



City of Milpitas

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Milpitas City Manager Announces Departure, Reflects on Service and City's Future

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Ned Thomas will conclude his service as Milpitas City Manager effective April 16, 2025. He joined the City as Planning Director in 2018 and was then appointed as Acting City Manager in June 2023. He was subsequently selected as City Manager in 2023 after a competitive interview process.

"It has been an honor to serve the residents and businesses of Milpitas," said City Manager Thomas. "I am grateful for the dedication of our wonderful City staff and all that we have accomplished together. Thank you for your friendship, encouragement, and support during my time here in Milpitas."

As Planning Director, Mr. Thomas led efforts to update the City's General Plan and the Transit Area Specific Plan (TASP), ensuring strategic planning for sustainable development and urban design for the emerging residential neighborhoods surrounding the Milpitas Transit Center. Mr. Thomas also provided leadership and support for completion of the City's Housing Element, a key policy document critical to addressing the City's long-term housing needs and led efforts to develop an award-winning ADU Toolkit and a Guide to the Development Review Process. Under his strategic direction, the Planning Department secured more than \$3.5 million in grant funding to establish Milpitas SMART, a local app-based on-demand micro-transit service.

During Mr. Thomas' tenure as City Manager, the City initiated or completed several major infrastructure projects, strengthened ongoing community and economic development plans, and furthered efforts to ensure the City's long-term financial sustainability. Notable achievements include the successful passage of Measure J, a local quarter-cent sales tax approved by more than 80% of Milpitas voters, which will extend critical funding for the City in future years. The City has also invested in the implementation of a modern Enterprise Resource Planning (ERP) system to streamline fiscal operations, improve budget tracking, and provide real-time data integration for informed decision-

making. Mr. Thomas has also been a strong advocate for the revitalization of Milpitas' historic Main Street and the development of an Innovation District near the Milpitas BART station to attract jobs in emerging high-tech and advanced manufacturing industries to that area. Notably, the City recently secured an incentive agreement with Rivian, a major electric vehicle manufacturer known for its groundbreaking technology and commitment to sustainability. This multi-year agreement will further strengthen the City's economic landscape and position it as a hub for innovative industries.

The Milpitas City Council has initiated a transition process in an effort to maintain stability and progress, and an Interim City Manager will be appointed soon.

"On behalf of the City Council and the entire community, we extend our deepest gratitude to City Manager Ned Thomas' outstanding service," said Mayor Carmen Montano. "We wish him the very best in future endeavors and look forward to carrying on the momentum he has helped establish."

As City Manager Thomas prepares for his departure, he expressed confidence in the City's future and appreciation for the time spent working with the Milpitas team. "I will be cheering for your successes as you continue to serve this great City in the years ahead."

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About the City of Milpitas

Located at the southern end of San Francisco Bay, Milpitas is a progressive community that is an integral part of Silicon Valley. A full-service city with water utility, sewer utility, police and fire services, Milpitas is a flourishing community with a very diverse and inclusive resident population of over 80,000. Often referred to as the Crossroads of Silicon Valley, the City is situated between major thoroughfares in the Bay Area and considered a highly desirable location for world-class technology companies seeking to build a central base of operations. With the addition of the new Milpitas Transit Center offering BART, light rail, and bus service, and multiple new mixed-use development projects, along with a host of new City Plans and Programs in support of an inspiring and sustainable future, the City is at the forefront of building the next generation economy. For more information, visit: www.milpitas.gov