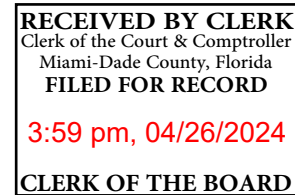


**Date:** April 26, 2024

**To:** Honorable Chairman Oliver G. Gilbert, III  
and Members, Board of County Commissioners

**From:** Daniella Levine Cava  
Mayor *Daniella Levine Cava*

**Subject:** Mayoral Appointment - Director of the Department of Solid Waste Management



Pursuant to the authority vested in me under Section 2.02(C) of the Miami-Dade County Home Rule Charter, I hereby appoint Aneisha Daniel to the position of Director of the Department of Solid Waste Management (DSWM). I am appointing Aneisha after successfully conducting a national and local recruitment for the permanent DSWM Director in accordance with County rules and procedures. Aneisha's appointment will take effect on April 29, 2024.

Aneisha is a senior executive with more than 20 years of leadership and management experience in municipal government. Aneisha began her Miami-Dade County career in January 1994 as a Computerized Report Specialist, and quickly rose through the ranks, becoming a Budget Analyst in the Office of Management & Budget in 2000, followed by the Director of the Fiscal Management Division for the Team Metro Department, prior to joining the Department of Solid Waste Management as the Assistant Director of Administration, and then becoming the Assistant Director of Collections Operations. Aneisha most recently served as the Deputy City Manager for the City of North Miami, and she returns to the County with experience gained from that role in addition to serving as the Deputy Director for the City of Fort Lauderdale Public Works Department from January 2019-May 2021. In Miami-Dade County and in Solid Waste Management specifically, Aneisha is a celebrated professional, having accomplished numerous technological improvements for improved operational outcomes, maximization of resources and customer satisfaction.

Aneisha holds a bachelor's degree in professional studies from Barry University, a master's degree in management from St. Thomas University, and a Ph.D. in business from Florida Atlantic University. Her resume is attached for your reference.

I am confident in Aneisha's ability to lead DSWM with excellence — continuing to implement our comprehensive updated solid waste strategy to meet our community's waste disposal needs, while prioritizing sustainability and zero waste initiatives to reduce our carbon footprint and save taxpayers money in the long term.

Please join me in congratulating Aneisha on this appointment and in welcoming her back to Miami-Dade County, and in thanking Olga Espinosa-Anderson, who will resume her role as Deputy Director, for her outstanding service as DSWM's Interim Director during the last several months.

Attachment

- c: Geri Bonzon-Keenan, County Attorney
- Gerald Sanchez, First Assistant County Attorney
- Jess McCarty, Executive Assistant County Attorney
- Office of the Mayor Senior Staff
- Department Directors
- Jennifer Moon, Chief, Office of Policy, and Budgetary Affairs
- Yinka Majekodunmi, Commission Auditor
- Basia Pruna, Director, Clerk of the Board
- Eugene Love, Agenda Coordinator

# DR. ANEISHA DANIEL

## PROFILE

An experienced and competent senior executive with strong business acumen and demonstrated success in leading change management, operational management, financial management, budget analysis, strategic planning, performance management, and overall administrative processes within an organization for operational efficiency. Proven results in working collaboratively with internal/external partners to build relationships and foster positive labor relations.

## KEY SKILLS & ABILITIES

A senior executive with over 30 years of leadership and management experience in local government in the following areas:

- Operation Management
- Financial Management & Business Analysis
- Emergency Management
- Procurement and Contract Management
- Training & Personnel Development
- Strategic Planning & Performance Management
- Organizational Change Management
- Labor Relations and Negotiations
- Bond Administration
- Customer Service

## PROFESSIONAL EXPERIENCE

City of North Miami, North Miami, FL

May 2021- April 2024

**Deputy City Manager**

**Interim City Manager**

Responsible for the day-to-day operations of the City of North Miami and the services to over 62,000 residents. Served as Interim City Manager during the City Manager's leave of absence and during the recruitment process for a new City Manager during the months of February to April of 2023. Provide guidance and oversight to nearly 500 full-time employees and approximately 200 part-time and temporary employees.

### Duties and Responsibilities:

- Direct, plan, and provide oversight of the operations departments within the City to include Public Works, Community Planning and Development, Building Department, Parks and Recreation, Housing and Social Services, Code Enforcement, and Emergency Management.
- Oversight of the City's financial management, including oversight of the Budget, Finance, and Utility Billing, as well as the development of the nearly \$200 million operating budget.
- Responsible for labor negotiations of the collective bargaining agreements for the general and PBA contracts.

### Accomplishments:

- Successfully negotiated **Collective Bargaining Agreement** for multiple contracts to include the PBA contract.
- Completed **major projects/initiatives** that had been stalled for years i.e., 7<sup>th</sup> Ave landscaping and other major infrastructure projects.
- **Financial turnaround** from \$14 million deficit to over \$3 million surplus.
- Launched major **transportation initiatives** such as the Freebee and Trolley service; city-wide traffic study; pedestrian bridge renovation project.
- Conducted **revenue analysis and fee study**, adjusting fees to more comparable rates to increase revenue
- Improved **Community Rating System (CRS) level** by enhancing community outreach.
- **Launch everbridge** system citywide to provide a repository of contact information and real-time alerts and notifications about critical events, including severe weather to residents.

# DR. ANEISHA DANIEL

City of Fort Lauderdale – Public Works Department  
Deputy Director, Public Works

January 2019 – May 2021

Public Works Department provides the operation and maintenance of water, wastewater, stormwater, waste collection services, and emergency management to approximately 250,000 neighbors and guests. It operates two water treatment facilities and one regional wastewater treatment facility, providing over 14 billion gallons of potable water annually and collecting over 14 billion gallons of wastewater annually.

## Duties and Responsibilities:

- Direct, plan, and provide oversight of the Public Works Department to include four distinct divisions: Strategic Support, Engineering, Sustainability, and Utilities with 483 full-time Community Builders.
- Oversight of the City's 24-hour, 365 days a year Customer Service Call Center.
- Oversight of the administrative operations, including all Fiscal Management, Personnel Matters, Purchasing, Contract Management, and Technology functions.
- Oversee the implementation of the City's new Asset Management Program, a comprehensive database of all City-owned water, wastewater, and stormwater infrastructure assets using Cityworks software to develop and maintain an asset registry and incorporate condition assessment data.

## Accomplishments:

- Implemented **workflow processes** to improve overall **efficiency** and **customer experience**.
- **Served as the Acting Director** as required during the year and after the Director's retirement for several months.
- Led the effort for **multiple sewer and water main failure emergencies** by effectively activating an **Incident Command System** to address and successfully manage the issues, working **collaboratively** with Public Safety, Parks, Risk Management, and Strategic Communications to **manage messaging and public relations**.
- Led the development of FY 2020 annual **operating budget of over \$176 million** with a bottom-up review process and over **\$56 million annual capital budget** with multiple funding sources.
- Worked collaboratively with Procurement to identify **alternative procurement methods** to expedite the **capital improvement program**.
- Executed the first **Gordian, Job Order Contract** in the City to replace the **54-inch water main valve** at FXE in record time.
- Evaluated internal processes and worked collaboratively with internal support departments to begin developing and implementing **standard operating procedures and departmental policies**.
- Updated the engineering **chargeback** processes for **consistency and improvements** in reimbursement rate.
- Coordinated Department's **Collective Bargaining Agreement** updates in preparation for Labor Negotiations.
- Completed the first phase of implementation for the City's new **Citywide Asset Management Plan**.

# DR. ANEISHA DANIEL

## Miami Dade County Solid Waste Management Department Assistant Director, Collections Operation

January 2017 – January 2019

Solid Waste Management is the largest government-owned and operated waste collection and disposal system in the southeastern United States, providing waste collection, recycling, and disposal services for over 350,000 residential households, waste to energy plant, and two landfills with approximately 1,000 full-time employees.

### Duties and Responsibilities:

- Direct, plan, and provide oversight of the Collections Operation, leading more than 600 full-time employees and an annual budget of approximately \$123 million annually.
- Responsibilities include all Garbage and Trash program and operations for over 350,000 residents in unincorporated Dade County and eight municipalities served by the County for waste collection, including the cities of Aventura, Cutler Bay, Doral, Miami Gardens, Miami Lakes, Palmetto Bay, Pinecrest, Sunny Isles Beach, and Opalocka.
- Responsible for the operation of thirteen (13) neighborhood Trash and Recycling Centers (TRC's), white goods collection for recycling, and clean-up of illegal dumping material throughout the service area.
- Responsible for pre-storm and post-storm emergency debris removal and collection activities.
- Manage complaints to ensure a high level of customer satisfaction with all collection services.

### Accomplishments:

- Implemented changes for an **improved turn-around** in cart delivery and close-out of service tickets with **technological solutions** for immediate close-out requests and a text messaging component for residents to receive automated messages to receive alerts to know when to set-out carts.
- Led Collections Operation for the **County's largest debris removal** effort after **Hurricane Irma** with more than **500,000 cubic yards** utilizing bulky waste crews and contractors; assisted with staging site restoration for successful pre and post-Hurricane Irma efforts.
- Developed and managed technology projects working with IT to allow customers to purchase visits **online to access** TRC's, enabling the **discontinuance of the paper** coupon acceptance process.
- Implemented a new Christmas Tree Program by zones with an interactive map for continual information and updates on service, **reduced timeframe, and complaints by 51%**.
- Updated the Special Assistance Program process to **reduce abuse while increasing productivity** in garbage routes.

## Miami Dade County Solid Waste Management Department Miami Dade County Public Works and Waste Management Department (Public Works and Solid Waste Department's merged October 2011, forming PWWM and un-merged April 2016). Assistant Director, Administration

February 2008 – January 2017  
October 2011 – April 2016

PWWM provides vital transportation infrastructure systems and county-wide traffic engineering, traffic maintenance, signs, signals, and bridge operation services for approximately 2.4 million residents of Miami Dade County and an integrated waste management program for more than 350,000 residential households with more than 1,700 full-time employees.

### Duties and Responsibilities:

- Formulate policies for all operational functions and oversight of the administrative operations, directly managing more than 100 full-time employees to include all Fiscal Management, Human Resources, Procurement and Contract Management, Media Relations and Outreach, Planning and Intergovernmental Affairs, and Technology.

# DR. ANEISHA DANIEL

- Oversight of the annual operating and capital budget development, annual business plan, performance measures, accounting to include enterprise financial reporting, contracts, requisitions, bids, recruitment, training, and safety.
- Oversee all revenue bonds, debt service forecasting, and reporting to rating agencies.
- Negotiation of four Collective Bargaining Agreements (CBA) and other labor matters for more than 1,700 employees.
- Coordinates all grant funds and monitoring, FEMA matters, Hurricane planning and coordination of the 50-year Master Plan.
- Responsible for internal and external audits and compliance within applicable governing regulations.

## Accomplishments:

- **Served as Acting Deputy Director as required**, providing oversight for Information Technology, Public Information Outreach, and the Planning and Intergovernmental Affairs Divisions during FY 2009-2011.
- Developed the annual **operating budget of over \$600 million**, with as many as **11 operating funds** to include (general fund, enterprise funds, grants, and proprietary funds) and over **\$1 billion multi-year capital budget** with multiple funding sources.
- Refinanced over **\$82.6 million** in Waste Refunding Bonds, yielding over **\$11 million in savings**; received a **bond rating increase**.
- Successfully finalized a time-sensitive **\$35 million revenue bond** deal to fund a critical bridge renovation project and successfully oversaw project completion.
- **Managed the development and negotiation** for a SunPass Conversion Contract and capital project, successfully achieving the County Commission's direction for implementation on an expedited timeline, after being delayed for more than ten years (saved more than \$2 million on the project, on-time and under budget).
- Developed a departmental IT Steering Council in 2016 to review and analyze all **IT solutions for process improvement**.
- Developed annual **CAFR's**, earning the **Government Finance Officers Association award** for financial excellence each year, consecutively.
- Implemented various **technology improvements** in HR and Procurement that resulted in **process improvements**.

## **Miami Dade County Team Metro Department** **Director, Fiscal Management Division**

**February 2003 – February 2008**

Team Metro provided seamless access to government services for the citizens of Miami-Dade County. It comprises 270 full-time employees within a central office location and eight regional offices strategically located in neighborhoods throughout the County to provide outreach assistance, neighborhood code compliance, and direct sales to include U.S. Passports, and Transit passes, etc.

## Duties and Responsibilities:

- Directed, coordinated, and managed all administrative functions within the department.
- Responsible for strategic planning, budget development, accounts payable and receivables, Procurement of goods and services, construction contracts, lease agreements, records management, and incorporation and annexation issues.
- Formulated and implemented policies and procedures department wide.

## Accomplishments:

- Managed the development of annual operating and capital budgets of more than **\$20 million**.
- **Developed and implemented improved procedures for fiscal and Procurement** functions within Team Metro for enhanced accountability, streamlined processes, and improved effectiveness for the overall efficiency of operations.
- Developed and successfully deployed the department's Active **Strategy Business Scorecard** and provided management training for the organization's development with cascading scorecards.
- **Implemented a new cashier system** for eight neighborhood centers to provide **service enhancement to constituents**, including electronically processed checks, credit, and debit cards; developed and provided training to all cashiers and supervisors.

# DR. ANEISHA DANIEL

- Revamped budget process and **developed budget workshop and training** for all executive staff.

## **Miami Dade County – Office of Management & Budget Budget Analyst**

*August 2000 – February 2003*

The Office of Management and Budget is responsible for developing the County's operating and capital budgeting, strategic planning, and performance improvement.

### Duties and Responsibilities:

- Responsible for analysis of various departmental operating and capital budget submissions.
- Provided recommendations for solutions to budget and policy issues.
- Review of departmental resolution and ordinances for fiscal impact analysis.

### Accomplishments:

- Managed portfolios of various County departments to include various funding sources, **General Fund, Proprietary, and Fire District**, of more than **\$200 million**.
- Completed various departmental budgets and narratives in the development of Miami Dade County's fiscal years 2001 through 2003 Operating and Multi-Year Capital Budgets **in excess of \$5 billion and \$11 billion, respectively**.
- Coordinated with participating departments on the **Quality Neighborhood Improvement Bond Program (\$204 million)** and managed the status of various major **county-wide capital projects**.

## EDUCATION

<b>Ph.D. Business</b> , Florida Atlantic University	<b>May 2024</b>
<b>Master of Science in Management</b> , St. Thomas University	<b>May 2000</b>
<b>Bachelor of Professional Studies</b> , Barry University	<b>December 1997</b>
<b>Associates in Arts</b> , Miami Dade Community College	<b>May 1994</b>
<b>FIU Chapman Leadership Certification</b>	<b>May 2018</b>
<b>Six Sigma Certification</b> – Green Belt, Team Leader, and Yellow Belt, Certified Instructor	<b>November 2012</b>
<b>Solid Waste Association of North America (SWANA) Managing Integrated Solid Waste Management Systems – Certification</b>	<b>April 2009</b>
<b>NFBPA - Executive Leadership Certification</b> The Executive Leadership - an eight-month academic program of rigorous training in urban renewal, transportation policy, economic development strategies, leadership, and other public policies at the following elite universities. ( <b>Duke University, Clark University, University of Minnesota, Southern University, Howard University, University of Louisville, University of Kansas, and Syracuse University</b> )	<b>April 2007</b>

# DR. ANEISHA DANIEL

## PROFESSIONAL AFFILIATIONS

Current and past professional affiliations:

- **American Society for Public Administration (ASPA) – active**
- **Florida County/City Manager’s Association (FCCMA) – active**
- **Miami Dade County/City Manager’s Association (MDCCMA) – active**
- **National Forum for Black Public Administrators, National Board Member, South Florida Chapter – Active**
- **American Public Works Association - Member – Inactive**
- **American Water Works Association (AWWA) - Member – Inactive**
- **Big Brothers Big Sisters of Miami, Years 2017 -2019**
- **Kids and The Power of Work (KAPOW), Business Partner Volunteer, Dade County Public Schools - Inactive**
  - Mentorship and Partnership with Schools for the last 15 years, teaching elementary classes via structured lessons
- **Miami-Dade County Finance Committee – Voting Board Member, Years 2011 - 2016**
  - Vote to approve various Revenue Bonds, Refunding Bonds, and other Financing transactions
- **Miami-Dade County IT Leadership Council – Voting Board Member, Years 2016 - 2019**
  - Review and vote on approval of all County IT solutions County-wide
- **Neat Streets of Miami – Litter & Recycling Committee Chair/ Board Member, Years 2016 - 2019**
  - Review transportation, roadway landscape projects, tree plantings, and aesthetics initiatives - Countywide
- **Solid Waste Association of North America (SWANA) – Member – Inactive**
- **United Way Leader, Women's Leadership – Inactive**
  - Participating in many program initiatives throughout the Community fostering change and improvements