

Original Submission

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Public Official Position

Mayor of Salem

Narrative

The Salem City Council violated the Public Meeting Law by deliberating through a series of phone calls or one on one conversations on the topic of the City Manager's resignation. (It would be more clear to start with the Salem Reporter's timeline of events - I have provided the article through a link.) In essence, it appears that Mayor Julie Hoy "set in motion events that led to Keith [the city manager] Stahley's abrupt resignation." She did this by having one on one conversations with other members of City Council discussing the City Manager's performance. Councilor Nishioka stated (statement in the Salem Reporter article) that: "Mayor Julie Hoy told me that a majority of councilors believed Mr. Stahley should consider resigning." The City Manager's resignation states: "I am submitting this resignation based on a meeting I had with Councilor Nishioka on Friday, February 7 2055, 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." The City attorneys acknowledge that the Mayor had private conversations on the topic of Stahley's performance. The attorneys do not, however, appear to have made any effort to determine how many councilors had these discussions. The City attorneys, in their response, allege, without any apparent basis, that Stahley only claimed that he had been asked to resign so that he might receive money from the City. They write: "Language used in the former City Manager's resignation letter related to resigning at the request of a duly authorized representative of the City Council mirrored language in his employment contract that was necessary to make him eligible to receive severance benefits. If the former City Manager resigned on his own accord, he would not have been eligible under his employment contract to receive severance benefits." Rather than assuming that the City Manager lied to receive a salary that he was not entitled to - and that the City Council then went along with this lie by (quoting from response) "deem[ing]" that it was made at the request of Council" it seems a far more natural assumption that the City Manager was asked by Nishioka to resign, after the Mayor told Nishioka of the deliberations that she had with a majority of City Council. One reason to doubt the City's interpretation is that the City Manager wrote his resignation before he could have known what the City Council would have 'deemed' to be true. I suppose there is nothing stopping stopping me from writing the City to let them know that I have performed various services worth my annual salary and hoping that they will deem me to have done so - but that strikes me as an odd thing to do. On the other hand, a reason to simply take the City Manager's resignation at face value is that Councilor Nishioka's own statements appear to indicate that she did - in essence - represent herself as speaking for a majority of City Council and that she did - in essence - ask him to resign. Nishioka herself wrote that she communicated the following to Stahley: "Mayor Julie Hoy told me that a majority of councilors believed Mr. Stahley should consider resigning. I suggested that he might consider resigning and speak with his wife and family if he felt it was in his best interest." This is a clear violation of Public Meeting Law. (Finally, the City's apparent theory of Serial Communications seems so expansive that I think I would need to create diagrams, which I would like to send at a later date.)

Links

www.salemreporter.com/2025/02/13/mayor-julie-hoy-set-in-motion-events-that-led-to-keith-stahleys-abrupt-resignation/ (<http://www.salemreporter.com/2025/02/13/mayor-julie-hoy-set-in-motion-events-that-led-to-keith-stahleys-abrupt-resignation/>)

Salem Reporter article on removal

www.salemreporter.com/2025/02/17/a-timeline-of-statements-surrounding-salem-city-managers-resignation/ (<http://www.salemreporter.com/2025/02/17/a-timeline-of-statements-surrounding-salem-city-managers-resignation/>)

Salem Reporter timeline

Files  lapinel_grievance_city.pdf (/OGE/CMS/File/GetFile?fileKey=93b16b44-1d99-404a-97c9-6f9d10287d4a)  salem_response.pdf (/OGE/CMS/File/GetFile?fileKey=58cee39b-f638-4e31-90ab-fbad4680ee34)

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