

Sammie L. Walthour

14098 Pacific Point Place, Apt 306, Delray Beach, FL 33484 | (305) 298-8050 | samwalthour@verizon.net

September 19, 2025

Dear Pahokee City Commission:

Respectfully, I submit my application for the Interim City Manager position. Professionally, I have more than twenty years of frontline to executive leadership experience in county and municipal governments, delivering a diverse mix of public-facing services and executing policies in communities with populations ranging from 70,000 to 2.5 million.

During my recent tenure as director of the Neighborhood and Community Services Department with the City of Delray Beach, I was responsible for services operated out of four divisions, including maintaining the tourist-centered downtown district (Clean & Safe); administering federal, state and local housing and economic development programs; enforcing regulatory laws governing neighborhood code compliance; and overseeing the City's exclusive franchise agreement for solid waste and recycling collection services for more than 70,000 residents and 1,200 businesses. My team and I secured \$3.84M in additional funding for community and economic development initiatives, established Code University for continuous training of code compliance officers and implemented a balanced scorecard and performance index to track departmental goals. My department served as team lead for the City Manager's *Clean City Initiative* – an interdepartmental/multi-agency collaboration focused on maintenance, community engagement and signature events.

I have a solid record of achievement across a range of operational areas in county and municipal government that is underscored by my ability to develop and execute strategies in alignment with the overall goals and priorities of the organization.

Thank you, and I look forward to the opportunity to discuss the details about my background and experience.

Should you require additional information, I can be reached at samwalthour@verizon.net or at (305) 298-8050.

Sincerely,

Sammie L. Walthour

Sammie L. Walthour

SAMMIE WALTHOUR

Delray Beach, FL • (305) 298-8050 • samwalthour@verizon.net • www.linkedin.com/in/samwalthour

Strategic Operations Executive with over 20 years of leadership experience driving operational excellence, organizational transformation, and cost optimization in municipal and county governments. Proven expertise leading cross-functional teams, managing multimillion-dollar budgets, and implementing large-scale process improvements that enhance efficiency, service delivery, and stakeholder satisfaction. Adept at collaborating with elected officials, residents and community groups, and implementing city/countywide policies to deliver strategic initiatives that promote sustainable growth, programmatic distinction, and quality of life improvements.

Executive Skills Matrix

Category	Experience Level	Scale
Budget Oversight	20+ years	\$20M+ per department
Staff Leadership	20+ years	Teams of 50–250+
Population Served	Municipal & County	70k to 2.5 million residents
Contract Management	Experienced	\$12M solid waste franchise
Policy & Strategy Execution	20+ years	Departmental & Executive Team
Damage Assessment Lead	10 years	FEMA ICS & Natural Disaster Lead
Technology Integration	10 years	Code and lien collection automations

Professional Experience

City of Delray Beach, Delray Beach, FL – *The Village By The Sea*. 2020 – 2025
DIRECTOR, NEIGHBORHOOD AND COMMUNITY SERVICES DEPARTMENT
Hired as Code Enforcement Administrator, September 2020; Appointed Interim Department Director, January 2021; Promoted to Director, September 2021.

Provided strategic leadership and day-to-day administration of the Neighborhood and Community Services Department, responsible for implementing federal, state and local housing programs, maintaining the tourist-centered downtown district (Clean & Safe), delivering neighborhood code compliance services, overseeing construction and debris contractor, business tax receipts, alarms and sidewalk café registration, the City's Neighborhood Resource Center, and the exclusive franchise agreement for solid waste and recycling collection services for more than 70,000 residents and 1,200 businesses. Served as the damage assessment manager in the aftermath of a natural disaster.

- Led the department's involvement in the request for proposals and negotiation process to renew the exclusive franchise agreement for the provision of solid waste and recycling collection services for the city (largest City contract).
 - Implemented a departmental balanced scorecard to track strategic goals, and a performance index designed specifically to drive the performance of code compliance officers.
 - Secured the release of \$3.84M in funding to the department for the administration of community and economic development strategies.
 - Established Code University as a training forum for code officers and staff.
 - Made key staffing adjustments to achieve efficiencies and adequately manage the department's scope of services.
 - Served as lead department for the City Manager's *Clean City Initiative*, a collaborative multi-agency effort focused on maintenance, community engagement and signature events.
-

Phi Beta Sigma Fraternity, Incorporated, Washington, D.C. – *an international fraternity founded in 1914.* 2016 – 2018
INTERNATIONAL EXECUTIVE DIRECTOR AND CHIEF OPERATING OFFICER
Hired to improve organizational infrastructure, create efficiencies, and cost savings.

Provided leadership and day-to-day administration of the fraternity's international headquarters team in providing excellent membership services, organizing, and supporting international programs operating through 600+ collegiate and alumni chapters in the United States and eight countries.

- Restructured membership card distribution process, generating a 25% cost savings and a 65% reduction in card reorders.
- Efficiently automated and maintained new member intake process, eliminating manual handling of thousands of applications annually.
- Effectively converted distribution of printed material to electronic delivery and updated membership database to automatically capture pertinent data.
- Led international headquarters team's coordination of fraternity's 2017 biennial conference.

Hillsborough County Government, Tampa, FL – *County government entity.* 2012 – 2013
DIRECTOR OF SOCIAL SERVICES, FAMILY AND AGING SERVICES DEPARTMENT
Appointed to redesign service delivery approach, institute new policies and procedures. Managed staff of 110 and \$17M+ budget in completely restructuring this multi-site operation during 13-month tenure.

- Conducted strategic planning sessions to establish new mission, vision, and value statements to fuel launch of critical programs.
- Established the *Family Empowerment Program*, an economic self-sufficiency initiative for targeted families.
- Launched division's first college scholarship program, awarding \$5K each to 14 qualified students in August 2013.
- Audited financial assistance program, resulting in a 92% reduction of clients receiving long-term financial assistance from the County.
- Developed new policies and procedures for major programs and services for County Commission consideration.

Miami-Dade County Government, Miami, FL – *select roles* 1987 – 2011
Local government entity with 30,000 employees serving the seventh-most populous county in the United States.
MANAGER, SOLID WASTE MANAGEMENT DEPARTMENT, 2010-2011
ASSISTANT DIRECTOR, BUILDING AND NEIGHBORHOOD COMPLIANCE DEPARTMENT, 2009-2010
DIRECTOR, OFFICE OF NEIGHBORHOOD COMPLIANCE, 2008-2009
DIRECTOR, TEAM METRO DEPARTMENT, 2003-2008
DEPUTY DIRECTOR, TEAM METRO DEPARTMENT, 2001-2003
ASSISTANT TO THE COUNTY MANAGER, 1998-2001

- Led departments serving over 2.5M residents; managed up to 250 staff members and \$20M budget.
- Championed award-winning e-ticketing solution, lien collection and cashiering automations.
- Improved staff performance by more than 80%; increased lien revenue by 300%.
- Developed residential foreclosure registration program, generated \$2M in revenue in first year.
- Operated the largest Passport Acceptance Service in the southeastern United States.
- Transitioned non-emergency "Answer Center" to Miami-Dade 311.

Education

Master of Science in Management, Public Management
St. Thomas University, Miami Gardens, FL
Bachelor of Arts, Psychology
Florida International University, Miami, FL
Associate in Arts
University of South Florida, Tampa, FL

Executive Education

Driving Government Performance Executive Education Program

Harvard Kennedy School, Cambridge, MA

Innovations in Governance Executive Education Program

Harvard Kennedy School, Cambridge, MA

IS-100.c: Introduction to Incident Command System

Federal Emergency Management Agency

IS-700: National Incident Management System

Federal Emergency Management Agency

Six Sigma Green Belt Course

Villanova University, Villanova, PA

Affiliations

American Society for Public Administration

Florida Association of Code Enforcement

Florida City and County Management Association

International City/County Management Association

National Forum for Black Public Administrators



City of Pahokee

207 Begonia Dr., Pahokee, FL 33476 phone 561-924-5534 fax 561-924-8140

Please Print Clearly

APPLICATION FOR EMPLOYMENT

Please Answer All Questions. Résumés Are Not A Substitute for A Completed Application.

We are an equal opportunity employer. Applicants are considered for positions without regard to veteran status, uniformed service member status, race, color, religion, sex, national origin, age, physical or mental disability, genetic information or any other category protected by applicable federal, state, or local laws.

THIS CITY IS AN AT-WILL EMPLOYER AS ALLOWED BY APPLICABLE STATE LAW. THIS MEANS THAT REGARDLESS OF ANY PROVISION IN THIS APPLICATION, IF HIRED, THE CITY MAY TERMINATE THE EMPLOYMENT RELATIONSHIP AT ANY TIME, FOR ANY REASON, WITH OR WITHOUT CAUSE OR NOTICE PURSUANT TO CITY CODES AND POLICIES THAT MAY BE AMENDED FROM TIME TO TIME.

Applicant Name Sammie L. Walthour

Position Applied For (list only one) Interim City Manager

Telephone Number () 305 298-8050 Alternate/Cellular Telephone Number () 754-423-2898

Present Address: How long have you lived here? 5 yrs, 1 months Years/Months

Street, Apartment, or Unit Number 14098 Pacific Point Pl, Apt. 306

City/State/Zip: Delray Beach, FL 33484

Email Address (optional) _____

Type of employment desired? Full-time ☒ Part-time ☐ (Specify Hours) _____

Are you willing to work overtime? Yes ☒ No ☐

Date on which you can start work if hired September 29, 2025

Have you previously applied for employment with this City? Yes ☐ No ☒

If Yes, when and for what position did you apply? _____

Have you ever been employed by this City? Yes ☐ No ☒

If Yes, provide dates of employment, position and reason for separation from employment. _____

If applicable, below list any other names by which you have been known which may be necessary to allow us to confirm your work and educational record. For example, change of name, use of an assumed name, nickname, etc.

SPECIAL SKILLS

List any licenses or certifications you have that relate to this job: _____

IS-100.c Introduction to Incident Command System; IS-700 National Incident Management

Education	School Name and Location (Address, City, State)	Course of Study or Major	Graduate? Y or N	# of Years Completed	Honors Received
High School	Mani Northwood Senior 1100 NW 7th Street, Miami, FL 33130	General Education	Y		
College	Florida International University, 11200 SW 8th Street, Miami, FL 33199	Psychology	Y		
Graduate/ Professional	St. Thomas University, 15451 SW 37th Ave, Miami Gardens, FL 33054	Public Management	Y		
Trade or Correspondence					

WORK EXPERIENCE

Please list the names of your present and/or previous employers in chronological order with present or most recent employer listed first. Provide information for at least the most recent seven (7) year period. If self-employed, supply firm name and business references. You may include any verifiable work performed on a volunteer basis, internships, or military service. Your failure to completely respond to each inquiry may disqualify you for consideration from employment. Please do not answer "see resume." (You may attach additional sheets if needed.)

1. Name of Current or Last Employer City of Delray Beach
 Address: 100 NW First Avenue, Delray Beach, FL 33444 Telephone: (561) 696-4114
 Job Title: Director, Neighborhood & Community Services Department Supervisor Name: Jeff Oris
 From 09/202 To: 01/202 Hours Worked: 40 - 60 hours per week
 Duties: Held as Code Enforcement Administrator, September 2001. Appointed Interim Department Director, January 2002. Promoted to Director, September 2004. Provided strategic leadership and day-to-day administration of the Neighborhood and Community Services Department, responsible for implementing federal, state and local housing programs, maintaining the master-planned downtown district (Downtown & Taft), delivering neighborhood code compliance services, increasing participation and active citizenship, increasing tax receipts, clearing and streamlining code regulations, the City's Neighborhood Business Center, and the exclusive business agreement for solid waste and recycling collection services for more than 70,000 residents and 1,000 businesses. Served as the damage assessment manager in the aftermath of a natural disaster. Led the department's involvement in the request for proposals and negotiation process to renew the exclusive

Reason for Leaving: During my tenure, a very public issue arose regarding the misconduct of a subordinate. While not my responsibility, I chose to step aside, after careful consideration, to allow for an unbiased resolution. The results of the review conducted by an outside party helped me reestablish connections to myself as any other member of my staff.

May we contact? Yes ☒ No ☐ If No, why not? _____

Were you ever disciplined? If so, for what? NA

2. Name of Former Employer: Phi Beta Sigma Fraternity, Incorporated
 Address: 1025 Connecticut Ave, NW, Suite 917, Washington, DC 20036 Telephone: 202-726-5434
 Job Title: International Executive Director & Chief Operating Officer Supervisor Name: Micheal E. Cristal
 From 04/201 To: 04/201 Hours Worked: 40-60 hrs per week
 Duties: I lead to improve organizational effectiveness, create efficiencies, and cost savings. Provided leadership and day-to-day administration of the Fraternity's International headquarters team in providing support to membership services, organizing, and supporting international programs operating through 600+ chapters and district chapters in the United States and eight countries. (1) Replaced membership card distribution process, generating a 25% cost savings and a 40% reduction in card receipts. (2) Efficiently automated and streamlined new member card process, eliminating manual handling of thousands of applications annually. (3) Effectively overruled distribution of printed materials to electronic delivery and updated membership

Education	School Name and Location (Address, City, State)	Course of Study or Major	Graduate? Y or N	# of Years Completed	Honors Received
High School	Mani Northwood Senior 1100 NW 71st Street, Miami, FL 33150	General Education	Y		
College	Florida International University, 11000 SW 8th Street, Miami, FL 33199	Psychology	Y		
Graduate/ Professional	St. Thomas University, 15401 SW 11th Ave, Miami Gardens, FL 33054	Public Management	Y		
Trade or Correspondence					

WORK EXPERIENCE

Please list the names of your present and/or previous employers in chronological order with present or most recent employer listed first. Provide information for at least the most recent seven (7) year period. If self-employed, supply firm name and business references. You may include any verifiable work performed on a volunteer basis, internships, or military service. Your failure to completely respond to each inquiry may disqualify you for consideration from employment. Please do not answer "see resume." (You may attach additional sheets if needed.)

1. Name of Current or Last Employer: City of Delray Beach
 Address: 100 NW First Avenue, Delray Beach, FL 33444 Telephone: (561) 696-4114
 Job Title: Director, Neighborhood & Community Services Department Supervisor Name: Jeff Oris
 From 09/2002 To: 01/2012 Hours Worked: 40 - 60 hours per week
 Duties: Held as Code Enforcement Administrator, September 2000. Appointed as Neighborhood Services Department Director, January 2001. Promoted to Director, September 2001. Provided strategic vision and day-to-day administration of the Neighborhood and Community Services Department, responsible for implementing federal, state and local housing programs, maintaining the house certified downtown district (Duan & Stiles), delivering neighborhood code compliance services, overseeing construction and delivery contracts, business tax receipts, zoning and sidewalk cafe regulation, the City's Neighborhood Resource Center, and the exclusive franchise agreement for solid waste and recycling collection services for more than 70,000 residents and 1,200 businesses. Served as the damage assessment manager in the aftermath of a natural disaster. Led the department's involvement in the request for proposals and negotiation process to renew the exclusive

Reason for Leaving: During my tenure, a very public house survey regarding the mismanagement of a subcontractor, which I was not involved in, caused a loss of confidence, after careful consideration, to allow for an untimely resignation. The results of the survey conducted by an outside party reveal no substantial connection to myself or any other member of my staff.

May we contact? Yes ☒ No ☐ If No, why not? _____

Were you ever disciplined? If so, for what? NA

2. Name of Former Employer: Phi Beta Sigma Fraternity, Incorporated
 Address: 1025 Connecticut Ave, NW, Suite 917, Washington, DC 20036 Telephone: 202-726-5434
 Job Title: International Executive Director & Chief Operating Officer Supervisor Name: Micheal E. Cristal
 From 04/2011 To: 04/2011 Hours Worked: 40-60 hrs per week
 Duties: Hired to improve organizational effectiveness, create efficiencies, and add savings. Provided leadership and day-to-day administration of the fraternity's international headquarters team in providing national membership services, organizing, and supporting international programs operating through 600+ colleges and alumni chapters in the United States and eight countries. (1) Restructured membership card distribution process, generating a 20% cost savings and a 15% reduction in card revenues. (2) Efficiently automated and streamlined new member intake process, eliminating manual handling of the records of applications annually. (3) Effectively streamlined distribution of pending material to electronic delivery and updated membership

I completed my service at Phi Beta Sigma,
and my wife and I continued to work
together to be with my 8-year-old son who
has some health challenges.

Reason for Leaving: _____ May we contact? Yes ☒ No ☐ If No, why not? _____

Were you ever disciplined while employed? If so, for what? _____

3. Name of Former Employer: _____

Address: _____ Telephone: () _____

Job Title: _____ Supervisor Name: _____

From _____ To: _____ Hours Worked: _____

Duties _____

Reason for Leaving: _____

May we contact? Yes ☐ No ☐ If No, why not? _____

What will this employer say was the reason your employment terminated? _____

Were you ever disciplined? If so, for what? _____

Have you ever been terminated or asked to resign from any job? Yes ☒ No ☐

Has your employment ever been terminated by mutual agreement? Yes ☐ No ☒

Have you ever been given the choice to resign rather than be terminated? Yes ☒ No ☐

If you answered Yes to any of the above three questions, please explain the circumstances of each occasion.

PROFESSIONAL REFERENCES

Please list the names of additional work-related references we may contact. Individuals with no prior work experience may list school or volunteer-related references.

Name	Position	Company	Work relationship (i.e. Supervisor, co-worker)	Telephone
Barbara Jordan	Assistant County Manager (Retired)	Miami-Dade County Government	Supervisor	
Paul Philip	Assistant Director/Special Agent in Charge (Retired), Assistant County Manager	Federal Bureau of Investigation	Colleague	
Jeff Oris	Assistant City Manager	City of Delray Beach	Supervisor	

PERSONAL REFERENCES

Please list names of personal references (not previous employers or relatives) who you know that we may contact.

Name	Occupation	Address	Telephone	Number of Years Known
Reginald	Retired	Tampa, FL	813-293-8771	40+
Zannie Mount	Telecommunication	Tampa, FL	813-361-3988	40+
Daisy Castro	Retired	Coconut Creek, FL	954-665-6495	30+

DRIVING INFORMATION [Optional]

(Complete only if driving is an essential function of the job for which you are applying).

Do you have a current valid driver's license? Yes ☒ No ☐

If yes, License No.: [REDACTED] State: FL Expiration Date: 12/11/1958

If you do not have a Florida driver's license, why not? _____

_____ Has your license ever been suspended or revoked?

Yes ☒ No ☐

If yes, explain: 2009 - Suspended (without driver knowledge) due to a clerical error. Issue corrected immediately once notified.

Please list all moving traffic violations in the last five (5) years:

Offense	Date	Location	Comments
Red Light Camera	04-11-2024	Palm Beach County	Requirements completed 02/05/2024

APPLICANT ACKNOWLEDGEMENT & AUTHORIZATION

I hereby certify that the answers to the foregoing are true and correct to the best of my knowledge. I understand that CITY OF PAHOKEE ("the CITY") will attempt to verify statements made on my application.

I understand that the CITY requires certain information about me to evaluate my qualifications for employment and to conduct its business if I become an employee. I understand that false, incomplete or misleading statements or omissions on this application or any other pre or post-employment form, or in any interview or other oral communication, may be considered sufficient cause for dismissal, if and when discovered. The use of this application does not indicate there are positions open and does not in any way obligate the CITY.

I authorize personal references, as well as professional references, other persons, companies, corporations, schools, and law enforcement agencies identified in this application to furnish to the CITY and/or its representatives any information they have concerning me.

I understand that I may be required to submit to drug testing now or at any time in the future and I agree to such testing. Moreover, I understand that my failure or refusal to undergo such testing will result in the withdrawal of my employment application.

I will be able, if hired, to certify that I am authorized to work in the United States of America. The Immigration Reform and Control Act of 1986 requires that, upon hiring, employers verify the authorization to work and identity of all new employees. An offer of employment is contingent upon the CITY's ability to verify this necessary information.

I understand that if I am hired, confidential information regarding the CITY, and/or its customers and employees may be available to me and that this information must not be disseminated or used except for the CITY's benefit. If employed, I agree to keep all information about the CITY, including such information regarding its business methods, protocols, customers and employees, confidential and shall not disclose this information to any unauthorized personnel whether within or without the CITY.

I understand that this application or subsequent employment does not create a contract of employment nor does it guarantee employment for any definite period of time. Should I be hired, I understand that my employment is at-will and my employment may be terminated at any time with or without cause, and with or without notice.

EXEMPTION FROM PUBLIC RECORDS DISCLOSURE

Are you a current or former law enforcement officer, other employee**or the spouse or child of one, who is exempt from public records disclosure under 119.07, F.S.? Yes ☐ No ☒

If yes, explain: _____

****Other covered jobs include: correctional and correctional probation officers, firefighters, certain judges, assistant state attorneys, state attorneys, assistant and statewide prosecutors, personnel of the Department of Revenue or local governments.**

Sammie Lee Walthour

Complete Signature of Applicant Date

Thank you for completing this application form and for your interest in employment with the City of Pahokee. Due to the volume of applications received, we may not interview every applicant. In the event you are selected for interview, we will contact you.

Applications will not be considered active after one hundred eighty (180) days from date of application unless renewed, in writing, by the applicant.

INCOMPLETE APPLICATIONS WILL NOT BE CONSIDERED

VETERANS NOTICE & CONSENT FORM

Check appropriate item to claim Veterans' Preference. Documentation substantiating your claim **MUST** be furnished at the time of application or your claim for veterans' preference will be invalid.

1. ☐ A Veteran who has served duty in any branch of the Armed Forces who has a presently existing service-connected disability 30% or more compensable under public laws administered by the Veterans' Administration; or who is receiving compensation, disability retirement benefits, or pension by reason of public laws administered by the Veterans' Administration and the Department of Defense; or
2. ☐ The spouse of a veteran who cannot qualify for employment because of a total and permanent disability, or the spouse of a veteran missing in action, captured or forcibly detained or interned in line of duty by a foreign government of power; or
3. ☐ A veteran of any war who has served on active duty for at least one (1) day during the wartime era, including but not limited to the following:
 - (a) Spanish-American War: April 21, 1898 to July 4, 1902;
 - (b) Mexican Border Period: May 9, 1916 to April 5, 1917;
 - (c) World War I: April 6, 1917 to November 11, 1918; extended to April 1, 1920, for those veterans who served in Russia; also, extended through July 1, 1921, for those veterans who served after November 11, 1918, and before July 2, 1921, provided such veterans had at least 1 day of service between April 5, 1917, and November 12, 1918;
 - (d) World War II: December 7, 1941, to December 31, 1946;
 - (e) Korean Conflict: June 27, 1950, to January 31, 1955;
 - (f) Vietnam Era: February 28, 1961, to May 7, 1975;
 - (g) Persian Gulf War: August 2, 1990 and ending on the date thereafter prescribed by Presidential proclamation or by law; or
4. ☐ The unmarried widow or widower of a veteran who died of a service-connected disability.

Have you claimed and been employed through Veterans' Preference since October 1, 1987? ☐ Yes ☒ No

If yes, give name of Employer: _____

Note: Under Florida law, preference in appointment and employment shall be given, by the State and its political subdivisions, first to those persons included in #1 and #2 above, and second to those persons included under #3 and #4 above. If any applicant claiming a veterans' preference for a vacant position is not selected for the position, they may file a complaint with the **Division of Veterans' Affairs, P. O. Box 1437, St. Petersburg, Florida 33731**. A complaint shall be filed within 21 days after notice of a hiring decision. If notice of a hiring decision is not given, a complaint may be filed at any time.

Applicant's Full Name (Please Print) Sammie Lee Walthour

BRANCH OF SERVICE

DATA ENTRY

DATE OF DISCHARGE

SIGNATURE FORM

THIS APPLICATION WILL BE CONSIDERED ACTIVE FOR A MAXIMUM OF ONE HUNDRED EIGHTY (180) DAYS. IF YOU WISH TO BE CONSIDERED FOR EMPLOYMENT AFTER THAT TIME, YOU MUST REAPPLY. DO NOT SIGN UNTIL YOU HAVE READ ALL OF THE INFORMATION CONTAINED IN THE APPLICATION.

I CERTIFY THAT ALL OF THE INFORMATION THAT I HAVE PROVIDED ON THIS APPLICATION IS TRUE, ACCURATE, AND COMPLETE.

Applicant Signature: *Sammy Waltham* Date: 09/23/2025

If the applicant is a minor, the foregoing release and consent must be signed by the applicant's parent or legal guardian. Signature by the applicant's parent or legal guardian constitutes acknowledgment by the applicant and the parent or legal guardian that the City, to the extent permitted by federal, state, and local law, can test the applicant for illegal or controlled substances, conduct inspections of property without notice, and communicate test results to City personnel who need to know, the applicant, and the applicant's legal guardian.

Parent/Legal Guardian

Witness

Date

Date



CITY OF DELRAY BEACH

OFFICE OF THE CITY MANAGER

100 N.W. 1ST AVENUE • DELRAY BEACH • FLORIDA 33444 • (561) 243-7015

Delray Beach

Florida



1993 - 2001 - 2017

July 8, 2025

RE: Letter of Recommendation for Mr. Sammie L. Walthour

To Whom It May Concern:

I am pleased to offer this professional reference letter for Mr. Sammie L. Walthour, whom I had the pleasure of working with for over three years. During that time, Mr. Walthour demonstrated excellent leadership, management and decision-making skills.

As Director of the Neighborhood and Community Services for the City of Delray Beach from 2021 to 2025, Mr. Walthour had day-to-day responsibility for delivering customer-facing services via four cross-functional divisions. This included administering federal, state and local housing and economic development programs; maintaining a clean and safe, tourist-centered downtown district; enforcing regulatory laws related to neighborhood code compliance; and overseeing the City's exclusive franchise agreement with Waste Management Inc. for solid waste and recycling collection services. Additionally, he was responsible for the unit that approved applications for business tax receipts, sidewalk cafés, and alarm permits.

Mr. Walthour excelled at working diplomatically with members of the City's executive leadership team, external organizations and stakeholders. He was keenly focused on achieving strategic goals, as he independently developed a departmental balanced scorecard and a performance index to drive results. Early in my tenure as Delray Beach City Manager, I tasked Mr. Walthour with leading the Clean City Initiative – an interdepartmental, interagency effort to address the overall cleanliness of the public rights-of-way and other City assets.

It is important to note that during Mr. Walthour's tenure, a very public issue arose involving misconduct by one of his subordinates. However, a review commissioned by my office, conducted by an outside party, concluded that there was no misconduct connected to Mr. Walthour or any other member of his staff.

Mr. Walthour is truly one of the most qualified individuals that I have had the pleasure of working with in my career. He is resilient, level-headed and cool under fire, and has a passion for working with the public.

Should you have any questions regarding Mr. Walthour's character or employment with the City of Delray Beach, please do not hesitate to contact me by calling (561) 243-7015.

Much appreciated.

Sincerely,

Terrence R. Moore, ICMA-CM
City Manager

S . P . I . R . I . T