

*585 Liberty St SE
Salem, OR 97301*



Final Action Agenda - Minutes - Final

Monday, November 17, 2025

6:00 PM

City Council Work Session - Salem Strategic Plan

Loucks Auditorium / Salem Public Library

City Council

1. OPENING EXERCISES:

Call to Order

6:03 p.m.

Roll Call

Present: 9 - Councilor Nordyke, Councilor Varney, Councilor Nishioka, Councilor Gwyn, Councilor Brown, Councilor Matthews, Councilor Tigan, Mayor Hoy, and Councilor Vang

Pledge of Allegiance

Led by: Councilor Varney.

1.1 APPROVAL OF SPECIAL MEETING AGENDA

A motion was made by Councilor Nishioka, seconded by Councilor Gwyn, to approve the special meeting agenda.

Comments from: Councilor Nishioka.

The motion CARRIED by the following vote:

Aye: 9 - Nordyke, Varney, Nishioka, Gwyn, Brown, Matthews, Tigan, Hoy, and Vang

Nay: 0

Abstain: 0

1.2 APPROVAL OF ADDITIONS AND DELETIONS TO THE AGENDA

None.

2. DISCUSSION: Advancing the City of Salem's 2026-2031 Strategic Plan

2.a. [25-448](#)

Advancing the City of Salem's 2026-2031 Strategic Plan.

Ward(s): All Wards

Councilor(s): All Councilors

Neighborhood(s): All Neighborhoods

Result Area(s): Good Governance; Natural Environment Stewardship;

Safe and Healthy Community; Safe, Reliable and Efficient

Infrastructure; Strong and Diverse Economy; Welcoming and Livable
Community.

This Informational Report was received and filed.

Presentation by: Courtney Knox Busch, Chief Strategy Officer; Annie Rose Favreau, Baker Tilly; Jessie Lenhardt, Baker Tilly.

Questions or comments from: Councilors Nordyke, Tigan, Varney, Brown, Matthews, Mayor Julie Hoy, City Manager Krishna Namburi, Councilors Vang, Nishioka, and Gwyn.

3. ADJOURNMENT

8:31 p.m.

Minutes prepared by:

Tami Carpenter, Executive Assistant to the City Manager

Rachael Gangelhoff, Deputy City Recorder