

From: [Marissa Theve](#)
To: [citycouncil](#); [CityRecorder](#)
Subject: [EXTERNAL]City Council meeting for Wednesday, January 7, 2026
Date: Wednesday, January 7, 2026 2:02:35 PM

Greetings,

This comment is in regards to the Special Order of Business 3. a., 3. b., and 3.c. on [tonight's \(January 7th 2026\) City Council Meeting agenda](#).

First, I want to thank each of you for your service to the City and acknowledge that the controversy around this topic seems overblown and malicious. I am saddened and a little disgusted to hear about the comments Councilor Vang and likely others are receiving from the public. Know that there are many of us who see the hard work you are doing and are sorry for the unfortunate and ugly consequences that are currently associated with public service. I can only hope that some folks will learn a little more about local government in the process and become more productively engaged.

Second, I simply wanted to register support for standardizing the way volunteers are appointed to City boards and commissions, including the decision to include an interview or not. I would also like to emphasize the need to bring more transparency (and thus trust) into the process. Some applicants receive much more Council scrutiny than others which is plainly unfair. You may wish to reach out to current members and applicants about their experiences. In that light, I am glad to see Councilor Nishioka's motion on the agenda to move towards clarifying the process for at least some of the boards and commissions and look forward to this discussion.

Finally, I am in support of reappointing Mr. Hedquist to the Community Police Review Board because of his unique and valuable expertise with the criminal justice system. I am going to leave it at that.

Thank you again,

Marissa, Ward 1 resident

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Marissa Theve (*ma-RIS-uh Tev*)

Pronouns: she/her/hers

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From: noreply@cityofsalem.net on behalf of Chanegriggs@gmail.com
To: citycouncil
Subject: Contact City Council
Date: Tuesday, December 16, 2025 2:51:32 PM
Attachments: [ATT00001.bin](#)

Your Name	Chane Griggs
Your Email	Chanegriggs@gmail.com
Your Phone	5039992610
Street	3896 St Andrews Lp S
City	Salem
State	OR
Zip	97302
Message	<p>For the record, I am writing in strong opposition to Council's appointment of Kyle Hedquist to the Police Review Board. In my past work as Assistant Director for the Dept of Corrections, I feel that a community should take steps to rehabilitate former offenders/ adults in custody. Having said that, any other appointment for Mr. Hedquist might be understandable. But for a convicted murderer to be appointed to the Police Review Board is ludicrous. There is absolutely no way that he would be able to render an unbiased judgment on any officer. I would hope, that if your decision is final, that his participation on that committee would be monitored and evaluated.</p>

This email was generated by the dynamic web forms contact us form on 12/16/2025.

From: [Chane Griggs](#)
To: [citycouncil](#)
Subject: [EXTERNAL]Fwd: Contact City Council
Date: Wednesday, January 7, 2026 8:15:39 AM

Mayor Hoy and City Councilors,

As indicated in my previous email, please consider this message as part of the public record for Wednesday's hearing.

Thank you,
chane

----- Forwarded message -----

From: **Deanna Gwyn** <DGwyn@cityofsalem.net>
Date: Wed, Dec 17, 2025 at 8:18 AM
Subject: Re: Contact City Council
To: chanegriggs@gmail.com <chanegriggs@gmail.com>

Chane,

Thank you for reaching out. I believe you know how I feel about this atrocity.

Deanna Gwyn
City Councilor - Ward 4
Dgwyn@cityofsalem.net
Mobile: 971-374-3659

From: noreply@cityofsalem.net <noreply@cityofsalem.net> on behalf of Chanegriggs@gmail.com <Chanegriggs@gmail.com>
Sent: Tuesday, December 16, 2025 2:51 PM
To: citycouncil <citycouncil@cityofsalem.net>
Subject: Contact City Council

Your Name	Chane Griggs
Your Email	Chanegriggs@gmail.com
Your Phone	5039992610
Street	3896 St Andrews Lp S
City	Salem
State	OR
Zip	97302
	For the record, I am writing in strong opposition to Council's appointment of Kyle

Message	<p>Hedquist to the Police Review Board. In my past work as Assistant Director for the Dept of Corrections, I feel that a community should take steps to rehabilitate former offenders/ adults in custody. Having said that, any other appointment for Mr. Hedquist might be understandable. But for a convicted murderer to be appointed to the Police Review Board is ludicrous. There is absolutely no way that he would be able to render an unbiased judgment on any officer. I would hope, that if your decision is final, that his participation on that committee would be monitored and evaluated.</p>
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From: [Evan West](#)
To: [Vanessa Nordyke](#); [Linda Nishioka](#); [Julie Hoy](#); [CityRecorder](#)
Subject: [EXTERNAL]Re: Jan 7 Special Meeting/Kyle Hedquist
Date: Tuesday, January 6, 2026 8:18:40 PM

Mayor Hoy and Members of Council:

It's difficult to know where to begin on this topic. So much has been said that should be replied to. So much misinformation circulates. It has been devastating to see the many members of our community who evidently have no concept of how our criminal justice system functions, particularly regarding youth and young adult offenders. Perhaps equally frustrating is the clear lack of conviction from City Councilors who will vote unanimously one minute, offer cogent statements affirming that belief in another, and then flip flop at the first sign of pressure. This is a volunteer position. It should not be the final stage of your career. You should stand for something, rather than caving to the Police and Fire Unions.

Only one person, Councilor Vang, has boldly stood by her convictions. Even in the face of death threats and harassment, Councilor Vang understands the process of reform and rehabilitation our criminal justice system is built on, and sees the value of that unique perspective in citizen committees. I hope that the rest of the Council will come to follow her example. To those of you running for Mayor, I hope that you can see that failing to establish clear principles based on the good of the many, not simply the wants of the few, will certainly prevent certain demographics and generations of voters from lending you their support.

Although I predict that most of you you have already made up your mind, and intend to obsequiously follow the union's orders in desperate hope of their endorsement at all other cost, I hope that you will see how your original appointment of Mr. Hedquist was not only harmless, but also the correct choice, and vote to retain his perspective on citizen committees.

Evan West, Ward 7.

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Evan West, M.A.

He/Him/His

970-980-1445

evanwest714@gmail.com

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From: kylehedquist@icloud.com
To: [CityRecorder](#)
Subject: [EXTERNAL]Testimony for Council meeting January 7th, 2026
Date: Tuesday, January 6, 2026 10:09:08 AM

To the Council, to Mayor Hoy—
I come to you not with a grievance, but with a reminder.
In mid-June, out of the blue.
The call came from the City for a background check.
A routine email, or so I thought.
I gave the answers. I bared my history—again.
I thought this was the process of a city moving forward.
I didn't realize it was the blueprint for a step back.
I stand here a member in good standing.
I have checked every box,
Met every requirement,
Fulfilled every voluntary duty.
Yet, mysteriously, I became the ghost in your machine.
A smear campaign rose from the shadows—
Websites, texts, emails, phones buzzing with the static of hate.
Some forces unknown — some known, touting endorsements,

Shaming me for the skin I've outgrown,

Threatening me with the very violence they claim to oppose.

I have searched the bylaws.
I have pored over the rules of this board.
Show me the line I crossed.
Show me the duty I breached.
You cannot.

My removal is not a monthly agenda topic; it is a legal proceeding.
Where is the misconduct?
Where is the fraud?
Where are the unexcused absences?
You cannot apply requirements that do not yet exist.
You may write new requirements, but retroactive application would be
targeted.

Now, after two years of dedicated service,
The Police Union President, the Mayor, the District Attorney—
Voices that should uphold the law, instead fanned the flame.
A “minority political force” trying to undo a ratified signature.
Trying to erase a decision already made.
But let’s talk about the Law.
Not the law of optics, but the law of Oregon.
I point you to the Oregon Constitution—Article One.
Section 8: My right to speak.
Section 20: My right to equal treatment.
You cannot discriminate against a volunteer because his history makes
you uncomfortable.
I point you to the Federal Volunteer Protection Act.
I acted within my scope. I broke no statute.
The First Amendment does not stop at the door of a city council meeting.
It shields the citizen from the retaliation of the state.
When you allow a motion that targets a member in good standing,
You are not just targeting me.
You are targeting the Constitution you swore to uphold.
You are inviting judicial review.
You are inviting the accountability of ORS 162.405.
Oregon’s protections are broad.
They protect expression on “any subject whatever.”
They prohibit “unnecessary rigor.”
They demand a rational basis—not a political one.
So, I conclude with a simple request.
Not for a favor, but for fairness.
I ask this Council and this Mayor:
Deny the motions.
Silence the tactics of fear.

I have done the work.
I am duly appointed.
I am still here and this is my community too.

Kyle Hedquist
kylehedquist@icloud.com
541-643-5055

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From: [Kate Strathdee](#)
To: citymanager@cityofsalem.net; [CityRecorder](#); [Gretchen Bennett](#)
Subject: [EXTERNAL]Public comment for January 7 special session
Date: Tuesday, January 6, 2026 8:20:16 AM
Attachments: [Written Statement K.S. .pdf](#)

Hello,

I would like to sign up to speak at tomorrow's City Council special session. As I am Kyle's family, I would like to follow his speech if that's possible. If not, no worries.

Please see my attached written statement. Thank you for your time.

Thank you,
Kate Strathdee

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Members of Council,

On Christmas Day, like some of you, I woke to death threats resulting from a city-wide smear campaign and call for harassment perpetuated by those in our community sworn to protect us.

- Our neighbors are now silent and no longer make eye contact.
- People stare at us, their eyes follow Kyle in public anywhere we go in this state.
- We've been forced to call coworkers or acquaintances and explain deeply personal information that isn't owed to anyone.
- Our jobs and future career prospects have been impacted.
- We are concerned for our safety, and Kyle's freedom daily.
- I second guess leaving the house now and check cameras and corners before I do.

All of this for a volunteer position with little-to-no real influence.

Kyle was never asked by the City if he would just step down from the board. The City asked for a background check in 2025. He complied with honesty. Yet the Boards and Commissions Appointment Committee called all CPRB members to ask if they were ok with a murder conviction. If you were Kyle, wouldn't you want the respect and opportunity to at least sit down to discuss your options before all of this happened? Not once has the City invited him to the conversation.

After City Council's vote to keep Kyle on the CPRB, the public safety unions of our community created a full-scale harassment campaign with a call for intimidation to "fix the problem" including a website; texts, phone calls, and emails to a good portion of the City, including a social media, and media campaign calling for action, which has led to over 20+ local and national news articles, fake AI videos, and additional television segments.

On January 2, 2026, the Police Union leader [said](#), **"We will continue the pressure, in whatever ways we can, we do have other options moving forward.** We started with an email, and I hope more common sense prevails." How would the public feel if that was directed towards your family? CPRB meetings are public meetings anyone can attend. Kyle does not have more power or access to information than anyone else. This feels like a disproportionate and coordinated response.

Kyle walked out of prison in 2022 after 28 years with the shirt on his back, a guitar, a box of letters, and a little bit of money he had saved for decades. Kyle never expected to be released from OSP. He volunteered for 20 years with the prison hospice program, helping dozens of people pass with dignity, knowing that one day it would be him in the hospital bed. Along with other incredible incarcerated advocates, Kyle wrote grants for anti-domestic violence programs, parenting programs, recovery programs and a children's playground so fathers could play with their kids during visits. DOC leaders supported his clemency stating, "the Department of Corrections has nothing more to offer Mr. Hedquist."

Outside of prison, Kyle has worked on finishing his degree after 10 years. Kyle and I walk around town cleaning up garbage, because we have pride in this town. We clear street drains to keep our streets safer. We've participated in Peace Walks and anti-gun violence town halls. Kyle leads a support group for families of incarcerated people, speaks at universities to teach the next generation of criminal justice professionals, and attends national conferences as a

requested speaker. Kyle loves working with our unhoused residents of Salem. He finds camaraderie, mutual respect, and community in shelter work that most of us wouldn't understand. We are living a life of service to others. We are happy.

People often ask how Kyle's victim's family feels. **It is illegal for Kyle to contact his victim's family to make amends.** He cannot contact them. The Police Union and the District Attorney have again placed the victim's family at the center of a media storm that is re-traumatizing; Kyle did not. And, what about victims of police misconduct who are still waiting for answers and apologies? This board was not created [for the comfort](#) of Salem Police. It is an oversight board formed due to extreme abuses of power in the 1990s that still have impacts today. **Who would dare come forward with a case of police misconduct now after the Union has made an example out of our family and City Councilors?**

Salem is a prison town with six carceral institutions (including jails). Prisoners and immigrants built this city, literally. The history of this city and its job market centers around the prison.

- Over [one million](#) Oregonians have a criminal record.
- [Ninety-five percent](#) of incarcerated people return to their communities.
- Prisoners from OSCI and OSP are counted as a measurable share of Salem districts, 13% and 5% of Wards, yet they cannot vote. These are constituents experiencing a representation challenge.
- But to be clear, their families, people awaiting trial, and the formerly incarcerated can vote.

5% of the [U.S. population](#) will experience incarceration during their lifetime. Who do you want to be your neighbor? **We** are your neighbors. Kyle and I will continue to dedicate our lives to this community despite the outcome of this situation.

What recourse do we have to resolve the harassment we've experienced? To whom could we submit a complaint that would not be a conflict of interest? The Salem police? The Community Police Review Board (CPRB)? The Marion County DA? City Council? Police standards boards that include people involved? There are little-to-no options available to us.

I respect the sensitivity of the situation you face, but I leave you with a final consideration.

If oversight cannot withstand pressure from those it oversees, it is not oversight. It is performance.

History does not judge oversight of public bodies by their intentions, but by whether their words and actions hold when tested, at every level.

This moment is a test for Salem.

Thank you.
Kate

From: [slagle9](#)
To: [CityRecorder](#)
Subject: [EXTERNAL]Council members
Date: Wednesday, January 7, 2026 2:02:07 PM

Mayor Hoy and members of the council.

I am writing you today on the matter of appointing a convicted murderer to the Salem Police Advisory Commission. I am sure you may feel the pressure of the appointment of Mr. Hedquist to the Commission. Perhaps you that voted for this have not took into the account of the ramifications this appointment probably has on the victims family. First I want to thank Mayor Hoy, Councilors Gwyn, Mathews and Tigan for not voting for this appointment. To the others, what were you thinking? Councilor Vang I read your story about being threatened about this, I do not condone any threats of harm from anyone. With that said you still stand your ground on this vote? You said you believe in "restorative justice" do you know what that means? In schools they put the victim in front of the perpetrator to "talk it out" how do you think the victim feels here? Do you not understand the hardship the victim has to relive? We live in an upside down world now where the victim is the criminal and the perpetrator is the victim. It is wrong. Councilor Nordyke, all of the sudden you want to walk it back because you felt pressure from unions and public comment about it. This man shot a child in the back and left her in a ditch. This child was a foster child. Aren't you Ms Nordyke on the board of CASA that helps children in foster care? Do you not see the hypocrisy in your vote? You should be ashamed of yourself for being an advocate for children who are abused and yet vote for a child killer. I really hope you all listen to the residents of Salem, the long time taxpaying citizens. We have had enough of the homeless, the drug addicts and yes now the appointment of a criminal to a Police Commission.

Please vote no on this appointment. Quit listening to your DSA members that push this agenda.

Thank you for your time

Mike Slagle
Ward 2

Sent from my Galaxy

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From: [Paige Barton](#)
To: [CityRecorder](#)
Subject: [EXTERNAL]Written Public Testimony - January 7, 2026 Special Meeting
Date: Wednesday, January 7, 2026 10:39:29 AM
Attachments: [January 7 Public Comment - Barton.pdf](#)

Hello,

Please see attached for my public testimony for this evening's special meeting.

Thank you.

Sincerely,
Paige Barton
Ward 2

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January 7, 2026

Dear Salem City Council,

My name is Paige Barton, and I live in Ward 2. I am providing written testimony on Agenda Item 3a in my personal capacity. The following position is my own, based on my own experience, and does not represent any other group. I take no position on the appointees themselves. As you consider these new criteria tonight, I wish to register my concerns about the flagrant misrepresentation of our city's advisory boards and commissions.

For fifteen years, I worked as a represented Multnomah County employee in the District Attorney's office and Department of Community Justice. I served as a union steward and AFSCME Local 88 Executive Board member. Since 2019, I've worked as a chief negotiator and union representative for AFSCME and LiUNA. I've negotiated agreements with Polk County, Yamhill County, the City of Portland, Metro, the State of Oregon, and others. While not a lawyer, I've completed intensive labor law training and have six years of direct experience enforcing state labor laws in collective bargaining.

The Salem Police Employees Union and Salem Professional Firefighters claim these advisory boards can hire and fire public safety employees. This is false, and they know it.

If true, these unions would be publicly admitting they've failed their basic duty: to demand bargaining over working condition changes and enforce their contracts. That's the real work of a labor organization, not staging media campaigns.

Even as a union-friendly person with this background, I question whether the last three weeks constitute protected union activity.

The reality is that if these boards attempted to change any working conditions for a single officer or firefighter, the city would have a duty to negotiate. Nothing the unions claim could happen would occur without bargaining. Their allegations directly contradict their legal responsibility to protect their contracts and members.

These misrepresentations are gross misconduct from organizations we're supposed to trust. This damages public trust - not just in city government, but in these unions themselves. After watching how they framed this issue, I will probably never believe another communication from SPEU or Salem Professional Firefighters, and I don't think I'm alone.

Unions don't normally conduct text bank campaigns over contractual issues because they understand ORS 243.672(2). Our local public safety unions apparently don't.

Media reports confirm these unions demanded impact bargaining. Once invoked, state labor law requires good faith bargaining at the table between authorized spokespersons. Instead, we're witnessing false public statements and bad faith bargaining. The negotiations do not seem controlled at all.

I believe the City must immediately retain a specialized labor law attorney. I do not have confidence whoever is engaged in leading the negotiations for the city right now recognizes that an unfair labor practice has apparently been committed, one that has subjected councilors to threatening and disgusting messages.

I understand why many neighbors find this criminal conviction in question unacceptable for these positions. I am not meaning to dispute that position in any way.

But the misrepresentations and public pressure tactics from Salem's public safety unions are equally unacceptable.

This has been genuinely disgusting to witness. I'm sorry to the councilors who were targeted—and to those who weren't. I hope you'll find the courage to stand up for your colleagues tonight rather than feeding the media frenzy. This transcends one person's appointments. It's about how we disagree in this city.

I'm calling on every Council member to disavow these tactics. They've damaged everyone's trust in Salem.

Sincerely,

Paige Barton
Ward 2

From: [Ray Pratt](#)
To: [CityRecorder](#)
Subject: [EXTERNAL]public comment
Date: Wednesday, January 7, 2026 1:11:06 PM

hello council i hope this email works im not good with this computer stuff

i read in the statesman journal back on may 14 2015 (i think thats the right date) that the fire union president matt brozovick got convicted of domestic violence menacing.

so if im understanding this right with what your proposing tonight in about the criminal record thing, that would mean the fire unions own president couldnt even be on these boards himself.

just wanted you to know that. seems important

thanks

ray pratt, ne salem

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