



CITY OF SALEM

585 Liberty St SE
Salem, OR 97301

Meeting Agenda

City Council

Monday, October 13, 2025

6:00 PM

**Loucks Auditorium /
Salem Public Library**

This meeting is being conducted both in-person and remotely and allows remote attendance by the governing body, when requested. Interested persons may attend the meeting in Loucks Auditorium at Salem Public Library or view the meeting in real-time on the City of Salem YouTube Channel, thanks to a partnership with CC:Media. Comcast Cable subscribers can watch on CC:Media Channel 21. Please submit comments on agenda items by 5:00 p.m., or earlier, on the day of the meeting at cityrecorder@cityofsalem.net. If attending the meeting remotely, public comment and testimony may be provided during the meeting via Zoom. Remote attendees must pre-register between 8:00 a.m. and 3:00 p.m. on the day of the meeting using this link: <https://www.cityofsalem.net/comment-at-council>

Safety Preparedness Training for City Council and Staff

5:15 p.m. - 5:45 p.m. - Loucks Auditorium

1. OPENING EXERCISES: (Includes call to order, roll call, pledge of allegiance, announcements, proclamations, ceremonial presentations, and Council comment)

Call to Order

Roll Call

Pledge of Allegiance

1.1 APPROVAL OF ADDITIONS AND DELETIONS TO THE AGENDA

1.2 COUNCIL AND CITY MANAGER COMMENT

1.3 PROCLAMATIONS

1.3a. [25-374](#) Proclamation recognizing White Cane Safety Day.

Ward(s): All Wards

Councilor(s): All Councilors

Neighborhood(s): All Neighborhoods

Recommendation:

Information Only.

Attachments: [Proclamation - White Cane Safety Day.pdf](#)

- 1.3b.** [25-375](#) Proclamation recognizing Hands & Words Are Not For Hurting Week.

Ward(s): All Wards

Councilor(s): All Councilors

Neighborhood(s): All Neighborhoods

Recommendation:

Information Only.

Attachments: [Proclamation - Hands & Words Are Not For Hurting Week.pdf](#)

- 1.3c.** [25-376](#) Proclamation recognizing Imagine a Day Without Water Day.

Ward(s): All Wards

Councilor(s): All Councilors

Neighborhood(s): All Neighborhoods

Recommendation:

Information Only.

Attachments: [Proclamation - Imagine a Day Without Water Day.pdf](#)

1.4 PRESENTATIONS**2. PUBLIC COMMENT: (Comment on agenda items other than public hearings and deliberations)****3. CONSENT CALENDAR: (Includes approval of minutes, adoption of routine resolutions, and items of business requiring Council action)****3.1 MINUTES**

- 3.1a.** [25-369](#) September 17, 2025, Draft City Council Minutes

Attachments: [9-17-2025 Draft Council Minutes](#)

- 3.1b.** [25-370](#) September 22, 2025, Draft City Council Minutes

Attachments: [9-22-2025 Draft Council Minutes.pdf](#)

3.2 RESOLUTIONS

- 3.2a.** [25-383](#) Fisher Road Park Development Grant Application to the Land and

Water Conservation Fund.

Ward(s): Ward 5

Councilor(s): Councilor Brown

Neighborhood(s): Northgate

Result Area(s): Welcoming and Livable Community

Recommendation:

Adopt Resolution 2025-21, authorizing the City Manager to apply for and, if successful, accept a Land and Water Conservation Fund Grant from the Oregon Parks and Recreation Department to provide funding for improvements to Fisher Road Park.

Summary:

Following City Council approval of the *Fisher Road Park Development Plan* on March 10, 2025, the City is preparing to begin the first phase of formal improvements at this currently under-developed neighborhood park. To expand the project budget, staff are requesting Council authorization to apply for, and if awarded, accept a Land and Water Conservation Fund grant from the Oregon Parks and Recreation Department. Grant funding would help support priority features such as a playground, pedestrian circulation system, open lawn area, entryway and street frontage improvements, and potentially a picnic area with a shelter.

Attachments: [Attachment 1 - Vicinity Map](#)
[Attachment 2 - Fisher Road Park Development Plan graphic](#)
[Attachment 3 - Resolution 2025-21](#)
[Public Comments received by 3pm, October 13, 2025](#)

Add - Written Testimony.

3.3 ACTION ITEMS

3.3a. [25-379](#)

Project request to replace playground surfacing at the Crooked House Playground located at Bush's Pasture Park.

Ward(s): Ward 2

Councilor(s): Nishioka

Neighborhood(s): SCAN

Result Area(s): Welcoming and Livable Community

Recommendation:

Authorize the creation of a mid-year park improvement project - "Crooked House Playground Resurfacing" - in the FY 2026 Parks Bond Construction Fund 255 funded with the 2022 Safety and Liability Bond proceeds.

Summary:

The Crooked House Playground, an iconic play space in Bush's

Pasture Park near the Bush Barn Art Center, received major upgrades in 2015, including a rubber tile surfacing system that improved accessibility while providing an impact-attenuating surface. After ten years, the surfacing is failing, and staff are requesting authorization to create a new park improvement project to replace it, funded through the 2022 Safety and Livability Bond.

3.3b. [25-388](#)

Transfer of appropriations within the City's Fiscal Year (FY) 2026 Budget to fund legal services required to join pending litigation.

Ward(s): All Wards

Councilor(s): All Councilors

Neighborhood(s): All Neighborhoods

Result Area(s): Good Governance.

Recommendation:

Adopt Resolution No. 2025-23 authorizing a transfer of \$25,000 in appropriations within the City's FY 2026 budget to fund legal services required to join pending litigation.

Summary:

A transfer of \$25,000 in appropriations from General Fund contingency is needed to join pending litigation that challenges certain conditions required by various federal grants. The grant conditions conflict with Salem Revised Code, City policy and state law.

Attachments: [Resolution 2025-23](#)

[Public Comments received by 3pm, October 13, 2025](#)

Add - Written Testimony.

3.3c. [25-393](#)

Recommended appointments to the Community Police Review Board.

Ward(s): All Wards

Councilor(s): All Councilors

Neighborhood(s): All Neighborhoods

Result Area(s): Good Governance; Safe and Healthy Community.

Recommendation:

Approve the recommended appointments to the Community Police Review Board.

Summary:

The Council Board & Commission Appointments Committee convened on Monday, October 6, 2025, and reviewed applications for positions on the Community Police Review Board (CPRB). The Committee also discussed new criteria for background checks for those wishing to serve.

Attachments: [Application - Jeff Jorgenson \(redacted\).pdf](#)

[Application - George McLean \(redacted\).pdf](#)

[Application - Ashley Kuenzi \(redacted\).pdf](#)

3.3d. [25-373](#)

The Capital Cities Clean Energy Collaborative.

Ward(s): All Wards

Councilor(s): All Councilors

Neighborhood(s): All Neighborhoods

Result Area(s): Natural Environment Stewardship; Safe and Healthy Community; Safe, Reliable and Efficient Infrastructure.

Recommendation:

Authorize the funds for one City Councilor and one City staff member to attend the C40 Mayors Summit in Rio De Janeiro, Brazil, November 3-5, 2025.

Summary:

The City of Salem has been invited to participate in the Capital Cities Clean Energy Collaborative. The Collaborative aims to facilitate cooperation among Capital Cities in advancing climate action policies. Participation will provide technical assistance for ongoing City initiatives related to building decarbonization. C40 Mayors Summit is inviting one City delegate and one sustainability support staff member to attend the C40 Mayors Summit in Rio De Janeiro, Brazil, November 3-5, 2025.

4. PUBLIC HEARINGS

5. SPECIAL ORDERS OF BUSINESS: (Items deferred from the Consent Calendar; Mayor and Councilor Items; Items which require a selection among options; or of special importance to Council; management reports; presentations by City boards, commissions, committees, or outside agencies)

5.a. [25-389](#)

City Manager Salary Range Adjustment.

Ward(s): All Wards

Councilor(s): All Councilors

Neighborhood(s): All Neighborhoods

Result Area(s): Good Governance

Recommendation:

Approve an adjustment to salary range for the City Manager classification to \$295,189 - \$324,707 annually effective October 13, 2025.

Summary:

Human Resources recommends a salary range adjustment for the City Manager classification. The recommended adjustment increases the low end of the range by 4% and maintains a 9% spread within the range. This adjustment ensures the salary is competitive with comparator cities, maintains internal equity within the executive management pay plan and maintains a 10% compression level between the City Manager and Deputy City Manager classifications. The proposed action does not adjust the Interim City Manager's salary, it simply adjusts the range for the City Manager classification, and City Council will approve any adjustments separately.

5.b. [25-381](#)

Motion from Councilor Linda Nishioka concerning the appointment of Krishna Namburi as City Manager

Ward(s): All Wards

Councilor(s): All Councilors

Neighborhood(s): All Neighborhoods

Attachments: [2025 interim city manager evaluation City Council 092325.pdf](#)
[2025 interim city manager evaluation Leadership Team.pdf](#)
[Summary of responses from Employee Unions.pdf](#)
[Krishna Namburi Biographical Information.pdf](#)
[Public Comments received by 3pm, October 13, 2025](#)

Add - Written Testimony.

5.c. [25-387](#)

Reporting on 2025 Community Satisfaction Survey results.

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.

Recommendation:

Information only.

Summary:

The City of Salem conducts a regular community satisfaction survey to gauge perceptions of and satisfaction with City services. In September 2025, the City commissioned a [Community Satisfaction Survey](#) <https://www.cityofsalem.net/government/shaping-salem-s-future/salem-strategic-plan> to assess residents' satisfaction with City services and communications, gather opinions on the value and distribution of City resources, and gauge residents' sense of safety

and livability. Insights drawn from the survey and other outreach activities help advance the City Council and community conversation about priorities for services. This year, with the City of Salem's update to the [2021 Strategic Plan](https://www.cityofsalem.net/home/showpublisheddocument/5752/637804422145870000) [<https://www.cityofsalem.net/home/showpublisheddocument/5752/637804422145870000>](https://www.cityofsalem.net/home/showpublisheddocument/5752/637804422145870000) underway, the Community Satisfaction Survey data is a critical input to help the City assess progress, refine priorities, and create a clear roadmap for the next five years. There will be more touch points in 2026, as the Strategic Plan begins to take shape, including opportunities for community input through a survey in February with Council consideration of a final draft anticipated for March 2026.

Attachments: [2025 Community Satisfaction Survey](#)
[Analysis of 2025 Community Satisfaction Survey](#)
[Public Comments received by 3pm, October 13, 2025](#)

Add - Written Testimony.

5.d. [25-382](#)

Supplemental Budget 2 for unanticipated revenue and expenses related to Safety and Livability Strategic Action Plan in the General Fund.

Ward(s): All Wards

Councilor(s): All Councilors

Neighborhood(s): All Neighborhoods

Result Area(s): Safe and Healthy Community.

Recommendation:

Adopt Resolution No. 2025-22, Fiscal Year Supplemental Budget 2, increasing expenditure appropriation authority and revenues in the General Fund for Police, Parks, and Fire and adding two career Police Officer positions.

Summary:

Since June 2025, the City has been engaged in conversation with Council, businesses and residents, and shared updates on current community-led and City-supported activities to improve safety, livability, and cleanliness in two areas of Salem experiencing higher volumes of requests for police support and emergency medical response: downtown and northeast Salem. In the current fiscal year, proposals to advance the Safe, Clean and Healthy Salem initiative would include: (1) adding two police officers in the Homeless Services Team (HST); (2) expanding the Salem Outreach and Livability Services Team (SOS) to seven days a week along with contracted services; and (3) adding a community health pilot staffed with an EMT-Basic and a Paramedic in the Fire Department as well as a Marion County provided mental health advocate. City Council has directed staff to return with a supplemental budget to address

these efforts.

Attachments: [Resolution No. 2025-22](#)

[Resolution No. 2025-22, Exhibit A](#)

[Resolution No. 2025-22, Exhibit B](#)

[Public Comments received by 3pm, October 13, 2025](#)

Add - Written Testimony.

5.e Deleted - File 25-391, "Donation in support of the Safety and Livability Strategic Action Plan" has been removed from tonight's agenda.

5.f. [25-390](#)

Update on a Potential Minimum Revenue Guarantee to Recruit Commercial Air Service to the Salem - Willamette Valley Airport.

Ward(s): Ward 2

Councilor(s): Nishioka

Neighborhood(s): SEMCA, SESNA

Result Area(s): Strong and Diverse Economy.

Recommendation:

Reduce the General Fund transfer to the Airport Fund by \$100,000 per year, for three years, and assign those funds toward the minimum revenue guarantee (MRG) for commercial air service at the Salem-Willamette Valley Airport.

Summary:

Community efforts to assemble a Minimum Revenue Guarantee (MRG) have been successful in raising pledged amounts totaling \$400,000 per year for three years. A minimum revenue guarantee is an airline industry standard incentive provided to entrants into a commercial airline market to attract and sustain airline operations during an initial start up period. The minimum goal for a viable MRG is \$500,000 per year for three years to recruit an airline for commercial air service at Salem-Willamette Valley Airport.

Revised - This item (originally item 6.g) was moved from Information Reports to Special Orders of Business.

6. INFORMATION REPORTS: (Items that require no Council action)

6.a. [25-362](#)

Hearings Officer Decision - To allow a short-term rental within an existing single-family dwelling - Approved.

Conditional Use Case No. CU25-06 - James Baxter, Aimee Baxter, Michael Flanigan - 1157 Fabry Rd SE.

Ward(s): 4

Councilor(s): Gwyn

Neighborhood(s): SGNA

Recommendation:

Information Only.

Attachments: [Land Use Decision CU25-06](#)

6.b. [25-378](#)

Hearings Officer Decision - A Conditional Use Permit for a Short-Term Rental within an existing single-family dwelling - Approved.

Conditional Use Permit Case No. CU25-07 - Rishel Flanigan - 4936 Pullman Ave SE.

Ward(s): 7

Councilor(s): Nordyke

Neighborhood(s): Faye Wright

Recommendation:

Information Only.

Attachments: [Land Use Decision CU25-07](#)

6.c. [25-368](#)

Planning Administrator Decision - A partition to divide a property into two parcels and subsequent middle housing land division to divide one parcel into four lots - Approved.

Partition Tentative Plan / Middle Housing Land Division Tentative Plan, Four or more / Class 2 Adjustment Case No. PAR-MLD-ADJ25-12 - Habitat for Humanity - 860 Park Ave NE.

Ward(s): 6

Councilor(s): Vang

Neighborhood(s): NESCA

Recommendation:

Information Only.

Attachments: [Land Use Decision PAR-MLD-ADJ25-12](#)

6.d. [25-365](#)

Changes to the City Council review of land use decisions are being implemented due to recent changes in State law.

Ward(s): All Wards

Councilor(s): All Councilors

Neighborhood(s): All Neighborhoods

Result Area(s): Welcoming and Livable Community

Recommendation:

Information Only.

Summary:

Senate Bill 1537, effective January 1, 2025, prescribes the

procedures a City must use when reviewing a limited land use decision. The Council review process outlined in SRC 300.1050 does not comply with the revised State law. Therefore, City Council can no longer review limited land use decisions through the Council review process known as Council Call ups.

6.e. [25-377](#)

Salem Parks and Recreation Advisory Board Climate Action Recommendations

Ward(s): All Wards

Councilor(s): All Councilors

Neighborhood(s): All Neighborhoods

Result Area(s): Natural Environment Stewardship; Welcoming and Livable Community.

Recommendation:

Information only.

Summary:

The Salem Parks and Recreation Advisory Board submitted a letter dated July 23, 2025, with recommendations to support the City's Climate Action Plan and reduce greenhouse gas emissions. Key recommendations include use of low-carbon materials in capital projects, transitioning to battery-electric tools, and enhancing climate-friendly transportation access to parks. The recommendations were discussed at the August 18, 2025, Climate Action Plan Committee meeting and are now being transmitted to City Council through this report.

Attachments: [SPRAB Climate Action Recommendations Letter.pdf](#)

6.f. [25-384](#)

Purchases approved administratively from September 1, 2025 through September 30, 2025.

Ward(s): All Wards

Councilor(s): All Councilors

Neighborhood(s): All Neighborhoods

Result Area(s): Good Governance

Recommendation:

Information only.

Summary:

Specific awards and the sources of funds for all contracts administratively awarded, renewed, or modified during the month of September. Included in the report are procurement contracts and public contracting activities with a current fiscal year impact and annual contracts.

Attachments: [Purchases approved administratively Sept 2025](#)

6.g. [25-394](#)

Announcing Mayoral appointments to the Local Option Levy

Oversight Committee.

Ward(s): All Wards

Councilor(s): All Councilors

Neighborhood(s): All Neighborhoods

Result Area(s): Good Governance; Welcoming and Livable Community.

Attachments: [Application - Jean Palmateer \(redacted\).pdf](#)

[Application - David Levy \(redacted\).pdf](#)

[Application - Ariel Loveall \(redacted\).pdf](#)

[Application - Jim Vu \(redacted\).pdf](#)

7. ORDINANCES

7.1 FIRST READING:

7.2 SECOND READING:

8. PUBLIC COMMENT: (Other than agenda items)

9. ADJOURNMENT

Individuals needing special accommodations such as sign language, foreign language interpreters or equipment for the hearing impaired must request such services at least 48 hours prior to the meeting. To request accommodations or services, please call 503-588-6255 or 503-588-6003 (TTD/TTY 503-588-6439), or by e-mail at: cityrecorder@cityofsalem.net at least two business days in advance.

Si necesita ayuda para comprender esta información, por favor llame 503-588-6003.

UPCOMING PUBLIC HEARINGS, AND WORK SESSIONS

- a. [25-364](#) Until further notice, all Salem City Council meetings will be conducted in Loucks Auditorium, located at Salem Public Library, 585 Liberty Street SE, with the option for remote attendance. Please see the meeting agenda header for more details on remote attendance. The meetings are also available to watch in real-time online at CC:Media YouTube Channel, as well as Comcast Cable CC:Media Channel 21.

CITY COUNCIL PUBLIC HEARINGS:

Proposed Solid Waste Collection Service Rates
Monday, November 24, 2025, at 6:00 p.m.

Tourism Promotion Area Remonstrance
Monday, November 24, 2025, at 6:00 p.m.

SALEM HOUSING AUTHORITY PUBLIC HEARINGS:**URBAN RENEWAL AGENCY PUBLIC HEARINGS:**

CITY COUNCIL WORK SESSIONS: (Unless otherwise noted, work sessions are held in Loucks Auditorium.)

Salem Fire Department: Standards of Cover, Operations and
Emergency Medical Services (EMS)
Monday, October 20, 2025, at 6:00 p.m.

Salem Strategic Plan
Monday, November 17, 2025, at 6:00 p.m.

BUDGET COMMITTEE MEETINGS: (Unless otherwise noted, Budget Committee will meet in Loucks Auditorium.)

Financial and Service Updates
Wednesday, October 22, 2025, at 6:00 p.m.

Presentation of Five-Year Forecast
Wednesday, January 14, 2026, at 6:00 p.m.

2025 NEIGHBORHOOD ASSOCIATION ANNUAL MEETING DATES:

Neighborhood - Annual Meeting Date - Time - Councilor

NESCA-----October 15-----7:00 p.m.-----Nishioka, Tigan
CANDO-----October 21-----6:00 p.m.-----Nishioka, Tigan
Sunnyslope-----October 16-----7:00 p.m.-----Nordyke, Gwyn
SWAN-----November 4-----6:30 p.m.-----Nishioka, Nordyke
NEN-----November 11-----6:30 p.m.-----Nishioka, Tigan
SESNA-----November 18-----7:00 p.m.-----Nishioka

MEETING PROCEDURES

City Council meets on the second and fourth Mondays of each month at 6:00 p.m. All meetings are in Loucks Auditorium Salem Public Library, 585 Liberty Street SE.

The Mayor, who is the presiding officer, is elected at large for a term of two years. Councilors are elected for four-year terms for each of the City's eight Wards. These nine officers comprise the Council who make the policy decisions for municipal activity and pass its ordinances and regulations.

Because the Mayor and Councilors' positions are part time, without pay, the Council appoints a City Manager who is responsible for the administration and execution of the City's policies and ordinances.

The City Council generally follows Robert's Rules of Order, but has adopted supplementary rules that may be found on the City's website at:
<https://www.cityofsalem.net/government/city-council-mayor/about-city-council/council-rules>.

THE CONSENT CALENDAR

The Consent Calendar allows the Council to save time by acting on everything listed on that part of the agenda with one motion instead of considering each item separately. If a City Councilor believes a matter on the Consent Calendar deserves further discussion, the Councilor can request that item be removed from the Consent Calendar and considered separately under "Special Orders of Business."

PUBLIC COMMENT

There are two times at every regular City Council meeting when the public has an opportunity to address the City Council. The first time is immediately prior to the Consent Calendar. This time is reserved for questions or statements regarding items appearing on the agenda, except public hearings and the merits of land use issues. The second time is at the end of the agenda. At this time, you can address the City Council on any matter of public concern, other than an agenda item. Please sign up on the Speakers Roster prior to the start of the meeting. The Mayor will announce the time for public comment, and invite persons to address the City Council. Each person has three minutes to address the City Council. Please stop speaking when your time has expired.

Individuals that would like to provide comments during the meeting but are not able to attend the meeting in person may provide testimony virtually. To do so, please sign up online on the day of the meeting between the hours of 8:00 a.m. and 3:00 p.m. at
<https://www.cityofsalem.net/government/city-council-mayor/about-city-council/comment-and-participate-in-a-city-council-meeting>.

HOW TO GET YOUR WRITTEN COMMENTS INCLUDED AS PART OF THE AGENDA

Any written comments that you wish to be given to the City Council that are about an item on an agenda must be submitted to the City Recorder at cityrecorder@cityofsalem.net by 3:30 p.m. on the day of the City Council meeting when the item will be considered. For complete information on submitting communications to Council, please refer to Council Rule 6: Communications:
<https://www.cityofsalem.net/government/city-council-mayor/about-city-council/council-rules>.

If you have some matter that you wish to have the City Council consider in the future, you are encouraged to submit your suggestion in writing to the City Manager at P.O. BOX 14300, Salem, OR, 97309-3986 or by email to: manager@cityofsalem.net.

PUBLIC HEARINGS

The City Council can hold public hearings to consider legislative, quasi judicial or administrative matters. To testify at a hearing, you may sign up on the Hearing Roster located in the lobby of at Loucks Auditorium before the Mayor convenes the meeting. At the time for the hearing on the agenda, the Mayor will announce when the public hearing is open. If you have signed up to speak, come forward to the podium when the Mayor calls your name. State your name and either your address or the ward you live in. If you wish to receive notice of any written decision reached at the hearing, you must provide the City Recorder your address. When you have finished speaking, the Mayor will ask the Council if there are any questions for you, so please remain at the podium for a moment.

The time limit for QUASI JUDICIAL LAND USE CASES are as follows:

1. Staff Presentation – 10 minutes
2. Affected Party – 10 minutes
3. Neighborhood Associations – 5 minutes
4. Other Interested Persons – 3 minutes per person
5. Rebuttal by Affected Party – 5 minutes

The time limit is 3 minutes per person for LEGISLATIVE AND ADMINISTRATIVE hearings. Please stop speaking when your time has expired.

The time limits for QUASI JUDICIAL HEARINGS IN NON LAND use cases are as follows:

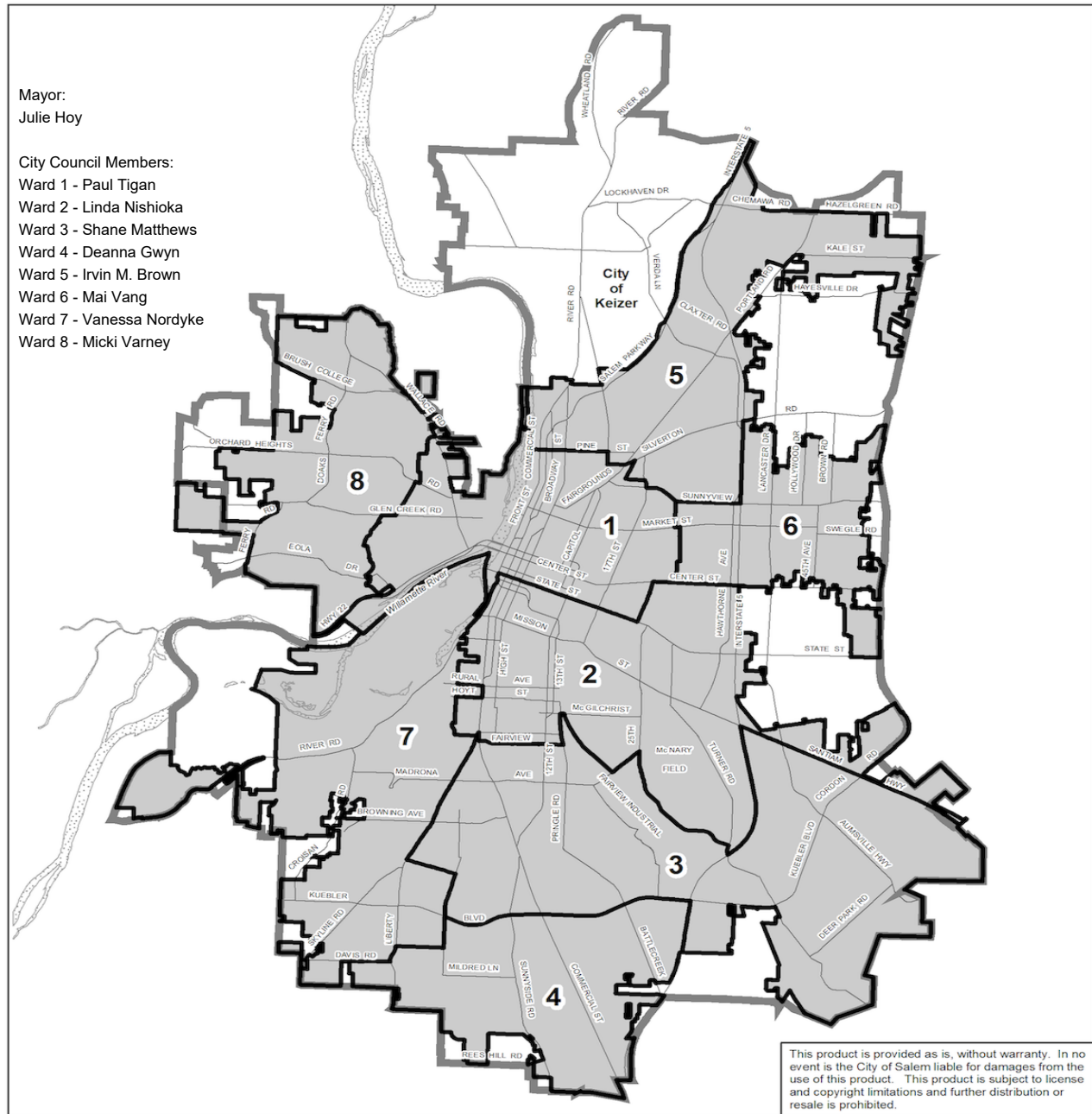
- 1. Staff Presentation – 15 minutes**
- 2. Affected Party – 15 minutes**
- 3. Neighborhood Associations – 5 minutes**
- 4. Other Interested Persons – 3 minutes per person**
- 5. Rebuttal by Affected Party – 7 minutes**

Time limits for quasi judicial land use hearings are governed by Rule 19 of the Council Rules. Parties to land use cases are encouraged to review that rule as time limits vary depending on the nature of the hearing. Further information can be obtained by contacting the Planning Administrator at 503 588 6173 or email at: Imanderson@cityofsalem.net.

City of Salem Wards

Mayor:
Julie Hoy

City Council Members:
Ward 1 - Paul Tigan
Ward 2 - Linda Nishioka
Ward 3 - Shane Matthews
Ward 4 - Deanna Gwyn
Ward 5 - Irvin M. Brown
Ward 6 - Mai Vang
Ward 7 - Vanessa Nordyke
Ward 8 - Micki Varney



LEGEND

Ward Boundary

Urban Growth Boundary

Salem City Limits

Major Streets

0 0.5 1
Miles



CITY OF Salem
AT YOUR SERVICE
Community Planning and Development

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