



Staff Report

File #: 22-331
Version: 1

Date: 7/11/2022
Item #: 5.e.

TO: Mayor and City Council
THROUGH: Kristin Retherford, Interim City Manager
FROM: Krishna Namburi, Enterprise Services Director

SUBJECT:

Approval of the appointment of Keith Stahley as Salem City Manager.

Ward(s): All Wards
Councilor(s): All Councilors
Neighborhood(s): All Neighborhoods
Result Area(s): Good Governance.

SUMMARY:

A tentative agreement has been reached with Keith Stahley to become the next City Manager of the City of Salem. This action will complete the appointment and approve Mr. Stahley's contract terms.

ISSUE:

Shall City Council appoint Keith Stahley as City Manager of the City of Salem and approve Mr. Stahley's contract terms?

RECOMMENDATION:

Appoint Keith Stahley as City Manager of the City of Salem and approve Mr. Stahley's contract terms?

FACTS AND FINDINGS:

Former City Manager Steve Powers announced retirement effective February 28, 2022. The City Council began a nationwide recruitment and selection process for Salem's new City Manager. The process included two interviews by City Council, interviews with community members and the City's leadership team and labor union representatives, and a public forum, where the finalists answered questions from the public. Further, members of City Council had conversations with the finalists' references and stakeholders from their communities.

At the conclusion of the process, City Council met in executive session to consider the finalists and reached a tentative decision to appoint Mr. Stahley as City Manager, and Mr. Stahley has enthusiastically agreed to accept the appointment.

BACKGROUND:

Mr. Stahley is currently the Assistant City Manager of Olympia, Washington, a fellow capital city. He has over 35 years' experience in municipal government, and has been with the City of Olympia for over 17 years. Mr. Stahley has an impressive and proven background in helping communities plan for their future, proactive address homelessness, expand economic development, create housing opportunities, and build and maintain positive organizational culture.

Through the selection process, including discussions with Mr. Stahley's co-workers and community partners, City Council learned he instills deep respect and admiration by all who work with him as someone who enjoys engaging with all facets of the community, values the importance of diversity, equity, and inclusion, and is a talented problem-solver.

Mr. Stahley has a Master of Public Administration from Florida Atlantic University, a Bachelor of Landscape Architecture from Syracuse University, and is a credentialed manager with the International City Management Association (ICMA).

Upon approval of the appointment by City Council, Mr. Stahley's first day will be September 12, 2022.

Krishna Namburi
Enterprise Services Director

Attachments:

1. Employment Agreement