

North Lancaster Neighborhood Association

Monthly Meeting

February 7, 2024 at 6:30 PM

Salem, Oregon

1. Call to Order / Introductions

The meeting was called to order at 6:30 pm, followed by introductions of all present in person.

Board Member	Position	Attendance
Deanna Garcia	Chair	Present
Bethany Crespin	Vice-Chair	Present
Christine Potter	Secretary/Treasurer	Present
Shirlene Gonzalez	Parks Chair	Present
Dennis Will	Land Use Chair	Present
Carl Engstrom	Member at large	Present
Denise Currey	Member at large	Absent
Kim Currey	Member at large	Absent
Pamela Blake	Member at large	Present
Bobby Ottis	Member at large	Absent
Patty Tipton	Member at large	Present
Claudine Shaw	Member at large	Present

Attendees: Sgt Erik Ammon, Hamadi Jackson, Michael Hoselton, Jared Rogers

Neighbors: Gretchen S, Linda Stout, Rodger Haase

2. Approval of Minutes

The minutes from December 2023 were submitted for Board review on January 27, 2024.

Pamela Blake motioned to approve. Shirlene Gonzalez seconded the motion. The minutes from December 2023 were unanimously approved.

3. Police Report – Sergeant Ammon from Salem Police Department

- a. Community Violence Reduction Initiative – gun violence is up and very palatable. There was a recent shooting at Winco. Refer to the attached handout for some statistics that were gathered through researcher analysis of 15-year crime data. As a next step in the initiative, the police department and city will collaborate with community and prioritize community input as they develop strategies on dealing with the violence. One of the upcoming meetings is scheduled for March 6th, 2024 at 6 pm at the East Salem Community Center (1850 45th Ave NE.)
- b. Mail thefts are also very common right now through the use of pry tools and even master keys. While it's important to report to the police department, it is also important to report to the federal government via USPS so both jurisdictions are involved (city and federal.) While it would be nice if the postal service would rekey the boxes, that would be a very large scope project.
- c. Salem officers returned to 10-hour shifts after the 1-year trial period of 12-hour shifts completed. Officer contracts specify 8- or 10-hour shifts, and the 12-hour shifts were a temporary solution provided by consultants who addressed staffing issues to see if this would cover staffing.
- d. Five officers were hired at the beginning of the year and are in the training process.

Q – What does an officer do when you find a naked person out in public? Make sure they are taken care of by medics, hospital or PCC depending on the circumstances and as they work to identify the person. Some suffer from alzheimer's or other conditions.

Q – Have there been any deaths related to the recent cold weather? Yes, a few, but the specifics weren't known.

Q – There was a power outage due to an accident on Brown Rd and officers were looking into yards. Can you tell us anything about that? Should we have been alerted to shelter in place? Marion County was contacted to work on this. There was a pursuit after a car crashed into a pole in the neighborhood.

Q – What is the typical amount of overtime for officers? Per the contract, if it is a workday, there is a 3-hour call back minimum. If it is a day off, there is a 4-hour minimum.

Homeless encampment reporting portal [HERE](#)

Sergeant Ammon can be reached for questions by email: eammon@cityofsalem.net

4. Councilor Report: Councilor Julie Hoy – Ward 6 and/or Jose Gonzalez – Ward 5
 - a. Neither Councilor was in attendance. Julie Hoy provided some talking points
 - i. Chemeketa Parkade – Brick wall separating plaza from ground level parking will be removed in February. This is the first step in converting these spaces to paid spaces. Only these high demand ground level spaces will be converted into paid parking.
 - ii. ILEAD (one-day high school summit focused on leadership and civil responsibility) registration is open. www.cityofsalem.net/ileadyouthsummit
 - iii. Former Salem General Hospital Property – City closed on acquisition of the 10-acre property adjacent to Yaquina Hall. Per the term of the sales agreement with Salem Health, the City has until December 31, 2024, to pay the \$3.8M purchase price. The purpose of the acquisition is to facilitate development of 120-unit affordable housing on the site by Green Light/Homefirst (Developer).
 - b. Introduction to Ward 5 City Council candidate – Hamadi Jackson

Jackson works in homeless services and serves as Chair of Salem's Human Rights Commission, as a board member of SPD foundation and the Casa Marion County board. He is running "because someone has to." He is passionate about issues such as the city budget, violence and parks to name a few. He moved to Salem from Portland and doesn't feel like he has the right to complain about it if he isn't willing to do something about it. He prioritizes small business first and has a photography business. He shared that in regard to homeless services, the housing-first approach isn't working, and there is a need to deal with what led someone to the tent in the first place. Regarding violence, Jackson has concerns especially because he has a teenaged son, and he doesn't want to cut from first responders.

Q – How do you feel about attending neighborhood meetings? I can't promise I'll attend every meeting, but I try. I pound the pavement and get out there to get the pulse of what's going on.

Q – Do you have a history of attending neighborhood or city council meetings? Just got involved in the last year.

Q – Where would you find the time to do this role? I realize this is a full-time job and I would have to step down from other boards to make this commitment. Council would take the priority.

c. Introduction to Ward 5 City Council candidate – Michael Hoselton

Hoselton lives in Northgate and served on their board and as a Marion County fair volunteer for the last three years. He moved to Salem in March 2020 and is the Treasurer of the Marion County Paralegal Association board. He likes Councilor Gonzalez's policy priorities and was asked to run by the councilor; this is day five of his campaign. Hoselton's priority is to balance the budget without raising taxes by improving efficiency. He supports a [Siletz casino in North Salem](#) because they want to give 25% of the profits to Salem and other Oregon tribes. Having the casino off the freeway would attract other businesses. Salem's financial problem started about 30 years ago and the city has about a \$14.8 million deficit. By balancing the budget, it would take about 5-10 years to have a fiscally solvent city. Hoselton also spoke to homelessness issues and wants more and safer shelters, parks and RV parks. There is a lot of unused land and he wants to expand the urban growth boundary.

- d. At the next Northgate meeting, on March 21st, a representative of the Siletz tribe will be present to speak about the proposed casino.

Q – Can NOLA arrange to have mayoral candidates come speak with us? Yes – Deanna will invite them, perhaps to April's meeting.

5. Neighbor to Neighbor Mediation Services - Jared Rogers (Handout page 12-13)

- a. Non-profit dispute resolution center with service to Marion, Yamhill, Benton and Linn counties. Their main office is in downtown Salem.
- b. Primarily provide free mediation with the goal of helping neighbors reach a mutual agreement. They get to the underlying interests beneath the positions people hold.
- c. Noise disputes are common, as are landlord/tenant issues and code compliance. They also help with small claims court mediation, foreclosure avoidance (facilitation between homeowner and bank), parent-teen action plans (setting good expectations as runaways return home) and workplace relationships.
- d. Mediation is mandatory for manufactured home park issues (homeowner owns home but not the land) and these are tricky disputes. [The MMCRC \(Resource Center for Manufactured Home Parks\)](#) is a source of funding for the neighbor-to-neighbor program.
- e. All mediators are volunteers who have gone through 40-hour training, observations and participated in team mediation. There is an upcoming training at the end of February.
- f. Neighbors can open a case using phone or email and need to provide the contact information for all involved parties. A mediator then reaches out and explains next steps. It typically takes 7-10 days to open a case and get something scheduled. Mediation can be done in person or remote.

Q – Do you do HOA? Yes

Q – Do you have bilingual people on staff? Yes, a couple, but we also work with a non-profit interpretation agency who provides translation services.

6. Committee Reports & Board Business

- a. Transit – Rodger Haase ---- visit [Cherriots web page](#) for details.
 - i. More electric buses are coming – 10 additional buses have been approved, bringing the electric bus count to 20.
 - ii. New real-time information service contract for computer aided dispatch, vehicle location and VOIP communications which enables Cherriots to respond to demands and keep riders informed about delays, etc.
 - iii. 7 compressed natural gas paratransit buses approved for purchase
 - iv. Cherriots board approved the annual agenda, clarifying their top priorities.
 - b. Traffic – Deanna Garcia – no report
 - c. Land Use – Dennis Will – El Toro taqueria approved for alcohol service.
 - d. Parks – Shirlene Gonzalez
 - i. Friends of Trees mailing campaign is underway with plantings to take place in April. Trees for front and side yards will be discounted and those on public land strip areas will be free.
 - ii. 41 trees were planted January 6th in Lansing Park near the soccer field.
 - iii. Parks office has been contacted about need for pylons/parking deterrent at Brown Road Park. Crew put up large rocks to deter parking. One of the large rocks is broken off.
 - iv. Jennifer Keller emailed regarding the spiff grant award. \$5K granted for benches, etc at Lansing.
 - e. March 6th's meeting will not be held due to scheduling conflict with City Town Hall scheduled for same day. NOLA will try to arrange for a separate meeting room to informally meet in after the town hall.
 - f. Salem Reporter's Town Hall was rescheduled for February 15th.
 - g. Deanna was contacted by Larry Dillenbeck, Assistant Director of a mental health program. Grad students are doing community work and want to attend future meetings to learn about the challenges we are addressing. We may see interns at NOLA meetings in the future.
 - h. Quarterly Chair Meeting Update (see page 5)
 - i. Learn about Salem mayoral race candidates. Deanna will reach out to the candidates and see if they are interested in speaking with us.
7. Open Forum for any discussion
 - a. Gretchen is involved in the Revenue Task Force. At their meeting a chair and co-chair were appointed. Focus groups are being formed.
 8. Close of Meeting / Adjournment

There being no further business before the Board, the meeting adjourned at 8:03 pm.

Quarterly Chairs Meeting – Thursday, January 25, 2024

- A project connected to the 2022 Safety & Livability Bond is beginning; Minto-Brown parking lots 2 & 3 are being updated. 34 trees will be removed of which 31 are non-native and being damaged by birch beetles and 3 cottonwoods that are obstructing the lot. The trees will be replaced 1:1 with native trees. City Urban Forestry staff will remove trees the week of February 12th. (handout on page 6)
- Chief Womack spoke about 2023 accomplishments and 2024 goals as well as Salem's Community Violence Reduction Initiative (handouts page 7-9).
 - Researchers took an in-depth look at 15 years of crime data to better understand the gun violence occurring in Salem. Data revealed that violence increased 42% over that period and shootings doubled in the last 5 years.
 - Shootings are concentrated within about 5 square miles in NE Salem
 - The report provides demographic information describing the high-risk individuals, both suspects and victims.
 - The plan is to build a strategy, focusing efforts on learning from cities that have had success in this area while also seeking community input. 2024 is to be spent increasing awareness, identifying stakeholders and doing a community inventory. The chief envisions developing intervention and prevention strategies.
 - Meeting to discuss these strategies is tentatively scheduled for the evening of Wednesday, March 6th 6pm and will be held at the East Salem Community Center.
- Neighborhood Chair Discussions included discussion about quieting engine noise from leaf blowers and lawn mowers. There was even the suggestion that gas powered leaf blowers should be banned. Quiet-Clean Salem is being organized, and a co-chair of Grant Neighborhood Association is eager to speak at neighborhood meetings to present.
- Salem Housing Authority was excited for the grand opening of Sequoia Crossings on January 30th.
- And their Share the Love event is coming up on February 13th 11AM-2PM at Wallace Marine Park. This free event will connect people experiencing houselessness with resources and community providers. All are welcome.
- Public Works is looking for input on new sidewalk replacement, sidewalk infill and pedestrian crossings throughout the city. Residents can report needed projects online using an interactive dashboard or by submitting a form. Submissions will be accepted until March 31st. (Handout page 10)
- Salem Library introduced the 8th edition of Salem Reads and encourages the city to read this year's selection, "The Inheritance of Orquidea Divina" Copies of the book are available to check out from the library.
- Annual Budget Process and Revenue Task Force schedule introduced (Handout page 11)

MINTO-BROWN PARKING LOTS UPDATE



- Tree Removal by City Urban Forestry staff week of Feb. 12th
 - Non-native, Declining health due to bronze birch borer
 - Replaced 1:1 with native trees
- Bid Opening: February 20^h
- Tight Budget– Consider supplemental funding (Bond Premium?) or cut project scope
- Construction: Early Summer

SALEM POLICE DEPARTMENT

2023 ACCOMPLISHMENTS



LEADERSHIP CHANGES

Newly promoted deputy chiefs, lieutenants, and sergeants brought new energy, perspective, and a sense of cohesive teamwork throughout the department



RECRUITMENT, HIRING & RETENTION

Record-level hiring kept pace with high attrition and has us on track to gain ground in 2024, ensuring the continued strength of our team



BODY-WORN CAMERA PROGRAM

A body-worn and in-car camera program proved invaluable for criminal investigations, transparency, and mutual accountability



PROFESSIONAL DEVELOPMENT OPPORTUNITIES

New opportunities, such as the Supervisory Leadership Development Program, underscored our commitment to career growth for sworn and professional staff



BUDGET

Continue to advance the best budgetary options that preserve core services and minimize impacts to safety and staffing



COMMUNITY VIOLENCE REDUCTION INITIATIVE

Raise community awareness of the increased gun violence in our city and work with stakeholders to increase safety and decrease shootings



STRATEGIC PLAN

Finish the last year of the strategic plan strong, and start the next three-year plan with a well-defined path and purpose

SALEM POLICE DEPARTMENT

2024 KEY PRIORITIES

COMMUNITY VIOLENCE REDUCTION INITIATIVE



community violence / *defined* /*

Community violence happens between unrelated individuals, who may or may not know each other, generally outside the home. Examples include assaults or fights among groups and shootings in public places, such as schools and on the streets.



background / *understanding the problem* /

For more than a decade, violence in our community has been steadily rising. Serious assaults, including shootings, are primary contributors. Researchers took an in-depth look at the data to better understand the gun violence occurring in Salem.



the facts & figures / *reference points* /

Data revealed violence increased 42% over the past 15 years, and fatal and non-fatal shootings doubled in the last five years. The researchers' analysis provided much insight into the who, why, and where. A few key points are from the report are listed below.

High-risk areas: *Where shootings occur*

- Shootings were concentrated within about five square miles in the northeast part of the city.

High-risk individuals: *Who is involved*

- Victims and suspects are primarily between the ages of 18-34
- 87% are male
- 51% of victims and suspects are Hispanic

High-risk individuals: *Juveniles*

- 18% of suspects and 10% of victims were juveniles
- Within the study period, juvenile involvement in gun violence increased

High-risk individuals: *Those experiencing homelessness*

- 15% of incidents involved an unsheltered victim or suspect
- Within the study period, the rate of unsheltered involvement increased
- Half of these incidents resulted from personal disputes

High-risk individuals: *Gang or group affiliation*

- Half of the incidents were fueled by some sort of dispute, many having a gang or group connection
- Active gang or group membership in Salem is relatively small
estimate 200 or less individuals

High-risk individuals: *Those known to the criminal justice system*

- Nearly 70% had a prior criminal history
- More than half were previously incarcerated
- About 60% had been convicted of a felony
- About 60% were previously on probation and 23% were on active probation
- 36% were previously on post prison supervision and 14% were on post prison supervision
- Prior offenses varied

COMMUNITY VIOLENCE REDUCTION INITIATIVE



focusing our efforts / now and in the future /

Take an effective approach

- Learn from the success of others. Cities across the country have done similar work and guidance on effective strategies is available. Resources include the [Bureau of Justice Assistance \(BJA\) Gun Violence Resources](#), the [City of Oakland Ceasefire Strategy](#), and the [Council on Criminal Justice \(CJC\)](#).
- In partnership with our community, design a strategy specific to Salem's needs.
- Collaboratively implement the strategy.
- Evaluate the impacts of the strategy by measuring for the intended outcomes, then adapting as needed to reduce community violence.

Community collaboration

- Throughout 2024, engage the community, especially those most affected, to increase awareness of the issue and identify stakeholders and partners.
- Prioritize community input in the development and implementation of the intervention strategy.

Law enforcement collaboration

- Focus on high-risk individuals, deploying law enforcement and community resources to prevent and intervene in the community violence.
- Develop outreach programs to directly engage high-risk individuals, offering alternatives, support, and resources.



Scan for more info.



key next steps / 2023 and 2024 /

- Understand the problem** - Commissioned a gun violence problem analysis
- Coordinating and focusing our criminal justice resources** - Ongoing
- Raise community awareness** - Launch a series of community engagement efforts in 2024
- Community inventory** - Create an inventory of partners and stakeholders who can lead
- Develop the overall strategy** - Begin development of a community-based strategy for Salem

THANK YOU SALEM



Safety and Livability Bond

Salem is committed to enhancing pedestrian safety and accessibility. Thanks to the voter approved \$300 million Safety and Livability Bond we are seeking your input on new sidewalk replacement, sidewalk infill, and pedestrian crossings throughout the City. Residents can participate by exploring the interactive dashboard. Projects will be evaluated and selected based on approved criteria from the City Council.

Please submit suggestions by March 31, 2024



17 MILLION DOLLARS TO FUND...

Sidewalk Infill - \$6 million for sidewalk infill

Sidewalk Replacement - \$7.5 million in sidewalk replacements

Pedestrian Crossings - \$3.5 million for new pedestrian crossings

Visit the Safety and Livability Bond Pedestrian Project Request!



CITY OF *Salem*
AT YOUR SERVICE
Public Works Department

www.cityofsalem.net/sidewalk-safety

GRACIAS SALEM



Bono de Seguridad y Habitabilidad

Salem está comprometido a mejorar la seguridad y accesibilidad de los peatones. Gracias al Bono de Seguridad y Habitabilidad de \$300 millones aprobado por los votantes, estamos solicitando su opinión sobre el reemplazo de nuevas banquetas, el relleno de banquetas y los cruces de peatones en toda la ciudad. Los residentes pueden participar explorando el panel interactivo. Los proyectos serán evaluados y seleccionados en base de criterios aprobados por el Ayuntamiento.

Envíe sugerencias antes del 31 de marzo de 2024



17 MILLONES DE DÓLARES PARA FINANCIAR...

Relleno de banquetas: \$6 millones para relleno de banquetas

Reemplazo de banquetas: \$7.5 millones en reemplazo de banquetas

Cruces de peatones: \$3.5 millones para nuevos cruces de peatones

Visite la Solicitud de proyecto para peatones del Bono de Seguridad y Habitabilidad.



CITY OF *Salem*
AT YOUR SERVICE
Public Works Department

www.cityofsalem.net/sidewalk-safety

Annual Budget Process

Reducing costs and services to fit available funding

Revenue Task Force

Increasing available revenues to sustain services; potentially add services to meet community needs

Month

Revenue Consulting | Task Force Facilitation | Community Engagement

Financial forecast; Budget Committee meeting	December	Define problem statement	Develop charter & roles	Design engagement strategy w polling & communications consultants
City Council considers adjustments to FY24 budget	January	Review data & conduct research	Member selection; initial meeting	
Budget Committee considers FY25 budget	February	Identify potential options	1-2 meetings: Education focus	Conduct 8 focus groups
2-3 Budget Committee meetings	March	Benchmark & validate options	1-2 meetings: Deliberation	Conduct community surveys
City Council considers FY25 budget	April	Receive input from ELT	1-2 meetings: Deliberation	Conduct 3 town halls
	May	Provide additional analysis & support Council work sessions	1-2 meetings: Recommendations	Provide data & information for continued public engagement
	June		Final meeting & selection of options	
	July		Recommendation to Council & Council deliberations	
	August			

Neighbor-to-Neighbor Mediation Service is:

Free:

Neighbor-to-Neighbor does not charge for most of the mediation services provided in Benton, Linn, Marion and Yamhill Counties. Participants from the public sector are not charged.

Informal:

Mediation sessions are very informal and are usually conducted at a location that is neutral and safe for all parties. Many sessions are conducted at our offices. Mediators themselves dress casually and try to make the parties as comfortable as possible.

Voluntary:

Mediation itself is completely voluntary. Even if the parties are referred to Neighbor-to-Neighbor by a government agency, the parties may leave at any time. Sometimes there may be consequences if a party elects not to participate in mediation, but the mediator will not attempt to force anyone to participate.

Confidential:

For the most part, all mediations are confidential—which means that things said in mediation are not disclosed to others unless both parties agree. Written agreements are typically not confidential. Other exceptions are if the mediator hears about possible child or elder abuse or a threat of physical harm to another person, the mediator will report these issues to the appropriate authority.

Types of Issues We Can Help With:

Neighborhood Problems

Workplace Relationships

Landlord/Tenant Disagreements

Parent/Adolescent Issues

Manufactured Dwelling Park Issues

Consumer/Merchant Conflicts

Facilitation for Large Groups

Foreclosure & Eviction Avoidance

A COMMUNITY DISPUTE RESOLUTION CENTER
SERVING BENTON, LINN, MARION, AND YAMHILL

Neighbor-to-Neighbor, Inc.

503-585-0651

www.n2nmediation.org

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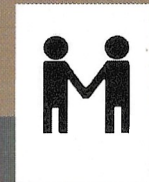
Yamhill County (YCM)

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**COMING
TOGETHER
TO COPE
WITH
CONFLICT**



MEDIATION

WHAT IT

CAN DO

FOR YOU

AND

THE COMMUNITY

What Is Mediation?

Mediation is a voluntary, confidential process where people with disputes come together and, with the help of trained mediators, talk about ways to solve their dispute, creating a win-win solution.

Mediation lets people speak for themselves and make their own decisions.

What You Need To Know

Who Are the Mediators?

Neighbor-to-Neighbor mediators are professionally trained in compliance with Oregon statutes and administrative rules to help parties resolve issues through the framework of mediation. Mediators volunteer their time and expertise to bring this valuable service to Marion, Linn & Benton Counties.

Mediators Will:

- Listen to both sides equally.
- Ask questions to clarify and understand.
- Guide the parties through the process to develop solutions.
- Help parties agree on a mutually acceptable solution to their dispute.

Mediators Will Not:

- Take sides, place blame, advise, or tell anyone what to do.
- Assess positions or give legal advice.

Step One:

You reach Neighbor-to-Neighbor by contacting one of our offices.

After Neighbor-to-Neighbor has been contacted by a community member with a problem, a trained mediator contacts all involved parties to explain the mediation process. Once everyone agrees to participate, mediation is scheduled at a time that is convenient for those involved.

**Interpretation Services Available*

Step Two: Mediation

Mediation begins as all parties come together to discuss the issue with a trained mediator who guides them through the process. Respect and attention are paid to everyone as each participant's personal perspectives and needs are related. Using a community-minded approach, participants use the information gained through open discussion to work toward a resolution that is both appropriate and forward-looking.

Step Three: Moving Toward the Future

Participants leave the session with a sense of growth and understanding as they consider their role in the community when facing future conflicts.

Before and After Your Mediation Session:

- Write down what you would like to talk about and what is important to you.
- Think about what each of you can do to help resolve the dispute.
- Respect any agreement that is made.

If an agreement is reached, you will be encouraged to sign a written agreement stating what each of you has decided to do to resolve the dispute. You will each get a copy of the agreement to take home.

***Mediation can only work
if you want it to.
Come in good faith and
with an open mind.***

Neighbor-to-Neighbor, Inc. will not discriminate against any individual on the basis of race, color, national origin, disability, gender, gender orientation, religious preference, age, or marital status in its programs, services, activities, or employment practices.