



CITY COUNCIL

MINUTES

Thursday, December 11, 2025 at 6:30 PM

Work Session, 5:30 PM

Council Chambers Conference Room, City Hall, 114 North Broad Street, Salem,
Virginia 24153

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

WORK SESSION

1. Call to Order

A work session of the Council of the City of Salem, Virginia, was held in the Council Chambers Conference Room, City Hall, 114 N. Broad Street, Salem, Virginia, on December 11, 2025, at 5:30 p.m., there being present the following members of said Council to wit: Renée Ferris Turk, Mayor; Anne Marie Green, Vice-Mayor; Council members; Byron Randolph Foley, H. Hunter Holliday, and John Saunders (participated remotely); 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; Derek Weeks, Chief of Police; Stephen G. Simon, Chief of Fire & EMS; Matt Rickman, Deputy Chief of Fire & EMS; Keith Morgan, Senior Firefighter; Haskell Brown, on behalf of City Attorney, Jim Guynn; Laura Lea Harris, Deputy Clerk of Council; and John Aldridge, CPA/Partner, Brown Edwards; and the following business was transacted;

Mayor Turk reported that this date, place, and time had been set in order for the Council to hold a work session; and

2. New Business

A. Discussion Items

- 1) City of Salem Emergency Operations Plan (EOP)- Steve Simon, Chief of Fire & EMS
- 2) Overview of Annual Comprehensive Financial Report - Brown Edwards - John Aldridge

Derek Weeks, Chief of Police, presented information to Council regarding an opportunity to procure an armored vehicle from Roanoke County. Details of the purchase and refurbishment costs were discussed. Questions were asked by Council and responded to by Chief Weeks. Council was in support of this acquisition. This cost is less than the anticipated budget amount.

Stephen G. Simon, Chief of Fire & EMS, presented the City of Salem's Emergency Operations Plan (EOP) to Council, including Emergency Management Training. He provided an overview of the legal framework for this Plan, roles and responsibilities, the four phases of emergency management, a checklist for emergency management, the declaration of a local emergency, Emergency Operations Centers, and damage assessment.

Keith Morgan, Senior Firefighter, presented information on the Emergency Support Functions (ESFs) of the Plan.

Council asked questions and discussion was held on the presented information.

John Aldridge, with Brown Edwards, stated that he had met with the Audit-Finance Committee on Tuesday, December 2nd, and he went over the Annual Comprehensive Financial Report in detail. The state requires that the audit be presented in a public meeting and approved before being certified and filed with the state prior to December 15. The City of Salem received an unmodified or clean report. He noted that this includes the Salem City Schools and the Economic Development Authority. He highlighted pertinent sections in the report. Mr. Aldridge indicated that Federal funding was the only part of the report that was not complete and that this was due to a wait for updated guidelines which were released three weeks ago. He noted that a small report would be submitted for this portion once complete, and that this would not require another Council approval.

3. Adjournment

There being no further business, Mayor Turk adjourned the meeting at 6:23 p.m.

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, Hunter Holliday, and John Saunders (participated remotely); 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; Mary Ellen Wines, Zoning Administrator; Max Dillon, Planner; Stephen G. Simon, Chief of Fire & EMS;

Mike Stevens, Director of Communications; and Haskell Brown, on behalf of City Attorney, Jim Guynn.

2. Pledge of Allegiance

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

Mr. Light noted that Councilman Saunders 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."

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

Ayes: Hunter Holliday, Randy Foley, Anne Marie Green, Renée Turk

Nays: None

Abstaining: John Saunders

3. Bid Opening, Awards, Recognitions

There were none this evening.

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, raised concerns about Council's reliance on staff recommendations, limited exploration of new ideas, and approval of several large developments despite neighborhood opposition. He requested economic impact studies for major projects, expressed concern about reduced public and Planning Commission involvement in site plan reviews, and suggested greater transparency through online posting of site plans. Additional concerns included public access to meeting A/V equipment and the use of polling in the Comprehensive Plan, with a recommendation that Council consider broader polling or non-binding referenda on major issues.

Stella Reinhard, 213 N. Broad Street, expressed concerns about the draft Comprehensive Plan, stating that its language appears to expand by-right development and mixed-use designations, especially in historic areas, and requested a 60-day delay for further review. She also opposed the demolition of a historic college-owned building and urged the City to explore preservation and adaptive reuse options to maintain downtown's historic character.

B. Minutes

Consider acceptance of the November 24, 2025, Work Session and Regular Meeting minutes.

The minutes were approved as written.

C. Financial Reports

Consider acceptance of the Statement of Revenues and Expenses for the four months ending October 2025.

The Financial Reports were received.

5. Old Business

A. Back to Salem's Future - Comprehensive Plan 2045

Consider adoption of Resolution 1513 approving "Back to Salem's Future - Comprehensive Plan 2045" for the City of Salem. The plan addresses housing, redevelopment, open space, City government, transportation & infrastructure, land use, and other information used to outline the City's long-term vision and goals for development and growth. (Continued from the November 10, 2025, meeting of City Council. Public hearing was held on November 10, 2025).

Mayor Turk advised that the public hearing was held on November 10, 2025. She also noted that a public informational meeting was held last week by Community Development, at which large maps were available for citizens to view, to allow an open forum for citizens to ask questions and receive responses regarding the proposed Comprehensive Plan. She reiterated that Community Development welcomes citizens to come by with questions. Mayor Turk indicated that the meeting was well attended and that she was pleased with the questions that were being asked as well as with the responses that were provided.

Mayor Turk asked Mr. Dillon to share information on changes to the draft Comprehensive Plan. He provided updates to the Comprehensive Plan text following questions from Council. Revisions included clarifying language regarding the college's representation, specifying the date of full desegregation, and updating the comparison of median home sale prices to median income for consistency. Mr. Dillon noted that these changes do not alter the analysis or conclusions. Additional textual clarifications were made in response to comments provided by the Vice-Mayor.

Councilman Holliday requested clarification regarding elements discussed in the Comprehensive Plan, specifically references to by-right development and potential zoning categories. He acknowledged that the Comprehensive Plan is a living document and will be reviewed regularly. Councilman Holliday questioned whether the uses listed in the Comprehensive Plan represent the City's intended long-term direction and whether they reflect input gathered from citizens during the planning process.

Mr. Dillon clarified that the mixed-use development included in the draft Comprehensive plan is one of many land use types included as well as the more standard use types. He stated that mixed-use represents a combination of uses and that no specific area was denoted as being zoned as mixed-use zoning in the Comprehensive Plan. Mr. Dillon shared that some citizen feedback, as well as current trends in the planning field, suggest exploring this type of land use.

Councilman Holliday asked to clarify that this is not written in stone and that rezoning requests would still need to come before Council for approval.

Mr. Dillon confirmed that this was correct and that the Comprehensive Plan does not change the zoning designation of any property. He noted that currently, there are only one or two zoning districts that allow mixed-use and that there are additional standards that are required for mixed-use zoning. Before the City would move into any type of zoning subdivision ordinance updates, there would be a process including citizen input, and staff would need to look closely at where this would be appropriate.

Councilman Holliday asked to confirm that any changes would still need to come before Council for approval.

Mr. Dillon confirmed that this was correct.

Councilman Holliday emphasized that the Comprehensive Plan is a living document that is designed to guide future growth, including considerations for younger generations and potential future residents. While some elements of the plan may not align with current preferences, they are included to ensure flexibility and relevance for the City's future needs. He encouraged Council and the public to keep this long-term perspective in mind when reviewing the document. Any changes that occur within this document will need to come before City Council for approval.

Randy Foley motioned to adopt Resolution 1513 approving "Back to Salem's Future - Comprehensive Plan 2045" for the City of Salem. Also included in the motion was that staff retain the ability to make any additional typographical, grammar, or other similar non-substantive edits if discovered. Hunter Holliday seconded the motion.

Vice-Mayor Green noted that she had spent a great deal of time communicating with citizens, and she was aware of the desire for this vote to be delayed. She noted that there had to come a time when a vote was taken. Vice-Mayor Green also noted that the Planning Commission had approved the Plan, citizens had provided input, changes have been made, and that it was important to remember that this is a plan that holds no legal obligation for the City for the future. Vice-Mayor Green encouraged those who were concerned to become involved when the zoning ordinance is updated. She noted that this is what will protect the neighborhoods and zoning in the future.

Mayor Turk expressed that she agreed. She also encouraged younger adults to become involved as this is their future.

Councilman Saunders noted that he echoed all of the comments that had been made by the other Council members.

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

Nays: None

Abstaining: None

6. New Business

A. Use Not Provided For Permit

Hold public hearing and consider the request of Poindexter SW Florida LLC, property owner, and Salem Area Ecumenical Ministries, lessee, for a Use Not Provided for Permit to allow the relocation of Mrs. Dorsey's Clothes Closet, a ministry of Salem Area Ecumenical Ministries, that provides free clothing to local individuals and families facing a variety of challenging life circumstances, to the property located at 2121 Apperson Drive (Tax Map #281-1-2.2).(Advertised in the November 20 and 27 issues of the *Salem Times-Register*).(Planning Commission recommended approval.)

Mayor Turk opened the public hearing.

R. Carey Harvey cutter, Jr., 644 Joan Circle, addressed Council on behalf of Salem Ecumenical Ministries and Mrs. Dorsey's Clothes Closet. He shared some history of the Clothes Closet, staff, and the ministries that they provide. He noted that they had been in a location owned by McClung Lumber which is now going to be returned to McClung Lumber and will generate tax revenue for the City of Salem. He added that they had been looking for a new location for several years that would have heat and air conditioning. Mr. Harvey cutter shared that they are closed currently due to the move and that they plan to open at the new location on January 5, 2026. He expressed appreciation to Mary Ellen Wines and Troy Loving for all of their assistance.

Mayor Turk asked if they would have more space at this new location.

Mr. Harvey cutter responded that they would have approximately 150 square feet less space; however, the new space does have heat.

Mayor Turk asked if they are still receiving donations.

Mr. Harvey cutter responded that they will be receiving donations three days: next Monday, Wednesday, and Friday. He indicated that there is a need for especially winter clothes and coats.

Council thanked them for their work and encouraged citizens to donate.

Mr. Harveycutter noted that they are open from 9:00 to 12:00 on next Monday, Wednesday, and Friday.

Councilman Foley encouraged citizens to donate to Mrs. Dorsey's Clothes Closet.

Jodi Henrickson, 527 East Burwell Street, expressed support for Ms. Dorsey's work and encouraged citizens to support the community in this manner. She also noted that some items such as hard goods and artwork may not always be the best fit and encouraged support of Goodwill Industries with this type of items.

Mayor Turk asked Mrs. Henrickson if Goodwill takes electronics.

Mrs. Henrickson responded that they take some electronics.

Mayor Turk closed the public hearing.

Randy Foley motioned to approve the request of Poindexter SW Florida LLC, property owner, and Salem Area Ecumenical Ministries, lessee, for a Use Not Provided for Permit to allow the relocation of Mrs. Dorsey's Clothes Closet, a ministry of Salem Area Ecumenical Ministries, that provides free clothing to local individuals and families facing a variety of challenging life circumstances, to the property located at 2121 Apperson Drive (Tax Map #281-1-2.2). Anne Marie Green seconded the motion.

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

Nays: None

Abstaining: None

B. Annual Comprehensive Financial Report

Presentation of the Annual Comprehensive Financial Report for the Year Ended June 30, 2025. **Audit - Finance Committee**

Mayor Turk invited Mr. John Aldridge forward to comment on the Annual Comprehensive Financial Report for the past year.

John Aldridge, Brown Edwards, noted that he has met with the Audit-Finance Committee and gone over the results in detail. He reported that the City's annual audit has been completed and will be filed with the Commonwealth by the required deadline of December 15. The audit, which includes the school system, identified no issues and resulted in a clean (unmodified) opinion on the City's financial statements. He noted that the City remains within budget and commended both the municipal and school finance staff, particularly Ms. Jordan and her team, for their cooperation and timely responses. Mr. Aldridge also highlighted the City's improved fund balance and strengthened reserves over recent years and offered to answer any questions from Council.

Mayor Turk emphasized the importance of maintaining adequate financial reserves to ensure the City's stability and reduce risk, particularly in the event that bonding or other financial needs arise.

Mr. Aldridge affirmed that the City's reserve levels are strong, noting that the City currently maintains approximately six and a half months of reserves. He also highlighted the City's diverse tax base, explaining that while some businesses contribute significant tax revenue, the City benefits from a broad range of taxpayers.

Council thanked Mr. Aldridge for his presentation of the Annual Comprehensive Financial Report.

It was clarified that no action was required and the report was received by Council.

C. City of Salem - Emergency Operations Plan Resolution

Consider Resolution 1514 adopting the "City of Salem, Virginia, Emergency Operations Plan" (EOP) dated December 1, 2025, and directing the City Manager and affected officers and departments to develop the organization prescribed by the plan.

Mayor Turk requested that Chief Stephen Simon, Chief of Salem Fire & EMS, provide information on the Emergency Operations Plan.

Chief Simon presented an overview of the City's Emergency Operations Plan (EOP), managed by the Fire/EMS Department, which provides a comprehensive, whole-of-government framework for responding to emergencies affecting the City of Salem. He noted that flooding is a primary risk addressed in the plan and that the EOP establishes procedures for coordinating local, regional, state, and federal resources, including assistance through the Virginia Department of Emergency Management, should local capabilities be exceeded. It was reported that the EOP was fully updated this year in consultation with state emergency management officials. In accordance with the Code of Virginia, the plan is required to be reaffirmed by City Council every four years. A related work session and training exercise were conducted earlier in the evening, and Chief Simon offered to answer any questions from Council.

Mayor Turk asked to confirm that this plan is for a variety of emergencies, not just flooding.

Chief Simon responded affirmatively and named other potential emergencies that could be faced.

Anne Marie Green motioned to adopt Resolution 1514 adopting the "City of Salem, Virginia, Emergency Operations Plan" (EOP) dated December 1, 2025, and directing the City Manager and affected officers and departments to develop the organization prescribed by the plan. Hunter Holliday seconded the motion.

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

Mayor Turk noted the phenomenal job that the Streets and Water Departments have done with the freezing temperatures and weather recently.

D. 2026 Legislative Package

Consider Resolution 1515 adopting a Legislative Program for the 2026 session of the Virginia General Assembly and petitioning the General Assembly to favorably consider the issues and topics addressed herein.

Mayor Turk asked City Manager Dorsey for information on this item.

Mr. Dorsey shared that the resolution included in the agenda packet was prepared with the input and review of staff and Council. This resolution includes the list of the City's legislative priorities for the upcoming 2026 legislative session. He noted that many of the priorities align with those of the County and the Virginia Municipal League, reflecting shared regional concerns. Emphasis was placed on the importance of regional cooperation in identifying and advocating for legislative issues and requests to be considered by state legislators.

Mayor Turk stated that she is on the Legislative Committee for the Virginia Municipal League (VML). She noted that the City works closely with the VML and prioritizes Salem-specific legislative issues, while also emphasizing the importance of regional collaboration in advocating for shared needs and priorities before state legislators.

Hunter Holliday motioned to adopt Resolution 1515 adopting a Legislative Program for the 2026 session of the Virginia General Assembly and petitioning the General Assembly to favorably consider the issues and topics addressed herein. Randy Foley seconded the motion.

Vice-Mayor Green noted that Council specifically included from the Virginia Municipal League's legislative program support for local governments retaining control over Accessory Dwelling Units (ADUs). She noted concerns regarding discussions within the General Assembly about removing this authority from local governments.

Mayor Turk encouraged Council and stakeholders to contact state legislators to express opposition to potential mandates.

Councilman Holliday noted that he is a member of the Roanoke Valley-Alleghany Regional Commission as well as the Legislative Committee for that commission. He shared that this body also addresses those same priorities as VML, Roanoke County, and Salem, reiterating the regional cooperative effort in this effort to impact legislation.

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

E. Abstract of Votes

Receive the Abstract of Votes cast at the General Election held on November 4, 2025.

The Abstract of Votes was received by Council.

F. Boards and Commissions

Consider appointments to various boards and commissions.

Randy Foley motioned to ratify the reappointment of Mike McEvoy by the Roanoke Valley Broadband Authority as an at-large member for a four-year term ending December 13, 2029. Also, to reappoint Byron R. Foley and Rosemarie Jordan as members for a one-year term ending December 31, 2026, to the Western Virginia Regional Jail Authority. Anne Marie Green seconded the motion.

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

7. Closed Session

Hold a closed session in accordance with Section 2.2-3711 (A)(7) of the 1950 Code of Virginia, as amended, 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 to that, in accordance with Section 2.2-3711 A of the 1950 Code of Virginia, as amended, Council hereby convenes to closed session at 7:17 p.m. for the purpose of discussing the following specific matter: 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. Randy Foley seconded the motion.

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

Anne Marie Green motioned to reconvene at 7:34 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. Randy Foley seconded the motion.

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

Randy Foley motioned to approve the Settlement Agreement with Yokohama Tire Manufacturing Virginia, LLC, that was discussed in Closed Session and to authorize the City Manager to execute the agreement. Additionally, appropriate funding needed for the current fiscal year from Fund Balanced Reserves. Anne Marie Green seconded the motion.

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

8. Adjournment

The meeting was adjourned at 7:35 p.m.

Submitted by:



H. Robert Light
Clerk of Council

Approved by:



Renée Ferris Turk
Mayor