

IMPORTANT NOTICE: The City Council may consider applicant qualifications for the Council vacancy in executive sessions which are closed to the public, and then make the appointment in a public meeting. You have the right, however, to have your application considered in a public meeting by providing a written request to the City Clerk.

**CITY OF FLAGSTAFF
APPLICATION TO SERVE ON THE CITY COUNCIL**

RETURN TO: CITY CLERK VIA EMAIL AT STACY.SALTZBURG@FLAGSTAFFAZ.GOV

DEADLINE TO SUBMIT APPLICATION: MONDAY, OCTOBER 12 AT 5:00 P.M.

PLEASE NOTE THAT THIS INFORMATION IS PUBLIC INFORMATION
(personal identifying information will not be released)

DATE: 10/11/2026

YOUR NAME: Alec "Ace" Overmann

HOME ADDRESS: [REDACTED] ZIP: 86001

EMPLOYER: ETD Inc. JOB TITLE: Anthropologist & PR Officer

E-MAIL: [REDACTED]

PHONE NUMBER: [REDACTED] LENGTH OF RESIDENCY IN FLAGSTAFF: 4 years

Using additional pages, please answer the following questions in 250 words or less, per question:

1. What makes a good Councilmember?
2. What do you think is the biggest issue facing Flagstaff? Give specifics and ideas for addressing the issue.
3. What are your top three priorities for being a City Councilmember and why?
4. What method do you expect to use to make a decision when you believe that there is a segment of the Flagstaff population not being heard on a particular issue?
5. Please give an example of when you were in a position of responsibility and others disagreed with you on how an important matter should be handled. How did you help resolve the issue?
6. What is your leadership style, please provide an example of your style in use.
7. What is your understanding, awareness, and familiarity with the Flagstaff Zoning Code?
8. A key role of the Flagstaff City Council is to adopt the city's budget; how would you balance the seven key community priorities and the realities of the city's financial position with the Council's role of policy development?

I certify that I meet the statutory requirements of living within the corporate limits of the City of Flagstaff for at least one year, that I am over the age of 18 years, that I am a registered voter of the City of Flagstaff, ***and that I have read and understand the right to have my application considered in a public meeting by providing a written request to the City Clerk.***

Alec Overmann

Applicant Signature

ALEC “ACE” OVERMANN

[REDACTED], Flagstaff, AZ 86001
[REDACTED]

Stacy Saltzburg, City Clerk
Flagstaff City Hall
211 W Aspen Avenue, Flagstaff, AZ 86001
stacy.saltzburg@flagstaffaz.gov

Dear City Clerk Saltzburg, Mayor Becky Dagget, and Members of the City Council,

Please accept this letter of interest for appointment to the Flagstaff City Council. Flagstaff has been my home for four years, and in that time, I’ve finished my education, launched my career, and started my family in a city that will be my home for many more years to come. My civic engagement, cultural awareness, policy experience, and commitment to Flagstaff’s future uniquely prepare me to serve on the City Council.

My background is centered on understanding how communities develop, grow, and adapt. I earned my Master’s degree in Anthropology from NAU, focusing on political anthropology and climate resilience. I apply this expertise in my civic roles as Vice Chair of the Flagstaff Heritage Preservation Commission and as a member of the Coconino Hispanic Advisory Council. Currently, I work at ETD Inc., a local environmental consulting firm, as an anthropologist and public relations officer. I manage cultural and environmental compliance reporting while building partnerships with tribal and local communities. This work requires balancing development needs with environmental stewardship and cultural preservation. These are skills directly relevant to policymaking as Flagstaff navigates growth, climate resilience, and budgeting priorities.

Previously, at the Coconino County Treasurer’s Office, I researched and analyzed legislation, engaged with lawmakers at the state and federal levels, and successfully advocated for policy changes. I drafted resolutions adopted by the National Association of Counties (NACo) addressing taxation, immigration, equity, and local control. I also assisted in drafting bipartisan bills on property tax liens and safeguards for County Treasurers, later signed into law by Governor Hobbs. While serving as a community health worker for the Community Health Council of Wyandotte County, KS, I connected residents with local services and coordinated public health outreach and events. As an advocate in Flagstaff, I have submitted citizen petitions to prohibit ICE’s use of city property and to end source-of-income discrimination in housing. I collected signatures; met with community groups, the mayor, city staff, and councilmembers; and spoke at City Council meetings to advocate for residents.

I want to serve on the City Council to expand affordable housing, build climate resilience, and ensure that Flagstaff’s diverse communities have a meaningful voice in shaping our future. I will bring my experience in advancing effective policy, connecting residents with resources, managing competing priorities, and building meaningful relationships—all while preserving the city’s unique character. I will approach this role with complete dedication. I have the drive and passion to explore new ideas, engage with residents around town, and advocate for Flagstaff’s local authority.

I’m committed to helping move our city forward with the *mission to protect and enhance the quality of life for all* who live and work in Flagstaff. Thank you for your time, and I look forward to hearing from you.

Sincerely,
Alec "Ace" Overmann

ALEC “ACE” OVERMANN

_____, Flagstaff, AZ 86001

APPLICATION RESPONSES

1. What makes a good Councilmember?

When sworn into office, a councilmember assumes a position of public trust. In my view, a good councilmember strives to earn and keep that trust. To do so, they must be attentive, engaged, communicative, and accessible to all Flagstaff residents. They listen to alternative viewpoints with an open mind, acknowledge them, and clearly explain their own positions. Good councilmembers should be the voice of the people, which includes communities that have historically gone unheard and underheard. They should be present and approachable at local events so that residents are comfortable having informal conversations.

But listening is only part of that responsibility. A good councilmember follows through on their commitments by ensuring constituent concerns are actively addressed. They must take initiative, ask and answer hard questions, engage in meaningful and even difficult discussions, and be ready to make decisions for the community's long-term interests. A good councilmember understands the responsibility of being a public representative, remaining accountable to the people they serve, and working every day to earn and maintain their trust.

2. What do you think is the biggest issue facing Flagstaff? Give specifics and ideas for addressing the issue.

The biggest issue facing Flagstaff is affordability. This concern is shared across the city; in Flagstaff's April 2026 community survey, 40.5% of respondents identified the cost of living as the city's top issue. While housing is the largest part of living expenses, it is not the only one. Over the last few years, costs related to healthcare, childcare, groceries, gas, utilities, and insurance have increased, causing real financial strain for the people of Flagstaff. They want to see lower costs for all of these, not just housing.

I think the city should continue implementing the 2045 Regional Plan, 10-year Housing Plan, Code Analysis Project (CAP) recommendations, and the Carbon Neutrality Plan. Implementation of these plans will assist in lowering the cost of living by reducing housing costs, building missing-middle housing, expanding workforce and affordable housing, improving walkability throughout the city, and improving Flagstaff's resilience to the increasing impacts of climate change.

Not every affordability solution is within the city's control. I would travel to the state capital to advocate for Flagstaff's ability to make local decisions. Additionally, I think there are creative ideas the city could explore. For example, partnering with FUSD to expand the EmPact Pre-K program to include infants and toddlers and broaden family eligibility, piloting an e-bike incentive and voucher program, and evaluating whether a city-run ambulance service could help residents avoid excessive costs during medical emergencies.

3. What are your top three priorities for being a City Councilmember and why?

My top three priorities as a councilmember are ensuring residents have a strong voice, exploring new ideas, and helping the city follow through on its commitments.

Ensuring residents have a strong voice is my first priority because local government works best when the people are actively involved. Residents should not only be informed about decisions being made on their behalf but also have meaningful opportunities to shape them. I would hold regular community town halls to keep residents updated on council actions and hear their concerns. I would encourage collaborative discussions and promote greater participation through public comment and citizen petitions.

Exploring new ideas is my second priority, as Flagstaff navigates climate change, city growth, artificial intelligence, inflation, and whatever else the future holds for us. I would propose new policies, encourage ideas from residents, and explore strategies that other cities have successfully implemented. Being a policymaker is not just about voting on issues; it means creating space for new solutions, identifying opportunities for improvement, and planning for adaptability and resilience.

Helping the city follow through on its commitments is my third priority because I believe the city's policy initiatives are important and will benefit Flagstaff residents now and for generations to come. Still, plans only matter if we follow through. Delivering on our commitments builds public trust, demonstrates the effectiveness of local government, and strengthens the foundation for a sustainable future.

4. What method do you expect to use to make a decision when you believe that there is a segment of the Flagstaff population not being heard on a particular issue?

As a councilmember, it is essential to ensure no segment of the population goes unheard or underheard. One attribute that makes a good councilmember is being accessible. Instead of expecting residents to track down my email and travel to City Hall, I would proactively go to them, meeting with community leaders directly or hosting neighborhood town halls before making decisions at council meetings. I would establish an approachable presence and make myself available at various community events throughout the city.

City Council decisions ultimately belong to and impact all residents. Such choices require the voice and engagement of every part of Flagstaff. I would talk directly with parts of the community that often get left out and work with city staff to make it easier for every perspective to reach the council. This would help me, the council, and city staff incorporate a holistic view when making critical decisions that impact our communities.

5. Please give an example of when you were in a position of responsibility and others disagreed with you on how an important matter should be handled. How did you help resolve the issue?

As a Community Health Worker for the Community Health Council of Wyandotte County, KS, the state's only majority-minority county, I was responsible for connecting the county's diverse population to COVID-19 information, vaccine education, and available resources. Our team initially disagreed on how best to reach groups that distrusted healthcare, government, and the vaccine due to past negative experiences. I brought the team together and proposed moving away from a one-size-fits-all approach. I encouraged us to understand the historical and cultural factors underlying that distrust.

We divided into groups to research each community's experiences with healthcare, vaccines, and government, and we spoke with trusted community leaders. We then came together to compare our findings and develop tailored communication strategies. More importantly, we focused not only on vaccination, but on rebuilding trust for the future. This reaffirmed for me the importance of listening to different perspectives, staying open-minded, and finding common ground. I recognize that I do not have all the answers, and that the best solutions often emerge when we actively seek the knowledge and ideas of others.

6. What is your leadership style, please provide an example of your style in use.

I see my leadership style as democratic and forward-thinking. I work to create an environment that welcomes collaboration, encourages diverse perspectives, and builds consensus around innovative solutions. My goal is to promote positive change while focusing on the long-term resilience of our city, ensuring that we build a future that brings people together and lifts everyone up.

For example, in my role as Vice Chair of the Flagstaff Heritage Preservation Commission, I encourage discussion among commissioners and seek to understand where there is agreement before making a motion or taking a final vote. When I was a policy analyst for the Coconino County Treasurer's Office, I worked with the Treasurer and members of the National Association of Hispanic County Officials (NAHCO) to identify concerns early, before they became larger issues within their jurisdictions. I then helped draft resolutions and bills that were later adopted to address and resolve these concerns before they could escalate. Effective leadership goes beyond responding to today's issues; it's also about anticipating tomorrow's challenges.

7. What is your understanding, awareness, and familiarity with the Flagstaff Zoning Code?

I understand that our zoning code does far more than determine where commercial, industrial, and residential infrastructure can be located. It establishes standards for building architecture and height, lighting, parking, signage, fences, landscaping, and resource protection. These standards help protect public health and safety while preserving the unique character of Flagstaff and its neighborhoods. In my role as Vice Chair of the Flagstaff Heritage Preservation Commission, I've become familiar with the Flagstaff Zoning Code. I regularly work with its design standards for historic and overlay districts and its cultural resource study requirements for evaluating impacts and recommending preservation measures.

I've also learned that zoning is one of the city's most important tools for shaping Flagstaff's future. It helps turn our adopted plans into action on issues such as housing, growth, infrastructure, and climate resilience. These include the 10-year Housing Plan, the 2030 and 2045 Regional Plans, and the Carbon Neutrality Plan. Informed by the Land Availability and Suitability Study (LASS) and Code Analysis Project (CAP), city staff recently began to recommend changes to better align our zoning code with our city plans, including proposals to increase housing density, expand opportunities for missing-middle housing, and reduce minimum parking requirements. I participated in discussions about the CAP at Strong Towns meetings and gave supportive public comments to City Council. I also support the city's effort to adopt a new planned community zone that would allow greater flexibility in land use.

8. A key role of the Flagstaff City Council is to adopt the city's budget; how would you balance the seven key community priorities and the realities of the city's financial position with the Council's role of policy development?

I recognize that the city has many goals and priorities, but with limited staff and resources, not everything can be done at once. I would balance the seven key community priorities with our financial realities by first seeking resident input on what they believe are the city's greatest needs, then identifying which priorities those concerns relate to. I would review department budget requests to see how well they respond to the needs identified by the community, while ensuring that none of our key community priorities get overlooked in the process. I recognize that we can't achieve all priorities at the same pace or within the same budget cycle. When developing policy, I would weigh proposed projects based on cost, data, impact, community input, feasibility, timeline, and staff recommendations to determine what best meets the needs of Flagstaff.

Some of the biggest decisions affecting Flagstaff are made at the state level. I would travel to the state capital to advocate for Flagstaff's local authority and protect our ability to address our own challenges. Local issues are best solved locally. Having more local control can provide additional options for generating revenue, funding city services, and investing in the priorities that matter most to Flagstaff residents.

ALEC “ACE” OVERMANN

[REDACTED], Flagstaff, AZ 86001
[REDACTED]

CANDIDATE SUMMARY

Dedicated anthropologist, policy analyst, and community advocate with experience in county and city governance, legislative analysis, grassroots civic engagement, and GIS-based community mapping. Combines a strong background in legislative research and constituent services for Coconino County and the City of Flagstaff with leadership experience as Vice Chair of the Flagstaff Heritage Preservation Commission and member of the Coconino Hispanic Advisory Council. Experience drafting citizen petitions and supporting housing, human rights, and climate resilience initiatives to serve the diverse populations of Flagstaff, AZ.

KEY QUALIFICATIONS

- Legislative research, drafting, and policy analysis
- Geographic, historical, and cultural insights
- Government affairs and public administration
- Community resource navigation and case management
- Public advocacy and civic engagement
- GIS demographic, economic, and community mapping and analysis
- Climate resilience research

EDUCATION

Master of Arts in Anthropology, Dec 2024

Northern Arizona University, Flagstaff, AZ

Focus: Resilience of Indigenous Responses to Climate Change and Political Anthropology

Bachelor of General Studies in Anthropology and Geography, Dec 2020

University of Kansas, Lawrence, KS

Minor: Geology

COMMUNITY LEADERSHIP & CIVIC INVOLVEMENT

- Flagstaff Heritage Preservation Commission, Vice Chair
- Coconino Hispanic Advisory Council, Member
- Coconino County Democrats, Chair of Legislative Affairs, weekly legislative alert newsletter
- Strong Towns Flagstaff Chapter, Member
- Friends of Flagstaff Future, Member
- Indivisible Northern AZ, Volunteer

PROFESSIONAL EXPERIENCE

ETD Inc., Flagstaff, AZ

Anthropologist and Public Relations Officer (Oct 2025 - Present)

- Coordinate and consult with tribal agencies regarding environmental and cultural impacts of projects while fostering strong relationships with tribal and local communities.
- Conduct cultural resource inventories, field surveys, and geospatial environmental resource mapping to identify, document, and determine the significance of cultural resources and historic properties.
- Evaluate project impacts to cultural and environmental resources and recommend mitigation measures.
- Prepare NEPA environmental assessments and archaeological reports to ensure regulatory compliance.

Coconino County Office of the Treasurer, Flagstaff, AZ

Policy Analyst & Public Service Specialist (Jul 2024 - Oct 2025), Policy Intern (Aug 2023 - May 2024)

- Researched, analyzed, and tracked legislation, judicial rulings, and public policy at county, state, and federal levels for the Treasurer's Office and National Association of Hispanic County Officials (NAHCO).
- Drafted communications, including press releases, social media content, policy resolutions, and talking points.
- Coordinated high-level meetings, community events, public appearances, and strategic engagement initiatives.
- Provided customer service support, processed property tax payments, and supervised three interns.

Northern Arizona University, Department of Anthropology, Flagstaff, AZ

Graduate Research Assistant (Aug 2022 - May 2024)

- Assisted with lectures and supported instruction across multiple courses.
- Evaluated student work and provided academic feedback.

Community Health Council of Wyandotte County, Kansas City, KS

Community Health Worker (May 2021 - Jul 2022)

- Connected clients with agencies, nonprofits, and government programs and grants.
- Collaborated with community leaders and a team to develop and implement health initiatives and programs.
- Coordinated community events and volunteer engagement.
- Ensured accurate documentation and case management compliance.

ADDITIONAL EXPERIENCE

- **ArcGIS Mapping Volunteer & Freelancer:** Produced spatial analysis maps using ArcGIS Pro and ArcGIS Online supporting local housing and voting trend studies.
- **Citizen Petition Organizer:** Coordinated signature collection and formal submissions to the Flagstaff City Council, including Petition #2026-01 (Prohibit ICE from operating on City-owned property) and Petition #2026-05 (Prohibiting Discrimination in Housing Based on Source of Income).
- **Belize Valley Archaeological Reconnaissance,** San Ignacio, Belize (Summer 2023): Trained students in excavation methods, sifting, archaeological equipment, and identification of archaeological artifacts.
- **Boncuklu Archaeological Field School,** Hayiroğlu, Konya, Turkey (Summer 2021): Learned archaeological field skills and methods, including managing excavation grids, operating tools, and identifying artifacts.