

*585 Liberty St SE
Salem, OR 97301*



Final Action Agenda - Minutes - Final

Monday, October 13, 2025

6:00 PM

Loucks Auditorium / Salem Public Library

City Council

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

6:00 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 Tigan.

1.1 APPROVAL OF ADDITIONS AND DELETIONS TO THE AGENDA

A motion was made by Councilor Nishioka to approve the additions to the agenda. The motion was seconded by Councilor Gwyn.

The additions/deletions consisted of moving item 6.g, Update on a Potential Minimum Revenue Guarantee to Recruit Commercial Air Service to the Salem - Willamette Valley Airport, to item 5.f, and item 5.e, Donation in support of the Safety and Livability Strategic Action Plan, was removed from the agenda.

Comments by 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 COUNCIL AND CITY MANAGER COMMENT

Comments by: Councilors Vang, Nishioka, Nordyke, Mayor Julie Hoy, and Fire Chief David Gerboth.

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

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

Councilor Matthews read the proclamation into the record.

Marja Byers and Terri Fair with Blindskills (a special interest affiliate of the American Council of the Blind of Oregon) accepted the proclamation.

Comments by Marja Byers.

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

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

Mayor Julie Hoy read the proclamation into the record.

Nicole Utz, Director, Salem Housing Authority accepted the proclamation and read comments on behalf of Ann Kelly, Founder and Executive Director, Hands & Words Are Not for Hurting Project at Salem Health, and she also read comments on behalf Denyc Boles, Community Relations Liaison for Salem Health.

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

Ward(s): All Wards
Councilor(s): All Councilors
Neighborhood(s): All Neighborhoods

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

Councilor Tigan read the proclamation into the record.

The following City staff representing all divisions of the Salem’s water system accepted this proclamation:

Water Quality: Shenandoah Ellis, Water Program Coordinator;
Water Treatment: Eric Stelzer, Water Treatment Plant Operator;
Water Distribution: Jeremy Bible, Crew Leader;
Pumps & Controls: Chris Koehler, Instrumentation Technician; and
Engineering: Sophia Pezzetti, Engineering Associate.

1.4 PRESENTATIONS

None.

2. PUBLIC COMMENT: (Comment on agenda items other than public hearings and deliberations)

The following individuals provided comments:
James Alderson, Ward 2, Item 5.d, file 25-382 (Transit mall and sidewalk security issues)
Chris Hoy, Ward 6, Request for Mayor Julie Hoy to resign
TJ Sullivan, Ward 4, Item 5.d, file 25-382
Ashish Puri, Ward 8, Member of the Advisory Council to the Chief of Police for Salem Police Department, Item 5.d, file 25-382
Jerry Jones, Owner of Pikes Northwest Real Estate, 10095 Peaceful Lane SE, Item 5.d, file 25-382

3. CONSENT CALENDAR: (Includes approval of minutes, adoption of routine resolutions, and items of business requiring Council action)

A motion was made by Councilor Nishioka to approve the consent calendar. The motion was seconded by Councilor Gwyn.

Comments by 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

3.1 MINUTES

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

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

Action: Approved.

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

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

Action: Approved.

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

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](#)

Adopted 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.

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

Authorized 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.

- 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.

Attachments: [Resolution 2025-23](#)
[Public Comments received by 3pm, October 13, 2025](#)

Adopted 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.

- 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.

Attachments: [Application - Jeff Jorgenson \(redacted\).pdf](#)
[Application - George McLean \(redacted\).pdf](#)
[Application - Ashley Kuenzi \(redacted\).pdf](#)

The following individuals were appointed to the Community Police Review Board:

Jeffery Jorgenson, appointed as a regular member with a term expiration of 1/1/27;
Kelly Rath, currently an alternate member, appointed into a regular member position, with a term expiration of 1/1/27;
George McLean, appointed as an alternate member with a term expiration of 1/1/27; and
Ashley Kuenzi, appointed as an alternate member with a term expiration of 1/1/26.

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.

Authorized 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.

4. PUBLIC HEARINGS

None.

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

A motion was made by Councilor Nishioka to approve an adjustment to salary range for the City Manager classification to \$295,189 - \$324,707 annually effective October 13, 2025. The motion was seconded by Councilor Gwyn.

Comments by 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

- 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](#)

A motion was made by Councilor Nishioka that City Council appoint Krishna Namburi as City Manager, subject to the approval and execution of an employment agreement by Council and direct the City Attorney to prepare an employment agreement for Council's consideration. The motion was seconded by Councilor Nordyke.

Comments by: Councilors Nishioka, Nordyke and Vang, City Attorney Dan Atchison, Councilors Matthews, Tigan, Varney, Gwyn, and Mayor Julie Hoy.

The motion CARRIED by the following vote:

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

Nay: 0

Abstain: 0

Comments by Interim City Manager Krishna Namburi.

The meeting recessed at 7:15 p.m. and reconvened at 7:28 p.m.

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.

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

Opening remarks by Courtney Knox Bush, Chief Strategy Officer, City Manager's Office.

Presentation by John Horvick, Senior Vice President, DHM Research.

Questions or Comments by: Councilor Tigan, John Horvick, Councilors Vang, Brown, Matthews, Nordyke, Nishioka, Mayor Julie Hoy, and Interim City Manager Krishna Namburi.

This SOB - Management Report was received and filed.

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.

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](#)

A motion was made by Councilor Nishioka to 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. The motion was seconded by Councilor Gwyn.

Opening remarks by Interim City Manager Krishna Namburi.

Staff presentation by Josh Eggleston, Chief Financial Officer.

Questions or Comments by: Krishna Namburi, Councilor Nordyke, Josh Eggleston, Fire Chief David Gerboth, Councilors Nishioka, Matthews, Brown, Gretchen Bennett, Acting in Capacity Community Services Director, Councilors Varney, Vang, and Mayor Julie Hoy.

The motion CARRIED by the following vote:

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

Nay: 0

Abstain: 0

5.e Deleted - File 25-391, "Donation in support of the Safety and Livability Strategic Action Plan" was removed from the 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.

A motion was made by Councilor Nishioka to 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. The motion was seconded by Councilor Gwyn.

Questions or Comments by: Councilor Nishioka, Interim City Manager Krishna Namburi, Councilors Varney and Matthews, Public Works Director Brian Martin, and Councilors Brown, Gwyn, Tigan, Vang.

The motion CARRIED by the following vote:

Aye: 6 - Nordyke, Nishioka, Gwyn, Matthews, Tigan, and Hoy

Nay: 3 - Varney, Brown, and Vang

Abstain: 0

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

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

This Informational Report was received and filed.

- 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

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

This Informational Report was received and filed.

- 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

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

This Informational Report was received and filed.

- 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

Comments by Councilor Matthews.

This Informational Report was received and filed.

- 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.

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

Comments by: Councilor Varney and Debbie Miller, Member, Salem Parks and Recreation Advisory Board.

This Informational Report was received and filed.

- 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

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

Comments by Councilor Matthews and Josh Eggleston, Chief Financial Officer.

This Informational Report was received and filed.

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](#)

Mayor Julie Hoy appointed the following community members to serve on the Local Option Levy Oversight Committee:

**Parks & Recreation: Jean Palmateer;
Library: David Levy;
Center 50+: Ariel Loveall; and
At-Large: Jim Vu**

This Informational Report was received and filed.

7. ORDINANCES

7.1 FIRST READING:

None.

7.2 SECOND READING:

None.

8. PUBLIC COMMENT: (Other than agenda items)

**The following individuals provided comments:
Kathleen Trepa, Ward 7, Lies
Jim Scheppke, Ward 2, Lies
Andrea Randall, Ward 1, Signage
Desire Lefave, Ward 1, Maternal health project**

A motion was made by Mayor Julie Hoy to extend the meeting to 10:00 p.m. The motion was seconded by Councilor Nishioka. The motion CARRIED unanimously.

**Public Comments resumed:
Rachael Atchison, Ward 3, Mayoral behavior
Manny Martinez, Ward 2, Homelessness
TJ Sullivan, Ward 4, Mayor Julie Hoy**

9. ADJOURNMENT

10:00 p.m.

Minutes prepared by Amy Johnson, City Recorder.