

Gus Zambrano

City Manager Strategic Planning & Initiatives

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May 12, 2025

Recruitment Committee
City of Venice – City Manager Search
Recruit37@cb-asso.com

Dear Members of the Recruitment Committee,

With over 25 years of executive leadership in South Florida municipal government, I am honored to submit my application for the position of City Manager for the City of Venice. I bring deep operational experience, strategic fiscal management, and a collaborative leadership style that aligns with your community's vision for integrity, service excellence, and sustainable growth.

As Assistant City Manager for the City of Hollywood, I provided administrative leadership over five departments, including Development Services, Public Works, and Parks, while overseeing a \$600M+ capital improvement program. I secured over \$21M in resilience grant funding, led the City's largest-ever bond referendum (\$165M), and supported critical redevelopment efforts that enhanced livability and economic vitality. Throughout my career, I have worked in coastal communities navigating growth, climate resilience, and aging infrastructure—experiences that position me well to guide Venice through its next chapter.

My leadership style is built on accountability, team development, and proactive engagement. I believe in empowering department heads while holding them accountable to strategic outcomes, and I strive to create a positive, service-driven organizational culture. I bring strong expertise in labor relations, budgeting, intergovernmental coordination, and public-private partnerships, all of which are essential for delivering quality services in a dynamic, growing municipality like Venice.

Venice's character as a vibrant, coastal, community-oriented city resonates deeply with my own commitment to responsive, transparent government. I am especially drawn to your City Council's commitment to respectful collaboration and your organization's emphasis on customer service, fiscal discipline, and strategic planning. If given the opportunity, I will lead with integrity and energy to support the City's vision and uphold its reputation for excellence.

Thank you for your consideration. I look forward to the opportunity to further discuss how my background and values align with the needs of Venice and how I can contribute meaningfully as your next City Manager.

Sincerely,

Gus Zambrano

Resume & References Enclosed