

# Nuria Rivera- Vandermyde



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**RAFTELIS**

City of Boulder, Colorado  
City Manager

## Nuria Rivera-Vandermyde

**Current Position:** Deputy City Manager

**Current Employer:** City of Austin  
Austin, Texas  
2019-Present

**Size of Current Jurisdiction:** 995,300

**Highest Degree Attained:** Juris Doctor  
New York University

**Employment History:**

City of Minneapolis  
Minneapolis, Minnesota  
**City Coordinator**  
2018-2019  
**Deputy City Coordinator**  
2015-2018  
**Director, Department of Regulatory Services**  
2013-2015

Indigo Enterprises  
Minneapolis, Minnesota  
**Founding Partner and President**  
2003-2013

Correctional Health Services Corporation  
San Juan, Puerto Rico  
**Chief Executive Officer and Board of Directors President**  
2001-2006

Department of Corrections and Rehabilitation  
San Juan, Puerto Rico  
**Deputy Secretary and President of the Procurement Board**  
**Deputy Administrator, Administration of Corrections**  
**Acting Administrator, Administration of Juvenile Institutions**  
1998-2001

Department of Justice  
San Juan, Puerto Rico  
**Attorney**  
1997-1998

Goodwin, Proctor and Hoar  
Boston, Massachusetts  
**Trial Department Associate**  
1992-1996

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NURIA P. RIVERA-VANDERMYDE

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January 20, 2021

Heather Gantz  
The Novak Consulting Group  
26 E. Hollister Street  
Cincinnati, OH 45219

Dear Ms. Gantz:

I am excited to apply for the position of City Manager for the City of Boulder as I believe my unique qualifications, skills and experience make me an ideal candidate for this job. I currently serve as Deputy City Manager for the City of Austin, and prior to that served as City Coordinator for the City of Minneapolis - a city whose size, values and active civic participation remind me much of Boulder's thriving community.

With an expansive portfolio of work in both the private and public sectors, I have recently served in executive leadership roles for 2 amazing cities. For six years I served the City of Minneapolis in several capacities and enjoyed many hard-earned successes throughout my tenure there. From stepping into and successfully stabilizing a troubled department (Department of Regulatory Services) and providing organizational leadership that made it flourish under a new compliance and resident-focused orientation to moving into the City Coordinator's realm to take on broader enterprise initiatives like supplier diversity, sick leave and minimum wage policies, and embedding racial equity into the core of the City's strategic and operational planning, I was able to successfully leverage my leadership and organizational management skills to effectively create and sustain long-lasting change in City operations.

These organizational changes are perhaps more striking when you consider Minneapolis' unique form of diffused authority where successful leadership requires you to lead through collaboration, build strong relationships, authentically engage community and work across department and jurisdictional lines to achieve results. It was these very skills that allowed me to lead the City's efforts in addressing an unprecedented homelessness encampment to not only transfer 176 individuals to a newly designed Navigation Center, but to importantly close the Navigation Center, on time, through intentional and directed oversight of our community and jurisdictional partners' efforts.

In Austin, I have continued to work with our community to address issues that all major cities are facing: increased homelessness, public safety reform, and helping to lead a pandemic response that is both sustainable and prioritizes our most vulnerable communities. The work demands deep commitment to genuine and authentic community engagement, and I have successfully leveraged my ability to quickly forge relationships across departments, across community and with a wide variety of stakeholders to bring about significant strategic and operational progress. I also have a passion for good governance, and have brought significant changes to our administrative support services to ensure those internal operational policies align with our strategic goals and that we're able to measure progress and service excellence in a manner that increases operational efficiencies and government accountability.

Having just arrived in Austin in 2019 at the invitation of the current City Manager, with whom I worked closely with in Minneapolis, you may wonder why this position intrigues me. Professionally, I believe the City of Boulder shares some attributes of the cities I have lived and worked in, and I am excited about the prospect of adding my own experience - one that leads with data, collaboration and equity at its core - to a city that is centering innovation,

diversity, community and good governance as part of its mission. From a personal standpoint, I continue to be proud to serve in Austin, but my family's past visits to Boulder made it clear that it is the one city we would be hard pressed not to consider if the right opportunity presented itself - and the position of City Manager seems tailored made not just to our love of this community, but to my specific passion for public service and the extensive public sector leadership skills I bring.

I look forward to speaking with you soon about this opportunity.

Sincerely,

A handwritten signature in black ink, consisting of the initials 'NPR' followed by a horizontal line.

Nuria Rivera-Vandermyde

## NURIA P. RIVERA-VANDERMYDE

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Strategic organizational leader and data-driven public administrator with over 25 years of experience in both public and private sectors. Proven track record of results in multiple sectors by maximizing resources, capital and engagement. Ability to forge successful partnerships and cross jurisdictional teams to innovate, motivate and achieve organizational goals. Key competencies include:

- **Organizational Management**
  - **Strategic Planning**
  - **Financial and Budget Oversight**
  - **Strategic Communications**
  - **Equity and Inclusion/Cultural Agility**
  - **Project Management**
  - **Process Improvement/Implementation**
  - **Statistical Analysis and Research**
  - **Relationship Building**
  - **Contract Negotiations**
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### PROFESSIONAL EXPERIENCE

**CITY OF AUSTIN, Austin, TX**

2019 to present

***Deputy City Manager***

Appointed by the City Manager, responsible for the oversight of the Government that Works for All strategic outcome including direct supervision of the following departments and offices: Human Resources, Communications and Technology Management, Communications and Public Information, Building Services, Center for Excellence and Innovation, Labor Relations, Financial Services, Intergovernmental Relations Office, Equity Office and Office of Civil Rights. Advise the City Manager in carrying out City Council policies and advancing strategic plans and goals.

***Key Accomplishments:***

- Lead on the City's Reimagining Public Safety efforts, including creation of Austin's City-Community Reimagining Public Safety Task Force
- Establishment of the City's first Office of Civil Rights.
- Transformation of the City's performance management and innovation efforts into the first Center of Excellence and Innovation.
- Provide leadership on the City's historic investment in addressing homelessness, including efforts to expand permanent supportive housing through innovative motel conversion strategies.
- Leading efforts on newly created Austin Civilian Conservation Corps and Resilient Austin initiatives.

**CITY OF MINNEAPOLIS, Minneapolis MN**

2013 to 2019

***City Coordinator (Feb 2018 to Sept 2019)***

Overseeing a collective budget of over \$184 million and 1,029 employees, provided leadership and direction in the administration and management of city government, assisted the Mayor and City Council in defining and establishing policy priorities and the City's legislative agenda, and provided direct supervision to the department heads of Human Resources, Finance & Property Services, Information Technology, Intergovernmental Relations, Communications, Neighborhood and Community Relations, 311, 911, Emergency Management and the Minneapolis Convention Center. Provided policy leadership for the City's strategic initiatives focused on sustainability, racial equity, resilience, human trafficking, and the arts.

***Key Accomplishments:***

- Redeveloped the City's strategic planning process by incorporating Strategic and Racial Equity Action Planning, building on the City's 2014 Comprehensive Plan and aligning with the City's budget process.
- Leadership of the City's efforts on the unprecedented Hiawatha homeless encampment, successfully transitioning over 170 individuals to a temporary navigation center.
- Established the City's first human trafficking prevention work specifically focused on labor trafficking.
- Provided leadership on major Citywide events such as 2018 NCAA Final Four and Super Bowl LII.

***Deputy City Coordinator (Sept 2015 – Feb. 2018)***

Assisted in providing leadership and direction in the coordination of city government as well as strengthening the management systems of the City. Ensured that major Citywide projects serve and reflect the business needs of all City

departments. Direct supervision of the performance management team, as well as the following initiatives and programs: Minneapolis Innovation Team, sustainability, Minneapolis Promise Zone, race and equity, and arts, culture and the creative economy.

*Key Accomplishments:*

- Successfully led efforts to develop and implement the City's first municipal Sick and Safe time ordinance as well as its municipal Minimum Wage ordinance.
- Lead staff on City's cross jurisdictional Supplier Diversity team including development of City's spend diversity dashboard.
- Successful facilitation of cross-departmental efforts leading to implementation of over \$12 million enterprise land management system.
- Development of the City's racial equity ordinance, including the creation of the Coordinator's Office division of Race and Equity.
- Creation of the Minneapolis Small Business Team aimed at streamlining municipal processes and increasing access to tools and resources, particularly for minority and immigrant-owned businesses.

**Director, Department of Regulatory Services** (May 2013 – 2015)

With an operating budget of over \$17 million and over 160 employees, led and managed the City's regulatory business lines, including Housing Inspection Services, Fire Inspection Services, Traffic Control and Animal Care and Control. Primary responsibilities included ensuring the safety and livability of all commercial and residential properties; addressing residential and commercial properties that are chronic problems for neighbors and the community; oversight of traffic enforcement to minimize congestion and ensure public safety; and enforcement of municipal codes relating to animal welfare issues.

*Key Accomplishments:*

- Implementation of new policy initiatives aimed at preserving quality housing stock, increasing landlord accountability and bridging gaps in rental housing, including development of new tiered licensing system.
- Creation of Homeowner Navigation program assisting low income, senior and disabled residents to meet compliance goals.
- Redesign of the City's animal welfare ordinance.
- Creation of new code enforcement classification position to allow pathways for staff through traffic, animal care, housing and fire code enforcement.

**INDIGO ENTERPRISES, Minneapolis, MN**

2003 to 2013

**Founding Partner and President**

Consulted on all aspects of correctional security, health services, and operational management and privatization. Specific emphasis placed on judicial and regulatory compliance issues including compliance with judicial orders as well as federal and local environmental and healthcare codes and statutes. Assistance in correctional and non-correctional research and legal analysis with emphasis on constitutional, corporate and antitrust matters. Public policy and legislative assistance, statistical analysis and compliance coordination, labor relations, and organizational management.

*Key Accomplishments:*

- Successfully assisted the Puerto Rico Department of Corrections and Rehabilitation in settling a 30+ year class action suit involving conditions of confinement, including creating mechanisms for regulatory review and compliance audits.
- Technical assistance in design of new public-private prison model in Uruguay, including drafting of human resources, administrative, and operational manuals, including security and auditing protocols.

**CORRECTIONAL HEALTH SERVICES CORPORATION, San Juan, PR**

2001 to 2006

**Chief Executive Officer and Board of Directors President**

Responsible for oversight of CHSC, a private, not-for-profit entity approved by the federal court in the Morales Feliciano class action lawsuit regarding conditions of confinement in PR prisons. CHSC was created to transition and privatize the government-run correctional health services and its employees.

*Key Accomplishments:*

- Successful contract negotiation and implementation of hybrid privatization model with the government of Puerto Rico resulting in public-private partnership.
- Design and implementation of regionalization plan for correctional health services
- Creation of Auditing and Compliance Offices, including mechanisms for quality assurance audits and internal operational reviews.
- Comprehensive medical and pharmaceutical records automation, as well as administrative and operational services automation.
- Oversight of over 1,800 private, public and contract employees and over \$100M budget.
- Direct negotiation with pharmaceutical and other health care suppliers to service over 14,000 inmates.
- Supervision of design and construction of the first correctional full-range medical facility in Puerto Rico.

**DEPARTMENT OF CORRECTIONS AND REHABILITATION**, San Juan, PR

1998 to 2001

*Deputy Secretary and President of the Procurement Board*

*Deputy Administrator for the Administration of Corrections*

*Acting Administrator for the Administration of Juvenile Institutions*

Extensive involvement in daily operational matters including compliance; security; facility design and construction; administrative, fiscal and personnel management. Involved in drafting of regulations and policy manuals. In depth knowledge and training in general correctional theory and practice, administrative organization, gang management, ACA compliance. Oversight of federal and local regulatory matters as well as judicial compliance with federal court mandates; supervision of private contract monitoring.

*Key Accomplishments:*

- Oversight of over 9,500 employees, \$350M budget and 14,000 inmates.
- Active participation in all aspects of administrative investigations and crisis management and disturbance control procedures.
- Development of new curriculum for supervisory staff training as well as core compliance mandates for staffing, use of force, and environmental safety.

**DEPARTMENT OF JUSTICE**, San Juan, PR

1997 to 1998

*Attorney*

Liaison counsel for the Administration of Corrections in a class action suit involving alleged civil rights violations. Responsibilities included involvement in all aspects of client operations, including, staffing, facility design and construction, inmate movement, compliance matters, privatization and contract monitoring, and pertinent security matters. Assisted in the development of new curriculum for the correctional academy and developed new training model for judicial and constitutional compliance.

**GOODWIN, PROCTOR AND HOAR**, Boston, MA

1992 to 1996

*Trial Department Associate*

Participation in all stages of complex commercial and antitrust litigation (in the U.S., Germany, England and Canada). Representation of various academic institutions at student disciplinary hearings and administrative appeals. Experienced in commercial arbitration and mediation proceedings. Contributing Author and Editor of Products Liability: Winning Strategies and Techniques (Law Journal Seminars-Press 1994).

## EDUCATION

**Juris Doctor**, New York University School of Law: 1989-1992

**Bachelor's Degree**, Double Major Political Science and English, Amherst College: 1985-1989