

From: [City Council](#)
To: [Eduardo Montesino](#); [Vanessa Quiroz](#); [Maria Orozco](#); [Kristal Salcido](#); [Casey Clark](#); [Jimmy Dutra](#); [Ari Parker](#); [cityclerk](#)
Subject: FW: Support for Tamara - updated version
Date: Monday, August 26, 2024 2:48:55 PM

From: Alejandro Castillo <alejandro.castillo@watsonville.gov>
Sent: Monday, August 26, 2024 2:48:49 PM (UTC-08:00) Pacific Time (US & Canada)
To: City Council <citycouncil@watsonville.gov>
Subject: Support for Tamara - updated version

August 26, 2024

Dear City Council Members,

I am writing to show my support for Tamara to be the next City Manager of Watsonville. Tamara is a great leader and a strong role model for the Hispanic community. Her dedication to serving our city and her ability to lead with honesty make her the perfect choice for this important job.

Tamara has been helping our community for over 25 years. She has worked hard to create programs that help our residents, stood up for what our city needs, and always been a dependable leader. She knows Watsonville well and understands the challenges and opportunities we face. This makes her the best person to lead us forward.

I truly believe Tamara is the right choice for City Manager. Her many years of service and her strong ties to our community prove that she is qualified for the job. I fully support her for this position and am confident that Watsonville will continue to grow and succeed under her leadership.

Sincerely,
Alejandro Castillo

Sent from my MetroPCS 5G Android device
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From: [City Council](#)
To: [Eduardo Montesino](#); [Vanessa Quiroz](#); [Maria Orozco](#); [Kristal Salcido](#); [Casey Clark](#); [Jimmy Dutra](#); [Ari Parker](#); [cityclerk](#)
Subject: FW: New City Manager
Date: Tuesday, August 27, 2024 3:19:10 PM

From: Marisa <bermudez.marisa@gmail.com>
Sent: Tuesday, August 27, 2024 3:18:44 PM (UTC-08:00) Pacific Time (US & Canada)
To: City Council <citycouncil@watsonville.gov>
Subject: New City Manager

Watsonville City Council,

I find it interesting that you have tentatively agreed to grant your candidate for City Manager such a generous contract. Did any of you do any research on what is an appropriate salary range for a City Manager in the area? Below is the list of salaries for the City Managers in the surrounding area. How can you justify a salary higher than that of the City of Monterey, a much larger and affluent community? or that of any of the other 5 agencies below Monterey? And you didn't stop at salary, you will consider an additional 6% increase after 6 months, plus 10k in deferred compensation contributions, an astonishing salary contract for the low income community you represent.

City Administrator				
Rank	Agency/City	Job Title	Maximum Hourly	Maximum Annual Salary
			\$	\$
1	Santa Cruz	City Manager	151.25	314,603.74
			\$	\$
2	Salinas	City Manager	144.23	299,998.40
				\$
	Watsonville			281,000.00
			\$	\$
3	Monterey	City Manager	130.72	271,896.00
			\$	\$
4	Seaside	City Manager	125.00	260,000.00
			\$	\$
5	Pacific Grove	City Manager	121.00	251,680.00
			\$	\$
6	Marina	City Manager	119.93	249,454.40
			\$	\$
7	Capitola	City Manager	116.42	242,157.87
			\$	\$
8	Carmel-by-the-Sea	City Administrator	111.45	231,815.00

Your candidate has been with Watsonville for many years, yes, but that does not make them the right person for the role. In fact, her history at Watsonville makes her the least fit person to provide council sound advice, lead the City, its staff, and the community. For someone who spent almost 20 years of hard work and dedication to the City of Watsonville, it is disappointing to see Council continue to make the same mistake of selecting a person not qualified or fit for the role, and then paying them above and beyond what the community can or should support.

Respectfully,
Marisa

August 27, 2024

From: Andrea Samaniego

Current City of Watsonville Employee – previously worked under the direct supervision of Tamara Vides

Good afternoon, Mayor and City Council Members,

I am writing this letter to speak on item 4.i and express my strong opposition to the appointment of Tamara Vides as City Manager.

While I understand that selecting a City Manager is a crucial decision, I believe it is vital to ensure that the individual appointed possesses not only the necessary qualifications but also the integrity and commitment to serve the best interests of our community. A City Manager must also be committed to fostering a peaceful and collaborative workplace, where all employees feel respected, valued, and supported in their roles.

As a city employee there are several concerns I have regarding Tamara's suitability for this role:

1. One of the core values of integrity is acting ethically and transparently in all business dealings and prioritizing doing the right thing over personal gain, Tamara lacks integrity.
2. Some of the key elements of respect include support, fairness, professionalism and treating all employees and community members with dignity and worth, Tamara lacks respect and this has been evident in the community and in the workplace.
3. Tamara has shown a disregard for others and demonstrated a pattern of a deceit, perceiving to be a social reformer to those in a position to advance her career, all while neglecting and disregarding those below her, which further adds to my concerns about her ability to lead with fairness and equity.

Our city deserves a leader who will work diligently and transparently, ensuring that the voices of all residents as well as **city employees** are heard and respected.

I urge the council to reconsider this appointment and to seek a candidate who can truly represent the best interests of our city.

Thank you for your time and consideration.



Andrea Samaniego

August 27, 2024

Dear City Council,

I wholeheartedly support Tamara Vides' appointment as City Manager. Having worked alongside her for the past eight years, I have witnessed firsthand her unwavering dedication and commitment to our community. Tamara has devoted over 25 years of her life to serving this city, consistently going above and beyond the call of duty. Whether working late hours, weekends, or even during her vacations, she has always put the needs of the community first. Her relentless work ethic and passion for public service make her the most deserving candidate for this promotion.

Tamara's story is truly inspirational, not just to me but to everyone who has had the privilege of working with her. She embodies the qualities of a true leader, and her journey serves as a beacon of hope and inspiration, particularly for Latinos and Hispanics in our community. During the COVID-19 pandemic, Tamara worked tirelessly to keep Watsonville safe, coordinating efforts and ensuring that our community had the resources and support needed during such a challenging time. She also demonstrated strong leadership during the 2023 floods, guiding the city through an emergency and helping countless residents navigate the crisis. Beyond these critical moments, she has tackled homelessness and countless other issues affecting our city, always striving to make Watsonville a better place for all. Her story resonates with many, showing that success is not only achievable but also can be used to uplift and empower others.

As both a resident of Watsonville and an employee of the city, I have seen Tamara continuously prove herself in various leadership roles, serving as Interim Parks Director, Interim IT Director, Interim Public Works Director, and Interim City Manager on two occasions. In each of these roles, she has demonstrated her ability to lead, innovate, and drive positive change for our city. Her dedication and resilience are unmatched, and there is no one more deserving of this promotion. Tamara Vides is not just a leader; she is a role model and a true champion for our community.

Respectfully,

Suryel Vasquez

District 7 resident &

City of Watsonville Employee

From: [City Council](#)
To: [Eduardo Montesino](#); [Vanessa Quiroz](#); [Maria Orozco](#); [Kristal Salcido](#); [Casey Clark](#); [Jimmy Dutra](#); [Ari Parker](#); [cityclerk](#)
Subject: FW: Letter of Support
Date: Tuesday, August 27, 2024 6:00:36 PM

From: Michelle Pulido <michellepulido05@gmail.com>
Sent: Tuesday, August 27, 2024 6:00:19 PM (UTC-08:00) Pacific Time (US & Canada)
To: City Council <citycouncil@watsonville.gov>
Subject: Letter of Support

My name is Michelle Pulido, and I'm here as a member of this community that has embraced me since I began working for the City of Watsonville.

I want to take a moment to express my support for Tamara Vides as the next City Manager of Watsonville. I'll be honest, we didn't see eye to eye at first. Both of us have strong personalities, and that led to some initial friction.

However, working closely with Tamara during the COVID-19 pandemic, I came to see a different side of her. She earned my respect through her dedication, resilience, and her deep commitment to this city.

Tamara is one of the hardest-working people I know. Her passion for Watsonville is evident in everything she does. The role she is stepping into is not an easy one... it requires her to make tough decisions that won't always make everyone happy. But at the end of the day, her focus is on what's best for the organization and the community.

Tamara has consistently proven that she is not only highly capable but also the most qualified candidate for this role.

I fully support Tamara Vides as our next City Manager, and I have no doubt that under her leadership, Watsonville will continue to thrive.

Best,

Michelle Pulido