THE CITY OF SAN DIEGO

TODD GLORIA
MAYOR

MEMORANDUM

DATE: October 15, 2026

TO: Honorable Council President Joe LaCava and Members of the City Council

FROM: Mayor Todd Gloria

SUBJECT: Appointment of Chief Operating Officer

I am appointing Bethany Bezak as Chief Operating Officer (COO) of the City of San Diego, subject to confirmation by the City Council.

Pursuant to Article XV, Section 265(7) of the San Diego City Charter, the Mayor has sole authority to appoint the City Manager (Chief Operating Officer), subject to City Council confirmation. I respectfully request the City Council's confirmation of Ms. Bezak's appointment at its October 19, 2026, meeting.

In February 2025, I assumed direct oversight of City operations to address significant financial and operational challenges. Facing a substantial structural budget deficit for the second consecutive year, I took decisive action to strengthen the organization, install new leadership in key departments, improve accountability, and implement difficult but necessary budget reductions. These efforts have placed the City on substantially stronger financial footing, with the structural deficit nearly eliminated.

With this progress, the City is well positioned to enter its next phase of operational leadership.

Upon confirmation, Ms. Bezak will assume responsibility for City operations, and together we will build on the reforms we have implemented, our shared commitment to fiscal discipline, organizational efficiency, accountability, and high-quality public services. Her appointment reflects my confidence in her proven leadership, sound judgment, and ability to manage a complex municipal organization.

Since December 2025, Ms. Bezak has served as Chief Performance and Logistics Officer, overseeing the Transportation, General Services, Purchasing and Contracting, and Performance and Analytics departments. Her responsibilities include streets and sidewalks, City facilities and fleet operations, billions of dollars in annual contracting, and the Get It Done customer service program.

In this role, she has improved operational efficiency, strengthened performance management, and advanced more cost-effective service delivery. Under her leadership, the City implemented a cost-benefit analysis framework to guide vehicle purchasing and leasing decisions and established a new Performance Management Program to strengthen accountability and

measure results. Most recently, she led a coordinated, cross-departmental effort to resolve issues involving Solid Waste Management customer charges.

Previously, Ms. Bezak served as Transportation Director from 2023 to 2025, delivering year-over-year increases in street and sidewalk repairs. She also helped integrate equity measures into departmental operations through the City's first Pavement Management Plan, establishing measurable goals for infrastructure investments in Communities of Concern. The department exceeded its annual road repair mileage goals in these communities throughout her tenure.

From 2020 to 2023, Ms. Bezak held progressively senior leadership positions in the Stormwater Department, ultimately serving as Director. Her accomplishments included establishing an in-house pipe repair program, expanding channel maintenance operations, and relaunching the Think Blue public education campaign.

Throughout her City service, Ms. Bezak has consistently demonstrated the qualities essential to effective executive leadership: a commitment to results, respect for City employees, fiscal responsibility, and a clear focus on serving San Diegans.

Throughout her career, Ms. Bezak has worked in both the public and private sectors to build and improve public infrastructure. Ms. Bezak holds bachelor's degrees in civil engineering and architecture from Lawrence Technological University and a master's degree in biological systems engineering from Virginia Tech.

The progress we have made over the past twenty months has established a stronger foundation for the City's future. Ms. Bezak is the right leader to build on that foundation, sustain our momentum, and ensure that the organizational improvements we have achieved translate into lasting results for San Diegans.

I have full confidence in her leadership and respectfully request the City Council's confirmation of her appointment.

cc: Honorable City Attorney Heather Ferbert
Paola Avila, Chief of Staff, Office of the Mayor
Charles Modica, Independent Budget Analyst
Diana Fuentes, City Clerk
Department Directors