

*585 Liberty St SE  
Salem, OR 97301*



## **Final Action Agenda - Revised Minutes - Draft**

**Monday, November 24, 2025**

**6:00 PM**

**Loucks Auditorium / Salem Public Library**

**City Council**

Correction to item 5.a.

## 1. OPENING EXERCISES:

### Call to Order

6:12 p.m.

### Roll Call

**Comments from: Mayor Julie Hoy.**

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

## 1.1 APPROVAL OF ADDITIONS AND DELETIONS TO THE AGENDA

A motion was made by Council President Nishioka, seconded by Councilor Gwyn, to approve the additions and deletions to the agenda as follows:

Add staff report to item 4.b.

Delete items 4.a. and 7.2.a.

**Comments from: Council President 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 from: Mayor Julie Hoy, Councilors Nordyke, Brown, Vang, and City Manager Krishna Namburi.**

## 1.3 PROCLAMATIONS

**1.3a.** [25-444](#) Proclamation recognizing Epilepsy Awareness Month.

Ward(s): All Wards

Councilor(s): All Councilors

Neighborhood(s): All Neighborhoods

**Attachments:** [Proclamation - Epilepsy Awareness Month.pdf](#)

**Presented by: Mayor Julie Hoy and Acting in Capacity Community Services Director Gretchen Bennett.**

**Received by: Evelyn Bross.**

**Comments by: Evelyn Bross.**

**1.3b.** [25-463](#)

Proclamation recognizing Small Business Saturday.

Ward(s): All Wards

Councilor(s): All Councilors

Neighborhood(s): All Neighborhoods

**Attachments:** [Proclamation - Small Business Saturday.pdf](#)

**Presented by: Mayor Julie Hoy.**

**Received by: Ted Ferry, President of the Salem Chamber of Commerce;  
Angela Williams, Preseident-elect; Derek Gilbert and Tom Hoffert, Salem  
Main Street Association board members.**

**Comments from: Ted Ferry, Tom Hoffert, and Mayor Julie Hoy.**

## 1.4 PRESENTATIONS

**1.4a.** [25-442](#)

Center 50+ Volunteer Video

Ward(s): All Wards

Councilor(s): All Councilors

Neighborhood(s): All Neighborhoods

**Presented by Marilyn Daily-Blair, Director of Center 50+.**

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

Public Testimony provided by:

Katie Dobler, Center 50+ Board Member; Item No. 6.d., File No. 25-474  
Karen Bolliger, Ward 1, Center 50+ Fundraiser; Item No. 6.d., File No. 25-474  
Melinda Yost, 2010 Hazel Ave; Item No. 5.a.; File No. 25-473  
Kaylee Talentino, Ward 8, Salem Democratic Socialists of America; Item No. 5.a.; File No. 25-473  
Geovanny Tolentino, Ward 3, Salem Democratic Socialists of America; Item No. 5.a.; File No. 25-473  
Sandra H., Ward 5, Latinos Unidos Siempre (LUS); Item No. 5.a.; File No. 25-473  
Debbie Martinez, Ward 5; Item No. 5.a.; File No. 25-473  
Brian Reed, Ward 5; Item No. 5.a.; File No. 25-473  
Jonas Cervantes, State Street/Cordon Road; Item No. 5.a.; File No. 25-473

At 7:13 p.m. Council paused Public Comment to approve the Consent Calendar and conduct the scheduled Public Hearing. See Item Nos. 3. and 4.b.

At 7:55 p.m. Council went into recess.

At 8:05 p.m. Council reconvened and returned to Public Comment.  
Testimony provided by:

Ashley Cervantes, Unincorporated Salem; Item No. 5.a.; File No. 25-473  
Mad Sanc, Ward 5, LUS; Item No. 5.a.; File No. 25-473  
Alex S., Ward 5, LUS; Item No. 5.a.; File No. 25-473  
Sirr Mg, Ward 6, LUS; Item No. 5.a.; File No. 25-473  
Christopher Mg, Ward 6, LUS; Item No. 5.a.; File No. 25-473  
Leilani V., Ward 6; Item No. 5.a.; File No. 25-473  
Cinthia R., Ward 5; Item No. 5.a.; File No. 25-473  
Leo Mg, Ward 5; Item No. 5.a.; File No. 25-473  
Ana G., Ward 5; Item No. 5.a.; File No. 25-473  
Elise Strauss, Ward 8; Item No. 5.a.; File No. 25-473  
Sarah Evans, Ward 1; Item No. 5.a.; File No. 25-473  
Rachael Atchison, Ward 3; Item No. 5.a.; File No. 25-473  
Will Wherity; Ward 3; Item No. 5.a.; File No. 25-473  
Avery Wilson, Ward 4; Item No. 5.a.; File No. 25-473  
Heather Appleberry, Ward 6; Item No. 5.a.; File No. 25-473  
Robin Graves, Ward 3; Item No. 5.a.; File No. 25-473  
Laurie Dougherty, Ward 1; Item No. 5.a.; File No. 25-473  
Andre Lindauer, Ward 1; Item No. 5.a.; File No. 25-473  
Ben Martin Horst, Ward 6; Item No. 5.a.; File No. 25-473  
Sean Nikas, Ward 7; Item No. 5.a.; File No. 25-473  
Kim Davis, Ward 4; Item No. 5.a.; File No. 25-473  
Elisa Galeno, Ward 8; Item No. 5.a.; File No. 25-473  
Lex T., Ward 5; Item No. 5.a.; File No. 25-473  
Belinda T., Ward 5; Item No. 5.a.; File No. 25-473

Alex B., Ward 6; Item No. 5.a.; File No. 25-473  
Cynthia R., 4475 McMaller Ct NE; Item No. 5.a.; File No. 25-473  
Erron, Ward 6; Item No. 5.a.; File No. 25-473  
Kathleen Trepas, Ward 7; Item No. 5.a.; File No. 25-473  
April, Ward 7; Item No. 5.a.; File No. 25-473  
Taylor Seidlitz, Ward 2; Item No. 5.a.; File No. 25-473  
Ivy Clark-Henry, 276 14th St. NE; Item No. 5.a.; File No. 25-473 (provided testimony remotely)  
Holden & Quinn Prichard, Ward 8; Item No. 5.a.; File No. 25-473  
Cristina Marquez, NE Salem; Item No. 5.a.; File No. 25-473  
Delilah Gomez, Ward 3; Item No. 5.a.; File No. 25-473  
Abigail Miranda, SE Salem; Item No. 5.a.; File No. 25-473  
Rilie Ashby, Ward 8; Item No. 5.a.; File No. 25-473  
Sarah Grantham, Ward 2; Item No. 5.a.; File No. 25-473

A motion was made by Councilor Gwyn, seconded by Council President Nishioka, to extend the meeting until 11:00 p.m. The motion CARRIED unanimously.

Testimony continued:

Felix May, Ward 7; Item No. 5.a.; File No. 25-473  
Mike Slagle, Ward 2; Item No. 5.a.; File No. 25-473  
Kelley Nielsen, Ward 1; Item No. 5.a.; File No. 25-473  
Nia, Ward 5; Item No. 5.a.; File No. 25-473

Council went into recess at 10:10 p.m. and reconvened at 10:20 p.m.

Testimony continued:

Clifford Eiffler-Rodriguez, Ward 7; Item No. 5.a.; File No. 25-473  
Erika V., Ward 6; Item No. 5.a.; File No. 25-473  
Juli Ray Joy, Black Joy Oregon, all wards; Item No. 5.a.; File No. 25-473

At the close of Public Comment, Council moved to item 5.a.

### **3. CONSENT CALENDAR:**

A motion was made by Council President Nishioka, seconded by Councilor Gwyn, to approve the Consent Calendar.

Comments from: Council President 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. [25-452](#) November 10, 2025, Draft City Council Minutes

**Attachments:** [11-10-25 Draft Council Minutes.pdf](#)

**Action: approved.**

- 3.1b. [25-479](#) November 17, 2025, Draft Council Work Session Minutes

**Attachments:** [11-17-25 Draft Council Work Session Minutes](#)

**Action: approved.**

## 3.2 RESOLUTIONS

**None.**

## 3.3 ACTION ITEMS

- 3.3a. [25-414](#) Request authorization for the City Manager to sign the updated Minto Island Conservation Area Land Management Plan 2025-2035.

Ward(s): All Wards

Councilor(s): All Councilors

Neighborhood(s): All Neighborhoods

Result Area(s): Natural Environment Stewardship

**Attachments:** [Attachment 1 - Minto Island Conservation Area Land Management Plan 2025-2035.pdf](#)  
[Attachment 2 - Minto Island Conservation Area Map.pdf](#)

**Authorized the City Manager to sign the updated Minto Island Conservation Area Land Management Plan 2025-2035, which will then be submitted to Bonneville Power Administration for final approval.**

- 3.3b. [25-453](#) Amendment of ground lease with Hangar II, LLC for property located at the Salem-Willamette Valley Airport.

Ward(s): Ward 2

Councilor(s): Nishioka

Neighborhood(s): SEMCA, SESNA

Result Area(s): Good Governance; Strong and Diverse Economy.

**Attachments:** [Attachment 1 – Hangar II, LLC Lease Agreement First Amendment.pdf](#)  
[Attachment 2 - Hangar II, LLC Lease Agreement dated August 1, 2024.pdf](#)

**Authorized the City Manager to execute an amended lease agreement with Hangar II, LLC for property located at the Salem-Willamette Valley Airport.**

**3.3c. [25-458](#)**

Recommended reappointments to the Citizens Advisory Traffic Commission, Community Police Review Board, Downtown Advisory Board, Salem Planning Commission, and Salem Public Art Commission.

Ward(s): All Wards

Councilor(s): All Councilors

Neighborhood(s): All Neighborhoods

Result Area(s): Good Governance

**Approved reappointment of current members of the Citizens Advisory Traffic Commission, Community Police Review Board, Downtown Advisory Board, Salem Planning Commission, and Salem Public Art Commission.**

**Citizen Advisory Traffic Commission:**

**Reappointed Nathan Leving to a Term #2 expiring 12/31/2028**

**Community Police Review Board:**

**Reappointed Ashley Kuenzi to a Term #1 expiring 1/1/2028**

**Downtown Advisory Board:**

**Reappointed Eddie Zapien to a Term #1 expiring 12/31/2028**

**Salem Planning Commission:**

**Reappointed Kaley Fought to a Term #2 expiring 12/31/2029**

**Reappointed Beth Rhoades to a Term #1 expiring 12/31/2029**

**Salem Public Art Commission:**

**Reappointed Brian Hart to a Term #1 expiring 12/31/2028**

**4. PUBLIC HEARINGS**

**4.a. ~~\*\*Item Deleted\*\*~~ The public hearing to consider modifications to the Tourism Promotion Area has been cancelled**

**4.b.**     [25-454](#)

Resolution No. 2025-28 Establishing New Solid Waste Collection Rates and Charges

Ward(s): All Wards

Councilor(s): All Councilors

Neighborhood(s): All Neighborhoods

Result Area(s): Good Governance; Natural Environment Stewardship; Safe Community; Safe, Reliable and Efficient Infrastructure; Strong and Diverse Economy; Welcoming and Livable Community.

**Attachments:**   [Resolution No. 2025-28](#)  
[Resolution 2025-28 Exhibit A](#)  
[Resolution 2025-28 Exhibit B](#)  
[Comparison of Current and Proposed Rates](#)  
[Comparative Rate Summary](#)  
[Staff Presentation](#)  
[Written Testimony Received by noon 11/24/25](#)

**Staff presentation by: Ryan Zink, Sr. Fiscal Analyst.**

**No persons signed up to provide testimony on this topic.**

**Comments or questions from: Councilors Vang, Tigan, Matthews, Brown, Nishioka, Varney.**

**A motion was made by Council President Nishioka, seconded by Councilor Varney, to adopt Resolution No. 2025-28 establishing new solid waste collection rates and charges and rescinding Resolution No 2023-31 as amended by Resolution 2025-1.**

**Comments from: Council President Nishioka, Councilors Tigan, Varney, Matthews.**

**The motion CARRIED by the following vote:**

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

**Nay:**     0

**Abstain:**     0

**5. SPECIAL ORDERS OF BUSINESS:**



**5.a.**     [25-473](#)

Motion from Councilor Linda Nishioka concerning adopting a statement reaffirming Salem as an Inclusive City

Ward(s): All Wards

Councilor(s): All Councilors

Neighborhood(s): All Neighborhoods

**Attachments:** [Statement of the Salem City Council Affirming Salem an Inclusive City.docx](#)  
[Written Testimony received by noon 11/24/25](#)  
[Additional Testimony received by 3:30pm 11/24/25](#)  
[Additional Testimony received by 5pm 11/24/25](#)

**A motion was made by Council President Nishioka, seconded by Councilor Nordyke, to adopt a statement reaffirming Salem as an Inclusive and Sanctuary City.**

**Comments from: Council president Nishioka.**

**A motion was made by Council President Nishioka, seconded by Councilor Gwyn, to extend the meeting until 11:15 p.m. The motion CARRIED unanimously.**

**Comments from: Councilors Nishioka, Varney, Vang, Nordyke, Brown.**

**A motion was made by Councilor Tigan, seconded by Council President Nishioka, to extend the meeting until 11:30 p.m. The motion CARRIED unanimously.**

**The motion to adopt a statement reaffirming Salem as a Sanctuary City CARRIED by the following vote:**

**Aye: 7 - Nordyke, Varney, Tigan, Nishioka, Brown, Vang, Hoy**

**Nay: 2 - Matthews, Gwyn**

**A motion was made by Councilor Nordyke, seconded by Councilor Tigan, to direct the Human Rights Commission to host a "know your rights" forum, and to direct the City Manager to declare a State of Emergency.**

**A motion was made by Councilor Nishioka, seconded by Councilor Tigan, to extend the meeting until 11:45 p.m. The motion CARRIED unanimously.**

**Comments from: Councilors Nordyke, Brown, Matthews, City Attorney Dan Atchison, Mayor Julie Hoy, Councilors Gwyn, Varney.**

**The motion to direct the Human Rights Commission to host a "know your rights" forum, and to direct the City Manager to declare a State of Emergency, CARRIED by the following vote:**

**Aye:**     6 - Nordyke, Varney, Nishioka, Brown, Tigan, and Vang

**Nay:**     3 - Gwyn, Matthews, and Hoy

Abstain: 0

## 6. INFORMATION REPORTS:

- 6.a. [25-426](#) A safe, clean and healthy Salem update

Ward(s): 1, 2, 5, 6, and 8

Councilor(s): All Councilors

Neighborhood(s): CANDO, ELNA, NESCA, NOLA, Northgate, SCAN, WSNA

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

**Attachments:** [Feedback from October 8 engagement in West Salem and October 24 engagement with East Salem Rotary](#)  
[Actionable Strategy for Safety, Cleanliness, and Health](#)  
[Bond Oversight Committee presentation from September 25 2025](#)

**This Informational Report was received and filed.**

- 6.b. [25-446](#) Notice of proposed administrative rulemaking for Minto Island Conservation Area Restrictions for Events

Ward(s): All Wards

Councilor(s): All Councilors

Neighborhood(s): All Neighborhoods

Result Area(s): Natural Environment Stewardship

**Attachments:** [Attachment 1 -Notice of Proposed Administrative Rulemaking Minto Island Conservation Area Restrictions for Events.pdf](#)  
[Attachment 2 - Administrative Rule 109-600-001.pdf](#)  
[Attachment 3 - Proposed MICA Rules and Restrictions Official Track Changes.pdf](#)

**This Informational Report was received and filed.**

- 6.c. [25-457](#) Announcing Mayoral reappointments to the Airport Advisory Commission, Historic Landmarks Commission and Human Rights Commission.

Ward(s): All Wards

Councilor(s): All Councilors

Neighborhood(s): All Neighborhoods

Result Area(s): Good Governance

**This Informational Report was received and filed.**

- 6.d. [25-474](#) Center 50+ Advisory Commission Strategic Operations Plan Update

Ward(s): , All Wards  
Councilor(s): All Councilors  
Neighborhood(s): All Neighborhoods  
Result Area(s): Welcoming and Livable Community.

**This Informational Report was received and filed.**

- 6.e. [25-475](#) City policy and practice regarding federal immigration enforcement.

Ward(s): All Wards  
Councilor(s): All Councilors  
Neighborhood(s): All Neighborhoods  
Result Area(s): Safe and Healthy Community.

**Attachments:** [Written Testimony received by 5pm 11/24/25](#)

**This Informational Report was received and filed.**

- 6.f. [25-437](#) Purchases approved administratively from October 1, 2025 through October 31, 2025.

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

**Attachments:** [Purchases approved administratively October 2025](#)

**This Informational Report was received and filed.**

## 7. ORDINANCES

### 7.1 FIRST READING:

None.

### 7.2 SECOND READING:

None.

7.2a. **\*\*Item Deleted\*\*** The second reading of Ordinance No. 4-25 related to the Tourism Promotion Area has been cancelled

## 8. PUBLIC COMMENT: (Other than agenda items)

None.

**9. ADJOURNMENT**

**11:29 p.m.**

**Minutes prepared by:  
Rachael Gangelhoff, CMC  
Deputy City Recorder**