

NED THOMAS, AICP

City Manager

- Dedicated leader with solid experience in municipal budgeting, fiscal management, and investment
- 25+ years of experience in local government; 15 years in executive management and leadership roles
- Specialized training in public administration, strategic planning, labor relations, and land use planning
- Creative thinker recognized for the ability to work effectively with a variety of community stakeholders

Education

- Harvard University Graduate School of Design, Cambridge, Massachusetts; Master of Urban Planning
- Brigham Young University, Provo, Utah; Bachelor of Science, *cum laude*, Geography
- Fulbright Graduate Researcher, Kyushu University; Fukuoka, Japan

Professional Affiliations and Awards

- Member, International City Management Association (ICMA), 2023 to present
- Member, American Institute of Certified Planners (AICP), 2005 to present
- Member, Santa Clara County Library District JPA Finance Committee, January 2024 to present
- Statewide Award of Merit, California Chapter of the American Planning Association, 2022
- Northern Section Award of Excellence, California Chapter of American Planning Association, 2022
- Guest Lecturer, Urban Planning and Design, San Jose State University, Sept. 2023 and Oct. 2024

Professional Experience

City Manager, City of Milpitas, CA

June 2023 – Present

- Oversee daily operations for a full-service city with more than 81,000 residents and 455 FTEs
- Direct the preparation of a \$248.4 million annual operating budget and a \$36 million annual CIP budget
- Report to five-member Council and lead an Executive Team comprised of 10 Department Heads
- Lead community education efforts to build support for a local ¼-cent sales tax measure and other issues
- Respond to the needs and concerns of residents and businesses, allocate resources, and direct staff
- Directed the City's team in labor contract negotiations for public safety and municipal staff in 2023-24

Planning Director, City of Milpitas, CA

August 2018 – June 2023

- Served as member of Executive Leadership Team and direct land use planning functions of the City
- Supervised preparation and implementation of a new General Plan and updates to two Specific Plans
- Directed regional and state grant applications resulting in more than \$2.5 million awarded to the City
- Prepared annual department budget, staffing plan, work program, and performance measures
- Provided training and support to staff and Planning Commission and respond to community concerns

Planning Division Manager, PBCE – City of San Jose, CA

May 2017 – August 2018

Supervising Planner, Planning Building, and Code Enforcement

May 2016 – May 2017

- Collaborated with developers, design professionals, engineers, consultants and staff on a full range of public and private land development issues and regulations; supervised CEQA review team
- Conducted weekly Director Hearings, as delegated by the Director of PBCE
- Supervised one Principal Planner, four Supervisors, and ten Planner/Project Managers
- Provided guidance to PBCE staff on urban design, historic preservation, environmental planning, and policy issues related to the application of local zoning regulations for new development projects
- Prepared and presented written and verbal staff reports to the Planning Commission and City Council

Community Development Director – Town of Windsor, CA*Jan 2014 – Dec 2015*

- Supervised six full-time staff and directed all planning, building, and code enforcement activities
- Managed the Town's General Plan Update, including technical review and community engagement
- Managed entitlement and permit review for major new mixed-use and residential development projects
- Recruited and trained new Economic Development Manager, Associate Planner, and Building Official
- Managed professional contracts with consultants for Affordable Housing and GHG Emissions inventory
- Streamlined the process for new residential development under the local Growth Control Ordinance
- Improved efficiency at the front counter through scheduling, cross-training and on-line applications
- Prepared and managed \$4.2 million biennial budget for department operations and special projects

Principal Planner – City of Henderson, NV*2008 – 2013*

- Supervised six full-time staff engaged in long-range planning, GIS, and zoning code updates
- Collaborated with other local agencies to establish regional public-private partnerships, including Green Chips, HomeFree Nevada, and EnergyWise Educators to promote sustainability in southern Nevada
- Served as staff liaison for the City of Henderson to the Southern Nevada Regional Planning Coalition
- Established and chaired a 15-member inter-departmental working group to develop and implement the city's award-winning Sustainability Action Plan and the 'OurHenderson' public engagement campaign
- Provided staff support to a 15-member Citizen's Advisory Group appointed by the Henderson City Council to provide stakeholder input and direction on policies and programs related to sustainability
- Launched a successful residential curbside recycling program to more than 90,000 households in collaboration with Republic Services and the City Manager's Office
- Provided oral testimony before State Legislative Committee regarding local financing for solar initiatives
- Created an innovative menu of sustainable design incentives for the Development Code and supervised preparation of the city's baseline inventory of greenhouse gas emissions
- Contributed to the preparation of a successful proposal for a \$3.5 million Sustainable Communities Regional Planning Grant from the Department of Housing and Urban Development

Senior Planner, Wood-Rodgers, Inc. – Las Vegas, NV*2006 – 2008*

- Collaborated with developers, property owners, civil engineers and other professional to prepare site plans for proposed master-planned communities and mixed-use projects across southern Nevada
- Facilitated meetings between clients and local government staff regarding project design requirements, timelines, and expectations for completing the development review process in a cost-effective manner
- Responded to Requests for Proposals from local entities to prepare preliminary planning studies for future development of parks and trails under the Southern Nevada Public Lands Management Act
- Represented client projects for residential, commercial, and mixed-use development before local Advisory Boards, Planning Commissions and City Councils

Associate Planner/Urban Designer – City of North Las Vegas, NV*2004 to 2006*

- Conducted technical review of entitlement applications and building permits for residential, commercial, and mixed-use projects to ensure compliance with local development policies and zoning regulations
- Conducted on-site inspections of completed projects to verify compliance with approved plans
- Managed a \$250K consultant contract and provided design expertise to create an award-winning Transit-Supportive Concept Plan for the North Fifth Street Corridor
- Authored the City's first Mixed-Use Ordinance and Design Guidelines, including text and graphics
- Prepared staff reports and presentations for the Planning Commission and City Council
- Provided technical assistance in the preparation of the North Las Vegas Visioning 2025 Strategic Plan
- Served as an appointed member of the North Las Vegas Planning Commission, 2008 to 2009