTD claims consultant and Miami-Dade Aviation Department Risk Management Office
- Prepared management reports on Small Business/Minority/Disadvantaged participation and utilization for distribution to governmental agencies and MDAD website
- Made recommendations to governmental agencies regarding the contract utilization impact of change order for Small Business/Minority/Disadvantaged participants
- Ensured adherence to the Prompt Payment provisions prescribed for Small Business and Disadvantaged contractors
- Evaluated, recommended, coordinated and managed CSBE/DBE contractors' payment and contract issues
- Managed and directed operations of the MIA-NTD Records Management system
- Planned and developed content, organized logistics and implemented all CSBE/SBE/DBE educational workshops/seminars and community outreach events associated with the MD-NTD Program

Florida International University
Division of Business & Finance - Senior Vice President

August 1995 - December 1998

As Senior Vice President for Business and Finance and Chief Financial Officer, provided direct assistance and support to the President of the University, responsible for leading and managing divisions of human resources; facilities planning, design and operations; purchasing and central support services; accounting; campus security; environmental health and safety; traffic; parking; auxiliary services; budget development and planning. Direct reports included an Associate Vice President, an Assistant Vice President, ten Directors and administrative support staff. Served as the liaison with the Florida Board of Regents for all administrative matters, served on the University Foundation, President's Executive Council, University Administrative Council, and the Board of Regent's Council on Administrative and Financial Affairs.

Miami-Dade County
Office of the County Manager - Assistant County Manager

June 1988 – August 1995

Through delegated authority from the County Manager, provided direct assistance and support to the County Manager in upholding fiduciary responsibilities to the Board of County Commissioners and to the public; administered the policies and programs of Metropolitan Dade County government, a multi-cultural, general-purpose government, serving 2,000,000 residents. Provided management direction and oversight to the following departments / agencies:

- Department of General Services Administration - Provided central support services, including fleet, procurement, materials and insurance management necessary for the proper operation of County government
- Department of Business and Economic Development - Provided direction and coordination of technical assistance to minority and small businesses, and insured compliance with race/gender conscious measures, and the Responsible Wages and Benefits Ordinance
- Department of Development and Facilities Management - Provided necessary central support services in the areas of facilities management, design, construction and maintenance, real estate acquisition, and lease negotiation and management
- Office of Contract Coordination - Provided direction in the collection, automation and dissemination of information regarding capital/construction projects, including the selection of architecture and engineering consultants for professional services
- Office of Community Development - Administered the federal Community Development Block Grant (CDBG) and Home Partnership Investment programs to improve neighborhoods and affordable housing stock
- Special Housing programs - Provided programs that improve the availability and condition of privately- owned low and moderate-income housing in Miami-Dade County (Moderate Rehabilitation, Housing Rental Assistance, Surtax Home ownership)
- Independent Review Panel - Provided a process to accept and resolve complaints against Metro-Dade County agencies and/or employees

Other Major Assignments:

- Provided assistance to Miami-Dade Board of County Commissioners as needed
- Served as the County Manager's liaison for Government Operations Committee. Served as staff liaison for the Internal Management & Charter Review Committee, and the Community & Economic Development and Agriculture Committee of the Board of County Commissioners
- Served as the South Dade Hurricane Recovery Administrator - Project: C.H.A.R.T. (Coordinated Hurricane Andrew Recovery Team) working with administrators from HUD, FEMA, and the State of Florida to coordinate and accelerate the long-term recovery process of cleaning up and rebuilding South Dade
- Developed and directed an emergency construction program to expedite the critical repair and clean-up of County facilities after Hurricane Andrew
- Developed a permitting assistance program to assist the Beacon Council with potential businesses to expedite critical permitting requirements for projects that could have a significant impact on the local economy
- Directed the planning and development of the Economic Recovery Strategies and the South Dade Neighborhood Development Plan. These planning documents provided a basis for the expenditure of disaster relief funding from the state and federal government
- Served as a working member of the Homestead Air Force Base Re-Use and Economic Redevelopment Plan Steering Committee, and served as the liaison on behalf of Metro-Dade with representatives of the Department of Defense
- Participated in the preparation of application for national competition to the Department of Labor which ultimately resulted in the designation of Homestead Air Force Base as a site for one of nine Job Corps Centers

- Provided direction and oversight in the development and implementation of minority and small business programs
- Co-Chair (1992-1994), provided guidance and oversight for the *Annual Business Assistance Expo*, with over 5,000 attendees visiting exhibits and attending workshops on topics such as international trade and export opportunities, small and minority business development, financing, government procurements, and recruitment/training

Miami-Dade County, Office of the County Manager **February 1987 – June 1988**
Executive Assistant to the Deputy County Manager, and Interim County Manager

- Provided direct assistance to the Deputy County Manager and interim County Manager in administering the policies and programs of Metropolitan Dade County government
- Provided administrative coordination for the Metro-Dade legislative package (state and federal) and monitored the progress of the package during the legislative session
- By appointment of the County Manager, served on several special project management teams
(1) Personnel Placement (Pipeline) Committee - responsible for overseeing the placement process for employees impacted by adverse budget decisions
(2) Housing and Urban Development Special Project Team - responsible for implementing a comprehensive inspection and repair program for 12,100 HUD units, with specific responsibility for administrative and fiscal aspects of the project (procurement, information systems, and budget)

Miami-Dade County, Office of Management and Budget **August 1978 - January 1987**
Assistant Director (April 1985 - January 1987)

As Assistant Director for the Office of Management and Budget, supervised budget and management staff; coordinated with all County departments and agencies for the planning and development of departmental operating budgets, reviewed and monitored County department matrix goals and objectives and evaluated performance through the year. Coordinated the County's Management Trainee Program.

Budget Coordinator (July 1983 - March 1985)

- Responsible for the preparation, format and publication of the Dade County Proposed Operating Budget. Estimated all revenues and expenditures for the General Fund
- Responsible for the monitoring and review process of the operating budget with direct supervision of seven budget analysts
- Responsible for assuring budget process met requirements of Florida Statutes (TRIM Bill) and local government half-cent sales tax legislation
- Responsible for assuring compliance with budgetary requirements for Federal Revenue Sharing
- Responsible for the analysis and on-going review of the budgets for various County agencies, including Judicial Administration and Clerk of the Courts
- Responsible for oversight of general government expenditures budgeted at over \$200 million

Budget Analyst (August 1978 - June 1983)

Responsible for analysis, and on-going review of budgets for Human Resources, Environmental Resources Management, Fire and Rescue, Traffic and Transportation Administration, Parks and Recreation, Industrial Development Authority, Community and Economic Development, the Miami-Dade Criminal Justice Council, and the Metro-Dade Police Department

**Metropolitan Dade County, Office of the County Manager
Manager's Management Trainee Program - Management Trainee**

October 1977 - July 1978

- Responsible for conducting a park study on the Miami Lakes Special Taxing District for use in unit cost analysis and use in the preparation of the Parks and Recreation Department budget
- Developed a format by which to monitor the recovery of indirect costs by the Office of Management and Budget
- Assisted in the preparation of departmental budgets; formulated resolutions, coordinated Community Development neighborhood forums; monitored performance of departments with Community Development Block Grants

EDUCATION

August 1978 - University of Miami Graduate School, Coral Gables, Florida
Master of Arts Degree - Politics and Public Affairs

May 1977 - University of Miami, Coral Gables, Florida
Bachelor of Arts Degree - Politics & Public Affairs
Mortar Board Honor Society; Pi Sigma Alpha Political Science Honor Society

November 1983 - National Academy of Public Administration, Leesburg, Virginia
Course work - The Intergovernmental Challenge

November 1981- National Judicial College, University of Nevada at Reno
Certificate Program in Court Management - Managing Delay

December 1979 - Certificate Program, Price Waterhouse and Company
Productivity Improvement Techniques

SPECIAL APPOINTMENTS

December 1996 - June 1998 - Gubernatorial Appointment

Member and Vice Chairperson of the Governor's Emergency Financial Oversight Board to oversee the fiscal affairs of the City of Miami; and Chair of the Estimating Conference Committee.

May 1998 - October 1998 – Miami-Dade County Mayoral Appointment

Project Director for Empowerment Zone - Round II - Application Development

Provided lead coordination for the development of the successful application for Federal Empowerment Zone designation.

AWARDS & RECOGNITION

- President's Award for Distinguished Service, Florida International University, 1999
- Woman of Impact Award, Miami-Dade County – 1999
- Rev. Dr. Martin Luther King Service Award, Florida International University – 1999
- Award for Outstanding Achievement and Service to the Community, Latin Builders Association, 1999
- Miami-Dade's Superstars Award - honoring Miami-Dade's most successful and influential corporate, business, and community leaders for their personal and professional contributions to the South Florida Community, Cystic Fibrosis Foundation – 1998
- Recognition for Accomplishments and Commitment for the Betterment of all People
- Broward County, 100 Black Men of Broward County, Inc. – 1998
- Award for Outstanding Contribution and Service, The Black Business Association – 1998
- Certificate of Appreciation for work in Small Business Development, Greater Miami Chamber of Commerce – 1998
- Recognition for Outstanding Achievement in Business and Finance, Delta Sigma Theta Sorority, Miami Alumni Chapter – 1998
- Clean Sweep Award, Faculty Senate, Florida International University – 1997
- Mary McLeod Bethune Award, Recognition for Civic Involvement – 1997
- BEA Service to Community Award, FIU Black Employees Association – 1997
- Certificate of Appreciation for Dedication to Women in Leadership, Florida Institute of Government at FIU – 1997
- Award for Service and Dedication to the FIU Student Body and to the Student Government, FIU Student Government Council – 1997
- Service Award for Support of Access Issues for Students and Employees with Disabilities, FIU Disabled Students Association and the University Access and Equity Committee – 1997
- Pioneer Award, In the Company of Women – 1997
- Certificate of Award for Outstanding Service in the Area of Affirmative Action and Equal Opportunity Florida International University – 1996
- National Public Service Leadership Award Recipient - National Forum for Black Public Administrators, 1995
- Up and Comers Award - Outstanding Achievement in Government - 1990 (Presented by the South Florida Business Journal and Price Waterhouse)

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- Award of Achievement, The Family Christian Association of America, Inc. – 1989
- Certificate of Award for Outstanding Accomplishments in Public Administration – 1988
- Outstanding Chapter Service Award (National Forum for Black Public Administrators South Florida Chapter (NFBPA-SFC) – 1987
- Young Professional Administrator of the Year, American Society of Public Administration - 1984

CIVIC AND COMMUNITY ASSOCIATIONS

- Florida Memorial University Foundation (Secretary/Treasurer)
- Former Member, Orange Bowl Committee
- Member, Alpha Kappa Alpha Sorority, Inc.
- Member, Board of Directors, National Association for the Advancement of Colored People (NAACP), Miami-Dade Branch
- Past Board Service includes: United Way of Miami-Dade County, Miami Foundation (Treasurer)

REFERENCES

Mr. George Burgess
Former County Manager
Miami-Dade County
305-588-877

Mrs. Alina Tejeda Hudak
City Manager (Current)
City of Miami Beach, FL
786-255-5761

Elena Carpenter Smith
Florida Memorial University Board Member
Miami, FL
305-216-1491



OFFICE OF THE MAYOR MIAMI-DADE COUNTY, FLORIDA

CARLOS A. GIMENEZ
MAYOR

To Whom It May Concern:

It is my great honor to recommend to you Ms. Cynthia Curry for a position with your organization. I have known Ms. Curry for thirty five years and consider her to be a mentor, friend and someone that I greatly admire. Ms. Curry and I have worked together at the highest level of County government for many years. She was my first boss and is the ultimate professional.

Ms. Curry's unique combination of experiences make her an ideal candidate for your position. She has many years of outstanding performance in a large urban County at the highest level of senior management having been responsible for the operations and administration of a multitude of County operational departments. During her tenure with Miami-Dade County, she excelled in every aspect including the responsibility for producing a multi-billion dollar budget. In addition, the combination of her experience at both Florida International University and Florida Memorial University have given her the knowledge required to manage the unique needs of an academic institution. I can unequivocally tell you that you will not find too many candidates with her experience, knowledge, wisdom and passion. She is a person of tremendous energy and dedication. I can confess from personal experience, she is hard to keep up with, in a good way. In my current capacity as Deputy Mayor of Miami-Dade County I can attest to the difficulty in finding experienced and talented executives. She is that and more.

On a personal note, Ms. Curry is a person of extreme integrity and commitment. She gives back to our community in many ways. Again, from personal experience I have watched her mentor young professionals and has helped them shape their future, myself included. She is a person of great heart and compassion, a perfect balance to a driven executive.

I would be happy to provide you with any further information you may need. Please do not hesitate to call me if necessary. I can be reached at (786) 255-5761. Thank you for your consideration.

Sincerely,

A handwritten signature in blue ink that reads "Alina T. Hudak".

Alina T. Hudak
Deputy Mayor

July 9, 2019

To Whom it May Concern:

I met Cynthia Curry over 25 years ago as she held the position of Assistant County Manager for Miami Dade County Florida. Since the county adopted a strong Mayor form of government, Assistant County Managers are known as Deputy Mayors today.

She impressed me from day one. Always on top of her game, fully knowledgeable, responsible and responsive. A skillful multi-tasker that never dropped a ball.

Throughout the years, our paths have always crossed as she has always been an active and contributory part of Miami's civic and professional community.

Six years ago, she joined Florida Memorial University as Executive Vice President of Finance and Administration. I have been associated with the university for the last decade and currently serve as First Vice Chair of the Board of Trustees. My tenure as a member of the Board of Trustees of Florida Memorial offered me the opportunity to work closely with Cynthia in many areas of endeavour: Admissions, Advancement, Development, Government Affairs, Facilities, Fundraising and Strategic Planning.

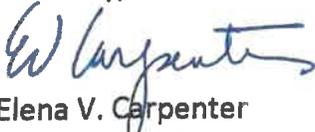
She possesses a unique skill set, is a thorough strategic thinker, exudes confidence as a no-nonsense results-oriented manager, handles emergency situations with a clear head and solid direction, and is a strong leader that sets lofty –yet realistic and achievable – goals. Her leadership talents are readily apparent; and her successes are multiplied due to her legitimate motivation and mentoring of a dedicated staff.

I cannot recommend Cynthia Curry enough. She is solid, honest, loyal and smart as hell. I have observed her contribute unselfishly outside of her portfolio to advance the best interests of Florida Memorial University. She offers more than you bargained for, and works harder than you expected. Add to that a wealth of experience in finance, and most aspects of administration and operations.

And she'll always tell you the truth, and call it as it is.

Please feel free to contact me.

Sincerely,



Elena V. Carpenter
evcarpenter@aol.com

July 15, 2019

To Whom It May Concern:

It is with distinct pleasure that I recommend Cynthia Curry for a high-level leadership position within your organization. I have known Cynthia for over 37 years. I have worked as her subordinate, as her peer and as her supervisor. In each of these capacities she has always excelled. Her work ethic is second to none. Her intellect, her passion and her honesty and integrity make her an incredibly valuable addition to any organization that is striving to build an excellent leadership team.

I had the honor of serving as Miami-Dade County Manager for over eight years. Miami-Dade County is one of the most sophisticated, complex and challenging organizations in this country with a budget of over \$7 billion, in excess of 27,000 employees and well over 1000 difference product and service lines to manage. It was in that capacity that I specifically recruited Cynthia to return to County government to oversee a number of very challenging service areas within her portfolio as Assistant County Manager. To say she excelled is a huge understatement. The best testament I can offer regarding Cynthia is that I would not hesitate to hire her for the most complex tasks and would be quite confident that she would give the job every bit of effort she possessed.

I strongly recommend Cynthia for any position you are looking to fill and for which Cynthia is applying. She will make your organization much better than it was before you hired her.

Please feel free to contact me to discuss this matter further. I can be reached at gmbksb@bellsouth.net or 305-588-8771.

Sincerely,



George Burgess

