



STAFF REPORT
May 27, 2026

TO: Honorable Mayor and City Council

FROM: Gabriel A. Gonzalez, Interim City Manager

PREPARED BY: Ryan Guiboa, City Attorney

SUBJECT: Appointment of Gustavo J. Romo as City Manager, Approving an Employment Agreement with Mr. Romo and Adopting Resolution No. 2026-33

STAFF RECOMMENDATION

Staff recommends that the City Council consider approving the following items:

1. City Manager Employment Agreement with Gustavo J. Romo.
2. Resolution Appointing City Manager, Approving Employment Contract and Setting City Manager Compensation.

DISCUSSION/ANALYSIS

The City has been seeking a permanent City Manager for several months. After an extensive recruitment and interview process conducted by the City Council, the City Council directed that an employment agreement be negotiated with its chosen candidate, Gustavo J. Romo, and be brought back for consideration and approval. Mr. Romo has agreed to serve as City Manager.

Mr. Romo brings over 32 years of local government experience working for cities throughout Southern California. Most recently, Mr. Romo served as Interim City Manager of Beaumont and currently serves as the Deputy City Manager. Previously, Mr. Romo served as Deputy City Manager for Bell Gardens and prior to that served as Community Development Director and Economic Development Director for multiple Southern California cities. In light of his extensive public service experience, Mr. Romo possesses the specialized skills necessary to perform the duties of City Manager.

With the approval of this item, Mr. Romo will be appointed the City Manager and employed pursuant to the terms and conditions contained in the attached City Manager Employment Agreement. Mr. Romo will be an at-will employee during the term of his Employment Agreement, serving at the pleasure of the City Council.

Key terms of the Employment Agreement include:

- Annual salary of \$300,000.

- Annual contribution to a 457(b) qualified retirement plan in an amount equal to 6% of the City's Manager's annual base salary.
- Use of a City vehicle
- A three-year term.
- The City Manager's performance will be reviewed no less than annually.

Upon approval, Mr. Romo will commence his service on June 15, 2026.

Included in the Council's agenda packet is the proposed Employment Agreement and the resolution to appoint Gustavo J. Romo as City Manager.

FISCAL IMPACT

Sufficient funds for the salary and benefits proposed are included in the Fiscal Year 2025/2026 budget.

ALTERNATIVES

Council may provide additional alternatives.

ATTACHMENTS:

1. City Manager Employment Agreement with Gustavo J. Romo.
2. Resolution Appointing City Manager, Approving Employment Contract and Setting City Manager Compensation.