

Rachael Gangelhoff

From: jennifer salazar <jensalazar70@yahoo.com>
Sent: Monday, December 8, 2025 11:36 AM
To: CityRecorder
Subject: [EXTERNAL]Public Comment for today's City Council meeting 12.08.2025
Attachments: Public Comment for Salem City Council 12082025.pdf

Please find attached my public comments for the Consent Calendar item 3.3c today.

Kind regards,

Jennifer Salazar
Ward 4 resident

CAUTION! This email came from outside the City of Salem. Do not click links or open attachments unless you recognize the sender. For guidance on identifying legitimate senders/emails, please review the IT Intranet Cyber Security Page.

To: Mayor Hoy; Councilor Tigan; Councilor Varney; Councilor Vang; Councilor Nordyke; Councilor Nishioka; Councilor Gwyn; Councilor Brown; Councilor Matthews.

Re: Appointments to Salem Boards and Commissions – Consent Calendar 3.3c

From: Jennifer Salazar, resident of Ward 4

I am writing to express concern about the nomination of a single Salem resident, Mike Sewell, to serve on three separate city commissions/boards this evening.

I've heard Mr. Sewell recently was appointed to the Human Rights Commission, but I'm unable to confirm that in a brief review of city council agendas and minutes currently available on the city webpage.

My objections are not regarding Mr. Sewell's qualifications, and I respect his interest in serving the Salem community.

I have three broad concerns with the appointment of a single resident to serve concurrently on multiple commissions/boards:

- 1) **Lack of transparency:** No minutes for the Board, Commissions, and Appointments Committee for 2025 are published on Salem's city webpage as of today's date. The last published minutes for this committee are for December 10, 2024. ORS 192.650(1) requires minutes or recordings of meetings to be available to the public *within a reasonable time* after the meeting. Boards and commissions that make recommendations to a public body on policy or administrative matters (such as nominations to boards/commissions) are also considered governing bodies and subject to Oregon public meeting laws. Absent any minutes, a Salem resident has no information available to ascertain if councilors confirmed there were no conflicts with city board/commission policy in nominating Mr. Sewell to multiple board/commission seats, or if any discussion occurred as to potential public perception and propriety of a single Salem resident securing simultaneous nominations to multiple boards/commissions. I believe, in fact, conflict with existing board/commission policy may exist, which I note below.
- 2) **Special requirements for service:** The Civil Service Commission has special requirements for potential members to this commission, according to the city

webpage. Specifically, it states a member of the commission will not hold any other public office, place, position or employment with the City of Salem. If a seat on other Salem boards or commissions constitutes a “place” or “position”, then it can be inferred that Mr. Sewell is ineligible to serve on the Civil Service Commission if he simultaneously holds positions or places on other city boards or commissions.

*this applies to Kyle Hedquist’s nomination to the Civil Service Commission, too.

See [https://www.cityofsalem.net/government/boards-commissions/commissions/commissions/civil-service-commission](https://www.cityofsalem.net/government/boards-commissions/commissions/civil-service-commission)

- 3) **Setting a precedent:** I scanned the membership rosters of city boards and commissions and did not identify individual Salem residents serving on multiple boards/commissions concurrently. I note that today’s consent calendar also proposes the nomination of Kyle Hedquist to 2 separate commissions. Even if there is no conflict with existing city policy, council appointing a single Salem resident to multiple commissions at the same time appears irregular and unprecedented. To do so denies opportunity to other residents who are qualified and interested in serving our community. It is impossible for the public to know if there were other qualified applicants for the same commissions/boards who were rejected in favor of Mr. Sewell. Frankly, it appears like Mr. Sewell is eager to serve and applied for consideration to multiple board/commission vacancies. There is nothing wrong with that approach – but it does not entitle Mr. Sewell – or any resident - to multiple board/commission appointments, either. Council could ask Mr. Sewell to be more precise in identifying which board/commission he is most interested in serving on.

I respectfully ask city council for the following:

- 1) Update the city webpage with 2025 minutes from the Boards, Commissions, and Appointments Committee to adhere to Oregon Public Meeting laws and provide transparency and accountability for Salem residents regarding the information and deliberations that inform city council’s decisions, including appointments to city boards and commissions.
- 2) Determine whether Mr. Sewell is eligible to serve on the Civil Service Commission if he is already serving on the Human Rights Commission and/or if he is appointed to any other city board or commission before approving his nomination to the Civil Service Commission.

- 3) Council will carefully consider the precedent and public perception created if a single Salem resident obtains multiple, concurrent appointments to Salem's boards and commissions.

I applaud Mr. Sewell's willingness to serve on Salem's boards and commissions. However, I believe it creates an appearance of irregularity and unfairness for any single Salem resident to hold three or more positions on Salem's boards/commissions at the same time.

Thank you for your consideration of my input on this matter before city council.

Respectfully,

Jennifer Salazar

Rachael Gangelhoff

From: Evan West <evanwest714@gmail.com>
Sent: Monday, December 8, 2025 12:10 PM
To: Julie Hoy; Vanessa Nordyke; Linda Nishioka; CityRecorder
Subject: [EXTERNAL]Board and Commission Appointments

Mayor Hoy and Members of City Council:

Appointments to City Boards and Commissions need to be pulled from the consent calendar for tonight's meeting. Council, and particularly Mayor Hoy, need to be transparent in explaining why Mike Sewell has been selected for appointment to multiple city boards and commissions. Positions should be filled by diverse representation of our community, not by one person who likely aligns with the Mayor's mission and priorities. Thank you for your transparency in this matter, and ensuring that the diversity of our community is fully represented.

Sincerely,

Evan West, Ward 7.

--

Evan West, M.A.

He/Him/His

970-980-1445

evanwest714@gmail.com

CAUTION! This email came from outside the City of Salem. Do not click links or open attachments unless you recognize the sender. For guidance on identifying legitimate senders/emails, please review the IT Intranet Cyber Security Page.