

From: [Laurie Dougherty](#)
To: [CityRecorder](#)
Subject: City Manager Recruitment and Selection
Date: Tuesday, February 22, 2022 2:49:51 PM

Mayor Bennett and Salem City Council,

I am very pleased to see that climate change is a critical consideration for the City Manager search, as presented on page 3 of the Candidate Profile <http://saalem.legistar.com/gateway.aspx?M=F&ID=9bdb8809-4539-478c-9474-939c18223e64.pdf>

Under the heading **The Successful Candidate**, it says: "The new City Manager is a strategic thinker who easily sees the big picture and long-term vision for the City....The ideal candidate leans in on complex issues, including climate change, equity, affordable housing, and homelessness, and supports sound decisions while maintaining the flexibility to meet the changing, growing needs of the community."

Climate change, equity, affordable housing, and homelessness are indeed complex issues, of major importance to the Salem community, and in urgent need of attention.

Thank you
Laurie Dougherty
Ward 1

From: [Mark wigg](#)
To: [citycouncil](#)
Subject: give more power to council
Date: Tuesday, February 22, 2022 9:56:07 AM

Councilors,

The city has a problem with the current system of government where the city manager has all the power and council has only the hope of their policies being implemented. To change that, have the city council hire and fire department heads. If council was in charge of hiring and reviewing performance, the department heads would work for council. All department heads should have one year contracts with performance measures set by council.

Mark

From: noreply@cityofsalem.net on behalf of philiphcarver@gmail.com
To: [CityRecorder](#)
Subject: Public Comment for 2/22 Council Meeting item 3a.
Date: Monday, February 21, 2022 1:51:28 PM
Attachments: [ATT00001.bin](#)

Your Name	Phil Carver for 350 salem OR
Your Email	philiphcarver@gmail.com
Message	<p>350 Salem understands that hiring a new City Manager is complex and very important. Our view is that the expertise, skills and values of the new manager need to align with the policy goals that the Council discussed at its meeting on Feb.14. Among those priorities is implementing the Climate Action Plan (CAP) that the Council accepted at that meeting. The Council's adopted greenhouse gas (GHG) reduction goals and the CAP form a lens through which the new manager must view all City actions. The candidate must demonstrate a deep understanding of goal-oriented policy implementation. He/she should be able to cite specific examples from previous employment. The Salem Strategic Plan has 5 goal areas. Two of these goals relate closely to the CAP. QUOTED from page 13 of the 2021-2026 Salem Strategic Plan: 4. Building Great Neighborhoods NEIGHBORHOOD DEVELOPMENT Increase the number of “complete neighborhoods” across the city that provide convenient access to jobs, services, and amenities that meet residents’ daily needs. PARKS AND RECREATION FACILITIES Develop, enhance, and expand parks and recreational facilities—and access to these amenities—to better serve residents of all ages, abilities, and cultures. BIKE AND PEDESTRIAN SAFETY Increase the safety of walking and biking within the city by prioritizing construction and maintenance of pedestrian and bicycle facilities. [Note: having complete neighborhoods with nearby parks reduces the need for driving. Bike and pedestrian safety encourage people to walk or take the bus or to bike instead of driving.] 5. Taking Action on Climate Change GREENHOUSE GAS REDUCTION Reduce the city’s greenhouse gas emissions. RESILIENCE Increase the city’s resilience to climate change. The CAP has a broad range of strategies to implement over the next five years. The candidate should be able to demonstrate skills in transportation planning, land use planning and zoning, public involvement, conflict resolution and bold leadership. Specific past work or volunteer examples are needed. While meeting the GHG reduction goals and implementing climate strategies are not the only actions needed by the new manager, they are important. Skills related to goal-oriented implementation will be highly useful in other areas as well. More than anything, 350 Salem will be assessing City Manager candidates on their deeply held personal commitment to doing everything we can do as a city to address the climate emergency through the successful implementation of our City’s Climate Action Plan. Thanks for the opportunity to comment. Phil Carver, Co-coordinator</p>

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