

JOSEPH NAPOLI

Seasoned City Leader applying years of experience in managing complex, vast, and diverse organizations now leading a functional and progressive City. Experienced at building, guiding and coaching top-flight cross-disciplinary teams of 1000+. Delivers results in complicated environments by maximizing collaboration, organizational effectiveness, and sustainable initiatives. Concise, insightful and articulate communicator able to facilitate sensitive negotiations and persuade diverse business, political and government figures to work together for common goals. Inspirational and innovative leader recognized for an exemplary work ethic and repeatedly promoted to roles of progressive responsibility.

— PROFESSIONAL EXPERIENCE —

CITY MANAGER, Cooper City, FL

Feb 2020-Current

Chief Executive Officer for the City of Cooper City responsible for the City's overall management and administration. Responsible for the managing all department heads and staff. Plan, organize, and directs the overall City government, oversees the City's delivery of services to residents, business owners and tourists, and ensures that City Commission policies and directives are properly implemented. Collaborates with local businesses and government institutions to promote the economic development of Cooper City and provide advanced growth opportunities to the residents and business owners of the City. Serves as a City representative on boards and professional organizations to maximize the benefit to Cooper City.

DEPUTY CITY MANAGER, City of Miami, Florida

2018-2020

Direct and supervise the daily administration of the City of Miami, a diverse and complex City of 450,000 residents and 4,400 employees. Implement policies determined by City Commission. Supervise Assistant City Managers, City Departments, offices, and agencies. Develop and implement administrative principles, practices, and techniques designed to improve the effectiveness and efficiency of City services. Ensure that the City complies with ordinances, rules, and regulations. Oversee the preparation of the City's annual \$1.1B budget. Manage the development of strategic plans and performance indicators for the City. Oversee Disaster/Emergency planning and implementation. Engage with residents and businessowners at frequent community meetings, town halls, and associations on behalf of the City.

- **Championed a strategic plan for the City:** Developed a *Service City, Safe City, Future City* strategic framework and vision for the City as a global leader in technology, innovation, and resiliency to focus, prioritize, and motivate the City staff's efforts.
- **Reduced the City's budget by \$6.5M:** Instituted efficiencies to reduce the budget by \$6.5M. Completed 23 process improvements and increased responsiveness to residents while improving morale and effectiveness of employees.
- **Successfully addressed urgent demands of sea level rise:** Spearheaded a strategy to institutionalize resiliency and sustainability into all facets of planning, zoning, and operations to prepare City for and reduce investment risk from the effects of sea level rise and climate change.
- **Expedited permitting for business and residential permits by 70%:** Focused on immediate impact for residents with the successful launch of an innovative expedited permit process. This resulted in a 70% faster review time for over 50 types of residential and commercial permit types.
- **Improved staff performance and morale:** Effectively heightened staff collaboration and performance by deconstructing communication stovepipes, optimizing processes and procedures, and introducing organizational performance metrics stimulating increased morale, collaboration, and productivity.
- **Saved the city over \$370M through successful negotiations and settlements:** Preserved the City's strong bond ratings and financial sustainability by leading negotiations to settle 3 open labor contracts as well as several outstanding settlements that saved the City over \$370M in potential damages.

CHIEF of STAFF, Miami International Airport (MIA), Miami Dade County, Florida 2014- 2018

Organized and directed administrative, financial, and operational activities for largest US airport for international freight, 3rd largest for international passengers, 10th largest for overall traffic, and 26th globally with 1500 direct staff and 37,500 indirect employees. Oversaw management of \$1.1B operating budget for airport with 120K passengers daily, 3,230 acres of land and property, and annual economic impact of \$33.7B. Managed diverse staff of aviation experts, technical land management and facility engineers, financial specialists managing multi-billion dollars in contracts and transactions, project managers of multi-million-dollar programs, and human resources professionals. Led the development of priorities, policies, and strategic initiatives to ensure that the airport continued to grow as Miami Dade's leading economic engine and global gateway.

- **Navigated complex and sometimes conflicting management priorities:** Airports are governed by the FAA with strict laws and guidelines on both revenues and expenditures yet owned by the County and a 13 member Miami Dade County Commission. As the County's largest economic engine and economic impact of \$33.7B, the County Commissioners were intricately involved in trying to influence the airport's revenues and expenditures for their districts. Reconciling the Commissioners' desires with the FAA's oversight was a delicate balance.
- **Developed clear vision and strategy:** Masterfully developed and articulated a clear vision and strategy for the future that was adopted by the Board of County Commissioners and county leadership.
- **Drove business development:** Represented Miami Dade County, delivered presentations and conducted sensitive negotiations throughout the world to attract new business and expand the airport's global reach and connectivity, yielding 8.5% increase in passenger volume and 23 new airlines with economic impact of \$900M+ into native economy.
- **Increased social media presence:** Raised the City profile through social media, press, marketing, and community engagement propelling MIA's recognition as a global leader and industry model.
- **Increased grant acquisition significantly:** Through adept interaction and engagement with local, state, and federal officials, increased grants for federal and state funded investment and infrastructure projects.
- **Spearheaded adoption of new technology:** Developed the strategy, promoted innovation, and oversaw the introduction of new technologies that enabled the airport to stay ahead of competitors, maximize efficiencies and revenues, and be recognized as a global leader and industry model.
- **Drove an increase in cargo business by 9.5%: Initiated** innovative new programs leading to the airport being designated as the 1st pharmaceutical hub in the Western Hemisphere, positioning the airport as an e-commerce hub and transforming the airport into a Foreign Trade Zone.

MANAGING DIRECTOR, SOUTH FLORIDA, Booz Allen Hamilton, Miami, Florida 2010–2013

South Florida manager for a global strategy and technology consulting firm for business, government, and defense sectors. Responsible for all aspects of the South Florida market, to include P&L, business development, contract management and sales lifecycles. Director of Miami office while providing organizational consultations to South Florida clients. Hired and managed talented staff, growing staff from 23 to 85.

- **Streamlined Miami office budget:** Effectively oversaw the budget of the Miami office, maximizing revenue by limiting overhead costs and streamlining processes while growing business and fulfilling significantly increased demands for staff and administrative requirements.
- **Instituted business development strategy that increased revenue 1311%:** Developed and executed an expansive South Florida business development and marketing strategy that catapulted business and revenue from \$850K in 2010 to over \$12M annual revenue in 2013.

- **Led complex, large scale programs for US government:** Program Manager for large scale contracts countering illicit narcotics and transnational activities entering Florida and other U.S borders.

UNITED STATES MILITARY (Retired as a Colonel) – Advanced through multiple vital, high-profile roles spanning increasing levels of senior and executive management responsibilities for the U.S. military and government that resulted in highly proficient organizations that successfully contributed to the security of the U.S, its regional partners and allies. Some key highlights:

Chief, Commander's Action Group US Southern Command, Miami, FL

Served as core advisor to Commander (CEO) on operations throughout Latin America and the Caribbean. Led a top flight team of senior officials in preparing strategic themes, Congressional testimony, briefings, studies, and articles for use with senior level Department of Defense, Congressional and interagency officials as well as civilian and military leaders throughout Latin America and the Caribbean. Partnered with broad leadership base spanning U.S. government, military, Congress, think tanks and academia in formulating policy and strategy.

- **Participated in complex political negotiations:** Commended for exhibiting an exemplary capacity for leadership and strategic thinking in navigating complex political negotiations and formulation of critical regional partnerships.
- **Organized and facilitated effective communication with top military leaders and foreign officials of 32 countries:** Set up communication framework for the Secretary of Defense, Chairman of the Joint Chiefs of Staff, Department of Defense, Department of State, commanders and U.S. and foreign officials across 32-countries.
- **Coordinated Haiti earthquake crisis response:** Played integral part in crisis action and contingency plans in response to Haiti earthquake by coordinating and integrating interagency, non-governmental organizations, and partner nations response efforts.

Chief of Staff, Strategic Effects, Multinational Force – Iraq (MNF-I) Baghdad, Iraq

Directed conceptualization and execution of the U.S. government's political, economic, governance, and diplomatic strategic initiatives in the Iraq Theater of War.

Commander US Military Group US Embassy Buenos Aires, Argentina

As Senior Military official in Argentina was fully accountable for overseeing U.S. Defense Security Cooperation and Assistance Programs including military sales, training, logistics, education, exercises, humanitarian assistance, and professional exchanges.

Executive Officer, United Nations, New York. Hand-picked to represent the United States and deliver critical support to build a peak-performing team of international military officers at the United Nations headquarters. Drove United Nations peacekeeping operations involving 17 missions and more than 75,000 global team members. Coordinated recruitment and human resources functions for staff of more than 170 international officers. Launched round-the-clock operations center for provision of emergency response services.

— **EDUCATION** —

- Master of Arts, International Relations, Columbia University, New York, New York
- Master of Arts, Strategic Studies, U.S. Army War College, Carlisle, Pennsylvania
- Bachelor of Science, General Engineering, U.S. Military Academy, West Point, New York