

# AFSCME Local 2067 City of Salem Questionnaire

Good afternoon, candidate for Salem City Government, this is the questionnaire that must be filled out and returned prior to interview for endorsement from AFSCME Local 2067, City of Salem.

Please answer the questions to the best of your abilities, should you have any questions or need additional information feel free to reach out to Doug Lantz at [dlantz@oregonafscme.org](mailto:dlantz@oregonafscme.org)

Interviews will be March 2, 2024 so questionnaires will be due back by midnight on February 16, 2024. Please email the questionnaire to Doug Lantz at [dlantz@oregonafscme.org](mailto:dlantz@oregonafscme.org)

Your responses will be posted on the local's website.

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Your name: Julie Hoy

Office for which you are a candidate: Salem Mayor

1. What would your goals and priorities be as city leader?

I have lived in Salem for over 30 years. I own a small business and have volunteered in the community and elsewhere for decades. In 2022 I was elected as City Councilor in Ward 6. I believe that the current leadership has ignored the voices of Salem residents and are focused on issues that are not addressing our priorities.

Last year, the mayor pushed through what I believe was an ill-advised payroll tax. I both voted against the tax at the council, and then made a motion to refer it to the voters, which was rejected by my colleagues. As we now know, Salem residents did not appreciate that tax. I think the city has work to do to restore trust with the community after this debacle. I don't think the current Mayor can do that, which is why I am running.

As a person, but also as a councilor, I show up. I listen. I hear from everyone and I try to include as many people as I can in finding the solution and the way forward. From our affordability crisis, to homelessness to economic prosperity, Salem is facing a crisis of hope. We need a leader who is willing to do the hard work needed to try new solutions. I am that leader, and I would be honored to have your endorsement and the support of your members to help begin to turn things around.

2. Give examples of how you've advocated for worker's rights in the past.

I own a small restaurant and over the years I have prioritized hiring people with disabilities. It can be hard for these folks to find employment that is flexible enough to meet their needs. I find it incredibly fulfilling to help these workers succeed and surpass their own expectations.

3. Recognizing the value and importance of employee retention, proper training and work/life balance what do you see as your role in improving retention and ensuring that capable employees are attracted to make long careers at the City of Salem?

I have served on council now for 16 months and I have been blown away by many of the staff. They are professionals and deserve appropriate respect and compensation. I believe one role elected leaders can play is to treat staff with respect and make sure they all know how valued they are as critical members of government. They are partners in the important work we are doing and should be acknowledged as such. Recently I was in a meeting where an elected official humiliated a staff person in front of everyone. I was appalled and followed up with the employee afterward. As Mayor, I would not tolerate that kind of behavior. Among other things, the role of the Mayor is to run meetings and set the tone – the tone I want to create for all staff and the public, is one of respect.

I also want to note that while I was opposed to the payroll tax, I am not opposed to paying city staff well. I recently voted against cutting staff positions. As Mayor I would make clear that at the city, we value the hard work and dedication of public servants and they need to be paid competitively, so we don't lose them to other opportunities elsewhere.

4. Given increasing inflation, projected labor shortages, crumbling infrastructure and expanding issues related to the unsheltered in our City, how would you prioritize conflicts in the City's budget?

We must fund public safety first. We have to stabilize our first responders so they can provide the safety and security we all need to go to work, get kids to school and create a vibrant economy that can fund additional city services. Right now, the city of Salem is not working well with Marion County. We are facing a homelessness and crime crisis and this is not a time to allow egos to get in the way. We have to get out of our silos and work together. Once we can better leverage assistance from the County, we will be able to shift items in the city budget.

I would also look to residents for their priorities. I have heard over and over from people that they feel like the leadership on council isn't listening. People are hurting and our city is struggling and we need to sharpen our pencil, just like everyone else is. Once we've done the hard work of cutting costs where we can, only then should we look to raise additional funds if needed. And if additional funds are needed, then we need to do a better job of communicating with people about why the revenue is needed and how it will meet the priorities they have said they want.

5. We believe that public services should have public oversight, even when that service is being contracted out. How will you ensure there is public oversight of contracted work? What are your thoughts on protecting wages and promoting safety standards of contracted workers?

I know some contracts are handled by the City Manager, not the council, but when they do come before us, this is something I keep in mind. I believe there should be oversight for contracted work, and as Mayor I would ask the City Manager to report on what the current process is. Workers need to be protected and paid well, for the services they provide.

6. Why are you interested in our endorsement?

I have always believed that if you want to know about an organization, don't talk to the CEO or the manager, talk to the people actually doing the work on the front lines – and that is your membership.

As a young recording artist I was a member of a union and I value the benefits union membership can offer workers. Your members are critical to the city's mission to provide quality service to residents and it would be an honor to have your endorsement.

7. What do you want our members to know about you and your plans?

I want you to know that I'm the kind of person who just wants to get the work done. I show up, I ask questions and I try to really listen and learn. If elected as your next Mayor, I would want to work closely with your leadership and members to find ways to better the working environment of the city.

Salem doesn't have a budget problem, we have a priorities problem. To fix that, we need a leader who can listen to the voters, earn their trust and get creative about how to solve our issues. We can have a cleaner, safer, more enjoyable city, and the first step to accomplishing that is to believe we can. I hope to earn your endorsement and support so that together we can move our city forward.