



CITY OF SALEM

Meeting Agenda

City Council

585 Liberty St SE
Salem, OR 97301

Monday, October 27, 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>

EXECUTIVE SESSION

City Council

**5:30 p.m. - 6:00 p.m. | | Salem Public Library Plaza Room
ORS 192.660(2)(h) Current/Pending Litigation**

WORK SESSION

None.

1. OPENING EXERCISES:

Call to Order

Roll Call

1.1 APPROVAL OF ADDITIONS AND DELETIONS TO THE AGENDA

1.2 COUNCIL AND CITY MANAGER COMMENT

1.3 PROCLAMATIONS

1.3a. [25-408](#)

Proclamation recognizing National Youth Substance Use Prevention Month & October 27-31 as Red Ribbon Week.

Ward(s): All Wards

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

Recommendation:

Information Only.

Attachments: [Proclamation - National Youth Substance Abuse Prevention Month and Red Ribbon We](#)

1.3b. [25-409](#) Proclamation recognizing Liam Bell.

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

Recommendation:

Information Only.

Attachments: [Proclamation - Liam Bell.pdf](#)

1.3c. [25-410](#) Proclamation recognizing September 14 Fire First Responders.

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

Recommendation:

Information Only.

Attachments: [Proclamation - September 14 Fire First Responders.pdf](#)

1.4 PRESENTATIONS

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

3. CONSENT CALENDAR:

3.1 MINUTES

3.1a. [25-405](#) October 13, 2025, Draft City Council Minutes

Attachments: [10-13-25 Draft Council Minutes](#)

3.1b. [25-413](#) October 20, 2025, Draft City Council Work Session Minutes

Attachments: [10-20-25 Draft Council Minutes](#)

3.2 RESOLUTIONS

3.2a. [25-343](#) A proposal to establish a limited duration Lien Forgiveness Program authorizing the City’s Health Officer to forgive liens in the City’s Lien

Docket resulting from unpaid civil penalties and derelict structure fees for violations of the Property Maintenance Code if all Property Maintenance Code Violations on the property are corrected.

Recommendation:

Adopt Resolution 2025-25 establishing a limited duration Lien Forgiveness Program authorizing the City's Health Officer to forgive liens in the City's Lien Docket, and the associated penalties, fees, and interest, resulting from violations of the Property Maintenance Code, if all Property Maintenance Code violations on the property are corrected.

Summary:

The proposal establishes a limited duration Lien Forgiveness Program authorizing the City's Health Officer to forgive liens in the City's Lien Docket resulting from unpaid civil penalties and derelict structure fees for violations of the Property Maintenance Code, if all Property Maintenance Code Violations are corrected. This action serves the public interest by incenting property owners to restore or repair their property. The proposal also promotes community livability by reducing barriers to the transfer of properties to new owners by removing liens for remediated properties or allowing for subrogation of liens when the new owners agree to correct the code violations.

Attachments: [Resolution No. 2025-25.docx](#)
[Attachment A to Resolution 2025-25.docx](#)
[Lien Forgiveness Program.pptx](#)

- 3.2b.** [25-407](#) Supplemental Budget 3 for unanticipated expenses and grant revenue in the General Fund.

Ward(s): All Wards

Councilor(s): All Councilors

Neighborhood(s): All Neighborhoods

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

Recommendation:

Adopt Resolution No. 2025-26, Fiscal Year Supplemental Budget 3, increasing expenditure appropriation authority and revenues in the General Fund for the Police Department.

Summary:

During Fiscal Year 2025, the Police Department anticipated receiving grant dollars from the US Department of Justice. These revenues were to be received over two fiscal years (2025 and 2026) to support the Project Safe Neighborhoods program. The Department of Justice originally denied the proposed budget for the grant dollars in the first year of the program and thus the City received no revenue for this program last fiscal year. After working with the

State of Oregon Criminal Justice Commission, the City was able to resubmit the proposed budget successfully. As a result, additional revenues are anticipated and need to be recognized to add expenditure authority in the current fiscal year.

Attachments: [Resolution No. 2025-26](#)
[Resolution No. 2025-26, Exhibit A](#)
[Resolution No. 2025-26, Exhibit B](#)

3.3 ACTION ITEMS

3.3a. Deleted - Item 3.3a (file 25-344), Consideration of Marion County regulations of street vendors - Marion County Code, Title 10: Vehicles and Traffic, was deleted from the agenda.

3.3b. [25-396](#) Establish policy for annual reports, formation and review of Governance Groups (City Boards and Commissions).

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:

Adopt a Council Policy establishing an annual report framework and review of governance groups and a policy for the creation of new governance groups.

Summary:

A work item from the City Governance project; Two new policies that may assist City Council with information and criteria in assessing current and proposed Governance Groups (aka, City Boards and Commissions). One policy provides for an annual reporting framework for existing Boards and Commissions. The second policy provides factors to consider when evaluating the possibility of forming or sunsetting a Board or Commission.

Attachments: [Annual Report Template.docx](#)
[Evaluating Governance Groups Framework.docx](#)
[COUNCIL POLICY NO.docx](#)

3.3c. [25-398](#) 2025-2026 Critical Oregon Airport Relief Program Grant Application for the Salem-Willamette Valley Airport.

Ward(s): Ward 2
Commissioners(s): Nishioka

Neighborhood(s): SEMCA, SESNA
Result Area(s): Strong and Diverse Economy; Safe and Reliable Infrastructure

Recommendation:

Authorize the City Manager to apply for and accept 2025-2026 Critical Oregon Airport Relief (COAR) grants for the Salem-Willamette Valley Airport.

Summary: The Salem-Willamette Valley Airport seeks to apply for and accept grant funding from the 2025-2026 cycle of the Oregon Airport Relief (COAR) Program. Funds received through this grant program are expected to assist with City matching fund requirements for a Federal Aviation Administration (FAA) funded Taxiway project and the procurement of snow removal equipment.

Attachments: [FINAL COAR 2019 Agreement Sample.pdf](#)

- 3.3d. [25-403](#) Purchase and Sale Agreement with Jonathan Clark for Acquisition of Real Property

Ward(s): Ward 1
Councilor(s): Tigan
Neighborhood(s): West Salem
Result Area(s): Safe, Reliable and Efficient Infrastructure

Recommendation:

Authorize the City Manager to execute the attached Purchase and Sale Agreement for the acquisition of real property located at 2060 Wallace Road NW.

Summary:

As part of the 2022 Safety and Livability Bond program, the City of Salem is acquiring property necessary for the future construction of sidewalk improvements along the south side of Harritt Drive NW, which is a part of the larger Marine Drive NW project. The affected parcel is 2060 Wallace Road NW (Tax Lot 073W16A03001), owned by Jonathan Clark (Attachment No. 1).

Attachments: [Acquisition Location Map.pdf](#)
[Purchase and Sale Agreement.pdf](#)

- 3.3e. [25-406](#) Municipal Judicial Compensation.

Ward(s): All Wards
Councilor(s): All Councilors
Neighborhood(s): All Neighborhoods
Result Area(s): Good Governance.

Recommendation:

Approve a 5% salary increase for the Judges Pro Tempore effective

October 27, 2025.

Summary:

Human Resources recommends a 5% salary increase for the Judges Pro Tempore. The compensation for Municipal Judge and Judges Pro Tempore is reviewed biennially by the Judicial Compensation Review Commission (Commission), however, due to member vacancies, the Commission has not been convened. Human Resources is advancing this recommendation in order to fulfill the biennial review and ensure compensation remains within market per the City's Compensation Philosophy.

3.3f. [25-411](#)

Approval of the City Manager Employment Agreement.

Ward(s): All Wards

Councilor(s): All Councilors

Neighborhood(s): All Neighborhoods

Result Area(s): Good Governance

Recommendation:

Approve the employment agreement for the City Manager.

Summary:

On October 13, 2025 City Council appointed Krishna Namburi at City Manager subject to approval of an employment agreement. Council directed the City Attorney to prepare the agreement and discuss the terms with Ms. Namburi. Ms. Namburi has tentatively agreed to the attached draft agreement (Attachment 1).

Attachments: [City Manager Contract Krishna Namburi FINAL DRAFT 102025.docx](#)

4. PUBLIC HEARINGS

5. SPECIAL ORDERS OF BUSINESS:

5.a. [25-391](#)

Donation in support of the Safety and Livability Strategic Action Plan

Ward(s): All

Councilor(s): All Councilors

Neighborhood(s): All

Result Area(s): Safe, Clean and Healthy Community, Salem Strong and Diverse Economy, and Welcoming and Livable Community.

Recommendation:

Accept the donation to fund two police officers for the HST for six months, with the potential for an additional six months of funding.

Summary:

The City has been offered a donation to fund two police officer

positions for the Homeless Services Team (HST) for six months, with the potential for an additional donation to fund the officers for another six months. The donation would help advance Salem's initiative for a safe, clean and healthy Salem while also reducing the General Fund obligation for the pilot program. Since June 2025, the City has been engaged in conversation with businesses and residents regarding an actionable strategy for a safe, clean and healthy Salem. The City's initial focus is on downtown and northeast Salem. These two areas of Salem experience higher volumes of requests for police support and emergency medical response, and concerns about cleanliness and unsanitary conditions.

Attachments: [Proposal from Salem Mainstreet Street Association, Salem Area Chamber of Commerce](#)

[Written Testimony received by 2pm 10/27/25](#)

[Additional Testimony received by 5pm 10/27/25](#)

Add: Written Testimony

5.b. [25-380](#)

Provide a comprehensive overview of the City's procurement process.

Ward(s): All Wards

Councilor(s): All Councilors

Neighborhood(s): All Neighborhoods

Result Area(s): Good Governance.

Recommendation:

Information only.

Summary:

On the August 25, 2025, City Council directed staff to provide a comprehensive overview of the City's procurement process.

Attachments: [Procurement Overview Presentation](#)

Add: Presentation

5.c. [25-386](#)

Selection of projects for the sidewalk infill portion of the 2022 Safety and Livability Bond.

Ward(s): Ward(s): 1, 2, 5, 6

Councilor(s): Councilor(s): Tigan, Nishioka, Brown, Vang

Neighborhood(s): Neighborhood(s): ELNA, Highland, NEN, NESCA, Northgate, SESNA

Result Area(s): Result Area(s): Safe, Reliable and Efficient Infrastructure.

Recommendation:

Approve the sidewalk infill package recommended by the Bond Oversight Steering Committee, listed below:

- Hawthorne Avenue SE (near the intersection of Hawthorne Avenue SE and State Street)

- Park Avenue NE (Fredrick Street NE to Center Street NE)
- Fisher Road NE (Ward Drive NE to White Oak Court NE) - *grant matching funds only*
- Kay Street NE (17th Street NE to 19th Street NE)
- Brenner Street NE (Cypress Street NE to Weathers Street NE)
- 38th Avenue NE (Manor Drive NE to D Street NE)
- Hickory Street NE (Liberty Street NE to 4th Street NE)
- Northgate Avenue NE (Intersection of Northgate Avenue NE and 30th Avenue NE)
- Church Street NE (Pine Street NE to Spruce Street NE)

Summary:

The 2022 Safety and Livability Bond allocated \$6 million for sidewalk infill projects. The Bond Oversight Steering Committee recommended nine projects to be included in the sidewalk infill package.

- Attachments:** [Attachment 1 - City Council staff report, October 23, 2023, Agenda item 5b](#)
[Attachment 2 - Spreadsheet of recommended projects](#)
[Attachment 3 - Recommended projects vicinity map](#)
[Attachment 4 - Bond Category Funding.pdf](#)
[Attachment 5 - Presentation](#)

Add: Presentation

- 5.d.** [25-402](#) Salem Police Department 2025-2027 Strategic Plan

Ward(s): All Wards

Councilor(s): All Councilors

Neighborhood(s): All Neighborhoods

Result Area(s): Safe Community; Welcoming and Livable Community

Recommendation:

Information only.

Summary:

The Salem Police Department presents its second strategic plan, defining the organization's priorities and goals for years 2025-2027.

- Attachments:** [Salem Police Department 2025-2027 Strategic Plan](#)
[Attachment 2 Highlights from the Salem Police Department 2022-2024 Strategic Plan Presentation](#)

Add: Presentation and Strategic Plan Highlights

- 5.e.** [25-366](#) Recommended Sign Designs for Installation at the Salem-Keizer Together Entranceway.

Ward(s): Ward 5

Councilor(s): Brown

Neighborhood(s): Highland Neighborhood Association

Result Area(s): Safe, Reliable and Efficient Infrastructure;

Welcoming and Livable Community.

Recommendation:

Approve the sign design for the Salem-Keizer Together Entranceway location at the intersection of River Road N, Broadway Street NE, and Stark Street N.

Summary:

New welcome signs have been designed for installation as part of the reconstruction of the Salem-Keizer Together Entranceway at the intersection of River Road N, Broadway Street NE, and Stark Street N. The sign designs have been recommended by both the Salem and Keizer Public Art Commissions and Keizer City Council. The signs are to be installed in the Fall of 2025.

Attachments: [Attachment 1 - Approximate Location of Entranceway Signs.pdf](#)

[Attachment 2 - Recommended Salem-Keizer Entranceway Sign Designs.pdf](#)
[Presentation](#)

Add: Presentation

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

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. [25-404](#) 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 Strategic Plan
Monday, November 17, 2025, at 6:00 p.m.

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

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
SWAN-----November 4-----6:30 p.m.-----Nishioka, Nordyke
NEN-----December 9-----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.cityofsaalem.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.cityofsaalem.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:

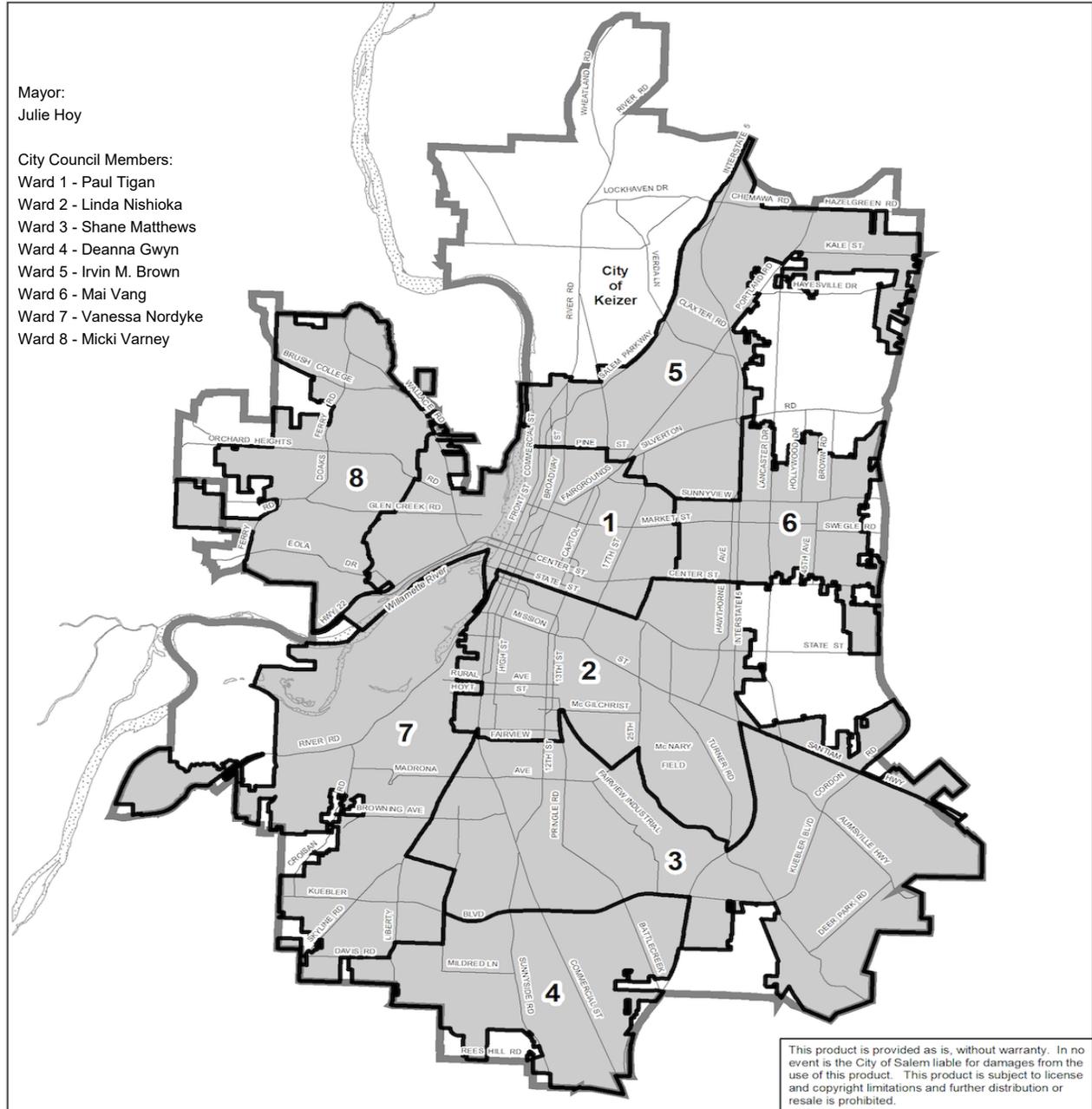
- 1. Staff Presentation – 15 minutes**
- 2. Affected Party – 15 minutes**
- 3. Neighborhood Associations – 5 minutes**
- 4. Other Interested Persons – 3 minutes per person**
- 5. Rebuttal by Affected Party – 7 minutes**

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



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LEGEND

- Ward Boundary
- Urban Growth Boundary
- Salem City Limits
- Major Streets



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