

RESOLUTION NUMBER R- 316981

DATE OF FINAL PASSAGE OCT 19 2026

A RESOLUTION OF THE COUNCIL OF THE CITY OF
SAN DIEGO CONFIRMING THE APPOINTMENT OF
BETHANY BEZAK TO THE POSITION OF CITY MANAGER
(CHIEF OPERATING OFFICER) IN ACCORDANCE WITH
SAN DIEGO CHARTER SECTION 265(B)(7).

RECITALS

The Council of the City of San Diego (Council) adopts this Resolution based on the following:

A. San Diego Charter (Charter) section 265 describes the duties of the City of San Diego (City)'s Mayor. Charter section 265(b)(7) states that the Mayor has "[s]ole authority to appoint the City Manager, subject to Council confirmation." The City Manager is commonly referred to as the City's Chief Operating Officer (COO).

B. San Diego Municipal Code section 22.2001(a) states: "The Mayor may appoint a [COO] to perform any duties assigned to the City Manager by the City Charter or the San Diego Municipal Code in managing the affairs of the City under the purview of the Mayor, subject to Council confirmation. The Mayor has the sole authority to direct and exercise control over the [COO]."

C. The position of COO has been vacant since February 2025, when Mayor Todd Gloria absorbed the position into the Office of the Mayor as part of citywide reductions to help address the City's budget deficit. Following that decision, the Mayor restructured his executive team, installed new leadership in key departments, established new performance and accountability systems, and implemented the reductions needed to balance the budget. With the City on stronger financial footing, Mayor Gloria is restoring a dedicated COO to lead day-to-day

operations while he continues to serve as the City's chief executive officer, establishing the controlling direction for the City's administrative service.

D. On October 15, 2026, Mayor Gloria appointed Bethany Bezak as the City's new COO, subject to Council confirmation. Ms. Bezak currently serves as the City's Chief Performance and Logistics Officer and has held senior leadership positions in the Transportation and Stormwater Departments since 2020. Upon Council confirmation, the COO will report to the Mayor, in accordance with Charter section 265(b)(8). Mayor Gloria and COO Bezak intend to work as a team. The COO will lead daily City operational management. The Mayor will continue to implement the policies of the City, within his authority under the Charter, and propose the City's annual budget.

E. The COO is an at-will employee in the unclassified service of the City, in accordance with Charter section 117(a)(5).

F. Mayor Gloria has the authority to set the compensation for the COO, in accordance with Charter section 70 and other applicable laws, so long as the compensation is within the compensation rate for the position as established by the Council in adopting the annual Salary Ordinance. The Salary Ordinance for Fiscal Year 2027 was adopted by the Council by San Diego Ordinance O-22098 (May 19, 2026) and amended by San Diego Ordinance O-22119 (June 30, 2026). The COO position is under Executive V of Exhibit C of the Salary Ordinance, with the classification number of 2141, and a monthly salary range of \$10,629 to \$42,437. The Mayor intends Ms. Bezak's starting annual salary to be \$460,000. Her benefits will be consistent with employees under Executive V of Exhibit C of the Salary Ordinance, with her total starting annual compensation to be \$541,000.

G. The Office of the City Attorney prepared this Resolution based on the information provided by City staff, with the understanding that this information is complete and accurate.

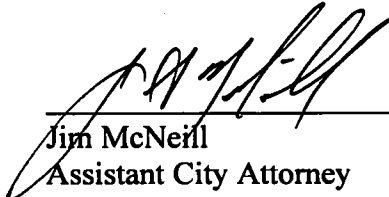
ACTION ITEMS

Be it resolved by the Council of the City of San Diego:

The Council confirms the appointment of Bethany Bezak to the position of City Manager, which is also referred to as COO, on the terms and conditions described in this Resolution. The appointment will take effect upon the date of final passage of this Resolution.

APPROVED: HEATHER FERBERT, City Attorney

By


Jim McNeill
Assistant City Attorney

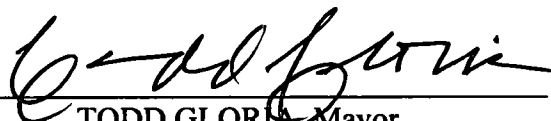
JM:JFD:jfd
October 15, 2026
Or.Dept: Office of the Mayor
Doc. No. 4573691

I certify that the Council of the City of San Diego adopted this Resolution at a meeting held on October 19, 2024.

DIANA J.S. FUENTES
City Clerk

By 
Deputy City Clerk

Approved: 10/19/26
(date)


TODD GLORIA, Mayor

Vetoed: _____
(date)

TODD GLORIA, Mayor

Passed by the Council of The City of San Diego on OCT 19 2026, by the following vote:

Councilmembers	Yeas	Nays	Not Present	Recused
Joe LaCava	☒	☐	☐	☐
Jennifer Campbell	☒	☐	☐	☐
Stephen Whitburn	☐	☐	☒	☐
Henry L. Foster III	☒	☐	☐	☐
Marni von Wilpert	☒	☐	☐	☐
Kent Lee	☒	☐	☐	☐
Raul A. Campillo	☒	☐	☐	☐
Vivian Moreno	☒	☐	☐	☐
Sean Elo-Rivera	☒	☐	☐	☐

Date of final passage OCT 19 2026.

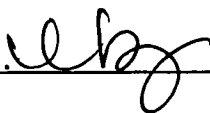
(Please note: When a resolution is approved by the Mayor, the date of final passage is the date the approved resolution was returned to the Office of the City Clerk.)

AUTHENTICATED BY:

TODD GLORIA
Mayor of The City of San Diego, California.

(Seal)

DIANA J.S. FUENTES
City Clerk of The City of San Diego, California.

By , Deputy

Office of the City Clerk, San Diego, California

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