

Sunday February 9, 2025

Re: Resignation – Per Section 14: Severance (b) (3) of my Employment Contract

Dear Mayor Hoy and City Councilors

It has been my pleasure to serve as Salem's City Manager for the past 2 and ½ years. Everyday has been a challenge, we made some real progress, we had some fun and I am proud of the work that we have done together.

I understand the desire of the Mayor and Council to move forward and have a fresh start. I hope that my resignation per Section 14: Severance (b) (3) of my contract will help to facilitate that.

I am submitting this resignation based on a meeting that I had with Councilor Nishioka on Friday February 7, 2025, where she represented that she was the duly authorized representative of the Mayor and a majority of City Council and requested that I tender my resignation.

As per Section 14: Severance (b) (3) of my contract I offer my resignation.

In doing so, I ask that Council consider the following clarifications and modifications:

1. That I be placed on administrative leave until March 22, 2025.
2. That I be allowed to take my accumulated vacation time starting on Monday March 24, 2025 and running until it is exhausted on or about May 10, 2025.
3. That my severance pay per my contract start on or about May 10, 2025 when my vacation is exhausted and be paid over the next 8 months in monthly installments.

While on administrative leave, I would be available for consultation as requested.

I wish the Mayor and Councilors, the City's extraordinary employees and the community all the best. There are many challenges ahead and by working together this organization and community will find a way forward.

Sincerely,



Keith Stahtey, ICMA-CM