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**To:** [Paul Tigan](#); [Linda Nishioka](#); [Shane Matthews](#); [Deanna Gwyn](#); [Dr. Irvin M Brown](#); [Mai Vang](#); [Vanessa Nordyke](#); [Micki Varney](#)  
**Cc:** [CityRecorder](#)  
**Subject:** Comments re: City Manager position for 8/11/2025 City Council Meeting  
**Date:** Monday, August 11, 2025 8:45:03 AM

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Good morning Councilors:

Following this weekend's Statesman Journal coverage of the upcoming deliberations pertaining to the City Manager position, I wanted to reach out from a business community perspective to share some insights. Initially, I was going to simply e-mail councilors representing wards in which our company holds property; instead, I have included all Councilors. I have also included the City Recorder address on this e-mail so that it may be entered into the record for written public comment at the August 11, 2025 City Council meeting.

In considering the options of initiating a public recruitment process or Krishna Namburi's direct appointment to the City Manager position, I would strongly urge the Salem City Council to move toward Krishna's direct appointment.

I have had the experience of working with Krishna both in non-profit volunteer settings (we both serve on the Board of Directors for Blanchet Catholic School), as well as City task forces and volunteer engagements (e.g. the Revenue Task Force and Forecast Review Team in 2024). In these engagements, Krishna's leadership style is quickly evident: fact-driven, people-considerate, and results-oriented. That "trifecta" is difficult to replicate and even more difficult to recruit for. Considering Krishna's deep service within the City, demonstrated ability to work within and across the organization, and body of results to drive efficiency in service delivery within the context of a resource-constrained reality, Krishna is the City Manager that Salem needs at this juncture. Respectfully, it does not take the time and expense of either a public recruitment process or outside consultant to come to that conclusion.

The time-tested adage – "If it ain't broke, don't fix it 'til it is" – is apt here. Most organizations would be lucky to have a leader of Krishna's experience and caliber guiding their work – Salem needs it.

Thank you for your attention and consideration.

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