



"Embracing our Heritage, Advancing our Future"

NEWS RELEASE

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City of Douglas Announces Contract Renewal for City Manager Following Successful Leadership and Strategic Investments

Douglas, AZ – October 31, 2024 – At a Special Meeting on October 30, 2024, the Mayor and Council approved a three-year contract renewal for City Manager Ana Urquijo, following a successful three-year tenure marked by significant achievements and transformative leadership. Under her guidance, the City has navigated a pivotal period of investment setting up for growth and positioning Douglas as a leader in infrastructure development and community enhancement.

Through her leadership, the priorities set forth by the Mayor and City Council are well underway, resulting in numerous upgrades and improvements to community amenities and services, organizational efficiencies and employee compensation and benefits.

During her time as City Manager, Ms. Urquijo has successfully overseen the City's responsibility over a landmark \$400 million investment towards the Two Port Solution project, focusing on growth, job creation, and economic development initiatives poised to enhance the quality of life for residents and businesses alike.

In addition to successfully managing the initial investment, Ms. Urquijo has played a crucial role in positioning Douglas as a key contributor to securing an estimated additional \$153 million for infrastructure and road improvements. This funding will further enhance the City's transportation networks, promote economic development, and ensure that Douglas remains a sought-after international corridor. "I am impressed with Ms. Urquijo's leadership and how in a short time she led the City to the best position for sustainable growth and betterment of the Douglas community," said Councilmember Jose Montano.

It is important to note that the contract renewal was not due to an impending expiration; rather, it was a proactive effort to update and extend the terms of Ms. Urquijo's contract in recognition of her successful leadership and the ongoing initiatives that require consistent oversight. Ms. Urquijo also received an excellent performance evaluation and a market rate salary adjustment as part of her evaluation. The market rate was

determined through the same methodology used for all City positions, which entails comparing the average salaries for each position to comparable cities to Douglas in population, budget and median household income; these cities are Safford, Winslow, Camp Verde, Show Low, Chino Valley, Cottonwood, Coolidge, Somerton, Payson, Eloy, Nogales, San Luis, and Florence.

“Ms. Urquijo has demonstrated exceptional leadership and vision during her time with us,” said Mayor Huish. “The contract renewal is a testament to her commitment to our community and the successful execution of our strategic goals established by the Mayor and Council under her leadership in 2022. We are excited to continue this momentum as the work continues toward a brighter future for Douglas.”

“I am honored to continue serving as City Manager and grateful for the support of the Mayor and Council,” said Ms. Urquijo. “The accomplishments we have gained are a testament to the amazing team we have created, and it is with everyone’s hard work that we have achieved and continue to achieve the effective oversight of this impressive investment and positive change to our beautiful community.”

For more information on Ms. Urquijo, the City of Douglas, or municipal projects, please access www.douglasaz.gov.