



## Staff Report

**TO:** City Council  
**FROM:** Kari Mendoza, Administrative Services Director  
**DATE:** February 18, 2025  
**SUBJECT:** Authorize Employment Contract with Deputy City Manager

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**Description** Staff is requesting Council review and authorize the City Manager to sign the employment agreement with Gustavo Romo appointing him to the position of Deputy City Manager.

### **Background and Analysis:**

The City has been conducting a search for the Deputy City Manager since October 2024. The position was advertised on Government Jobs, Western City Magazine, International City/County Management Association, Public CEO and social media. More than 150 applications were received and reviewed, and an executive panel interviewed finalists. A separate interview was held with the applicant and the City Manager. The panel and City Manager unanimously recommend the applicant, Gustavo Romo, be selected for the position of Deputy City Manager.

Gustavo has a Bachelor of Science Degree from California State Polytechnic University in Urban and Regional Planning. He has a Master of Business Administration from the University of Redlands. He has over 30 years of government experience in various agencies with increasing responsibilities. He has spent the last 5 years as a Deputy City Manager assisting the City Manager with complex issues while managing the Community Development Department consisting of Building & Safety, Business License, Code Enforcement, Community Development Block Grant Program, Economic Development, Housing and Planning.

### **Fiscal Impact:**

The contract provides for an annual fully loaded fiscal impact of \$262,851. The increase for the remainder of FY 24/25 is approximately \$87,617 to be paid out of the general fund for personnel costs. City staff estimates the cost to prepare this report was \$510.

**Recommended Action:**

Approve the employment agreement with Gustavo Romo for the Deputy City Manager and authorize the City Manager to sign the agreement.

**Attachments:**

- A. Employment Agreement