

John Mascaro

CITY MANAGER

(252) 305-5337

Bettiepearl1124@outlook.com

Elephant Butte, nm 87935

Energetically led as City Manager/Fire Chief at City of Elephant Butte, pioneering infrastructure and sustainability initiatives. Demonstrated exceptional leadership and strategic planning skills across multiple roles, notably enhancing community engagement and urban development. Skilled in financial analysis and performance measurement, consistently delivering results and fostering team motivation. I received over 10 million dollars in grants for the city. multiple capitol outlay projects.

SKILLS

- Sustainability Initiatives
- Financial Analysis
- Getting the job done
- Infrastructure Planning
- Performance Measurement

EXPERIENCE

CITY MANAGER / FIRE CHIEF

City of Elephant Butte

Elephant Butte, NM

May 2022 - February 2024

- Initiated innovative solutions to address infrastructure challenges such as traffic congestion or water conservation.
- Proficient in developing long-term plans for urban development and zoning regulations.
- Spearheaded efforts to increase citizen engagement through community outreach activities.

FIRE CHIEF

town of duck

duck, NC

October 2005 - April 2006

- Exhibited strong leadership skills with the ability to motivate teams and manage multiple projects simultaneously.
- Utilized effective communication strategies when interacting with colleagues, staff members, and other agencies.
- Participated in high-level meetings regarding policy changes or updates that would affect operations.

FIRE CHIEF

olympia gardens fire district

olympia gardens, ILL

April 1984 - June 2004

- Exhibited strong leadership skills with the ability to motivate teams and manage multiple projects simultaneously.
- Utilized effective communication strategies when interacting with colleagues, staff members, and other agencies.
- Provided guidance to subordinates during emergency situations ensuring proper protocols were followed.

EDUCATION

FIRE SCIENCE IN ALL

Illinois fire service institute, **champaign ill**

Jun 1999

FIRE SERVICE IN FIRE SCIENCE

Feb 1988

REFERENCES

Stephen Archuleta — SAC
Retired County Manager / Consultant *Friend*
(575) 779-1680
Stephen.archuleta@cityofeb.com

Bryce Lunsford — 1st Choice Realty
Owner Real Estate Company *Friend*
(540) 849-6496
bryce1954@gmail.com

Mike Williams — Mikew
Retired Sheriff Deputy / Current City Councilman
C Professional / Friend
(505) 980-8844
nmcops@aol.com



Candidate Questionnaire

Candidate Name: John Mascaro

Position: City Manager

1. Please list your previous jobs/positions going back at least 10 years, plus any previous jobs/positions beyond 10 years that is related to the position of City Manager. Please include the following:
 - a. Position start and end dates.
 - b. Position title and organization.
 - c. To whom you directly reported.
 - d. Ending salary.
 - e. Population of community served.
 - f. Total number of employees in the organization.
 - g. Number of employees supervised (directly and indirectly).
 - h. Total budget of the organization.
 - a. May 10, 2022 to Feb 1, 2024
 - b. City Manager/Fire Chief - City of Elephant Butte, NM
 - c. City Council
 - d. 100,500
 - e. 2000
 - f. 22
 - e. 22
 - h. 10 million
2. Why are you interested in pursuing this position? I enjoy serving the community and its constituents. Working with the community to expand and resolve community concerns.
3. How would you describe your management style? Lead by example and allowing employees to utilize their skillset with support and guidance.



4. Describe your approach to managing personnel issues such as hiring, discipline, ethical violations, labor relations, and performance evaluations. I follow the policies established by council and ensure that is conveyed to all personnel. With a team approach, I ensure that all personnel issues are addressed in a professional and timely manner in order to ensure that all policy and procedures are followed.
5. How would you deal with city budget constraints and identify new revenue sources? In regards to the city budget constraints and deficits, I would look for alternative revenues and restructure departments to address the constraints. As to new revenue, it is vital to look at grants, capital outlay and community donations.
6. How will you prioritize competing demands for resources within the city? Look at each department individually and make decisions based on their needs that will benefit the community,
7. Describe a successful initiative you have led as a City Manager. An initiative that I pursued was securing funds for water mains, fire hydrants and preventive maintenance for city water system and received over 19 million in funding.
8. Describe a time when you had to manage a crisis situation in a city setting. During my time as the city manager, one of the our water wells went down and had to have a water well installed immediately in order to maintain a water source to the city. Working with multiple companies in order to ensure that the well was properly installed and providing water to in a timely manner.
9. What steps do you take to ensure transparency and accountability in city operations. Communication is the key to ensure transparency within the entire city workforce. It is vital that all parties involved are informed and kept up to date on progress and decisions being made. Accountability is essential in order for the city to operate effectively and efficiently.
10. Please describe your experience working with unions. I have 38 years of fire department and local government experience.



THE SUNRISE CITY

FORT PIERCE
CITY MANAGER'S OFFICE *Florida*

11. Please describe your experience managing or overseeing a police department? What do you see as your role in guiding the police department? An effective police chief is the key to overseeing a police department. My job is to trust the police chief to oversee the police department and my job would be to ensure that the Police department has the resources and the funding to operate an effective department that serves the community with trust and dignity.
12. How will you ensure that the city's services meet the needs of all its citizens? Making sure that all services have the funding and resources to run effectively to meet the needs of the citizens in the community.
13. What strategies will you use to build relationships with stakeholders in the community? Building relationships with integrity, honesty and listening to the community needs with follow through.
14. What strategies would you implement to promote economic growth and job creation? Promoting the city and its ability to meet the needs of the area in regards to workforce and employment needs. Utilizing the educational system to promote the youth to transition to the work force.
15. Have any adverse or critical statements been made about you in print or online media reports, on social media, or any other related form? If an online search of you were completed, what would be found that you yourself would want to know about you if you were looking to hire yourself as a City Manager? Upon completion of an online search, one would find that I am a victim of an over aggressive Mayor who had a different opinion of how a city should be ran.