



CITY COUNCIL

MINUTES

Monday, August 25, 2025 at 6:30 PM

Regular Session, 6:30 PM, City Hall, 114 North Broad Street, Salem, Virginia 24153

WORK SESSION

WORK SESSION IS CANCELLED FOR AUGUST 25, 2025

REGULAR SESSION

1. Call to Order

A regular meeting of the Council of the City of Salem, Virginia, was called to order at 6:30 p.m., there being present the following members to wit: Renée Ferris Turk, Mayor; Anne Marie Green, Vice-Mayor; Councilmembers: Byron Randolph Foley (participated remotely), Hunter Holliday, and John Saunders; with Renée Ferris Turk, Mayor, presiding together with Chris Dorsey, City Manager; Rob Light, Assistant City Manager and Clerk of Council; Rosie Jordan, Director of Finance; Chuck Van Allman, Director of Community Development; Mike Stevens, Director of Communications; and Jim Guynn, City Attorney.

2. Pledge of Allegiance

Mayor Turk requested that Mr. Light read a request from Councilman Foley to participate remotely in this meeting.

Mr. Light noted that Councilman Foley asked him to read the following request on his behalf: "In accordance with Section 2.2- 3708.3 B(1) of the Code of the Commonwealth of Virginia and the Remote Participation Policy of the City of Salem, I hereby request to participate remotely due to a temporary medical condition that prevents my attendance."

John Saunders motioned to accept the remote participation of Councilman Foley. Hunter Holliday seconded the motion.

Ayes: John Saunders, Hunter Holliday, Anne Marie Green, Renee Turk

Nays: None

Abstaining: Randy Foley

3. Bid Opening, Awards, Recognitions

A. Salem High School State Championship - Tennis

Consider the adoption of Resolution 1506 honoring Salem High School Tennis team member Drew Perez for his Class 4 Boys Tennis Singles State Championship.

Mayor Turk shared that Council would like to recognize Salem High School Tennis Team member Drew Perez with Resolution 1506 to honor him this evening for his Class 4 Boys Tennis Singles State Championship. Mayor Turk noted that Drew was unable to attend this evening; however, Council wanted to recognize this important accomplishment. She read Resolution 1506 for those present.

John Saunders motioned to adopt Resolution 1506 honoring Drew Perez for his Class 4 Boys Tennis Singles State Championship. Hunter Holliday seconded the motion.

Ayes: John Saunders, Hunter Holliday, Randy Foley, Anne Marie Green, Renee Turk

Nays: None

Abstaining: None

B. Salem High School State Championship - Lacrosse Team

Consider the adoption of Resolution 1507 honoring the Salem High School Boys Lacrosse Team for winning the VHSL Class 4 State Championship.

Mayor Turk shared that Council would like to recognize the Salem High School Lacrosse Team for winning the VHSL Class 4 State Championship. Mayor Turk asked that the Lacrosse Team and coaches come forward. She read Resolution 1507 for those present.

City Council expressed congratulations and presented each team member and coach with a copy of the Resolution and a Salem pin. Pictures were taken of the team by Mike Stevens.

John Saunders motioned to adopt Resolution 1507 honoring the Salem High School Boys Lacrosse Team for winning the Virginia High School League Class 4 State Championship. Hunter Holliday seconded the motion.

Ayes: John Saunders, Hunter Holliday, Randy Foley, Anne Marie Green, Renee Turk

Nays: None

Abstaining: None

4. Consent Agenda

A. Citizen Comments

Comments from the public, limited to five minutes, on matters not already having a public hearing at the same meeting.

John Breen, 142 Bogey Lane, expressed concern that Salem's rezoning and site plan processes lack sufficient public input and rely too heavily on non-elected staff. He recommended adopting a more transparent, participatory model, such as Arlington, Virginia's, which includes early citizen engagement and public review before final decisions are made. A copy of this plan was shared with Council.

Chris McCart, 316 N. Broad Street, questioned Salem's long-term growth strategy, citing population decline projections. She criticized recent zoning changes and suggested that the City consider redevelopment of blighted areas instead of rezoning undeveloped land. She criticized limited public input in planning decisions and urged Council to pause, develop a clear, evidence-based long-term growth strategy shaped by meaningful citizen input, and align future planning efforts accordingly.

Lauren Strong, 613 Doyle Drive, spoke on behalf of neighborhood members in opposition to the proposed Newman Drive townhome development. While not opposed to development in general, she expressed concerns about the project's impact on neighborhood character, safety, environmental integrity, and quality of life. Specific issues raised included the loss of mature forested land, lack of a conservation easement, concerns over the choice of builder (Ryan Homes), construction noise, and pedestrian safety on Newman Drive. Ms. Strong requested the City to enforce limited construction hours, require conservation commitments, and consider safer infrastructure improvements. Council was urged to oppose the proposal and support the community's expressed concerns.

Stella Reinhard, 213 N. Broad Street, referenced a couple of PowerPoints and information that she had shared with Council by email and expressed concern about the timing and pace of recent rezoning and development decisions, particularly during the summer months when public attention may be reduced. She emphasized the need for clear construction rules, public input, and the importance of the right model being matched with remaining open acreages. She proposed forming a citizen advisory committee to participate early in the development review process.

Connor Kinkema, 566 Parkdale Drive, expressed ongoing concerns regarding a proposed development, focusing on road safety, stormwater management, and Salem's long-term vision. He urged Council to pause and adopt a more thoughtful, transparent, and measured approach to development planning, grounded in the needs and will of current residents.

B. Minutes

Consider acceptance of the August 11, 2025, Regular Meeting minutes.

The minutes were approved as written.

C. Financial Reports

Consider acceptance of the Statement of Revenues and Expenses for the one month ending July 31, 2025.

The Financial Reports were received.

5. Old Business

A. Amendment to the Zoning Ordinance

Consider adoption of ordinance on second reading for the request of J. Cline Properties, LLC, property owner, to rezone the property located at 106-110 Butt Hollow Road (Tax Map #174-1-7) from BCD Business Commerce District to LM Light Manufacturing District with proffered conditions. (Approved on first reading at the August 11, 2025, meeting.)

Hunter Holliday motioned to adopt ordinance on second reading for the request of J. Cline Properties, LLC, property owner, to rezone the property located at 106-110 Butt Hollow Road (Tax Map #174-1-7) from BCD Business Commerce District to LM Light Manufacturing District with proffered conditions. Anne Marie Green seconded the motion.

Ayes: John Saunders, Hunter Holliday, Randy Foley, Anne Marie Green, Renee Turk

Nays: None

Abstaining: None

B. Amendment to the Zoning Ordinance

Consider adoption of ordinance on second reading for the request of Brad Graham Real Estate LLC, contract purchaser, to rezone the property located at 638 Dalewood Avenue (Tax Map #33-2-3) from AG Agricultural District to RSF Residential Single-Family District with proffered conditions. (Approved on first reading at the August 11, 2025, meeting.)

Hunter Holliday motioned to adopt ordinance on second reading for the request of Brad Graham Real Estate LLC, contract purchaser, to rezone the property located at 638 Dalewood Avenue (Tax Map #33-2-3) from AG Agricultural District to RSF Residential Single-Family District with proffered conditions. John Saunders seconded the motion.

Ayes: John Saunders, Hunter Holliday, Randy Foley, Anne Marie Green, Renee Turk

Nays: None

Abstaining: None

C. Amendment to the Zoning Ordinance

Consider ordinance on second reading for the request of ABoone Real Estate Inc., contract purchaser, to rezone the properties located at 1002 and 1108 Newman Drive (Tax Map #s 58-1-1 and 58-1-2) from LM Light Manufacturing District with proffered conditions to RMF Residential Multi-Family District with proffered conditions. (Approved on first reading at the August 11, 2025, meeting.)

Mayor Turk requested that the developer, Alexander Boone, come forward so that Council could ask him a few questions. She noted that one of the most recent concerns that citizens had shared with Council was regarding Ryan Homes. She indicated that she had done some research on this, noting that many of these concerns were in other areas of the Country, and requested Mr. Boone to comment on his experience with this builder.

Mr. Boone noted that he had 25-30 years of experience in building homes with Ryan Homes in the Richmond Metro area and shared his positive experience in building with this company. He noted the company's strong reputation for quality construction and customer service, emphasizing its status as a leading homebuilder in the region. Although Ryan Homes operates at a different price point than Mr. Boone's company, collaboration has occurred in shared developments, with Ryan providing much-needed housing in the \$300,000–\$400,000 range. Mr. Boone stated he has worked with developers and Ryan Homes personnel across the company's 16-state footprint and emphasized that regional management greatly impacts communication and customer experience. The local division, currently based in Charlottesville, is relocating to the Roanoke Valley and will oversee operations in Roanoke, Lynchburg, the New River Valley, and Southside. He praised the division for its positive impact on housing availability in other Virginia markets, including Harrisonburg, Charlottesville, and Lynchburg. He encouraged Council to reach out to their colleagues in these other areas for their feedback. Mr. Boone disclosed a substantial personal investment in current development projects with Ryan Homes and expressed full confidence in the company's operations. He acknowledged that while negative reviews exist, due in part to social media amplification, Ryan Homes has delivered over 100,000 homes since the start of COVID-19 and has demonstrated a strong commitment to customer service. An example was given of a Sunday plumbing issue resolved within two hours, reinforcing the company's responsiveness. Although Ryan Homes representatives were unable to attend the meeting, they have offered to host a community meeting for the Forest Lawn neighborhood to engage with residents and discuss development plans.

Mayor Turk noted that she continued to hear citizens express that their understanding was that they would be building three-story townhomes.

Mr. Boone clarified that the proposed townhomes are two stories from grade as viewed from the front (driveway side). While some units may include basements due to property grading, these would only be visible from the rear, creating the

appearance of a third story from that perspective. However, from the street and front view, all units are two stories.

Mayor Turk asked if there was any other information that was being circulated that needed correcting.

Mr. Boone reiterated that a conservation easement or other restrictions cannot be formally applied to the property until the development plan is finalized. Premature restrictions would hinder the ability to include key features such as trails and stormwater management facilities. He acknowledged residents' concerns and appreciation for their neighborhood, emphasizing that neither the developer nor the City intends to clear forested areas unnecessarily. Much of the undeveloped land lies within floodways, streams, or wetlands, which are unsuitable for indiscriminate clearing. Development is limited to the area near the top of the property, as determined through consultation with engineers and Salem City planners. The property has a proffer in place allowing for a maximum of 171 townhomes. The development will adhere to this limit. The remaining land, beyond the last row of townhomes, is planned to be placed under a conservation easement through the homeowner's association once development is complete. This designation will appear on recorded plats, ensuring transparency and future public awareness. Allowable uses in the preserved area may include a trail, stormwater management facility, a park, and a trail to a nearby bridge that was mentioned.

Mr. Holliday asked if the homeowners association would be able to change the conditions that are set up once the development was complete. He indicated that a realtor had shared information at a recent meeting indicating that this could be done.

Mr. Boone clarified that the homeowner's association (HOA) documents will include provisions that permanently restrict changes to designated open space areas. While typical HOA declarations allow for amendments with a certain percentage of member approval, he intends to include language that specifically prohibits future amendments affecting this preserved area. The land will remain in its current state in perpetuity, with the HOA responsible for maintaining associated trails, parks, and stormwater management facilities.

Vice-Mayor Green asked at what point in the process the facades of the buildings are determined.

Mr. Boone stated that, if the motion is approved, the engineering phase of the project would begin immediately. Elevation drawings are expected to be completed within one to two months and will be shared with Council and the community. It was noted that previous examples shown, including a three-story design, were intended to demonstrate material options, but may have caused some confusion. Finalized elevations will clarify the intended appearance.

Vice-Mayor Green asked if the units would all have the same appearance or if there

would be differentiation.

Mr. Boone stated that there will be noticeable variation in design, including different elevations, materials, colors, and offsets. Examples can be seen in nearby communities such as Lynchburg and Bedford, where Ryan Homes has built extensively. He noted that he, as the developer, must approve all elevations in advance. Ryan Homes provides elevation options in blocks, which are reviewed collaboratively to ensure visual differentiation and avoid a “cookie-cutter” appearance. While some design similarities are necessary for cost efficiency and affordability, the builder is committed to thoughtful design and works closely with developers to achieve it.

Mr. Holliday asked about the times that construction can take place and if this was something that had been considered.

Mr. Boone addressed concerns regarding construction work hours, noting that his understanding of the City of Salem’s guidelines is that construction may begin at 7:00 AM on weekdays and 8:00 AM on weekends, with no work allowed on holidays. While Sunday work is not explicitly prohibited, he has committed that there will not be loud exterior work such as framing or other loud construction activities on Sundays. Quiet interior work (e.g., interior painting or finishing) may occur but will be kept minimal and respectful. He emphasized efforts to communicate with nearby residents, including recent conversations and emails, and reported that citizens he has spoken with were understanding, particularly of early start times during summer due to heat. Construction crews typically finish by mid- to late afternoon, with most workers off-site by 4:00–4:30 PM, and earlier on Fridays. The development contractor often operates a 4 to 4.5-day work week. Mr. Boone acknowledged that construction is inherently noisy but stressed the importance of adhering to City requirements, maintaining respectful practices, and continuing open communication with both neighbors and City planning staff.

Mr. Saunders suggested that this could be discussed at a community meeting of the neighborhood and Ryan Homes.

Mr. Boone reiterated that citizens he had spoken with understood the early summer hours.

Hunter Holliday motioned to adopt ordinance on second reading for the request of ABoone Real Estate Inc., contract purchaser, to rezone the properties located at 1002 and 1108 Newman Drive (Tax Map #s 58-1-1 and 58-1-2) from LM Light Manufacturing District with proffered conditions to RMF Residential Multi-Family District with proffered conditions. John Saunders seconded the motion.

Ayes: John Saunders, Hunter Holliday, Randy Foley, Renee Turk

Nays: Anne Marie Green

Abstaining: None

6. New Business

A. Manufacturer's Settlement - Resolution 1508

Consider adoption of Resolution 1508 approving the City's participation in the proposed settlement of opioid-related claims against Alvogen, Amneal, Apotex, Hikma, Indivior, Mylan, Sun, and Zydus, and their related corporate entities, and directing the City Attorney and/or City's outside counsel to execute the documents necessary to effectuate the City's participation in the settlements.

Vice-Mayor Green asked Mr. Dorsey or Mr. Light to address the City's plans for the settlement funds that would potentially be received.

Mr. Light responded that the City received a \$45,000 grant from the Virginia Opioid Abatement Authority, along with a \$5,000 local match from opioid settlement funds. The funding will support the selection of a consulting firm through an RFP process to help determine the most effective use of opioid abatement resources. Proposal reviews are currently underway, and interviews with potential vendors will be scheduled soon. The City has been working closely with the Opioid Abatement Authority and has consulted with other localities that have gone through similar processes.

Vice-Mayor Green noted that Roanoke City and Roanoke County were using the Regional Commission to assist with that and were making good progress. She suggested that might be something to consider doing as well.

Mr. Light agreed and added that the consultant will assist in identifying and evaluating existing programs with established infrastructure, such as those related to the court system, social services, and the Regional Commission, to help inform decisions related to upcoming initiatives or programs.

Anne Marie Green motioned to adopt Resolution 1508 approving the City's participation in the proposed settlement of opioid-related claims against Alvogen, Amneal, Apotex, Hikma, Indivior, Mylan, Sun, and Zydus, and their related corporate entities, and directing the City Attorney and/or City's outside counsel to execute the documents necessary to effectuate the City's participation in the settlements. Hunter Holliday seconded the motion.

Ayes: John Saunders, Hunter Holliday, Randy Foley, Anne Marie Green, Renee Turk
Nays: None
Abstaining: None

B. Purdue Pharma Bankruptcy Settlement - Resolution 1509

Adopt Resolution 1509 accepting the Purdue Pharma Bankruptcy Plan and approving the City's participation in the proposed direct settlement of opioid-related claims against the Sackler family and directing the City's outside counsel to execute the documents necessary to accept the plan and effectuate the City's participation in the settlement.

John Saunders motioned to adopt Resolution 1509 accepting the Purdue Pharma Bankruptcy Plan and approving the City's participation in the proposed direct settlement of opioid-related claims against the Sackler family and directing the City's outside counsel to execute the documents necessary to accept the plan and effectuate the City's participation in the settlement. Anne Marie Green seconded the motion.

Ayes: John Saunders, Hunter Holliday, Randy Foley, Anne Marie Green, Renee Turk

Nays: None

Abstaining: None

C. Resolution 1510 - Transportation Alternatives and Revenue Sharing Funding

Consider adoption of Resolution 1510 in support of Transportation Alternatives and Revenue Sharing Funding Applications.

Mayor Turk asked Mr. Van Allman to confirm that, as explained during the meeting held earlier this evening, Council is just giving Community Development permission to apply for the funds to support the completion of the West Roanoke River Greenway project and minor intersection improvements to the Mill Lane and West Riverside Drive intersection.

Mr. Van Allman confirmed that this was true.

John Saunders motioned to adopt Resolution 1510 in support of Transportation Alternatives and Revenue Sharing Funding Applications. Hunter Holliday seconded the motion.

Ayes: John Saunders, Hunter Holliday, Randy Foley, Anne Marie Green, Renee Turk

Nays: None

Abstaining: None

D. Performance Agreements - Lake Region Medical, Inc.

Consider request authorizing the City Manager to finalize and execute a Virginia Commonwealth's Development Opportunity Fund performance agreement between Lake Region Medical, Inc. (a wholly owned subsidiary of Integer Holdings Corporation), the City of Salem, the Commonwealth of Virginia Economic Development Partnership, and the Economic Development Authority of the City of Salem; and authorizing the City Manager to finalize and execute a local performance agreement between Lake Region Medical, Inc., the City of Salem, and the Economic Development Authority of the City of

Salem.

Mayor Turk asked Tommy Miller, Director of Community Development, to share information on this item.

Mr. Miller provided a brief update on a local business expansion project involving Integer, a successful and growing medical technology company based on Apperson Drive. The project, which competed for investment globally, was supported through a partnership with the state to provide incentives. The City is required to match state incentives, resulting in both a state and local agreement. They will be investing in their existing facility on Apperson Drive and constructing a new building off Electric Road near the former GE site.

Mayor Turk asked to confirm that the performance agreement gives an outline of the expectations for the business.

Mr. Miller explained that the local incentive agreements are performance-based and structured to support business growth, job creation, and community investment. Payments are made only after the company meets agreed-upon metrics and begins generating new tax revenue for the City. The new revenue will be provided back to them until the grant obligation is fulfilled, reinforcing the City's commitment to supporting responsible economic development.

Hunter Holliday motioned to authorize the City Manager to finalize and execute a Virginia Commonwealth's Development Opportunity Fund performance agreement between Lake Region Medical, Inc. (a wholly owned subsidiary of Integer Holdings Corporation), the City of Salem, the Commonwealth of Virginia Economic Development Partnership, and the Economic Development Authority of the City of Salem; and to authorize the City Manager to finalize and execute a local performance agreement between Lake Region Medical, Inc., the City of Salem, and the Economic Development Authority of the City of Salem. John Saunders seconded the motion.

Ayes: John Saunders, Hunter Holliday, Randy Foley, Anne Marie Green, Renee Turk

Nays: None

Abstaining: None

E. Performance Agreement - Novozymes Biologicals, Inc.

Consider request authorizing the City Manager to finalize and execute a local performance agreement between Novozymes Biologicals, Inc., the City of Salem, and the Economic Development Authority of the City of Salem.

Mayor Turk noted that this was another wonderful local business that was planning to stay local.

Mr. Miller noted that this was correct. He explained that the City engaged with this

global manufacturing company that was evaluating expansion opportunities both in Germany and the U.S.. Although the project was smaller in scale and did not qualify for state incentives, the City, felt it was important to come to the table with both regional and local support to encourage the company to expand operations locally. The decision to support the project was based on its strategic benefits for serving other facilities and customers.

Anne Marie Green motioned to authorize the City Manager to finalize and execute a local performance agreement between Novozymes Biologicals, Inc., the City of Salem, and the Economic Development Authority of the City of Salem. John Saunders seconded the motion.

Ayes: John Saunders, Hunter Holliday, Randy Foley, Anne Marie Green, Renee Turk
Nays: None
Abstaining: None

F. Performance Agreement - QualiChem, Inc.

Consider request authorizing the City Manager to finalize and execute local performance agreement between QualiChem, Inc., the City of Salem, and the Economic Development Authority of the City of Salem.

Mayor Turk expressed appreciation that this was another company that was staying local.

Mr. Miller highlighted this local business expansion project involving a smaller company with a global footprint. The company will retain its corporate headquarters in Salem and is going to acquire the former Chubb building off Idaho Street for office and lab space, including quality management, R&D, and lab technician operations. The project will result in increased jobs and production efficiencies at their Salem Industrial Drive location.

Hunter Holliday motioned to authorize the City Manager to finalize and execute local performance agreement between QualiChem, Inc., the City of Salem, and the Economic Development Authority of the City of Salem. Anne Marie Green seconded the motion.

Ayes: John Saunders, Hunter Holliday, Randy Foley, Anne Marie Green, Renee Turk
Nays: None
Abstaining: None

G. Salem City School Board

Consider setting the date for a public hearing in accordance with Section 22.1-29.1 of the Code of Virginia 1950, as amended, regarding the consideration of applicants for the School Board terms expiring December 31, 2025 of Andy Raines and Stacey Danstrom. (Suggest date of October 14, 2025).

Mayor Turk noted that the meeting on October 14, 2025, will be held on a Tuesday due to the holiday on Monday. She added that this would be the deadline for citizens applying for a position on the Salem City School Board. Mayor Turk noted that a public hearing will be held on that date and asked Mr. Light to confirm that anyone wishing to apply needed to have their name read out in that meeting.

Mr. Light confirmed that this was correct that the names needed to be called out in the public hearing.

Councilman Foley asked to confirm for clarification that the individuals were not required to speak, but that their name had to be presented, and they were able to speak if they wished to do so.

Mr. Light confirmed that this was correct. Their name just has to be presented at that meeting to be subsequently considered per State Code.

John Saunders motioned to set the date for a public hearing, in accordance with Section 22.1-29.1 of the Code of Virginia 1950, as amended, regarding the consideration of applicants for the School Board terms expiring December 31, 2025 of Andy Raines and Stacey Danstrom for October 14, 2025. Hunter Holliday seconded the motion.

Ayes: John Saunders, Hunter Holliday, Randy Foley, Anne Marie Green, Renee Turk
Nays: None
Abstaining: None

Mr. Dorsey noted for point of information that Monday, October 13th is a state holiday, Columbus Day. This is not a City holiday; however, the meeting is moved for state holidays per City code.

7. Closed Session

Hold a closed session in accordance with the following sections of the 1950 Code of Virginia, as amended:

1. Section 2.2-3711 (A)(3) for discussion or consideration of the acquisition of real property for a public purpose, or the disposition of publicly held real property, where discussion in an open meeting would adversely affect the bargaining position or negotiating strategy of the public body. Specifically, the acquisition of real property.
2. Section 2.2-3711 (A)(7) for consultation with legal counsel and briefings by staff members or consultants pertaining to actual or probable litigation, where such consultation or briefing in open meeting would adversely affect the negotiating or litigating posture of the public body.

Anne Marie Green motioned that, in accordance with Section 2.2-3711 A of the 1950 Code of Virginia, as amended, Council hereby convenes to closed session at 7:36 p.m. for the purpose of discussing the following specific matters:

1. Section 2.2-3711 (A)(3) for discussion or consideration of the acquisition of real property for a public purpose, or the disposition of publicly held real property, where discussion in an open meeting would adversely affect the bargaining position or negotiating strategy of the public body. Specifically, the acquisition of real property.
2. Section 2.2-3711 (A)(7) for consultation with legal counsel and briefings by staff members or consultants pertaining to actual or probable litigation, where such consultation or briefing in open meeting would adversely affect the negotiating or litigating posture of the public body. John Saunders seconded the motion.

Ayes: John Saunders, Hunter Holliday, Randy Foley, Anne Marie Green, Renee Turk

Nays: None

Abstaining: None

Mayor Turk noted that Council would not be taking any action this evening.

Anne Marie Green motioned to reconvene at 8:20 p.m. in accordance with Section 2.2-3712 D. of the Code of Virginia, 1950 as amended to date. Council certifies that in closed session only items lawfully exempted from open meeting requirements under the Virginia Freedom of Information Act and only such items identified in the motion by which the closed session was convened were heard, discussed, or considered by the Council. John Saunders seconded the motion.

Ayes: John Saunders, Hunter Holliday, Randy Foley, Anne Marie Green, Renee Turk

8. Adjournment

The meeting was adjourned at 8:20 p.m.

Submitted by:



H. Robert Light
Clerk of Council

Approved by:



Renée Ferris Turk
Mayor