

From: [Bill Dixon](#)
To: [CityRecorder](#)
Subject: Comment on interim city manager agreement
Date: Friday, March 21, 2025 8:15:31 PM

My name is Bill Dixon. My wife and I live on Salem Heights Avenue South in Ward 7. I write to comment on item 3.3c., 25-116 on the March 24 agenda: Approval of the interim city manager employment agreement.

I urge the City Council to carefully consider the potential cost of the severance provision of the agreement. Specifically, what would be the maximum impact on the general fund if the interim manager was terminated by a new city manager within 18 months of the end of the interim employment agreement? Also, do any other leadership-level administrators have severance protections, and, if so, what would be the maximum cost to the general fund if they were similarly terminated? Finally, are there any circumstances in which the City Council could terminate the interim city manager without her retaining the right to return to her deputy position?

I believe these issues are important because severance agreements not only protect city employees from arbitrary termination but also because they protect taxpayers from making severance payments to employees who simply resign.

Thank you for considering my comments.

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Bill Dixon, 608 Salem Heights Ave. S., Salem 97302

bill.r.dixon@gmail.com

503-602-1708

From: [Jessie Preis](#)
To: [Linda Nishioka](#); [CityRecorder](#)
Cc: [citycouncil](#)
Subject: New Testimony for 3/24/25 AND Re: Testimony from 2/24/2025 City of Salem Council Meeting
Date: Monday, March 24, 2025 2:29:14 PM

Dear City Recorder,

Please include this entire email thread as written testimony for the March 24, 2025 City Council Meeting regarding item 3.3.c. Approval of the Interim City Manager Employment Agreement.

Mayor, Members of Council, City Staff, and Fellow Residents of Salem,

I encourage you to approve the Interim City Manager Employment Agreement for Krishna. I have worked with her in the past and feel that she would be a good choice to lead as City Manager during these trying times. I have found her to be dedicated to public service, capable, and understands the history that has brought us to the challenges that we are currently facing.

I would also like to know when we are going to talk about Mayor Hoy #2 and her broken promises of trust, transparency and no new taxes, not to mention her wasting hundreds of thousands of our scarce funds on secretly ousting our former City Manager, a big study to tell us what we already knew, that there are no mismanaged funds, but rather City staff have been doing more with less than any City our size should ever be expected to do. I find it infuriating that she is so dismissive toward those of us who have been recognizing the good things we have while working together to solve community challenges for decades before she came along.

Councilor Nishioka, I am sorry for my delayed response to you. Work has been crazy and I have had some family medical issues to deal with. I do want to thank you for reading my full testimony from the 2/24/25 Council meeting regarding referring the Library, Parks, Center 50+ levy to voters in May. I would also like to thank you for taking the time to both reply by email, and speak with me further about it at the the most recent NEN Meeting. As of now, you, Councilor Varney, Ward 8, and the Fire Chief are the only ones who have spoken with me about my testimony and efforts in community engagement in Salem.

Council & All, while I still disagree with the timing and find it unfair to place the entire burden of this year's shortfall on community services, again, I do understand that you have to try something. And I truly want what's left of our Library, Parks and Center 50+ services to survive another year, I am not holding my breath that this levy is the answer.

At the February Meeting I was disappointed to watch Mayor Hoy #2 continue to refuse to speak about the secret ousting of our City Manager and other unfortunate choices. I found it completely nauseating to listen to her congratulate herself on finding this budget problem and invite us to join with her in working together on this opportunity to pass this levy. If she had been paying attention for the last few decades, none of this would have been brand new news to her.

I was also skeptical when the rest of council unanimously agreed that this is what we have to

do to save the library, Parks and Center 50+ and that they were absolutely committed to helping get this levy passed in May.

As I have continued to watch and listen, I am seeing what I feared. Outreach has mostly been asking people to come to meetings. Speculation has been wild online and in my neighborhood. I can't speak to what other neighborhoods are saying. I do appreciate Councilor Nishioka, Krishna and Josh taking the time to help us understand at least some of the current plan at NEN, but let's be honest. There were maybe two dozen neighbors there? I nearly didn't make it because my childcare fell through at the last minute.

It was great to see Fire was there as well since, as I just learned, SPD will no longer be building relationships with neighbors in that way either. I know that you and others are working long hours in order to pass this levy and I do appreciate it even though I still don't believe this levy is not the answer to our budget shortfall.

I would appreciate it if you could help me understand why my written testimony for the Feb 24 Council meeting was not included with the written testimony in legistar under council meetings.

I would also encourage you take a few minutes to watch this CCTV video that they pulled out of the archives for me last year about a community outreach project I organized for the City, I believe during the summer of 2016. This is more along the lines of the outreach I had in mind to help voters to understand this levy. Rather than hope they come to meetings, go to them where they are at. Listen to them about what they love about their neighborhoods and what they wish could be different. Unfortunately nearly all of the staff who were involved in this project have retired or been laid off, but I understand the Library still has the bus and at least one librarian who could drive it.



[7450-1-Treat and Greet Neighborhood Bus Tour & La Casita Garden Camp Field Day .mov](#)

That's all for now. I can't be there this evening to read three minutes of my testimony to you because I have taken the week off to spend Spring Break with my kids. I hope this written testimony actually makes it to the legistar on the City web site.

If you have further questions, I can try and find some time in April to talk.

Jessie Preis,
Ward 1

----- Forwarded message -----

From: **Linda Nishioka** <LNishioka@cityofsalem.net>

Date: Tue, Feb 25, 2025, 11:28 AM

Subject: Re: Testimony for 2/24/2025 City of Salem Council Meeting

To: Jessie Preis <jalpreis@gmail.com>

Dear Jessie,

Thank you for sharing your detailed testimony and for all you do for our community. I want you to know that the city is actively working on many of your suggestions, from improving community outreach to reviewing our operational structures. While we continue to navigate the challenges of the current state tax structure—issues that affect municipalities everywhere—we remain committed to working as efficiently as possible for all Salem residents.

Thank you again for your thoughtful insights and ongoing dedication to our community.

Sincerely,

Councilor Nishioka

Linda Nishioka (She/Her)

City Councilor - Ward 2

lnishioka@cityofsalem.net | 971-707-2112

From: Jessie Preis <jalpreis@gmail.com>

Date: Monday, February 24, 2025 at 5:00 PM

To: CityRecorder <CityRecorder@cityofsalem.net>

Cc: citycouncil <citycouncil@cityofsalem.net>

Subject: Testimony for 2/24/2025 City of Salem Council Meeting

Dear City Recorder,

Please include the following as testimony for the 2/24/2025 Salem City Council Meeting regarding item 5.b. Referring a five-year Community Services and Livability local option levy to Salem voters.

Mayor Hoy, Members of Council, City Staff and fellow residents of Salem,

My name is Jessie Preis. I have lived in Ward 1 for 20 years. I am a wife, mother of two daughters, Educator and Community Organizer. I spent 12 years community organizing for the City of Salem until this body ended my program a little over five years ago.

Anyone who knows me, knows that I care deeply about this community, especially my little corner of it in NE. I adore our Englewood School and Park. I love our library, both the books and the other community services it provides. I haven't used Center 50 Plus much yet, but I know people who depend on it.

Despite all of this, I strongly urge you to vote no on referring a five-year Community Services and Livability local option levy to Salem voters in May.

I believe it would be a waste of everyone's time, energy and money when it is destined to fail at this time. Mayor Hoy just spent two campaigns convincing voters we needed trust, transparency and no new taxes. She has been in office barely a month and she has already

broken all of her promises.

- 1) She's gotten her hand slapped at least twice for voting to give her business friends City contracts rather than recuse herself due to conflict of interest.
- 2) She has had secret conversations with Councilors and a closed door meeting to fire our City Manager at the cost of nearly a year of his full salary, so there goes another \$256,000 or so.
- 3) We have recently had another \$5 tacked onto our City utility bill.
- 4) In her search to find all of the mismanaged funds she keeps going on about, her team of business experts not only didn't find them, they found that City staff were already operating at a level that far above anything that should be reasonably expected for a City of our size.
- 5) Despite the fact that polling that was done in regarding this levy showing that it is unlikely to pass, here we are going ahead with deciding to put it out for voters in May.

Please hold the line this year. Rearrange the way some things are currently organized, earn back a bit of trust from citizens, and make some hard choices. Perhaps next year we will have some solid plans for a long term fix that might have a chance of being approved. I know the root of most of revenue shortfall is still the result of some very poor political choices made back when I was a child so I know it won't be quick or easy.

Even if I wanted to support the levy in May I can't afford to. My family paid:

*\$7,389.55 in property taxes in November

*Our property and auto insurance came due in Dec and went up hundreds of dollars

*Our City utility bill went up \$5 for a fee and I don't even know what it is supposed to cover.

*Our garbage hauler, Republic Services's, franchise agreement was renewed by council and despite our getting less service, they upped our rates again.

*Our PGE bill has increased 41% over the past four years.

*NW Natural, internet, phone, groceries, gas, insurance and and everything else costs us significantly more than it did even last year.

*I have been un or underemployed since my City of Salem community organizing program was cut five and a half years ago.

*My husband's City career of 18 years was ended in 2009 and it took him almost a decade of un or underemployment to find his new career.

Yet my family continues to volunteer our time to make our community a better place for everyone because we know how, and because it is the right thing to do. We have already given more than anyone should ever expect of us.

I do have ideas, not just complaints, surrounding reorganizing communication and community outreach, pausing some tax credits for developers and other big businesses for a year, going back to one City Manager and no Deputy City Managers, helping former Councilor Anderson

in his request for compensation for all of the services to all of the property exempt from property taxes, yet still use City services. I would welcome those discussions.

I will also say that it continues to feel like (at least in my little corner of Englewood), City Council and Administrative staff are actively trying to punish us for not paying even more taxes. Continuing to make painful cuts to what is left of Libraries, Parks and Center 50 Plus unless we pay even more taxes and fees unfairly affects us more than the louder, richer residents of Salem.

It also looks bad to me and my neighbor friends, to make these cuts at the expense of the general fund "needs" of the Police Stand Alone Unit and their new palatial taxpayer-funded facility. I am not trying to say that SPD doesn't also need more money, but perhaps they could try something different with the funds that they already have for a year. Bring back the Crime Prevention Unit and the school officer liaison program to build at least a sliver of trust. And how about getting an effective person in charge of media relations who works with other City Departments?

Fire could be more be more outreach oriented too, apparently. Just last week I was told Salem Fire no longer does education in the community, but that we are welcome to bring our kids to the station. Transporting a few hundred kids to the station by bus is not an option, and walking them all there would take so long the activity would be over before we got there. Also, I saw Police and Fire out walking with kids earlier this month for Walk and Roll to School Day.

Personally, based on 12 years of experience while the City was paying me, and a lifetime of just naturally community organizing, I feel that continuing to make cuts to educational, community engaging and crime preventative services is extremely short sighted across departments.

Please hold the line this year. Please don't waste the time, energy and money to put this on the May ballot when it is destined to fail. Spend this year regaining some trust and doing some creative problem solving.

Sincerely,

Jessie Preis

Ward 1