MINUTES
KEIZER CITY COUNCIL
Monday, November 1, 1999
Keizer City Hall
Robert L. Simon Council Chambers
Keizer, Oregon

CALL TO ORDER

Mayor Newton called the regular meeting to order at 7:00 p.m. Roll Call was taken as follows:

Present:
Bob Newton, Mayor
Craig Campbell, Councilor
Lore Christopher, Council President
Jim Keller, Councilor
Jerry McGee, Councilor
Jacque Moir, Councilor

Staff:
Wally Mull, City Manager
Shannon Johnson, City Attorney
Rob Kissler, Public Works Director
Susan Gahlsdorf, Finance Officer
Dianne Hunt, Human Resources Officer
Mark Miranda, Lieutenant
Tracy Davis, City Recorder

PUBLIC TESTIMONY

Vic Backlund, 1339 Mistwood Drive NE, Keizer- State Representative noted that even though the session was over, he urged anyone with concerns to still contact his office.

Marcia Bednarczyk, 7775 O'Neil Road, Keizer- Requested that the public hearing that would be going before Council on the drainage issues be placed on the agenda allowing sufficient time to discuss the proposed changes. Ms. Bednarczyk noted that they would like to see the Council play an active role in the decision of the issue. She requested that the neighborhood associations be notified as soon as the hearing was scheduled.

Bob Ohrn, 7950 Timothy Lane NE, Keizer- believe the current phase of the Highlands subdivision will incur the same drainage problems as the previous phases. He noted his concern is with compliance to the grading and drainage plan. He requested staff keep abreast of the situation.

Rob Kissler, Director of Public Works indicated staff has been monitoring the development to make sure previous drainage issues in that area are not repeated. He noted the grading is not complete at this time, however fill dirt present at this time should be removed to comply with the drainage plan. He noted that before the final inspection the dirt would be lowered to the finished grade as required by the Oregon State Building Code.

City Manager Mull noted that staff was on top of the situation and had been reviewing on a daily basis.

Jim Scheppke, State Librarian, Oregon State Library, 250 Winter St, Salem- explained the history of the Oregon State Library. He distributed handouts to the Council. Mr. Scheppke indicated that there are 240 cities that do not have a tax supported public library facility within their boundaries, and Keizer is the largest of these. He supplied statistics of reading assessment tests for third graders and urged the Council to help children in Keizer to become proficient readers, he felt by having a public library would be a key part of this process.

Kristen White, 4999 13th Avenue North, Keizer- expressed her support for a library in Keizer which would help to nurture the community and urged the Council to place the Library District issue on the ballot. Ms. White read a quote from Dave Frohnmeyer in regards to the importance of reading and libraries.

Verena Wessel, 476 Evans Avenue North, Keizer- Shared her concern that information that she had received did not indicate that Keizer would have any control over the placement of the library. She stressed that because of the size of the City of Salem anything that would go before the public for a vote would be controlled by the vote of Salem. Ms. Wessel indicated that she was a proponent of a library in Keizer, but noted that she would like to see the library in Keizer as part of the community.

Bill Wolf, 4055 Gary Street NE, Keizer- expressed his concern with the Council denying the citizens of Keizer a right to vote on the library issue. Mr. Wolf indicated that this plan was put together as a regional area and each region would be given one vote, thereby not allowing one jurisdiction more control than another. Mr. Wolf challenged the Council to supply information to show how they would go about initiating a library for Keizer.

George Bell, 1643 Chemeketa NE, Salem- Speaking as President of the Salem Library Board, explained some of the difficulties the library had run into since the enactment of Measure Five. He felt the solution would be to expand the support base of the library to include the regional users. Mr. Bell noted that Keizer was the only city of its size in the state to not have a library. Mr. Bell urged the Council to allow the issue to go before the voters.

B.J. Quinlan, 1423 Woodward St NE, Keizer-
Ms. Quinlan explained that she had been a resident in Keizer for 15 years and had children that attend the public schools in Keizer. She is also the manager of youth services at the Salem Public Library. Ms. Quinlan indicated that once children from Keizer had to pay for library cards the number of children attending the summer reading program dropped significantly. She urged that the Council consider the placement of the issue to go before the voters.

Norm Cobb, 4606 Rivercrest Drive, Keizer- Spoke in opposition to the library proposal. He indicated as a property owner his taxes would rise again and with Salem having the majority of voters Keizer's vote would be "steam rolled" because of the large number of Salem voters. He urged that everyone read the working committee report and felt that the City of Keizer should create his or her own library.

Jay Puppo,7469 Shadowwood Court NE, Keizer-
Expressed his support of the Library District and encouraged the Council's support of the program and allow the citizens to vote on the issue.

Vivian Alney, 1018 Leewood Court North, Keizer-
Explained that she felt that the library issue was a regional matter in which the city should support.

Naomi Shatt, 5275 Willowleaf St North, Keizer-
Explained that she was passionate about the library and expressed her concern over the future of the children in the community. Ms. Shatt felt the location of the library did not make a difference but the opportunity to allow children access to the library.

Phyllis Litchenstein, 1935 Virginia Street NE, Salem-
Spoke in support of the proposal going before the voters. She explained the Coos Cooperative Library District and

it's success. She shared that she felt there would be good representation of the district and the money would be well spent.

Dave Crockett, 2369 Emily Drive NW, Salem, - Mr. Crockett indicated that he felt this was an excellent opportunity for Keizer to be part of the library district. He tried to dispel some of the concerns expressed regarding Salem "taking over" the district.

Allen Bennett, 1226 Manzanita Way, Keizer- Mr. Bennett shared he had been a Keizer resident for 28 years. He felt Keizer had supported all the athletic programs and urged the Council to bring the measure before the voters for access to library services.

Jerry Watson, 1237 Manzanita Way NE, Keizer- Mr. Watson indicated he had worked on the Keizer Task Force and the Salem Regional Library Task Force, but was speaking as a resident of Keizer. He felt libraries were important and critical in the education of children. Mr. Watson noted that he felt it would cost the city several times to own its library and urged the Council to allow the voters of Keizer to participate in the process and the Library District.

Councilor Keller questioned how the usage of the library would increase if a homeowner of a $100,000 home would be paying $58.00 in taxes opposed to the $10.00 fee currently in practice at Salem library.

Mr. Watson explained that the tax would be a cost that was already incurred and felt that allowing the voters to work out these issues would be the right thing to do.

Dennis Koho, 1142 Larchwood NE, Keizer- indicated he felt there were issues that needed to be approached regionally, including libraries. He noted the success of the Mass Transit and the School District. He urged the Council to allow the voters the chance to vote on the issue and expressed his support of the District.

COMMITTEE REPORTS

a. Regional Library District Task Force Report
Ken Sherman, Jr., 687 Court Street Salem- Speaking as the Chair of the Library District Working Committee. Mr. Sherman thanked the Council for allowing the time and consideration on the agenda to consider the district in addition to Mayor Newton and Judy Peterson's involvement on the Task Force. Mr. Sherman went into a

history of the Salem Library and the issues it had met over its history. He indicated that the current tax amount being used to fund the library was down from 57 cents per thousand in its inception to 37 cents per thousand today.

Mr. Sherman explained the idea of a "Ring District" which would allow surrounding areas to contract for services with the City of Salem for library services. He noted a survey taken in 1998 indicating that 65% of Keizer residents gave Salem's Library a positive job performance. Sixty percent felt the library was meeting the needs of the Keizer community. Eighty percent felt if everyone in the metro area had access to library services that everyone within that area should be required to pay the same rate for those services. Sixty-eight percent shared they would favor the creation of a library district if it would provide Keizer with branch library services.

Mr. Sherman noted Salem's Council change of heart after they had reviewed the poll and explained the organization that took place to bring other representatives from outside the City of Salem and the boundaries for the districts. Mr. Sherman indicated that they were still fine- tuning the boundaries.

Mr. Sherman explained the sub-committee who developed the first and third year's budget for the proposed district. He indicated this sub-committee determined that 58 cents per thousand would restore full library services and would allow enough cash accumulation to build and operate three more branches. He stressed that he was confident that there would not be a need to return to the voters requesting additional funding.

Mr. Sherman shared that a transfer of the libraries 17 million dollars in assets would take place as it did during the formation of the transit district and stressed there would be political and financial independence and would not be dominated by Salem City Council.

Mr. Sherman stressed that they were not seeking the Council's endorsement of the Library District but to allow the voter's to have a voice in the decision. He went on to state that the most economic way to approach a library would be the regional approach and gave some examples of how this had been accomplished in other cities.

Mr. Sherman noted that Keizer was the largest city in the United States that does not have a public library. He urged the Council to allow the issue to be brought before the voters.

Responding to questions, Mr. Sherman indicated he could not answer when or where Keizer's Library would be established if the district was put in place. He noted that this would be the decision of the Library District Board that would include a representative from Keizer. Mr. Sherman shared that all their planning was oriented towards Keizer having the first library branch.

Councilor Keller expressed his concerns that information that he had read indicated that a branch may not be built for three to seven years and the information does not indicate Keizer solely as receiving the branch but Keizer/ North Salem.

Mr. Sherman stated this was done since they as a group could not make the decisions that needed to be done by the elected Board of Directors.

Councilor Keller relayed further concern about the difference in numbers of registered voters in Salem and Keizer and asked with such a disparity in numbers how this be a democratic process.

Mr. Sherman explained voters from the incorporated areas would need to be included in the numbers and expressed his opinion that he did not feel voters from the incorporated areas would vote differently than the other areas.

Councilor Moir voiced her concern if Keizer residents were allowed to vote and they chose not to participate in the district should they not be allowed to opt out of the district, even if it was passed by other members of the region.

Mr. Sherman went into an explanation of the vote and noted that the law reads the majority of the district would control the vote.

George Happ, Salem City Library- Spoke to the financial issues of a branch library. He shared some of the surrounding counties costs per thousand that included Benton County at a dollar per thousand, Deschutes County at 57 cents per thousand and Silver Falls Library

District at 57 cents per thousand. He felt that they could have an outstanding library district at the cost of 58 cents per thousand.

Mr. Happ noted the collection of books that would be circulated from the Salem branch to the surrounding branches and the databases that could also be circulated.

Mr. Happ explained that research had noted that it would cost Keizer four million dollars to build its own branch with operating costs of $750,000 per year. He noted that inflation would need to be added to the original costs brought out to build and maintain a Keizer Library to $32 per capital versus the $27 shown. He explained if the district passed, they should be able to build a branch at the end of the third year of the district. Bookmobile services could be in place immediately with significant stops available in Keizer.

Councilor McGee thanked everyone who had been involved in the process of putting together the committee.

Responding to questions, Mr. Happ shared under the current configuration of the plan approximately $600,000 per year would come out of the Keizer community and into the regional concept.

Councilor McGee expressed concerns regarding the possibility of non-user fees for use of the library.

Mr. Sherman commented that all residents within the Chemeketa Regional Library District pay currently eight cents per thousand. He noted that Salem residents pay this fee in addition to the 37 cents per thousand to support Salem's library. Mr. Sherman further explained that if the full eight cents per thousand that Keizer residents pay went to support the library that would only cover 1/30 of the library's $3 million dollar budget.

Councilor McGee expressed concerns regarding the poll that was done in Keizer noting that may have shown support of a library district by 68% of those polled but the poll lacked the information noting the 58 cents per thousand that would be added to the taxpayers. Councilor McGee indicated that this amount would be 28% of Keizer's budget. He indicated that this plan was practically being put together to save the Salem Library first and provide regional services second.

Mr. Happ explained some of the resources that Keizer residents would receive from the district and stressed that by unifying into a district would enable current services to continue.

Responding to questions, Mr. Sherman noted there were no contingency plans if the proposal was not accepted by the Council. He stressed how important Keizer's role would be to allow this project to move forward.

In response to questions, Mr. Sherman noted that he felt there would not be enough time to place a non-binding referendum on May, 2000 ballot to allow the question to move forward for the November 2000 elections. He explained the process that would need to take place.

Mayor Newton thanked Mr. Sherman and Mr. Happ for their presentation.

Mayor Newton moved for adoption of a Resolution enabling the election in November 2000 for formation of the unified library district. Council President Christopher seconded the motion.

Councilor Campbell indicated he would vote "no" on the motion and stressed that he was a proponent of a Keizer Library, but felt this motion would be providing the citizens an "imperfect" vote and went into an explanation of this. He stressed that he would support a binding vote that could allow the citizens to vote into a regional library approach.

Councilor Keller echoed previous comments and stressed he was for a library in Keizer but was not in favor of the current configuration of how the vote would be done as a region.

Councilor Moir thanked the public for their comments and indicated she would not support the vote.

Council President Christopher stressed how she felt she could not make this decision for the Keizer residents and would not be supporting the motion.

Mayor Newton shared some history of the City's consideration of basic services and how a library was not part of this consideration in the past. He expressed his disappointment over the Council's comments and appealed to the Council to allow the people to vote.

The motion failed as follows:

AYES: Newton (1)
NAYS: Christopher, Campbell, Keller, McGee and Moir (5)
ABSTENTIONS: None (0)
ABSENT: None (0)

Mayor Newton recessed the meeting at 9:00 p.m.

Mayor Newton reconvened the meeting at 9:10 p.m.

Mayor Newton moved to request staff to bring a Resolution to the next regular City Council meeting enabling a November 2000 election for the formation of a City of Keizer Library. Council President Christopher seconded the motion.

Councilor Keller expressed his opposition to the motion indicating the amount of information that would have to be gathered before this should be brought to the voters.

Councilor McGee felt it was possible for the city to provide the operational costs of a library for less than $500,000. He provided what he felt was the way to do this and cautioned the Mayor that he would support the motion but hoped this information would be carefully put together.

Councilor Moir expressed her support of the library but stressed that it be done right with the figures and facts being put together prior to the placement of a vote. She indicated she felt the placement of requesting that the vote be brought before the voters in November of 2000 might be too soon.

Councilor Campbell urged the Mayor to amend the motion regarding the time frame of staff bringing back the resolution.

After further discussion, Councilor Campbell suggested a friendly amendment to request that staff bring back a resolution the second regular City Council meeting in February 2000.

Councilor Keller expressed his concern that this issue was being placed before the actual review of the budget and without regards and review of the possibility that the city would need to go out for a levy to continue services as they are being met. He felt that a more realistic approach would be to place this before the voters in November 2002.

City Manager Mull urged the Council to keep in mind the budget process would be taking place soon and requested that he be allowed to meet with the department heads and bring back an outline to the Council to allow the process to move forward more smoothly.

Councilor McGee stressed that the aspects of the regional library had been well studied, but a city library had not and urged that this take place before moving forward.

Councilor Campbell expressed his concern with a date being placed on staff to bring back the resolution. He suggested that the motion read as follows.

Mayor Newton amended his motion to direct staff to prepare a resolution to enable a November 2000 election for the formation of a Keizer City Library. Council President Christopher seconded the motion.

The motion passed as follows:

AYES: Christopher, Campbell, McGee, Moir and Newton (5)
NAYS: Keller (1)
ABSTENTIONS: None (0)
ABSENT: None (0)

b. Planning Commission Appointments
City Manager Mull reported that on September 30, 1999 the terms of Manny Martinez and Bruce Anderson expired on the Planning Commission. Mr. Martinez indicated he did not wish to be re-appointed at this time. Mr. Anderson submitted a letter outlining his desire to serve another term on the Commission. In addition, Dan Nelson submitted his resignation from the Commission in August.

Mr. Mull indicated on October 19, 1999 the Volunteer Coordinating Committee reviewed five applications. The Committee voted to recommend the reappointment of Bruce Anders and the appointment of Stan Compton for a three-year term. In addition, the Committee recommended appointing Michael Smith to fill the unexpired term of Dan Nelson on the Commission.

Councilor Moir moved a motion to accept the reappointment of Bruce Anderson and the new appointments of Stan Compton and Michael Smith to the Keizer Planning Commission. Councilor McGee seconded the motion.

The motion passed unanimously as follows:

AYES: Christopher, Campbell, Keller, McGee, Moir and Newton (6)
NAYS: None (0)
ABSTENTIONS: None (0)
ABSENT: None (0)

c. Budget Committee Appointments
City Manager Mull shared the staff report indicating that in July 1991 the City Council by motion created a Volunteer Coordinating Committee to handle volunteer recruitment, work coordination and recognition of City volunteers. In 1993, the City Council further defined the charge of this committee to make recommendations for volunteer appointments of commission, committee or task force members to the Mayor and/or City Council.

City Manager Mull indicated under the guidelines of ORS 294.336, all municipal corporations shall establish a budget committee to assist the Council in examining and analyzing proposed budgets for the city. He noted that the committee consists of the governing body and an equal number of electors of the municipal corporation who are appointed by the governing body with each appointed member serving a three-year term. Mr. Mull noted that on August 31, 1999 the terms of Roy Duncan, Pat Sparks-Tewell and Mark Caillier expired. All three individuals expressed an interest in serving another three-year term on the committee, which was unanimously voted by the Volunteer Coordinating Committee at their October 19, 1999 meeting.

City Manager Mull requested that the City Council accept the recommendation of the Volunteer Coordinating Committee.

Councilor McGee moved to accept the recommendations of the Volunteer Coordinating Committee to reappoint Roy Duncan, Pat Sparks-Tewell and Mark Caillier to another three-year term. Councilor Moir seconded the motion.

The motion passed unanimously as follows:

AYES: Christopher, Campbell, Keller, McGee, Moir and Newton (6)
NAYS: None (0)
ABSTENTIONS: None (0)
ABSENT: None (0)

d. Parks Advisory Board Appointment
City Manager Mull read the staff report indicating that in August 1999 Karla Juhola resigned from the Keizer Parks Advisory Board due to relocation. After a press release was issued soliciting applications for the vacancy the Volunteer Coordinating Committee reviewed the application and recommended the appointment of Kenny Perry to fill the position.

It was recommended the Kenny Perry be appointed to fill the vacancy on the Parks Advisory Board.

Mayor Newton moved to appoint Kenny Perry to fill the vacancy on the Parks Advisory Board. Councilor McGee seconded the motion.

The motion passed unanimously as follows:

AYES: Christopher, Campbell, Keller, McGee, Moir and Newton (6)
NAYS: None (0)
ABSTENTIONS: None (0)
ABSENT: None (0)

e. Traffic Safety Commission Appointments
City Manager Mull shared the staff report noting on December 30, 1999, the terms of Ernie Smyres and Mike Kirby would expire. The Volunteer Coordinating Committee reviewed applications and recommended the appointments of Tina Sloan and Kirk Fillman.

It was recommended that the Council accept the recommendations of the Volunteer Coordinating Committee.

Mayor Newton moved to appoint Tina Sloan and Kirk Fillman to fill the upcoming vacancies on the Traffic Safety Commission. Councilor Moir seconded the motion.

The motion passed unanimously as follows:

AYES: Christopher, Campbell, Keller, McGee, Moir and Newton (6)
NAYS: None (0)
ABSTENTIONS: None (0)
ABSENT: None (0)

Mayor Newton thanked the individuals who had served on the boards and commissions and for their volunteer service to the City of Keizer.

OTHER BUSINESS

a. New Business

Councilor McGee praised the **water report** that he received in the mail. He voiced his concern with the Salem address on the Keizer brochure.

Councilor Moir gave credit to Public Works Director, Rob Kissler and staff for putting together the brochure.

Mr. Kissler shared the credit on behalf of the staff, Bill Lawyer, Joe Edgell and Kelly Walther with Peterson Engineering. He noted that the brochure was a budgeted item and is a requirement of health standards.

Councilor McGee requested consensus from the Council regarding the **selection process to fill the Council vacancy**. He proposed to invite the candidates to give a three- minute presentation to the Council at the next Council meeting.

After discussion it was the consensus of the Council to change the meeting to 7:00 p.m. on November 15, 1999 and to request that the candidates be invited to speak to the Council for three-minutes with no questions from the Council.

Councilor McGee mentioned the new Council procedures that had not been adopted and noted that this should be the avenue in which the Council would vote to fill the vacancy.

City Attorney, Shannon Johnson urged the Council to be sure of what they were adopting or hold off until next Monday. He read the draft procedures to the Council and laid out details to the process.

There was a discussion of the various scenarios that could take place with the draft voting procedure.

Mr. Johnson noted the three options that he felt the Council wished to include in the voting procedures those included: 1. During the first vote the majority rules. 2. Upon the second vote the option of suspending the rules. 3. Two tie votes would cause the decision to be made from the draw of the bucket.

City Manager Mull noted that details would be brought to the Management Committee on Wednesday afternoon.

Councilor Campbell reminded the audience that the Police Department was still collecting donations of new stuffed bears for the **Buddy Bear Program** until December 9, 1999.

Mayor Newton noted with the vacancy on the **Waste Water Task Force** he had tentatively appointed himself to the committee.

Mayor Newton received notice from ODOT that the City had received The **Transportation and Growth Management Program Grant** totaling $34,000 to allow the City to move forward with the City's In-fill Master Plan.

Mayor Newton shared copies of the minutes from **SKATS**.

Finance Director, Susan Gahlsdorf shared that she had received data from Marion County regarding the **Urban Renewal Tax Refund** to see what the residual taxpayer left over was. City Manager Mull went into an explanation of this.

Lt. Miranda noted that Chief Adams was in North Carolina attending the International Chief of Police Conference. He shared they only had two Halloween related calls and the police department was in the process of finalizing plans for police coverage on New Year's Eve.

Lt. Miranda shared interviews would be taking place for **reserve officers**. He noted that currently there were ten candidates and three laterals to interview. He shared that Jeremy Fletcher would be graduating from the police academy on Friday and would be in the training mode for the next two months.

City Manager Mull noted that on Thursday, November 4, 1999 would be the **Joint Community Policing Meeting**.

He noted that the Emergency Management Volunteers would be participating in some training before the end of the year.

Public Works Director, Rob Kissler requested that the Council review his memo pertaining to **underground injection control videos** and to contact him if they had any questions.

Mr. Kissler noted that at Chemawa Road and River Road that the **traffic signals** would be removed from the commute system during the commuting hours. He shared that the traffic engineer suggested an additional study of that intersection due to the increase in east and west bound traffic.

Responding to questions Mr. Kissler noted at McNary and River Road they were reviewing a split phase signal. He indicated this would probably not eliminate the problem of stacking of vehicles in the southbound lane turning left onto Manzanita, as the idea was to keep traffic onto the main arterial.

Shannon Johnson, City Attorney indicated he attended the oral argument of ATT vs. Portland, which he thought would be decided in the next few months.

b. Old Business

Councilor Campbell indicated the question from the Cable Regulatory Commission in regards to certain funds received by the City that should be turned over to the Commission for capitol expenses, had been tabled indefinitely.

Mayor Newton noted the League of Oregon Cities Meeting would be held on November 12^{th} and 13^{th}.

Councilor Keller requested a comparison from last year's statistics when stats are received from the Police Department.

City Manager Mull indicated they were in the process of compiling a new format that would allow them to do this.

PUBLIC HEARINGS

Mayor Newton opened the public hearing.

a. RESOLUTION- Forming Highlands North Street Lighting District

City Manager Mull read the staff report noting it was to consider remonstrance's or objections of the formation of the Highlands North Street Lighting Local Improvement District and objections to an Ordinance spreading assessments within this district.

With no testimony from the public Mayor Newton closed the public hearing.

Councilor Keller moved a Resolution Forming the highlands North Street Lighting Local Improvement District. Councilor Campbell seconded the motion.

The motion passed unanimously as follows:

AYES: Christopher, Campbell, Keller, McGee, Moir and Newton (6)
NAYS: None (0)
ABSTENTIONS: None (0)
ABSENT: None (0)

b. ORDINANCE- Spreading Assessments to Highlands North Street Lighting District

Councilor Keller moved a Bill for an Ordinance Spreading Assessment to Highlands North Street Lighting Local Improvement District. Councilor Campbell seconded the motion.

The motion passed unanimously as follows:

AYES: Christopher, Campbell, Keller, McGee, Moir and Newton (6)
NAYS: None (0)
ABSTENTIONS: None (0)
ABSENT: None (0)

ADMINISTRATIVE ACTION

a. RESOLUTION- Adoption of Personnel Policies-Salary and Sick Leave

City Manager Mull reported the Personnel Policies sub-committee had been meeting to re-evaluate personnel policies. The committee consisted of Council President Christopher, Councilor Campbell and Councilor McGee. City Manager Mull recommended that the Council adopt a resolution based on the unanimous recommendation of the Personnel Policies sub-committee regarding Salary and Sick Leave Compensation and Benefits.

Councilor Keller expressed his concerns with the cities that were being used as comparable cities, he especially noted the State of Oregon being used as a viable recruitment competition and was interested in the reason for the State of Oregon being included. He also noted that the City of Keizer would no longer be experiencing the growth as some of the cities listed on the study and expressed concern for the taxpayers in the future. He agreed with the use of an independent contractor to conduct the study but felt the City should not dictate what the comparable cities should be.

Council President Christopher stressed that she felt it was a policy decision and did not wish to leave this issue to chance. She noted the loss of employees to the County and the State and stressed at this time they are a viable recruitment competitor.

Councilor Keller stressed that he did not feel by using this as the basis for the comparables was a valid enough reason.

Council President Christopher noted that the policy was based on recruitment and retention and the reason behind salary policy. She stressed how comparison of duties and responsibility would benefit the City opposed to comparison of job titles.

Councilor Keller noted that Keizer was almost to the point of a no growth period yet the study would be compared with cities that still have growth potential.

Councilor McGee agreed with Council President Christopher's comments and went into an explanation of how the system would work. He urged support of the standards as a policy decision.

Councilor Moir moved a Resolution Adopting the City of Keizer Personnel Policies Regarding Salary and Sick Leave. (Repealing Sections 2,3,4,8 and 10 of R98-1049) Mayor Newton seconded the motion.

Council President Christopher suggested a friendly amendment to the motion under Sick Leave in section seven to add the word "absence" after the wording "after three days."

The motion passed unanimously as follows:

AYES: Christopher, Campbell, Keller, McGee, Moir and Newton (6)
NAYS: None (0)
ABSTENTIONS: None (0)
ABSENT: None (0)

CONSENT CALENDAR

Items on the consent calendar consisted of the following:

a. Approval of October 18, 1999 Regular Session Minutes

Councilor Keller moved for approval of the Consent Calendar. Councilor Campbell seconded the motion.

The motion passed unanimously as follows:

AYES: Christopher, Campbell, Keller, McGee, Moir and Newton (6)
NAYS: None (0)
ABSTENTIONS: None (0)
ABSENT: None (0)

WRITTEN COMMUNICATIONS

a. Receipt of Written Responses for City Council Position #1 Appointment

City Manager Mull indicated he would submit a letter to the prospective Council Members to allow them time to prepare for their three-minute narrative.

AGENDA INPUT

November 8, 1999
5:30 p.m. City Council Special Session
➢ Appointment to Council Position Number One

November 15, 1999
7:00 p.m. City Council Meeting
➢ Swearing In- Council Position Number One

December 6, 1999
7:00 p.m. City Council Meeting

Mayor Newton noted the change in time for the November 8, 1999 Council Meeting. The meeting would begin at 7:00 p.m.

ADJOURNMENT

Mayor Newton adjourned the meeting at 10:25 p.m.

Respectfully submitted,

Cindy Perry

Cindy Perry
Recording Secretary

Approved:

Bob Newton - Mayor

Councilor #1 - Vacant

L Christopher

Councilor #2 - Lore Christopher

Councilor #3 - Jim Keller

Jacque Moir

Councilor #4 - Jacque Moir

Councilor #5 - Craig Campbell

Jerry McGee

Councilor #6 - Jerry McGee

Minutes approved:
November 15, 1999