

Davis, Tracy

From: LaTonya Gibbs <latonya.m.gibbs@gmail.com>
Sent: Friday, March 12, 2021 1:35 PM
To: Cathy Clark; Davis, Tracy
Subject: Former City Manager

Follow Up Flag: Follow up
Flag Status: Flagged

Mayor Clark:

I'm writing about the events of March 4th. Chris Epply -- who is hopefully by now our former city manager -- not only was armed in the City Hall plaza, but discharged a weapon. One would think that the local police department would have been aware. But they weren't aware, apparently, until the Keizertimes made it known. Days had passed.

Why is there a question about what should happen next? Why was there so much silence and inaction on the part of PD and the city? Is it because he's a city manager? Anyone else would have already been in jail. These are the laws this man agreed to uphold, so he should be the best example of following them. It's disgraceful!

There should be no reason to be armed at a place of legislation. There is no thrill of the Wild West, no joyful sense of power over other lives knowing that citizens could have been armed. This is disturbing -- or should be -- for his colleagues as well.

The incident shows an absolute lack of judgement. Anyone would be within the realm of the reasonable to think that a life could be in danger if there was no voice in this man's head telling him it wasn't a good idea.

Chris Epply not only should be jobless at this point, he should be charged and arraigned. Keizer needs to show now how Keizer Strong it is and make certain that any and all will have to accept the repercussions of bad decisions.

The silence is showing lack of credibility from those charged to legislate on city levels. There is no real leadership if those in office can do what they will and receive no consequences. Keizer deserves better. Remove Epply from office now!

Thank you. I hope to see action and statements from City Hall soon.

-LaTonya Gibbs

March 13th, 2021

To Mayor Clark & Keizer City Council (and for submission in Public Testimony at the next Council meeting),

I'm am disturbed & concerned after reading the Keizer Times article reporting that our city manager discharged a gun at city hall. I am wondering why we are finding out details about this over a week after it happened, and why we are only getting limited information from local newspaper rather than an official, longer statement from our Mayor or Council. Chris Eppley already violated policy by having a loaded weapon in a public building, but he put lives in danger when it discharged. The police should have been called, and the public should have been made aware.

Based on the information we have that was reported, it seems he has violated several of the city manager's Professional Code of Ethics and the Workplace Violence Policy, "8. Being in possession of guns and weapons on City property, including parking lots or in City vehicles unless approved in writing by the City Manager, Chief of Police or Human Resource Director. This prohibition does not apply to authorized possession of guns and weapons by law enforcement personnel, nor does it apply to the lawful possession of concealed weapons in an employee's locked vehicle parked in a City parking lot." Since he is in a paid position, is he being suspended, and if so, with or without pay during the investigation? How much is this investigation costing the city?

I certainly do not feel safe going into Keizer City Hall knowing that our own City Manager isn't following a policy that's a violation that could cost lives. Who else isn't following policy if the City Manager themselves isn't?

Our Council needs to be transparent about what is going on so that we can feel safe going into our Public Buildings again. The Council should explain how they are going to keep future incidents from occurring and what emergency procedures are and were in place for other employees & community members in the building if and when a weapon is discharged or discovered. The Council needs to explain why the police weren't called, and give a statement to its Public that it has sworn and been elected to serve how they are going to ensure our safety, including will Chris Eppley be continuing employment as City Manager.

Many of us gave public testimony almost a year ago asking that Keizer Council acknowledge Gun Violence Awareness Day and to encourage those in Keizer to wear orange that day in solidarity. I was one who shared my story about my cousin

who was killed during the mass murder in Las Vegas where 58 people lost their lives, and thousands more were traumatized and injured by one person with guns. The Council couldn't make a decision with the Mayor absent, and we never really heard much about our ask after that. Keizer has had shootings and nearby in Salem there have been four shootings in this last school year alone. Now, we can't even feel safe attending a city council meeting or walking in to pay a bill.

Policies about violence & guns need to be strictly followed, and if not, severe consequences assigned so that a paid or elected person doesn't think they can disregard or pick and choose which Professional Code of Ethics or policies they wish.

Chris Eppley was hired to be City Manager in service FOR the People. WE THE PEOPLE need to hear more from our Mayor and Council before now and are entitled to know the detailed results of the investigation as soon as they become available. We deserve to know that our city buildings and assembly spaces are safe and managed by those following policies and Professional Codes of Ethics.

Cyndi Swaney,
Keizer Resident

Davis, Tracy

From: am <jgoode623@gmail.com>
Sent: Saturday, March 13, 2021 4:00 PM
To: Davis, Tracy
Cc: Elizabeth Smith; Daniel Kohler; Laura Reid; Kyle Juran; Ross Day; Roland Herrera
Subject: Mr. Epperly and I want my testimony to be submitted for the record at the next City council meeting.

Follow Up Flag: Follow up
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My name is Anna Mckenzie and I'm a Keizer resident . I strongly support removing Mr. Eppley from his position for putting the lives of city workers and city residents in danger. I strongly support criminal charges being charged for Unlawful Use of a weapon and or Recklessly Endangering another person . He is not above the law , He is paid handsomely by the taxpayers and puts all that enter that facility at risk. He failed to follow all City policies and procedures and Ethics for which he is held at a higher standard because of his position. By his dangerous , reckless and total disregard of the City's laws and policies , he has damaged the public trust for safety , integrity and transparency. I'm requesting you all do the right thing by removing Mr. Eppley from his position and making a public statement that the City of Keizer supports a safe workplace and the public is safe to enter and engage in their business.. Thank-you for your attention to this disturbing event.

Anna McKenzie



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Davis, Tracy

From: William Comerford <will.comerford.373@gmail.com>
Sent: Sunday, March 14, 2021 6:11 PM
To: Davis, Tracy; Wood, Tim; HR Box; teague@keizer.org; Johnson, Shannon; Eppley, Christopher; Cathy Clark; Roland Herrera; Laura Reid; Elizabeth Smith; Daniel Kohler
Subject: Regarding the City Manager and the incident on 3-4-21
Attachments: Regarding the City Manager and the incident on 3-4-21.odt

Follow Up Flag: Follow up
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March 14th, 2021

To Mayor Clark and the Keizer City Council, and for submission in Public Testimony at the next Council meeting:

We are concerned and alarmed to hear about the incident at city hall. Not only that the City Manager, Mr. Eppley, was not only carrying a loaded firearm on City property in violation of the city's workplace violence policy, but that it discharged, and the police were not contacted.

Mr. Eppley appears to have violated his own policies on violence by carrying a loaded firearm on city property. While the policy contains a note that allows for carrying if the City Manager approves it, it seems extremely suspect to allow him to write his own permission slips. Did he have written permission from the Chief of Police or Human Resource Director?

Beyond that – even if he did have permission that he didn't write himself, that the firearm discharged is immediately concerning. The civic center is a public building and such a discharge puts both city employees and members of the public at risk. Even worse, police were not contacted, despite this seemingly meeting the criteria for reckless endangerment or unlawful use of a weapon. Had any other member of the public or city employee carried a loaded weapon onto city property and suffered an accidental discharge, it is a near certainty that the police would be involved, charges would be filed and an employee would suffer discipline if not outright fired.

It does not say good things if leaders can dodge the consequences purely by virtue of being at the top of the totem pole. The law applies to us all. The rules of conduct apply to all city employees, even those making six figures and writing policy. We strongly support charges being filed at a minimum, and firing or censure should it be found that Mr. Eppley had no permission or permission only from himself.

Will and Sarah Comerford

Keizer Residents

Davis, Tracy

From: Jonathan Thompson <PresJet@msn.com>
Sent: Monday, March 15, 2021 12:04 PM
To: Davis, Tracy; Cathy Clark; Laura Reid; Ross Day; Kyle Juran; Roland Herrera; Elizabeth Smith; Daniel Kohler; Eppley, Christopher
Subject: WRITTEN COMMUNICATION: City Manager

Follow Up Flag: Follow up
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Dear Mayor Clark and Members of the Keizer City Council-

I write today in regards to the incident in which Mr. Eppley discharged a firearm in his office. An incident for which he has apologized. While I do not know the details of the incident and await the investigation, I do know Mr. Eppley as a person.

As a member of the Keizer Planning Commission, the Keizer Budget Committee and the Keizer Chamber of Commerce Board of Directors, I have worked with Chris in a variety of situations. I have found him to be thoughtful and fair. I also appreciate his willingness to work through a situation until a necessary compromise can be reached.

I have made mistakes in the past and will again in the future. None of us is perfect. However, I hope that the totality of my life will not be judged by its worst moments. We owe the same to Chris.

Please avoid a rush to judgement and let the investigation play out. We all, including Chris, deserve due process.

I had hoped to be with you this evening to testify in person, however I have a class that usually runs until after 7:00PM on Monday evenings.

Please let me know if you have any questions and thank you for your service.

Warmest Regards,

Jonathan

Jonathan Thompson
Keizer, Oregon

Davis, Tracy

From: moirsdn@aol.com
Sent: Monday, March 15, 2021 12:07 PM
To: Davis, Tracy; Cathy Clark
Subject: City Manager

Follow Up Flag: Follow up
Flag Status: Flagged

Please allow the "DUE PROCESS PROCEDURE" to work no matter how long it may take. It is in the best interests of everyone!

I was honored to be on City Council when we hired Chris. To see the knowledge of this community and its citizens that Chris has is amazing. He uses his knowledge as a piece of the judgment calls he has to make every day. When dealing with the public I have found Chris to be unbiased, fair & respectful. He is a good listener and is always asking questions to obtain the best information possible to render an opinion/decision if necessary. Judgment is an important part of his job. He has to deal with staff, contractors, other government agencies, unions, the public, etc. This like any job has people that are happy with the job you are doing and then of course those who are not. But, Chris has the good judgment and integrity to listen to all. I so support Chris and hope that he continues to do a good job for our community. I am just saddened by the unfortunate event that occurred. Let us all move on.

Jacque Moir

Davis, Tracy

From: RJandLucy Navarro <ramiroandlucy@gmail.com>
Sent: Monday, March 15, 2021 12:07 PM
To: Davis, Tracy
Subject: Submission for Testimony

Follow Up Flag: Follow up
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Hi Tracy,

Can you submit my statement to be read for the record at tonight's meeting? Here's the statement.

Mayor, Council Members, City Staff

My name is Ramiro Navarro. I'm a Keizer Resident and a Combat Veteran. I've handled weapons from the standard issue Baretta 9mm to the vehicle mounted 50. Cal in a combat zone and was a qualified expert on multiple different weapon systems. I think I have a pretty good understanding of firearms and why we need them, but what I don't understand is why a firearm with one in the chamber is needed behind plated glass, right across the hall from the Keizer Police Department. What I also don't understand is the secrecy in what seems like an organized effort from letting justice be equitable. A privilege not everyone is offered.

For example, on Jan 2nd, 2021 a Portland man runs out of his apartment and flags down a Portland Police Officer after an accidental discharge. In that instance this individual did the right thing and notified a police officer after what was truly an accident. June 2, 2018 an FBI agents turns himself in after his weapon goes off on the dance floor and strikes a patron. In both these instances and many others, people had the integrity to notify the police of their mistake because they were genuinely sorry. Yet to this day, no report has been filed for the accidental discharge inside city hall, but we are still to believe this was an accident and this leadership exemplifies integrity.

Are we also to believe that the Keizer City Hall is a safe environment for all community members and employees after Facebook posts have surfaced which show this same City Manager expressing disdain for elected women of color? An accidental weapons discharge is a serious matter and this overreach of government where this secret committee gets to pick and choose who the law applies to is disgusting. This makes me wonder, that if the council is willing to go through lengths to minimize an employee almost being shot, what's to say they won't make the same leaps and bounds when an employee is almost raped? Or racially discriminated against? I was thought in the military that punishment must be swift to be effective. Taking this long to fire an individual for clearly putting city employees' lives in danger is neither swift nor effective and tells us more about you as a council than it does about the individual who feels like rules don't apply to him. What looks like toxic masculinity and a "boys will be boys" mindset is not safe for the workplace and is detrimental to public trust.

It's unbelievable to see the minimizing of the trauma Keizer staffed must've faced when they heard that shot go off and the blatant flex of privilege from leadership who are supposed to represent us and are charged with the safety of our community. I hope city staff receive the counseling they need, I hope Mr. Eppley receives the mental health and drug evaluations he needs. And I hope the city will be swift with the appropriate decision so we can focus more on enjoying civic engagement at city hall and less on the fear of accidental bullets flying.

Respectfully,

Ramiro "R.J." Navarro

Davis, Tracy

From: sarahann503@gmail.com
Sent: Monday, March 15, 2021 12:47 PM
To: Davis, Tracy; Cathy Clark; Roland Herrera; Laura Reid; Elizabeth Smith; Daniel Kohler; rossd@keizer.org; Kyle Juran
Subject: Chris Eppley

Follow Up Flag: Follow up
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Madam mayor, Councilors, and City Attorney- I'm am disturbed & concerned after reading the Keizer Times article reporting that the Chris Eppley - City Manager had a gun in his office and it discharged a bullet while he was handling it.

I am wondering why the city was only informed by a local newspaper rather than a statement from the Mayor, Chief of Police, or Council.

The public should have been made aware to ensure the rights of our citizens to enjoy their life, public buildings and property from people irresponsibly discharging guns.

Based on the information that was reported, it seems he has violated several of the city manager's Professional Code of Ethics.

Trust has been broken. It's going to require transparency to have any opportunities to regain what's been shattered. Council should refrain from being irresponsible and present the exact steps that will be taken and how they are going to keep future incidents from occurring and emergency procedures for if a weapon is discharged or discovered.

Since policies about guns/firearms have not been strictly followed and/or enforced. I suggest providing immediate funding to ensure prompt training to ALL city employees for retraining of the Professional Code of Ethics and policies manuals.

Keizer citizens and visitors deserve to know that city buildings and assembly spaces are safe and are managed by those using the highest standards while following the policies and Professional Codes of Ethics.

I would encourage the Council to relieve Chris Eppley of his duties as the Keizer City Manager immediately.

Sarah Grantham (she,her)
Concerned citizen

Sent from my iPhone

Davis, Tracy

From: Harms, Tammie
Sent: Monday, March 15, 2021 2:30 PM
To: Davis, Tracy
Subject: FW: City Manager

Follow Up Flag: Follow up
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AmicusId: 72517
AmicusStatus: Saved
AmicusFileName: Public Records Requests
AmicusFileIds: 29

-----Original Message-----

From: Johnson, Shannon <JohnsonS@keizer.org>
Sent: Friday, March 12, 2021 8:41 AM
To: Harms, Tammie <HarmsT@keizer.org>
Subject: FW: City Manager

-----Original Message-----

From: carol doerfler <kares97303@comcast.net>
Sent: Thursday, March 11, 2021 9:39 PM
To: Cathy Clark <ClarkC@keizer.org>; Elizabeth Smith <SmithE@keizer.org>; Johnson, Shannon <JohnsonS@keizer.org>
Cc: Roland Herrera <herrerar@keizer.org>; Daniel Kohler <KohlerD@keizer.org>; Laura Reid <ReidL@keizer.org>; dayr@keizer.com; Kyle Juran <JuranK@keizer.org>
Subject: City Manager

Madam Mayor, Councilors and City Attorney-

It has been 24 hours since the Keizer Times article was published re the City Managers incident in which a bullet was discharged from a gun he was handling in his office..

I have mulled this over and over in my head and it keeps saying WHY? Why would the top admin of the City of Keizer do something so reckless as to violate a Personnel Policy (Work Place Safety #8 Prohibited Conduct- "Being in possession of guns or weapons on City property ") that he swore to uphold and obey.

Arrogance? Attitude? Carelessness? (which is NO excuse!)

Does it matter at this point?

It was a clear violation of City Policy and showed wanton disregard for the safety of the employees around him-

An unbiased investigation should be completed since there other matters surrounding this incident that aren't "quite right" such as: no police report , no 911 call from staff , the fact that it occurred last Thursday and there was no public

statement made until 5 days later (not to mention clandestine meetings) perhaps some of these questions will be answered -

The resolution to the problem is clear : Mr Epply should be given the opportunity to resign or be terminated.

Thank you

Carol Doerfler
50 year Keizer Resident

Davis, Tracy

From: Claire Juran <Claire@remodelkeizer.com>
Sent: Monday, March 15, 2021 4:30 PM
To: Cathy Clark; Davis, Tracy; Laura Reid; Ross Day; Kyle Juran; Roland Herrera; Elizabeth Smith; Daniel Kohler; Eppley, Christopher
Subject: CITY MANAGER

Follow Up Flag: Follow up
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Dear Mayor and Keizer City Council members,

I am writing in about the incident with our City Manager, Chris Eppley, and the firearm being discharged. I've volunteered with Mr. Eppley and gotten to know him a bit and I have known him to be a kind and fair man. This incident is still under investigation and I believe we need to not put judgement on Mr. Eppley. Everyone makes mistakes we wish we hadn't. Wait for the investigation to be over, wait for the facts, don't listen to rumors being spread. I believe that Mr. Eppley deserves the same respect and privacy during this time as we would all want.

Kind regards,
Claire Juran
Remodeling by Classic Homes
4195 River Rd. N Keizer, OR 97303
503-580-0684

Davis, Tracy

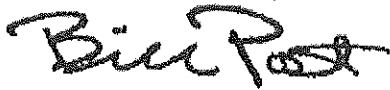
From: Bill Post <bill@billpost.com>
Sent: Monday, March 15, 2021 6:16 PM
To: Davis, Tracy; Cathy Clark; Roland Herrera; Laura Reid; Elizabeth Smith; Daniel Kohler; rossd@keizer.org; Kyle Juran
Subject: City Manager Chris Eppley

Follow Up Flag: Follow up
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Dear Councilors and Mayor,
I strongly support Chris Eppley. I am awaiting the entire report from the independent investigator as to the details of the incident of the discharged firearm. I would ask you to do the same. Convicting him in the "court of public opinion" is not the way our nation operates even though that's become popular in the last year or so. Random "Facebook posts" are not "evidence" of anything. Social media has only exacerbated situations like this. I know that ALL of you are fair and even handed persons and I admire all of you.

Chris goes above and beyond in his role as city manager as you all well know. If he is indeed accused of breaking a law, then I would hope you would allow the prosecution of that offense to run its full course before making any kind of decision as to his employment with the City of Keizer. Please feel free to use this in your deliberations on this matter. I would also greatly appreciate your reply or feedback.

Thank you,
Bill Post



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Oregon State Representative House District 25
bill@billpost.com
503-931-3310
www.billpost.com



MeWe



Davis, Tracy

From: MARLENE Parsons <NARLY45@msn.com>
Sent: Tuesday, March 16, 2021 10:44 AM
To: Davis, Tracy
Subject: Richard's letter

Follow Up Flag: Follow up
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Good Afternoon Marlene:

As I understand it, the event regarding Chris Eppley accidentally discharging a firearm in City Hall occurred on Thursday, March 4th and was reported immediately to the police. I understand that the entire city council was immediately notified after the event took place. The Keizer times is a weekly publication and reported the event in the first publication they issued after the event occurred. I also understand that the police decided there was no crime but due to the obvious potential bias issues involved in that decision the city council immediately decided to start an independent investigation with a retired Woodburn police officer and an outside law firm. That was a proper and timely response.

I've heard some allegations of a "cover up" and for the city council to take immediate action against Chris. It seems to me to be too early for anyone to be claiming a coverup and certainly too early to be calling for resignation or termination of Chris' contract. Chris should be given the same patience, presumption of innocence, and due process as we would expect the city to give any other citizen in a similar situation. I would urge those demanding immediate action by the city council to exercise restraint at this time and to give the investigators a reasonable amount of time to complete their investigation and determine all the facts and to make recommendations before rushing to any conclusions regarding what happened or about the city's appropriate response.

Due to Covid-19 issues and scheduling reasons I will not be at the City Council meeting tomorrow night but you are free to share these thoughts with the city council if you feel it is appropriate and helpful.

Rich
Richard M. Walsh
Walsh & Associates Attorney at Law
174 Shore Pointe Place N. Suite 201
Keizer, Oregon 97303
503-304-4886 Rich@Walshlawfirm.net