

AFSCME Local 2067 City of Salem Questionnaire

Good afternoon, candidate for Salem City Council, 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 on context or need additional information feel free to reach out to Doug Lantz at dlantz@oregonafscme.org.

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

Your name: Michael Hoselton

Office for which you are a candidate: City of Salem City Councilor Ward 5

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

My number one goal is balancing the City's budget without raising any new taxes. It is a political impossibility to raise taxes any time in the next five years. I believe we can reduce costs by increasing efficiency with efficiency management systems such as Lean Management and by using technology to increase productivity.

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

I have never been a formal activist or political operative.

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 making long careers at the City of Salem?

I want to improve your quality of life at work. Understaffing and high turnover plague most industries in America today. In private industry, management often tries to wallpaper over problems with fun sounding fringe benefits, hiring for personality, and creating a "culture" or family like environment. This doesn't seem to work very well anecdotally or statistically. Work is always going to be a job and asking people to pretend it's not good policy. In my experience, the best jobs are the ones where you are not dealing with the same annoyances all the time brought on by bad software, old equipment, or overly involved managers.

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?

When you are in debt, you have to focus your spending priorities on what will bring you out of debt. You can save money by spending more if you make the right choices. The Council recently voted to cut unfilled police officer positions. Our officers are routinely working twenty hours of overtime. Besides the time and a half wage costs, by the time you factor in the costs of attrition, training, and recruitment that comes with being understaffed in a difficult, hiring officers should be revenue neutral. And if it's not, we are not a well-run city. Smart spending priorities also means Salem must prioritize public safety and tackling the homelessness crisis. Crime and trash drive money out of a city. No one

wants to live or work in a city where they feel unsafe. Infrastructure spending should be focused on maintaining what we have, not expanding what we can't afford to maintain.

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 will be the first to admit I have never been responsible for overseeing the use of outside contractors. This feels like a general question that comes from specific circumstances. I hope you will tell me more about the compliance issues the City faces with contractors. I am concerned by the idea of contractors not having the same workplace safety as employees.

But, speaking generally, I do think contract workers should have the same or similar benefits as employees, such as a higher wage to offset the lack of benefits that can only be tied to traditional employment, such as health insurance and pensions.

6. Why are you interested in our endorsement?

You are the people I am going to be working with the most. I think it would be natural for you to see me as an antagonist, given that I am the anti-tax candidate. But I hope you will understand that I am the candidate you need to tackle the inexorable long-term problems that Salem, and most Oregon cities, have spent the last twenty-five years failing to overcome.

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

My plans are my platform. As for me as a person, I'm a dedicated civil servant and volunteer. I have finally achieved my dream of working for the government, where I am already helping my co-workers to waste less time doing unnecessary, repetitive tasks. Before I moved to Salem four years ago, I had always lived in rural Clackamas County, where I did not have the opportunity to work for my community. Since 2021, I have volunteered at the Marion County Fair each year. The Oregon Paralegal Association honored me with the Outstanding Member award for my work organizing CLEs and expanding our membership in the Mid-Willamette Valley with networking events. I first became involved in local politics when my neighbor asked how we could get speed bumps on our street that had suffered three collisions by speeding drivers hitting parked cars on our 25-MPH residential street.