



CITY OF SALEM

585 Liberty St SE
Salem, OR 97301

Meeting Agenda

City Council

Monday, November 10, 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

5:15 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: (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. [25-434](#) Proclamation recognizing National Runaway & Homeless Youth Prevention Month.

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

Recommendation:

Information Only.

Attachments: [Proclamation - National Runaway & Homeless Youth Prevention Month.pdf](#)

- 1.3b. [25-435](#) Proclamation recognizing Ruby Bridges Day.

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

Recommendation:

Information Only.

Attachments: [Proclamation - Ruby Bridges Day.pdf](#)

- 1.3c. [25-436](#) Proclamation recognizing Veterans Day.

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

Recommendation:

Information Only.

Attachments: [Proclamation - Veterans Day.pdf](#)

1.4 PRESENTATIONS

- 1.4a. [25-441](#) Presentation from Rick Gaupo, President and CEO of the Marion Polk Food Share

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

Recommendation:

Information Only.

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. [25-427](#) October 27, 2025, City Council Draft Minutes

Attachments: [10-27-25 Draft Council Minutes](#)

3.2 RESOLUTIONS

3.2a. [25-422](#) Amending Council Policy C-25, Solid Waste Management, adopting recycling contamination goals consistent with statewide goals established by the Oregon Department of Environmental Quality.

Ward(s): All Wards

Councilor(s): All Councilors

Neighborhood(s): All Neighborhoods

Result Area(s): Natural Environment Stewardship.

Recommendation:

Adopt Resolution No. 2025-27, amending City Council Policy C-25 Solid Waste Management to adopt recycling contamination goals consistent with statewide goals established by DEQ.

Summary:

Oregon State law requires local governments subject to Opportunity to Recycle requirements to establish and implement a program to reduce contamination that includes one or more local recycling contamination reduction goals that are consistent with the statewide goals established by the Oregon Department of Environmental Quality (DEQ). To help fulfill this requirement, on October 16, 2025, the Solid Waste Committee approved a motion to forward and recommend that City Council amend City Council Policy C-25 Solid Waste Management and adopt recycling contamination goals consistent with statewide goals established by DEQ:

- Goal #1: Zero high-risk contaminants
- Goal #2: 10% overall contamination

Attachments: [Resolution 2025-27](#)

[Resolution 2025-27, Exhibit A](#)

3.3 ACTION ITEMS

3.3a. [25-417](#) Mid-year project request to improve trail access and create a development and management plan for the Wallace Natural Area.

Ward(s): Ward 1

Councilor(s): Tigan

Neighborhood(s): West Salem

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

Recommendation:

Authorize the creation of a mid-year park improvement project - "Wallace Natural Area Enhancement Project" - in the FY 2026 Extra Capacity Parks Fund 260, funded with Parks System Development Charges.

Summary:

Sections of Wallace Marine Park and Wallace Natural Area have been used for shelter by individuals experiencing homelessness in areas within the FEMA-mapped Willamette River floodway and riparian zone. Over the past 12-18 months, City staff has supported assisting people with resource and referral, and the removal of temporary shelters and associated solid waste with focus in the southern portion of the Wallace Natural Area. Paving the existing trail and developing a long-term Natural Area Development and Management Plan provides an opportunity to continue transitioning the area toward the intended purpose of a natural area park as outlined in the *Comprehensive Park System Master Plan*: primarily undeveloped land for conservation with compatible recreation. The plan would identify improvements beyond paving of the trail, including removal of access barriers for park users, management of user impacts, and strategies to stabilize and enhance ecological conditions.

Attachments: [Attachment 1 - Project Location Map](#)

[Public Comments received by 11:00 a.m., November 10, 2025](#)

Add - Written Testimony.

3.3b. [25-431](#)

Collective bargaining agreement between the City of Salem and the Salem Police Employees' Union and Wage Reopener for July 1, 2026.

Ward(s): All Wards

Councilor(s): All Councilors

Neighborhood(s): All Neighborhoods

Result Area(s): Good Governance.

Recommendation:

Approve the compensation as bargained between the City and Salem Police Employees' Union (SPEU), for a period from July 1, 2026, through June 30, 2027.

Summary:

The City negotiated three-year collective bargaining agreements with the Salem Police Employees' Union (SPEU), which represents both the officers and sergeants (SPEU-S) units. The 2025-2027 agreements included a wage reopener for July 1, 2026, to be negotiated before December 16, 2025. Negotiations were conducted on October 20, 2025, and a final tentative agreement for compensation in lieu of a base wage increase was reached. The employees represented by SPEU ratified the agreement on October 31, 2025. A memorandum of understanding (MOU) will be completed to formalize the terms and conditions of the bargained wage reopener per the SPEU collective bargaining agreements if approved by the City Council.

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.** [25-423](#) Motion from Councilor Vanessa Nordyke to direct staff to prepare a Council Policy concerning acceptance of donations.

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

- 5.b.** [25-433](#) Authorizing a donation to the Marion Polk Food Share

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

Recommendation:

Authorize a donation to the MPFS in the amount of \$20,000 to support residents impacted by the suspension of SNAP benefits caused by the federal shutdown and adopt Resolution No. 2025-30 to transfer \$20,000 of appropriation within the FY 2026 General Fund budget for the donation.

Summary:

Staff is recommending that City Council consider a donation to the

Marion Polk Food Share (MPFS) to assist city residents that are impacted by the suspension of Supplemental Nutritional Assistance Program (SNAP) benefits caused by the federal shutdown.

Attachments: [Polk SNAP Infographic 10.25](#)
[Marion SNAP Infographic 10.25](#)
[Resolution No. 2025-30 - Corrected](#)
[November 10 2025 MPFS Donation Supplemental Staff Report](#)

Revised - A supplementary report was added and a minor correction was made to the resolution.

- 5.c. [25-395](#) Adjustment to Community Service fees and increase certain youth recreation fee waivers

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

Recommendation:

Adopt Resolution 2025-24 adjusting certain community service fees and increasing certain youth recreation fee waivers.

Summary:

Over the past year, the Finance and Community Services Departments have worked with a consultant to analyze the City's Community Services fees, determine the cost of providing fee-based services, and propose a minimum cost recovery framework. The resulting Community Services fee study led to staff proposed adjustments to the FY 2026 Fee Schedule. After multiple City Council Finance Committee meetings to consider staff's recommendation, the Committee amended the proposal to increase and broaden the youth recreation fee waiver program and recommended the amended fee schedule adjustments to City Council.

Attachments: [Resolution No. 2025-24](#)
[Resolution No. 2025-24, Exhibit A](#)
[Community Services Fee Study](#)
[Historic Fee Data and Cost Recovery Details](#)

- 5.d. [25-412](#) Salem Parks and Recreation Advisory Board Recommendations - Seasonal No-Mow Management and Related Actions for the Upper Oak Grove at Bush's Pasture Park.

Ward(s): Ward 2
Councilor(s): Nishioka

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

Recommendation:

Direct staff to continue implementation of the seasonal no-mow management strategy and related actions for the Upper Oak Grove at Bush's Pasture Park, as outlined in this report and described in the attached letter from the Salem Parks and Recreation Advisory Board.

Summary:

The Salem Parks and Recreation Advisory Board (SPRAB) recommends that City Council continue implementation of the seasonal "no-mow" management strategy within the Upper Oak Grove area of Bush's Pasture Park to advance long-term restoration and preservation goals identified in the *Bush's Pasture Park and Deepwood Estate Gardens Cultural Landscape Management Plan (CLMP)*. SPRAB further recommends that Council direct staff to identify and develop designated picnic areas within subarea 13c (Picnic and Playground), as identified in the CLMP, to balance recreation and restoration objectives, and to undertake public education efforts-through signage and other communication tools-to promote understanding of the intentional management of the oak grove and its ecological and cultural importance.

Attachments: [Attachment 1 - CLMP Management Area Map](#)
[Attachment 2 - Letter from the Salem Parks and Recreation Advisory Board](#)
[Public Comment received from Historic Preservation, Parks and Gardens Committee](#)
[Public Comments received by 11:00 a.m., November 10, 2025](#)

Add - Written Testimony.

- 5.e. [25-425](#) Request to create a mid-year project in the budget for Pringle Parkade safety improvements.

Ward(s): 2
 Councilor(s): Nishioka
 Neighborhood(s): CANDO
 Result Area(s): Safe and Healthy Community

Recommendation:

Authorize the creation of a mid-year project in the budget titled "Pringle Parkade Safety Improvements."

Summary:

The Pringle Parkade has become a location used to perform street drifting, posing a potential risk to human injury, structure damage and a noise disturbance. Staff is requesting the creation of a mid-year project to address this emerging issue.

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

- 6.a.** [25-415](#) Hearings Officer Decision - To allow a short term rental in an existing single-family dwelling - Approved.

Conditional Use Case No CU25-08 - Molly Edwards - 1120 Morningside St SE

Ward(s): 3
Councilor(s): Matthews
Neighborhood(s): Morningside

Recommendation:

Information Only.

Attachments: [Land Use Decision CU25-08](#)

- 6.b.** [25-421](#) Updated Salem City Council Committee assignments.

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:

Transmitting update to City Council Committee assignments.

Attachments: [Corrected 2025 City Council Committee Assignments 10.27.2025.pdf](#)

Revised - Corrected Committee Assignments (Mid-Willamette Valley Community Action Agency was removed from the Council Liaisons section).

- 6.c.** [25-432](#) City of Salem Fiscal Year 2026 Quarter 1 Financial Report

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 Fiscal Year (FY) Quarter 1 (Q1) Financial Report for the City of Salem reflects activity posted in the current fiscal year through September 30, 2025.

Attachments: [City of Salem FY 2026 Quarter 1 Financial Report](#)

7. ORDINANCES**7.1 FIRST READING:**

- 7.1a.** [25-401](#) First Reading of Ordinance No. 4-25 amending SRC chapter 38 - Salem Tourism Promotion Area (STPA) to include Accessory Short Term Rentals and Short Term Rentals ("short term rentals") in the STPA and to modify the remonstrance procedure to allow operator objections based on their number of available rooms.

Ward(s): All Wards

Councilor(s): All Councilors

Neighborhood(s): All Neighborhoods

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

Recommendation:

Advance Ordinance Bill No. 4-25 to second reading after a public hearing.

Summary:

Ordinance Bill No. 4-25 would amend SRC chapter 38 to include Accessory Short Term Rentals and Short Term Rentals in the STPA, requiring them to collect the STPA fee from guests. The ordinance will also modify the process for raising objections to the continuation of the STPA to provide that an operator's number of objections will be based on the number of rooms available for rent. A public hearing on the proposed changes will occur at the November 24, 2025 City Council meeting. If objections are received from operators totaling 33% or more of available rooms, the STPA will be terminated.

Attachments: [Ordinance Bill No. 4-25 - SRC chapter 38](#)
[Ordinance Bill No. 4-25, Exhibit A - TPA Revisions SRC Chapter 38](#)

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. [25-430](#) 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.

Alternative contracting method for the Willow Lake Water Pollution Control Facility South Secondary Clarifiers Rehabilitation Project
Monday, December 1, 2025, at 6:00 p.m.

Annexation of a 1.91-acre territory for property located at 4952 Center St NE (ANXC-762)
Monday, December 1, 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
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.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>

ncil/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:

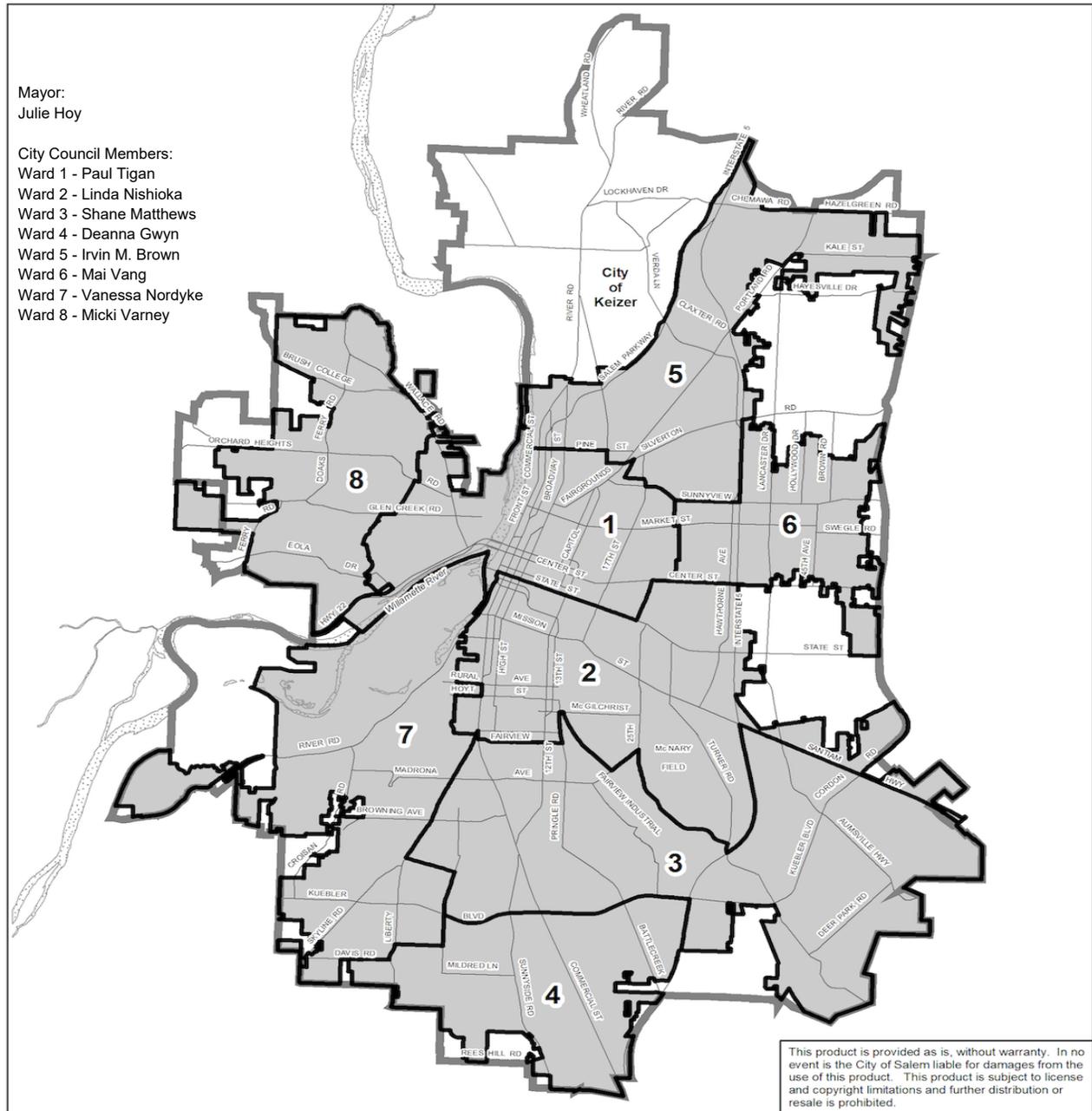
- 1. Staff Presentation – 15 minutes**
- 2. Affected Party – 15 minutes**
- 3. Neighborhood Associations – 5 minutes**
- 4. Other Interested Persons – 3 minutes per person**
- 5. Rebuttal by Affected Party – 7 minutes**

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



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