

CITY OF KEIZER MISSION STATEMENT
**KEEP CITY GOVERNMENT COSTS AND SERVICES TO A MINIMUM BY PROVIDING CITY
SERVICES TO THE COMMUNITY IN A COORDINATED, EFFICIENT AND LEAST COST FASHION**

A G E N D A

KEIZER CITY COUNCIL/URBAN RENEWAL AGENCY

EXECUTIVE SESSION

Monday, September 15, 2003

5:30 p.m.

Keizer City Hall

Keizer, Oregon 97303

- 1. CALL TO ORDER**
- 2. ROLL CALL**
- 3. DISCUSSION**
 - a. Pursuant to ORS 192.660(1)(e) (To conduct deliberations with persons designated by the governing body to negotiate real property transactions)**
 - b. Pursuant to ORS 192.660(1)(f) (To consider records that are exempt by law from public inspection.)**
- 4. ADJOURN**

Upon request, auxiliary aids and/or special services for those with disabilities will be provided. To request services, please contact us at (503) 390-3700 or through Oregon Relay 1-800-735-2900 at least two working days(48 hours) in advance.

The Oregon Public Meeting Law authorizes governing bodies to meet in executive session in certain limited situations. An executive session is defined as any meeting or part of a meeting of a governing body which is closed to certain persons for deliberations on certain matters as defined by ORS 192.660. These sessions are closed to the public and under certain circumstances the media also. The governing body is not allowed to take any final action or make any final decisions during the executive sessions. Any final action or decision must be made after returning or at the next regularly scheduled meeting.

CITY OF KEIZER MISSION STATEMENT
**KEEP CITY GOVERNMENT COSTS AND SERVICES TO A MINIMUM BY PROVIDING CITY SERVICES TO
THE COMMUNITY IN A COORDINATED, EFFICIENT AND LEAST COST FASHION**

A G E N D A

KEIZER CITY COUNCIL

REGULAR SESSION

Monday, September 15, 2003

7:00 p.m.

**Robert L. Simon Council Chambers
Keizer, Oregon 97303**

1. CALL TO ORDER

2. ROLL CALL

3. FLAG SALUTE

4. PUBLIC TESTIMONY

This time is provided for citizens to address the Council on any matters other than those on the agenda scheduled for public hearing.

5. PUBLIC HEARINGS

- a. Comprehensive Plan Map Amendment/Zone Change – Case No. 2003-24
(Chapin Investments/Marion County Fire District #1)

6. COMMITTEE REPORTS

7. OTHER BUSINESS

This time is provided to allow the Mayor, Council members or staff an opportunity to bring new or old matters before the Council that are not on tonight's agenda.

- New Business
- Old Business

8. ADMINISTRATIVE ACTION

- a. **ORDER** – Minor Variance Case No. 2003-21 (Keizer Development LLC)
- b. Acceptance of 2003 Salary and Benefit Study

9. CONSENT CALENDAR

10. WRITTEN COMMUNICATIONS

To inform the Council of significant written communications.

11. AGENDA INPUT

September 17, 2003

3:00 p.m. City Council Executive Session

3:30 p.m. City Council Work Session

- Development Disposition Agreement with Northwest National LLC – Keizer Station Project

September 22, 2003

5:30 p.m. City Council Special Session

- Text Amendment to the AI (Agricultural Industrial) Zone of the Keizer Development Code

October 6, 2003

7:00 p.m. City Council Meeting

12. ADJOURN

Upon request, auxiliary aids and/or special services will be provided. To request services; please contact us at 503-390-3700 or through Oregon Relay 1-800-735-2900 at least two working days (48 hours) in advance.

BOARD OF DIRECTORS

Bob Brooks
Jon R. Brown
Orville Downer
Joan Johnson
Rich Mackle

CHIEF OF DISTRICT
Roy R. Harl



FOUR CORNERS STATION
MIDDLE GROVE STATION
PRATUM STATION
MACLEAY STATION
BROOKS STATION
CLEAR LAKE STATION
LABISH CENTER STATION
COLLEGE STATION

*Distributed
9-15-03
Case # 2003-24*

September 15, 2003

Mayor Lori Christopher
Members of the Council
City of Keizer

Re: Comp zone change case # 2003-24

Honorable Mayor and members of the Council,

On behalf of Marion County Fire District #1, I am requesting an emergency waiver of the 30-day waiting clause in enacting the Comprehensive Plan Zone Change for the proposed Fire Station located in the 8000 block of Wheatland Road North. The reasons for this request are multifold:

The old station, located at 7763 Wheatland Rd, does not meet current seismic standards for public safety buildings, which is why it is being replaced. Due to our previous plans for the existing location, the old station has been gutted in preparation for a new building. Firefighters are still responding from the station, although the resident on-duty firefighters have been moved to local residences due to the habitability of the old building. This slows our response by precious seconds compared to having firefighters on duty in the station.

The excavation of the new site will involve considerable "dirt work", as well as the usual underground utilities connections in and along the road. As fall approaches, it would be our preference to not have mud tracked out onto your streets, as well as affecting the workability of the site itself. The contract has already been awarded, and the contractor can begin as soon as he has the permit. The permit cannot be issued until after the waiting period, unless it is waived.

The building materials themselves have arrived and are stored outdoors at another location. The sooner we can assemble the structure, the better for those materials.

Your consideration in this matter is deeply appreciated.

Sincerely,

Roy R. Harl
Roy R. Harl, Fire Chief

Marion County Fire District #1

Michael but by
CML MHC's
9-15-08

BASE FINE COMPARISON TABLE

Violation Class	Keizer Base Fine (Minimum Fine)	State Basic Base Fine (Minimum Fine)	State Accident Base Fine (Minimum Fine)	State Traffic Zone Base Fine (Minimum Fine)
A	331 (148)	421 421 (316)	493 (370)	672 (672)
B	191 (88)	237 (178)	273 (205)	349 (349)
C	117 (55)	141 (106)	165 (124)	201 (201)
D	81 (39)	94 (71)	105 (79)	123 (123)



**PUBLIC HEARING RE: COMP PLAN MAP AMENDMENT/ZONE
CHANGE -- CASE NO. 2003-24 (Chapin/MC Fire Dist #1)**

DATE: September 15, 2003 TIME: 7:00 p.m. AGENDA ITEM # 5a

BEFORE THE: KEIZER CITY COUNCIL **PLACE: ROBERT L. SIMON COUNCIL CHAMBERS**
(PLEASE PRINT)

[illegible]



September 15, 2003

AGENDA ITEM 5a

**COMP PLAN MAP AMENDMENT/ZONE CHANGE – CASE NO.
2003-24 (CHAPIN INVESTMENTS/KEIZER FIRE DISTRICT #1)**

COUNCIL MEETING**September 17, 2003**

AGENDA ITEM NUMBER: _____**MEMORANDUM**

To: Mayor Christopher and City Council
Thru: Chris Eppley, City Manager
From: Cheryl Vafakos, Associate Planner *CV*
Date: September 11, 2003
Re: Comprehensive Plan Map Amendment/Zone Change
Case No. 2003-24

ISSUE

The subject property is located in the 7900 and 8000 block of Wheatland Rd N. The property is identified on the County Assessor's map as within Township 6 South; Range 3 West; Section 23B, Tax Lot 00400; Section 23CA, Tax Lot 02300; and, Section 23AC, Tax Lots 00700 and 00800. The property owner is Chapin Investments and the applicant is Chapin Investments and Marion County Fire District No. 1. The request is for approval of a comprehensive plan map amendment and zone change. More specifically, the request is to amend the Comprehensive Plan Map designation from Low Density Residential (LDR) to Commercial (C) and a Zone change from UT (Urban Transitional) to CG (Commercial General).

Comprehensive Plan Map Amendment and Zone Change requests are Type III land use applications whereas staff makes a recommendation to the Hearings Officer, and the Hearings Officer then makes a recommendation to the City Council for a final decision. The proposal shall be approved if the applicant provides evidence substantiating the criteria identified in Keizer Development Code Sections 3.109.04 *Comprehensive Plan Map Amendment*, and 3.110.03 *Zone Change*. The criteria are outlined in the Hearings Officer's Recommendation. (Exhibit '1').

RECOMMENDATION

Staff recommends the City Council conduct a public hearing on Comprehensive Plan Map Amendment and Zone Change Case No. 2003-24. Furthermore, Staff recommends the City Council consider the Hearings Officer's recommendation for approval of the application with the conditions identified in the Hearings Officer's Recommendation. Staff recommends the City Council deliberate and approve a motion to change the comprehensive plan map designation from "Low Density Residential" (LDR) to "Commercial" (C), and change the zone from "UT" (Urban Transitional) to "CG" (Commercial General) with conditions as identified in the Hearings Officer's Recommendation.

ATTACHMENTS

Exhibits:

- 1. Hearings Officer's Recommendation including
 - ◆ Staff's Recommendation to the Hearing Officer
 - ◆ Applicants' Statement
- 2. Applicant's application
- 3. Agency Comments received from
 - ◆ Keizer Public Works Department
 - ◆ Keizer Police Department
 - ◆ City of Salem Community Development Department
 - ◆ City of Salem Public Works Department
 - ◆ Marion County Fire District #1
 - ◆ Marion County Surveyor's Office

BEFORE THE HEARINGS OFFICER

FOR THE CITY OF KEIZER

In the matter of Comprehensive Plan	)	
Map Amendment/Zone Change	)	
Case No. 2003-24	)	FINDINGS OF FACT
	)	CONCLUSIONS OF LAW
Marion County Fire District No. 1, and	)	AND RECOMMENDATION
Chapin Investments, LLC,	)	TO CITY COUNCIL
Applicants.	)	

I. STATEMENT OF THE MATTER

This application came for public hearing before the Hearings Officer for the City of Keizer at 7:00 p.m. on July 31, 2003. A hearing was held pursuant to Keizer Development Code § 3.205.02 and in accordance with Or. Rev. Stat. § 197.763.

The applicants, Marion County Fire District No. 1 and Chapin Investments, LLC, propose to change the Comprehensive Plan designation from Low Density Residential (LDR) to Commercial (C) and the zoning designation from Urban Transitional (UT) to Commercial General (CG) on the subject parcel. The purpose of this request is so that the Marion County Fire District No. 1 can construct a fire sub station on the subject property and Chapin Investments, LLC can construct a self-storage warehouse facility on the subject property.

FINDINGS OF FACT,
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Exhibit '1'

Pursuant to KDC § 3.101.03, the Hearings Officer makes a recommendation to the City Council for the Comprehensive Plan Map Change and Zone Change.

II. SUMMARY OF EVIDENCE

Staff Recommendation

Cheryl Vafakos, Interim Planning Director, reviewed the staff recommendation. Bill Peterson, City Engineer, was also present. She recommends that the proposed comprehensive plan map amendment/zone change complies with all applicable requirements and should therefore be approved. She also answer several questions posed by the Hearings Officer:

In response to the Hearings Officer's question about duplication and conflicts in the uses restricted by recommended condition no. 1, Staff recommended that the list of use restrictions in 2.110.05 was duplicative, except that the "drive-through windows or car service associated with eating and drinking places" should be part of the limited use overlay (LUO) for the subject property.

In response to the Hearings Officer's question about the what SIC code allows the self-storage facility, staff stated that SIC Code 4226 allows self-storage facilities as miscellaneous storage.

In response to the Hearings Officer's question about the location of the sight-obscuring fence required in recommended condition of approval no. 2, staff stated that its intent is that the fence be constructed along the perimeter of the

FINDINGS OF FACT,
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landscape buffer zone of the proposed uses, and that it is intended to provide buffering only from adjacent properties not for existing or future residential development on the subject parcel.

Finally, staff clarified for the Hearings Officer that the Salem Area Comprehensive Plan is not applicable within the City of Keizer. This addresses a comment made by the Salem Community Development Department indicating that the proposed development must comply with the Salem plan.

Applicants' Presentation

Mark Shipman, Attorney, Saalfeld Griggs, Salem Oregon, and Marc Grenz, Multi-Tech Engineering, Salem, Oregon, spoke on behalf of Chapin Investments, LLC concerning the proposed comprehensive plan map amendment and zone change. Roy Hari spoke on behalf of Marion County Fire District No. 1.

Mr. Shipman first stated that there are two applicants—Chapin Investments, LLC and Marion County Fire District No. 1. He represents only Chapin Investments, LLC but that his statements probably apply to Marion County Fire District No. 1 as well.

Mr. Shipman stated that the staff report was very good and that the applicant agrees with the conditions of approval, but wanted to address some of the uses that staff recommended be excluded from the LUO. Mr. Shipman first submitted exhibit 10, which is a table showing the uses listed in 2.112.02 and which of the uses staff recommended be deleted. Mr. Shipman then submitted

exhibit 11, which is a table showing the uses listed in 2.112.02 with deleted uses, and five uses that the applicant requests be allowed in the LUO for the subject property. Mr. Shipman stated that the purpose of the LUO is to eliminate high traffic-generating uses and that the five additional uses do not generate high traffic and would be compatible with the neighborhood.

Mr. Shipman submitted exhibit 12, which is the SIC description for 4225 General Warehousing and Storage. The uses categorized as SIC 4225 include self-storage. Finally, Mr. Shipman concurred with Staff's statement that the Salem Area Comprehensive Plan does not apply within the City of Keizer.

Marc Grenz stated that the goal of the application is to achieve the zone change to the CG zone to allow the proposed uses. In response to the Hearings Officer's question about whether the application includes a partition, Mr. Grenz noted that the application does not include a partition at this time, but that in the future the uses would probably be separated onto separate parcels.

Roy Hari spoke for Marion County Fire District No. 1. He stated that the district fully supports the plan. This station is one of eight stations and that this station (no. 6) is the fourth busiest. He stated that the firefighters are all volunteers and described the myriad ways they are involved in the community.

Oral Testimony Before the Hearings Officer

No other persons spoke in favor of or in opposition to the application.

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FINDINGS OF FACT,
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TO CITY COUNCIL

The Department of Public Works recommends that no building permits be issued on the subject property until adequate guarantees are in place for street improvements, storm drainage improvements, water system improvements and reimbursements to prior developers are in place.

The following public facilities shall be in place or acceptable guarantees that the facilities will be in place prior to any development on the subject property:

SANITARY SEWERS:

The subject property is located outside the original Keizer Sewer District. Therefore a sanitary sewer trunk line acreage charge will be required prior to any development of the subject property. The current charge is \$7,460.00 per acre. The actual charge will be the rate in place at the time of development of the property.

- a. City of Salem approval for local sewer permits will need to be issued prior to construction. Prior to submitting plans to the City of Salem for approval, the developer's engineer shall submit plans to the City of Keizer for review and determination of compliance with the City's Master Sewer Plan for the area.
- b. Connecting to existing sewers that serve the general area will be the responsibility of the developer of the property.
- c. Appropriate easements will be required for any public sewer mains located within the subject property if located outside platted right of ways.
- d. It will be the responsibility of the developer's engineer to locate any existing wells (including on adjacent property) in the vicinity of the proposed new sanitary sewer lines for the subject property. Any conflicts between existing wells and proposed sanitary sewers shall be removed by the developer prior to issuance of building permits.

WATER SYSTEM:

- e. A master water system plan showing proposed routes of public water mains, fire hydrants and individual services shall be prepared prior to submission of construction plans for the development. Appropriate easements for all public water mains and fire hydrants will be required if construction is to be outside of public right of ways. Any system development charges for water system improvements will be those in place at the time of individual service connections. The developer will be required to construct a water main along the frontage of the subject property from the end of the existing main to the northerly end of the subject property. The application indicates that development of the subject property may be completed in phases I and II. If appropriate requests are made, the Department of Public Works will consider

phasing of the water main improvements to coincide with development of the subject property.

- f. Final development plans shall be reviewed by the Marion County Fire District No. 1 with regard to access and adequate location of fire hydrants prior to any issuance of building permits by the City of Keizer. The Fire District may turn this responsibility over to the Keizer Fire District.
- g. Any existing wells on the subject property are to be abandoned in accordance with the rules of the Oregon State Water Resources Department.
- h. Location of all meters to be approved by Keizer Water Department.

STREET AND DRAINAGE IMPROVEMENTS:

- i. The developer's engineer shall submit an overall storm drainage plan that will provide service to this development consistent City of Keizer storm drainage policies prior to submitting street plans for approval or issuance of any permits for construction of the proposed development.
- j. Storm water detention will be required for this site. All storm water and roof drains to be connected to an approved system designed to provide adequate drainage for the proposed new driveways and other hard surfaces. The subject property is located within an area of the Master Storm Drain System for this area of Keizer constructed by a prior developer. The acreage fee established for the drainage district shall be paid to the City of Keizer for reimbursing the prior developer before any development occurs on the subject property.
- k. A grading and drainage plan shall be developed for the subject property. Details shall include adequate conveyance of storm water from adjacent property across the subject property.
- l. Street improvements along the frontage of Wheatland Road will be required to provide a $\frac{1}{4}$ width street improvement for a future street width of 36 feet. The $\frac{1}{4}$ width improvement shall be a minimum of 28 feet in width. The west $\frac{1}{2}$ of the Wheatland Road section shall be 18 feet in width and meet the typical street improvement standards of the Department of Public Works. A five (5) foot sidewalk shall be required along the frontage of the subject property. The improvement shall include street improvements with appropriate signing, barricades if necessary, and overlays if necessary to control drainage and provide a smooth transition to the new construction. Street right of way shall be dedicated to provide for 34 feet of right of way from the centerline of Wheatland to the westerly right of way.

The application indicates that development of the subject property may be completed in phases I and II. If appropriate requests are made, the

Department of Public Works will consider phasing of the Wheatland Road improvements to coincide with development of the subject property.

OTHER

- m. The applicant shall be required to install street lights along the frontage of Wheatland Road. The City of Keizer will take over responsibility of operation and maintenance of the required street lights after installation is complete.
- n. Construction permits are required by the Department of Public Works prior to any public facility construction. Contact the City Engineer's office at 390-7402 for the necessary permit information that is required.
- o. A Pre-design meeting with the City of Keizer Department of Public Works will be required prior to the Developer's Engineer submitting plans to either the city of Keizer or the City of Salem for review.
- p. Street opening permits are required for any work within the City Right of Way that is not covered by a Construction Permit.
- q. It appears that portions of the subject property are located outside of the Keizer City limits. No development in the Marion County portion of the subject property shall take place without prior approval of Marion County.

Staff Response

Staff responded to exhibit 11. Staff generally agreed that the additional uses proposed by the applicant could be added to the LUO, except for two. Staff recommends that SIC 16, which allows heavy machinery storage should either not be allowed or should be allowed only upon the condition that the machinery is fully screened. Staff also recommended that SIC 7841, which allows rental of videos, should also be restricted

Applicant Rebuttal

The applicant did not offer any rebuttal evidence or testimony.

Documents and Exhibits Considered by the Hearings Officer

1. **Staff Recommendation, Comprehensive Plan Map Amendment/ Zone Change Case No. 2003-24 with exhibits 1–6 attached (July 24, 2003).**
Exhibit 1 – Applicants' Statement for the Comprehensive Plan Map Amendment/Zone Change with Exhibits 1–9 attached. A list of Exhibits 1-9 is found on page 30 of the Applicants' Statement.
Exhibit 2 – Vicinity Map.
Exhibit 3 – Conceptual Site Plan.
Exhibit 4 – Hobson Ferrarini Associates, *Revised Economic Opportunities Analysis, Keizer, Oregon* (January 20, 2003) 19, Ex 2.01, 2.02, 2.03, 2.04
Exhibit 5 – Keizer Development Code § 2.110.05.
Exhibit 6 – Keizer Development Code § 2.309.06
2. City of Keizer Comprehensive Plan Amendment and Zone Change Application 2003-24 (received June 9, 2003)
3. Comments from City of Salem Community Development Department, received July 14, 2003.
4. Exhibit 10 – Chart of Uses Proposed for Limited Use Overlay Zone, 2.112.02 as recommended by Staff.
5. Exhibit 11 – Chart of Uses Proposed for Limited Use Overlay Zone, 2.112.02 with uses Chapin Investments, LLC proposes to be added to the LUO recommendation.

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6. Exhibit 12 – SIC Description for 4225 – General Warehousing and Storage.

III. DISCUSSION

Findings of Fact

The findings of fact contained in the Staff Recommendation are adopted by reference into this decision with the following corrections and additional findings of fact.

1. The proposed self-storage facility is an allowed use in the CG zone. The SIC for a self-storage facility is 4225, which is included within 2.112.02.G.1.
2. The applicant recommended that a limited use overlay be applied on the subject parcel. See Applicants' Written Statement at 19.
3. The Staff recommendation does not contain findings of fact concerning the approval criteria for a Limited Use Overlay zone. The approval criteria are found at KDC § 2.124.03

1. No zone has a list of permitted uses where all of the uses would be appropriate.

The subject parcel is located within a small node of non-residential land uses at the northern end of Wheatland Road in the City. Residential uses surround the subject parcel. As a result, any land use on the subject parcel must be compatible with residential use. There are no zones other than residential where all of the permitted land uses would be fully compatible with adjacent residential land uses. Of all of the zones, the permitted uses in the CO zone would be the most compatible (if

developed at a small scale) with adjacent residential use; however, the subject parcel is quite large (over 4 acres), so that the permitted uses might be developed larger than would be compatible. The CO zone also allows some uses that would not be compatible, such as commercial testing laboratories. The other commercial zones allow very intensive uses such as vehicle sales and secondary repair (CR zone), or motion pictures (CM zone).

2. The proposed zone is the best suited to accomplish the desired uses

The CG zone is the only commercial zone that both the proposed self-storage facility and the proposed fire station are allowed.

3. It is necessary to limit the uses permitted in the proposed zone.

Because the subject parcel is located adjacent to residential uses, it is necessary to limit the uses on the subject parcel to minimal traffic-generating uses (for noise and safety concerns) and uses that could be developed at a small scale.

4. The maximum number of acceptable uses in the zone have been identified and will be permitted.

Staff recommended that several of the permitted uses in the CG zone be restricted on the subject parcel—with the remaining uses to be allowed in the LUO. At the hearing, the applicant requested that several uses that staff recommended be restricted should be allowed in the LUO because those uses are minimal-traffic generating. See Exhibit 11. Subsequently,

staff recommended a refinement of these requested uses. Through this iterative process, the maximum number of acceptable uses has been identified.

4. SIC 16, which allows storage of heavy machinery is not compatible with adjacent residential uses. Heavy machinery is noisy and must be either driven or transported on large trucks to a storage site, which, with frequent movement to and from during periods of use, may cause dangerous traffic situations and conflicts on Wheatland Road.

5. The Hearings Officer understood the staff recommendation to already allow two of the five additional uses listed on exhibit 11—2.112.02.J.6. and 2.112.02.K.1.

6. The sight-obscuring fence required in condition of approval no. 2 is intended as an additional buffer between the proposed uses and the adjacent residential uses, and will be constructed no further from the proposed uses than the exterior boundary of the landscaping buffer zone.

Conclusions of Law

The conclusions of law contained in the Staff Recommendation are adopted by reference into this decision with the following additional conclusion.

1. The recommended LUO meets all of the approval criteria in KDC § 2.124.03. The uses recommended for the LUO are listed below in the recommended conditions of approval in this recommendation from the Hearings

Officer. This list is the result of the iterative process described in finding 3.4 above.

IV. RECOMMENDATION

Based upon the documents and exhibits listed above, and the testimony and evidence presented before the Hearings Officer, and the findings of fact and conclusions of law presented herein, the Hearings Officer recommends that the City Council approve the proposed comprehensive plan map amendment and zone change subject to the following recommended conditions of approval.

V. RECOMMENDED CONDITIONS OF APPROVAL

A. General Conditions of Approval

1. A Limited Use Overlay Zone, in accordance with KDC § 2.124, shall be applied to allow only the uses listed in KDC § 2.112.02, subsections A, D, E (except SIC 16), F, G.1, I.1-3, I.5-9, J.1-3, J.6 (except SIC 7841), J.7, and K. (May 1998, rev. 01/02). No drive-through windows or car service associated with eating and drinking places shall be allowed. A copy of these uses should be attached to the final decision.
2. Additional screening and buffering shall be provided from any adjacent residential zones or uses in the form of a 6-foot sight-obscuring fence with the placement of a dense evergreen hedge that will grow to form a continuous hedge at least five feet in height within one year of planting. A buffer area of 15 feet is required from any adjacent residential zones or uses. The buffer area shall contain the evergreen hedge described above and at least one tree every 30 feet (measured from trunk) that meets the size requirements outlined in KDC § 2.309.06. The balance of the area shall be covered in lawn, evergreen shrubs or evergreen ground cover. Plants should be distributed not less than one per each 100 square feet of buffer area.
3. The applicant shall take part in a conference with the applicable public facility providers for the purpose of coordinating facility improvements. This conference shall occur prior to submitting engineering drawings. It is recommended the conference

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participants include the Keizer Department of Public Works, Keizer City Engineer, Keizer Fire District, City of Salem Department of Public Works (sewer), and private utility providers.

4. Improvements shall be constructed under the inspection and to the satisfaction of the City Engineer and the Director of Public Works. The City may require changes in typical sections and details in the public interest, if unusual conditions arise during construction to warrant the change.

B. PUBLIC WORKS REQUIREMENTS: The following requirements are the recommended conditions of approval by the Public Works Department.

1. The Department of Public Works recommends that no building permits be issued on the subject property until adequate guarantees are in place for street improvements, storm drainage improvements, water system improvements and reimbursements to prior developers are in place.
2. The following public facilities shall be in place or acceptable guarantees that the facilities will be in place prior to any development on the subject property:

SANITARY SEWERS:

The subject property is located outside the original Keizer Sewer District. Therefore a sanitary sewer trunk line acreage charge will be required prior to any development of the subject property. The current charge is \$7,460.00 per acre. The actual charge will be the rate in place at the time of development of the property.

1. City of Salem approval for local sewer permits will need to be issued prior to construction. Prior to submitting plans to the City of Salem for approval, the developer's engineer shall submit plans to the City of Keizer for review and determination of compliance with the City's Master Sewer Plan for the area.
2. Connecting to existing sewers that serve the general area will be the responsibility of the developer of the property.
3. Appropriate easements will be required for any public sewer mains located within the subject property if located outside platted right of ways.

4. It will be the responsibility of the developer's engineer to locate any existing wells (including on adjacent property) in the vicinity of the proposed new sanitary sewer lines for the subject property. Prior to the issuance of building permits, the developer shall remove any conflicts between existing wells and proposed sanitary sewers.

WATER SYSTEM:

1. A master water system plan showing proposed routes of public water mains, fire hydrants and individual services shall be prepared prior to submission of construction plans for the development. Appropriate easements for all public water mains and fire hydrants will be required if construction is to be outside of public right of ways. Any system development charges for water system improvements will be those in place at the time of individual service connections. The developer will be required to construct a water main along the frontage of the subject property from the end of the existing main to the northerly end of the subject property. The application indicates that development of the subject property may be completed in phases I and II. If appropriate requests are made, the Department of Public Works will consider phasing of the water main improvements to coincide with development of the subject property.
2. Final development plans shall be reviewed by the Marion County Fire District No. 1 with regard to access and adequate location of fire hydrants prior to any issuance of building permits by the City of Keizer. The Fire District may turn this responsibility over to the Keizer Fire District.
3. Any existing wells on the subject property are to be abandoned in accordance with the rules of the Oregon State Water Resources Department.
4. Location of all meters to be approved by Keizer Water Department.

STREET AND DRAINAGE IMPROVEMENTS:

1. The developer's engineer shall submit an overall storm drainage plan that will provide service to this development consistent with the City of Keizer's storm drainage policies prior to submitting street plans for approval or issuance of any permits for construction of the proposed development.

FINDINGS OF FACT,
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2. Storm water detention will be required for this site. All storm water and roof drains to be connected to an approved system designed to provide adequate drainage for the proposed new driveways and other hard surfaces. The subject property is located within an area of the Master Storm Drain System for this area of Keizer constructed by a prior developer. The acreage fee established for the drainage district shall be paid to the City of Keizer for reimbursing the prior developer before any development occurs on the subject property.
3. A grading and drainage plan shall be developed for the subject property. Details shall include adequate conveyance of storm water from adjacent property across the subject property.
4. Street improvements along the frontage of Wheatland Road will be required to provide a 3/4 width street improvement for a future street width of 36 feet. The 3/4-width improvement shall be a minimum of 28 feet in width. The west 1/2 of the Wheatland Road section shall be 18 feet in width and meet the typical street improvement standards of the Department of Public Works. A five (5) foot sidewalk shall be required along the frontage of the subject property. The improvement shall include street improvements with appropriate signing, barricades if necessary, and overlays if necessary to control drainage and provide a smooth transition to the new construction. Street right of way shall be dedicated to provide for 34 feet of right of way from the centerline of Wheatland to the westerly right of way.

The application indicates that development of the subject property may be completed in phases I and II. If appropriate requests are made, the Department of Public Works will consider phasing of the Wheatland Road improvements to coincide with development of the subject property.

OTHER

1. The applicant shall be required to install street lights along the frontage of Wheatland Road. The City of Keizer will take over responsibility of operation and maintenance of the required street lights after installation is complete.
2. Construction permits are required by the Department of Public Works prior to any public facility construction. Contact the City

Engineer's office at 390-7402 for the necessary permit information that is required.

3. A Pre-design meeting with the City of Keizer Department of Public Works will be required prior to the Developer's Engineer submitting plans to either the City of Keizer or the City of Salem for review.
4. Street opening permits are required for any work within the City Right of Way that is not covered by a Construction Permit.
5. It appears that portions of the subject property are located outside of the Keizer City limits. No development in the Marion County portion of the subject property shall take place without prior approval of Marion County.

C. **MARION COUNTY FIRE DISTRICT ONE REQUIREMENTS:** The following requirements are the recommended conditions of approval by the Marion County Fire District One. If you have any questions please call Paula Smith, Fire Marshal Office (503) 588-6513 or pgr (503) 375-0748.

1. Approved Fire Hydrant and Water Supply requirements per Oregon Uniform Fire Code.
2. Address requirements for Residential use per Oregon Uniform Fire Code.
3. Fire Apparatus Access Roads on Private property per Oregon Uniform Fire Code.

D. **REQUIREMENTS:** The Keizer Development Code establishes specific development and processing requirements. These requirements are mandatory and in many cases cannot be modified even through the variance or adjustment process. These requirements are included for the benefit of the applicant.

1. The applicant shall be responsible for all costs associated with public facility improvements, including applicable system development charges for sewer, water, parks and other facilities and shall comply with established City rules and regulations in effect at the time of the final decision.

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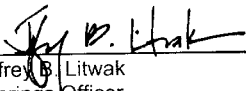
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FINDINGS OF FACT,
CONCLUSIONS OF LAW
AND RECOMMENDATION
TO CITY COUNCIL

NOTES: Compliance with the Conditions of Approval shall be the sole responsibility of the applicant and property owner.

The Comprehensive Plan Map Amendment and Zone Change shall take effect immediately upon approval and passage by City Council.

DATED this 7 day of August, 2003



Jeffrey B. Litwak
Hearings Officer

FINDINGS OF FACT,
CONCLUSIONS OF LAW
AND RECOMMENDATION
TO CITY COUNCIL

HEARINGS OFFICER MEETING: JULY 31, 2003

AGENDA ITEM: 1

TO: JEFF LITWAK, HEARINGS OFFICER

FROM: CHERYL VAFAKOS
INTERIM PLANNING DIRECTOR

DATE: July 24, 2003

SUBJECT: PUBLIC HEARING
COMPREHENSIVE PLAN MAP AMENDMENT/ZONE CHANGE
CASE NO 2003-24

APPLICANT: MARION COUNTY FIRE DISTRICT NO. 1

DISCUSSION:

This is a hearing for the conceptual approval of a Comprehensive Plan Map Amendment and Zone Change Case No 2003-24. The subject property is located in the 8900 and 9000 block of Wheatland Rd N and the area located within the City of Keizer contains approximately 4.42 acres. The subject properties are currently developed with detached single family dwelling. This request is to change the Comprehensive Plan Designation from Low Density Residential (LDR) to Commercial (C) and the zoning designation from UT (Urban Transitional) to CG (Commercial General).

The applicant is Marion County Fire District No. 1. The Agents are Mark Grenz, P.E., IC. of Multi Tech, and Mark Shipman of Saalfeld Griggs PC. The following material is also attached:

- Staff Report with attachments
- Applicant's Statement of Request with Maps and attachments

**KEIZER COMMUNITY DEVELOPMENT DEPARTMENT
STAFF RECOMMENDATION**

**COMPREHENSIVE PLAN MAP AMENDMENT/
ZONE CHANGE CASE NO. 2003-24**

TO: Jeff Litwak, Hearings Officer

FROM: Cheryl Vafakos, Interim Planning Director

SUBJECT: Comprehensive Plan Map Amendment/Zone Change Case No. 2003-24

DATE: July 24, 2003

The Planning staff reviewed the above referenced case and offers the following comments:

I. GENERAL INFORMATION

- A. **APPLICANT:** Marion County Fire District #1
- B. **PROPERTY LOCATION:** The subject property is located in the 7900 and 8000 block of Wheatland Rd N. This property is identified on the County Assessor's map as within Township 6 South; Range 3 West; Section 23B, Tax Lot 00400, Section 23CA; Tax Lot 02300 and Section 23AC, Tax Lots 00700 and 00800.
- C. **PARCEL SIZE:** The portion of the subject property located within the limits of the City of Keizer is approximately 4.42 acres.
- D. **EXISTING DEVELOPMENT AND PUBLIC FACILITIES:** The subject property has street frontage onto Wheatland Rd. The subject property contains a single family dwelling with a detached garage.
- E. **PLAN DESIGNATION AND ZONING:** The subject property is designated Low Density Residential (LDR) in the Comprehensive Plan and zoned UT (Urban Transitional).
- F. **ADJACENT ZONING AND LAND USES:** The property to the south is zoned UT and contains a single family dwelling. Properties to the east are zoned UT, P (Public) and CG Commercial General). The UT zones contain single family dwellings; the P zone contains a public building previously used as a public school; and, the CG zone contains a commercial building. Properties to the north and west are located outside of the City limits of Keizer and outside of the Urban Growth Boundary.

- G. **PROPOSAL:** The applicant is requesting approval of a Comprehensive Plan Map Amendment and Zone Change. The request is to change the Comprehensive Plan Designation from Low Density Residential (LDR) to Commercial (C) and the zoning designation from UT (Urban Transitional) to CG (Commercial General) on the subject property.

II. APPLICATION SUMMARY

Marion County Fire District #1 requests a Comprehensive Plan Map Amendment/Zone Change approval to locate a fire sub station and to locate self storage warehousing facilities on the subject property located in the 7900 and 8000 block of Wheatland Rd N. The applicant is requesting the following: Comprehensive Plan Map Amendment to change the Comprehensive Plan Land Use Map designation from Low Density Residential (LDR) to Commercial (C) and a Zone Change from UT (Urban Transitional) to CG (Commercial General) Access to the property is proposed from Wheatland Rd N.

The Comprehensive Plan Map Amendment and Zone Change are a Type III Land use action (Keizer Development Code section 3.101.03 (A) and (B)). A Type III land use action requires a staff recommendation to the Hearings Officer, and a recommendation from the Hearings Officer to the City Council for a final decision.

III. COMMENTS

AGENCY COMMENTS

The following agencies submitted comments:

- A. The Public Works Department submitted comments, which can be found in Section V. *Conditions and Requirements.*
- B. The Marion County Fire District #1 submitted comments, which can be found in Section V. *Conditions and Requirements.*
- C. The Keizer Police Department, Marion County Surveyor's Office, and the City of Salem, Public Works department submitted that they have no comments.
- D. The City of Salem, Community Development Department submitted that the City of Keizer needs to demonstrate that there is a need for additional Commercial designated land in comparison to proposed changes related to the Keizer Station..." an addition comment was provided that did not relate to the City of Keizer.

E. No comments were submitted by the neighborhood association.

IV. FINDINGS AND CONCLUSIONS

A. COMPREHENSIVE PLAN MAP AMENDMENT

Section 3.202.04.H Procedures for Type II and Type III Actions, Conditions states, "Approvals of any Type II or Type III action may be granted subject to conditions. The following limitations shall be applicable to conditional approvals: Conditions shall be designated to protect public health, safety and general welfare from potential adverse impacts caused by a proposed land use described in an application. Conditions shall be related to the following: (a) protection of the public from the potentially deleterious effects of the proposed use; or, (b) fulfillment of the need for public service demands created by the proposed use.

The proposal would change the existing Comprehensive Plan designation from Low Density Residential (LDR) to Commercial (C). This action is classified as a non-legislative action as it involves 5 or less adjacent land in separate ownership.

The decision criteria for non-legislative Comprehensive Plan Map Amendments are found in Section 3.109 of the Keizer Development Code. The specific criteria and the related findings are set forth below:

3.109.04A. Compliance is demonstrated with the statewide land use goals that apply to the subject properties or to the proposed land use designation. If the proposed designation on the subject property requires an exception to the Goals, the applicable criteria in the LCDC Administrative Rules for the type of exception needed shall also apply.

FINDINGS: This action will occur entirely within the City limits; no goal exceptions are required. Compliance with the Statewide Land Use Goals is reviewed below:

Goal 1 - Citizen Involvement: Consistent with local requirements, the application will be considered at a public hearing with the final decision resting with the City Council. Citizens will have an opportunity to comment and testify.

Goal 2 – Land Use Planning: The proposal is considered to be within the framework of the City's Comprehensive Plan and Development Code. The Clearlake area is identified in the Comprehensive Plan to accommodate long-range urban growth. The Comprehensive Plan specifically provides for amendments to reflect changing conditions and circumstances in the community. These changes are being reviewed consistent with those procedures outlined in the Comprehensive Plan and Development Code.

Goal 3 - Agricultural Lands: The proposal does not involve land located within designated agricultural land. Therefore, this goal is not applicable to this application.

Goal 4 - Forest Land: The proposal does not involve land located within designated forest land. Therefore, this goal is not applicable to this application.

Goal 5 – Open Spaces, Scenic and Historic Areas, and Natural Resources: Based upon the Comprehensive Plan, the subject property does not contain any of the designated Open Spaces, Scenic, Historic or Natural Resources. Therefore, this goal is not applicable to this application.

Goal 6 - Air, Water and Land Resources Quality: This action does not involve uses or activities which will have an adverse impact on the City's air, water and land resources quality. To ensure public health is maintained public sewer and water connections are available and connection to these systems shall be placed as a developmental condition.

Goal 7 – Areas Subject to Natural Disasters and Hazards: The subject property is not located within the identified flood plain or other identified natural hazards. Therefore, this goal is not applicable to this application.

Goal 8 – Recreational Needs: This action will not affect any identified park or recreation sites. Therefore, this goal is not applicable to this application.

Goal 9 - Economic Development: Benefits and economic activity are expected to be generated from the construction and facilitation of the storage facility.

Goal 10 - Housing: The subject property is currently designated as Low Density Residential. The City of Keizer does not currently maintain an inventory of available residential land or needs. However, the removal of 3 ½ to 4 acres of land is not significant in relation to the overall housing inventory for the City of Keizer.

Goal 11 - Public Facilities and Services: The City of Keizer has adopted a storm water master plan, a sanitary sewer master plan, and a water system master plan. Comments received from the Department of Public Works indicate adequate public facilities are available to serve the site. Connection to all public facilities would be a condition of approval of this land use action.

Goal 12 - Transportation: The City of Keizer adopted its Transportation Systems Plan (TSP) in September 2000. The Keizer TSP identifies Wheatland Rd as a *Minor Arterial*. The subject property has street frontage onto Wheatland Rd. Access for the proposed developments will be off of Wheatland Rd N.

Goal 13 - Energy Conservation: In general, the proposal will likely be neutral with regard to energy conservation. However, the new structures will be constructed with energy savings materials and techniques to enhance energy efficiency.

Goal 14 - Urbanization: The subject property is within the urban growth boundary and the city limits of the City of Keizer. There is no extension of urban services to a rural area.

Goal 15 – Willamette River Greenway: The proposal does not involve land within the identified Willamette Greenway.

Goal 16 to 19 - Estuarine Resources, Coastal Shorelands, Beaches and Dunes, and, Ocean Resources: This proposal does not involve property subject to these goal requirements.

Based on the above findings, staff concludes the proposal does not violate the Statewide Land Use Goals.

3.109.03 B. Consistency with the applicable goals and policies in the Comprehensive Plan is demonstrated.

FINDINGS: The primary Comprehensive Plan goals and policies which need to be addressed are related to Residential Development and Economic, Commercial and Industrial Development. The policy statements registered in the Comprehensive Plan in relation to this application request are as follows:

Goals and Policies: Residential Development

FINDINGS: The goals and policies for residential development are provided to encourage that land is available to provide a variety of housing stock. The removal of 4.42 acres of residential land from the current inventory will have little impact towards this goal. There is a need for auxiliary services to the residential areas within the Clearlake Neighborhood and the designating of this area to Commercial will help to provide some of those services.

Goals and Policies: Economic, Commercial and Industrial Development

FINDINGS: The inventory of commercial land available for development within Keizer is located within the southern half of the City of Keizer. There currently is no undeveloped Commercial land available located within the upper most (northern) portion of Keizer. The Comprehensive Plan recognizes the need for neighborhood commercial facilities in providing services and goods to a particular neighborhood. The Plan calls for development that is compatible and attractive to the surrounding land uses. The applicant has shown the demand for the future need of self storage facilities within the City. The proposed use is not a high traffic generator and setbacks and screening can help to mitigate potential impacts to surrounding residential properties. In addition two out of four of the properties located at this intersection are currently non-residential in zoning and use therein resulting in little or no impact to these properties. Staff will not address each of the goals and policies associated with this section as the applicant's statement has addressed each of them to the

satisfaction of the City and staff hereby adopts this section of their statement as part of the staff report.

3.109.03 C. The Plan does not provide adequate areas in appropriate locations for uses allowed in the proposed land use designation and the addition of this property to the inventory of lands so designated is consistent with projected needs for such lands in the Comprehensive Plan.

FINDINGS: This criterion in part was addressed above in 3.109.03.B. In addition, Hobson Ferrarini Associates' *Revised Economic Opportunities Analysis* (Exhibit 2.01) for the City of Keizer identified 53.60 acres of vacant and 18.22 acres of underutilized commercial land within the City of Keizer. (See Exhibit '4') The recent rezoning of the Keizer Station Plan resulted in a reduction to the total found in the *Revised Economic Opportunity Analysis* to 40.49 acres of vacant and 11.40 underutilized commercial land available for development. The Comprehensive Plan encourages supplying an adequate amount of land to accommodate new and existing business. The Comprehensive Plan's inventory of Commercial property was designated at 126.1 acres. The current level of 53.60 vacant acres is well below the identified need. The addition of the subject properties will be consistent with projected needs for Commercial lands within the City of Keizer. This proposal complies with the Comprehensive Plans goal to help the City provide services and goods to the surrounding neighborhoods. This request can satisfy this criterion.

3.109.03 D. The Plan provides more than the projected need for lands in the existing land use designation.

FINDINGS: The existing Comprehensive Plan Designation for this property is Low Density Residential (LDR). The City of Keizer does not currently maintain an inventory of a projection of land available for development in the LDR designation. However, the subject property is a minor part of the supply of LDR designated parcels and its effect upon the supply will be minimal. This request can satisfy this criterion.

3.109.03 E. The proposed land use designation will not allow zones or uses that will destabilize the land use pattern in the vicinity.

FINDINGS: Based on the parcel's location in relationship to residential uses, there may be a need for a limitation which could prohibit certain types of commercial development on the property. With limitations on vehicular orientated commercial business, screening, buffering, and setbacks; the CG (Commercial General) zone may appropriately suit the property and surrounding uses. Section 2.110 of the Keizer Development Code identifies uses permitted in the CG zone. Section 2.124 *Limited Use Overlay Zone* establishes a method to reduce the list of permitted uses within a zone to those that are suitable for a particular location. In addition, Section 2.110.04 *Use Restrictions* specifies a description of uses that are prohibited from being developed in the area described as the intersection of River Road and Chemawa Road. This section is suggested to be used as a base model

for limiting some vehicle-based uses which will limit the impact on the adjacent residential neighborhood. In addition, staff would recommend restricting the allowed uses in Section 2.112.02 to Printing and Publishing (SIC 27); Transportation and Utilities (SIC 40-49); Retail Trade (SIC 52-59) (excluding gasoline service stations (SIC 554)); Business, Professional and Social Services, (excluding Automobile Repair Services and Garages (SIC 75) and Miscellaneous Repair Services (SIC 76)); and Public Administration.

Staff concludes the proposal complies with the Comprehensive Plan goal to create compatibility between commercial and residential uses. Conditioned in accordance with Staff's recommendation to limit uses as described above, and with additional screening and buffering requirements the proposal can comply with this criterion.

3.109.03 F. Uses allowed in the proposed designation will not significantly adversely affect existing or planned uses on adjacent lands.

FINDINGS: The subject property is located at the intersection of Wheatland Rd and Clearlake Rd. Wheatland Rd is classified as a Minor Arterial and Clearlake Rd is classified as a Collector street. This creates an intersection with traffic flow that is not conducive to residential development. The properties located on the northeast and southeast corners of this intersection are designated Commercial and Elementary School on the Comprehensive Plan map. The placement of a fire station or a self storage unit facility will not adversely affect either of these uses. Additional screening and buffering should be required from any adjacent residential zones or uses in the form of a 6-foot sight obscuring fence, with the placement of a dense evergreen hedge along the fence line that will grow to form a continuous hedge at least five feet in height within one year of planting. A buffer area of 15 feet is recommended to mitigate any adverse visual, dust, noise or pollution impacts and for compatibility between uses. The buffer area should contain the evergreen hedges recommended above and at least one tree planted every 30 feet (measured from tree trunk) that meets the size requirements outlined in Section 2.309.06 of the Keizer Development Code. The balance of the area shall be covered in lawn, evergreen shrubs or evergreen ground cover. Plants should be distributed not less than one per each 100 square feet of buffer area. The proposal can comply with this criterion with the limitations of uses as described above in 3.109.03.E, and additional screening and buffering requirements from any adjacent residential lots.

3.109.03 G. Public facilities and services necessary to support uses allowed in the proposed designation are available or are likely to be available in the near future.

FINDINGS: Comments provided by the Public Works Department and City Engineer indicate public services can be extended to the site.

Based on the above findings, staff concludes the proposal complies with decision criteria for the proposed change in Comprehensive Plan designation.

B. ZONE CHANGE

Section 3.110 of the Development Code states *Zone Change proposals shall be approved if the applicant provides evidence substantiating the following:*

3.110.03 A. The proposed zone is appropriate for the Comprehensive Plan land use designation on the property and is consistent with the description and policies for the applicable Comprehensive Plan land use classification.

FINDINGS: As noted above in the findings for the Comprehensive Plan Map amendment, the Residential Single Family zone is appropriate for the Comprehensive Plan designation Low Density Residential (LDR)

3.110.03 B. The uses permitted in the proposed zone can be accommodated on the proposed site without exceeding its physical capacity.

FINDINGS: The proposed self storage facilities and fire station can be established on the subject property in compliance with the development requirements of the Keizer Development Code. Both proposed uses are allowed uses in the CG zone.

3.110.03 C. Allowed uses in the proposed zone can be established in compliance with the development requirements in this Ordinance.

FINDINGS: It appears that the proposed subdivision can be established on the subject property in compliance with the development requirements of the Keizer Development Code as shown on the proposed site plan. While the subdivision plan is not specific as to all the details, it is apparent the site can be developed in conformance with the standards of the Keizer Development Code.

3.110.03 D. Adequate public facilities, services, and transportation networks are in place or are planned to be provided concurrently with the development of the property.

FINDINGS: Public facilities, services and transportation networks are available to support the proposed use, in conjunction the applicant will be required to extend public facility lines as required by the Keizer Development Code and approved by the Department of Public Works.

3.110.03 E. For residential zone changes, the criteria listed in the purpose statement for the proposed zone shall be met.

FINDINGS: This criterion is not applicable to the requested zone change.

3.110.03 F. The following additional criteria shall be addressed:

The supply of vacant land in the proposed zone is inadequate to accommodate the projected rate of development of uses allowed in the zone during the next 5 years, or the location of the appropriately zoned land is not locationally or physically suited to the particular uses proposed for the subject property, or lack site specific amenities required by the proposed use.

FINDINGS: Hobson Ferrarini Associates' *Revised Economic Opportunities Analysis* for the City of Keizer identifies approximately 3.71 acres of vacant CG land and 1.08 acres of underutilized CG land available for commercial development within the City of Keizer. With the recent rezoning of the Keizer Station Plan no additional land was added to this inventory. Page 19 of the *Revised Economic Opportunities Analysis*, Table 9 identifies a deficit of Commercial Land within Keizer of 43.4 to 36.6 acres. The City of Salem's comments references a recent land use case involving the Keizer Station Plan. The Keizer Station Plan was adopted in January of 2003 and is currently in appeal through LUBA. The rezoning of property in the Keizer Station Plan would reduce this deficit by 27.37 acres if the adopted plan is upheld by LUBA. This would still result in a deficit of between 16.03 to 9.23 acres. While this estimate is an inventory of Commercial Office, Mixed Use, Commercial Mixed Use, Commercial Retail, and Commercial General zones, it indicates that Keizer has less than a five year supply of commercial land including CG (Commercial General).

The supply of vacant land in the existing zone is adequate, assuming the zone change is granted, to accommodate the projected rate of development of uses allowed in the zone during the next five years.

FINDINGS: The property is currently zoned Urban Transition (UT). Section 2.118.01 of the Keizer Development Code states that the purpose of the UT zone, "is intended to retain and protect for future urban use properties which are undeveloped or underdeveloped and do not have available urban facilities such as sanitary sewer, water, drainage, and streets." Whereas the subject properties have available services of sanitary sewer, water, drainage and streets, the UT zone no longer serves its purpose in the given location. In addition, as residential subdivisions within the UT zone are recorded, subject properties are automatically changed from UT to RS (Single Family Residential) with the intention of reducing the UT zone to a zero level in the future. Therefore, the supply of vacant UT zoned land is unnecessary as new development is established with the extension of public facilities. The proposed request meets this criterion.

The proposed zone, if it allows uses more intensive than other zones appropriate for the land use designation, will not allow uses that would destabilize the land use pattern of the area or significantly adversely affect adjacent properties.

FINDINGS: The proposed zone will allow uses more intensive than other zones appropriate for the land use designation. The use of an Overlay zone and buffering area will help to minimize any adverse affects upon adjacent properties. This issue was addressed above in the Comprehensive Plan Map Amendment Findings 3.109.03 E.

With the proposed staff recommendations in 3.109.03 E & F of the Comprehensive Plan Map Amendment Findings above the proposed plan amendment and subsequent zone change proposal should not adversely affect the existing uses on adjacent parcels. Properly conditioned, the request meets with this criterion.

Based on the above findings, staff concludes the proposal complies with decision criteria for the proposed Zone Change.

V. DEVELOPMENT CONSIDERATIONS

- A. The Keizer Public Works Department, the City Engineer and Marion County Fire District One submitted a list of development requirements. The requirements are necessary to ensure public health and safety. Staff recommends these as conditions of approval.
- B. The Keizer Development Code requires the developer to connect to public utility services. The Ordinance also requires all utility services to be placed below ground. These requirements apply to this request. Further, the developer is responsible for all utility connection costs.
- C. The subject property is located outside the original Keizer Sewer District. Therefore a sanitary sewer trunk line acreage charge will be required prior to any development of the subject property. The current charge is \$7,460.00 per acre. The actual charge will be the rate in place at the time of development of the property.

VI. RECOMMENDATION AND CONDITIONS FOR COMPREHENSIVE PLAN MAP AMENDMENT AND ZONE CHANGE APPLICATION

- A. The available evidence indicates the Comprehensive Plan Map Amendment and Zone Change proposal complies with the decision criteria. Staff recommends approval of the Comprehensive Plan Amendment and Zone Change with the following conditions:
 - 1. A limited Overlay Zone in accordance with Section 2.124 *Limited Use Overlay Zone* restricting any uses found in Section 2.110.05 *Use Restrictions*, uses that are

prohibited from being developed in the area described as the intersection of River Road and Chemawa Road. (Exhibit '5') In addition restricting the allowed uses in Section 2.112.02 to Printing and Publishing (SIC 27); Transportation and Utilities (SIC 40-49); Retail Trade (SIC 52-59) (excluding gasoline service stations (SIC 554)); Business, Professional and Social Services, (excluding Automobile Repair Services and Garages (SIC 75) and Miscellaneous Repair Services (SIC 76)); and Public Administration.

2. Additional screening and buffering shall be provided from any adjacent residential zones or uses in the form of a 6-foot sight obscuring fence with the placement of a dense evergreen hedge that will grow to form a continuous hedge at least five feet in height within one year of planting. A buffer area of 15 feet is required from any adjacent residential zones or uses. The buffer area shall contain the evergreen hedge described above and at least one tree every 30 feet (measured from trunk) that meets the size requirements outlined in Section 2.309.06 of the Keizer Development Code. (Exhibit '6') The balance of the area shall be covered in lawn, evergreen shrubs or evergreen ground cover. Plants should be distributed not less than one per each 100 square feet of buffer area.
 3. The applicant shall take part in a conference with the applicable public facility providers for the purpose of coordinating facility improvements. This conference shall occur prior to submitting engineering drawings. It is recommended the conference participants include the Keizer Department of Public Works, Keizer City Engineer, Keizer Fire District, City of Salem Department of Public Works (sewer), and private utility providers.
 4. Improvements shall be constructed under the inspection and to the satisfaction of the City Engineer and the Director of Public Works. The City may require changes in typical sections and details in the public interest, if unusual conditions arise during construction to warrant the change.
 5. Compliance with the Conditions of Approval shall be the sole responsibility of the applicant and property owner.
- B. PUBLIC WORKS REQUIREMENTS: The following requirements are the recommended conditions of approval by the Public Works Department.
1. The Department of Public Works recommends that no building permits be issued on the subject property until adequate guarantees are in place for street improvements, storm drainage improvements, water system improvements and reimbursements to prior developers are in place.
 2. The following public facilities shall be in place or acceptable guarantees that the facilities will be in place prior to any development on the subject property:

SANITARY SEWERS:

The subject property is located outside the original Keizer Sewer District. Therefore a sanitary sewer trunk line acreage charge will be required prior to any development of the subject property. The current charge is \$7,460.00 per acre. The actual charge will be the rate in place at the time of development of the property.

1. City of Salem approval for local sewer permits will need to be issued prior to construction. Prior to submitting plans to the City of Salem for approval, the developer's engineer shall submit plans to the City of Keizer for review and determination of compliance with the City's Master Sewer Plan for the area.
2. Connecting to existing sewers that serve the general area will be the responsibility of the developer of the property.
3. Appropriate easements will be required for any public sewer mains located within the subject property if located outside platted right of ways.
4. It will be the responsibility of the developer's engineer to locate any existing wells (including on adjacent property) in the vicinity of the proposed new sanitary sewer lines for the subject property. Any conflicts between existing wells and proposed sanitary sewers shall be removed by the developer prior to issuance of building permits.

WATER SYSTEM:

5. A master water system plan showing proposed routes of public water mains, fire hydrants and individual services shall be prepared prior to submission of construction plans for the development. Appropriate easements for all public water mains and fire hydrants will be required if construction is to be outside of public right of ways. Any system development charges for water system improvements will be those in place at the time of individual service connections. The developer will be required to construct a water main along the frontage of the subject property from the end of the existing main to the northerly end of the subject property. The application indicates that development of the subject property may be completed in phases I and II. If appropriate requests are made, the Department of Public Works will consider phasing of the water main improvements to coincide with development of the subject property.
6. Final development plans shall be reviewed by the Marion County Fire District No. 1 with regard to access and adequate location of fire hydrants prior to any issuance of building permits by the City of Keizer. The Fire District may turn this responsibility over to the Keizer Fire District.

7. Any existing wells on the subject property are to be abandoned in accordance with the rules of the Oregon State Water Resources Department.
8. Location of all meters to be approved by Keizer Water Department.

STREET AND DRAINAGE IMPROVEMENTS:

9. The developer's engineer shall submit an overall storm drainage plan that will provide service to this development consistent with the City of Keizer's storm drainage policies prior to submitting street plans for approval or issuance of any permits for construction of the proposed development.
10. Storm water detention will be required for this site. All storm water and roof drains to be connected to an approved system designed to provide adequate drainage for the proposed new driveways and other hard surfaces. The subject property is located within an area of the Master Storm Drain System for this area of Keizer constructed by a prior developer. The acreage fee established for the drainage district shall be paid to the City of Keizer for reimbursing the prior developer before any development occurs on the subject property.
11. A grading and drainage plan shall be developed for the subject property. Details shall include adequate conveyance of storm water from adjacent property across the subject property.
12. Street improvements along the frontage of Wheatland Road will be required to provide a $\frac{1}{4}$ width street improvement for a future street width of 36 feet. The $\frac{1}{4}$ width improvement shall be a minimum of 28 feet in width. The west $\frac{1}{2}$ of the Wheatland Road section shall be 18 feet in width and meet the typical street improvement standards of the Department of Public Works. A five (5) foot sidewalk shall be required along the frontage of the subject property. . The improvement shall include street improvements with appropriate signing, barricades if necessary, and overlays if necessary to control drainage and provide a smooth transition to the new construction. Street right of way shall be dedicated to provide for 34 feet of right of way from the centerline of Wheatland to the westerly right of way.

The application indicates that development of the subject property may be completed in phases I and II. If appropriate requests are made, the Department of Public Works will consider phasing of the Wheatland Road improvements to coincide with development of the subject property.

OTHER

13. The applicant shall be required to install street lights along the frontage of Wheatland Road. The City of Keizer will take over responsibility of operation and maintenance of the required street lights after installation is complete.
14. Construction permits are required by the Department of Public Works prior to any public facility construction. Contact the City Engineer's office at 390-7402 for the necessary permit information that is required.
15. A Pre-design meeting with the City of Keizer Department of Public Works will be required prior to the Developer's Engineer submitting plans to either the City of Keizer or the City of Salem for review.
16. Street opening permits are required for any work within the City Right of Way that is not covered by a Construction Permit.
17. It appears that portions of the subject property are located outside of the Keizer City limits. No development in the Marion County portion of the subject property shall take place without prior approval of Marion County.

C. **MARION COUNTY FIRE DISTRICT ONE REQUIREMENTS:** The following requirements are the recommended conditions of approval by the Marion County Fire District One.

1. Approved Fire Hydrant and Water Supply requirements per Oregon Uniform Fire Code.
2. Address requirements for Residential use per Oregon Uniform Fire Code.
3. Fire Apparatus Access Roads on Private property per Oregon Uniform Fire Code.

If you have any questions please call Paula Smith, Fire Marshal Office (503) 588-6513 or pgr (503) 375-0748.

E. **REQUIREMENTS:** The Keizer Development Code establishes specific development and processing requirements. These requirements are mandatory and in many cases cannot be modified even through the variance or adjustment process. These requirements are included for the benefit of the applicant.

1. The applicant shall be responsible for all costs associated with public facility improvements, including applicable system development charges for sewer, water, parks and other facilities and shall comply with established City rules and regulations in effect at the time of the final approval of the Subdivision Plat.

The Comprehensive Plan Map Amendment and Zone Change shall take effect immediately upon approval and passage by City Council.

REPORT PREPARED BY:

Cheryl Vafakos

Cheryl Vafakos, Interim Planning Director

DATE: July 24, 2003

Comp Plan/Zone Change
Case No. 2003-24
Marion Co Fire District #1
7900 and 8000 Blk Wheatland Rd N

**BEFORE THE CITY OF KEIZER
STATE OF OREGON**

In the Matter of the Application for a)	
Comprehensive Plan Change and Zone Change)	
)	Applicant's Statement in Support
)	of Application Request
Marion County Fire District #1, and Chapin)	
Investments, LLC)	
)	
_____ Applicants.)	

I. GENERAL

A. **Existing Designation and Zoning.** The Subject Property consists of a portion of four Tax Lots. Tax Lots 700 and 800 in T6, R3W, Section 23AC, and Tax Lot 400, in T6, R3W, Section 23B, and Tax Lot 2300 in T6, R3W, Section 23CA, and its location can be best seen on the vicinity map, *Exhibit 1*. It is currently designated as Low Density Residential (LDR) on the City of Keizer Comprehensive Plan Map, see *Exhibit 2*, and is zoned Urban Transition (UT) on the City of Keizer Zoning Map, see *Exhibit 3*. The property to be re-designated and rezoned (the Subject Property), consists of a small portion of these tax lots within the City limits of Keizer, adjacent to Wheatland Road, as shown in *Exhibit 4*.

B. **Request.** The Applicants are seeking to change the Comprehensive Plan designation from Low Density Residential (LDR) to Commercial (C) and to change the zoning from Urban Transition (UT) to Commercial General (CG) on the Subject Property. In addition, the Marion County Fire District #1 is requesting approval for a fire sub station on the Subject Property, and Applicant Chapin Investments, LLC is requesting approval to locate self storage warehouses on the Subject Property as shown on the conceptual site plan, *Exhibit 5*.

Copies of the Comprehensive Plan and Zone Change application form is attached as **Exhibit 6**.

C. **Procedure.** Under the Keizer Comprehensive Plan ("KCP") and the Keizer Development Code ("KDC") a Comprehensive Plan Amendment and Zone Change Application is a Type III land use action, as outlined in KDC 3.101.03(A) and (B), as the change involves fewer than five (5) adjacent parcels. The Applicants and Property Owner have had a pre-application conference with the City of Keizer Planning and Public Works Departments prior to submitting the Application. This combined request is now being submitted to the City of Keizer for consideration and approval.

D. **Vicinity Map and Surrounding Uses.** The vicinity map is attached as **Exhibit 1**. The site is west of Wheatland Road, across from Clear Lake Road. Surrounding uses generally consist of:

- (1) North - single family residential uses on large lots abutting Wheatland Road;
- (2) South - lies single family residential uses on standard lots fronting on local streets that feed onto Wheatland Road further South is the Willamette Lutheran Homes property;
- (3) East - lies the Centennial School on Wheatland Road; and a Commercial General use on the north east corner of Wheatland and Clearlake Road.
- (4) West - single family residential uses on mixture of lot sizes, further to the west lies Centennial School on Wheatland Road NE; More specific views of the property and surrounding area can be seen in the attached photos, **Exhibit 7**.

- E. **Site Plan.** A copy of the most current site plan is attached as *Exhibit 5*.
- F. **Last Deed of Record.** Chapin Investments, LLC ("*Property Owner*") is the owner of the Subject Property. The last deed of record is attached as *Exhibit 8*.

II. PROPOSED PROJECT PURPOSE AND DESCRIPTION

The Marion County Fire District #1 currently has a substation located at Wheatland Road. This facility was built many years ago and is only 2000 square feet in size. This applicant's proposal is to build a larger sub station (approximately 4800 sq. ft.) that will still be volunteer staffed, but will be more modern and better equipped to serve the Clear Lake area.

The Property Owner also desires to construct five (5) storage buildings on the property to be used for self storage purposes, see *Exhibit 5*.

III. COMPREHENSIVE PLAN AMENDMENT FROM LOW DENSITY RESIDENTIAL TO COMMERCIAL

The KDC in Section 3.109.63(A) through (G) outlines the procedure for comprehensive plan amendments. This section requires the proposed designation meet several compatibility criteria. The Applicant's compliance with each of the mandatory approval criteria is set forth below.

In this document, the bold text represents criteria of approval or policies to be discussed. Proposed findings follow.

- A. **Compliance is demonstrated with the statewide land use goals that apply to the subject properties or to the proposed land use designation. If the proposed designation on the Subject Property requires an exception to the Goals,**

the applicable criteria in the LCDC Administrative Rules for the type of exception needed shall also apply.

Proposed Finding. The requested amendment of the Comprehensive Plan designation from LDR to C is consistent with the applicable statewide land use goals as follows:

Goal 1. Citizen Involvement. A Type III action is a quasi-judicial process. Public notice is required and public hearings will be held giving interested citizens an opportunity to be involved in the process.

Goal 2. Land Use Planning. The Keizer Comprehensive Plan, background inventories, and development ordinances were adopted by the City and acknowledged by LCDC as being in compliance with the statewide goals, state statutes and state administrative rules, on February 10, 1987. The Comprehensive Plan was submitted to LCDC for periodic review in 1992 and approved.

Goal 3. Agricultural Lands. The proposed amendment does not affect the inventory of agricultural lands. Thus, this goal is not applicable to this application.

Goal 4. Forest Lands. The proposed amendment does not affect the inventory of forest lands. Thus, this goal is not applicable to this application.

Goal 5. Open Space, Scenic and Historic Areas and Natural Resources. There are no known jurisdictional wetlands on the site, nor are there any known scenic, historic, or cultural resources on the Property. Thus, this goal is not applicable to this application.

Goal 6. Air, Water and Resources Quality. No portion of the Property is within the 100 year flood plain, nor adjacent to any creek or body of water. Thus, this goal is not applicable to this application.

Goal 7. Area Subject to Natural Disasters and Hazards. There are no known or identified natural hazards located on the Property. Thus, this goal is not applicable to this application.

Goal 8. Recreational Needs. The Property sits adjacent to elementary school grounds. This school contains ball fields and a play area. This will provide recreational activities for local citizens.

Goal 9. Economy of the State. The construction of the fire station and the storage units to be built on the Subject Property the subdivision will provide jobs and have a positive impact on the local economy. Furthermore, the new structures will provide added property tax revenue for the City of Keizer.

Goal 10. Housing. The Subject Property is currently designated as Low Density Residential. However, the removal of 3 1/2 to 4 acres of land is not significant in relation to the overall housing inventory for the City of Keizer.

Goal 11. Public Facilities and Services. The City of Keizer has adopted a storm water master plan, a sanitary sewer master plan, and a water system master plan. The public facilities which are described in those plans are currently provided to the site or will be provided as a condition of approval as a part of this combined request. Compliance with these plans and provisions of public facilities is assured as permits are issued.

Goal 12. Transportation. The City of Keizer has not adopted its own transportation system plan, but is a party to the Salem-Keizer Area Transportation Study (SKATS). There are no transportation facilities shown in the SKATS plan, the transportation element of the Keizer Comprehensive Plan, or the Periodic Review Update of the Keizer Comprehensive Plan, which are required to be located on or adjacent to the Subject Property. The Subject Property will be served with an adequate level of transportation facilities to support the proposed fire station and self storage warehouse and avoid adverse impact on the transportation system of the Clearlake neighborhood.

Goal 13. Energy Conservation. Locating the fire station and storage buildings within this residential neighborhood is appropriate. New structures are constructed with energy saving materials and techniques to enhance energy efficiency.

Goal 14. Urbanization. The Subject Property is within the urban growth boundary and the city limits of the City of Keizer. There is no extension of urban services to a rural area. Thus, this proposal complies with this planning goal.

Goals 15, 16, 17, 18 and 19 are all inapplicable. The Subject Property is not within the Willamette River Greenway, or in an estuary or beach area.

B. Consistency with the applicable goals and policies in the Comprehensive Plan is demonstrated.

Many general policy statements are found throughout the KCP and they are duplications of other policies found in the Statewide Land Use Planning

Goals and the criteria set out in the KDC. These policy statements will generically be addressed once in these findings, where possible to avoid unnecessary duplication, and this document is to be reviewed and interpreted as if it addresses each of the policy statements separately. The "policies" are general guidelines for implementation of the Comprehensive Plan. They are not mandatory approval criteria, but a statement of general coordination policy, and are to be used as a guide in the review of applications like the one here.

1. Economic, Commercial and Industrial Plan Policies. (KCP, pg 37).

(a) General Goals

- 1) Broaden, improve and diversify the Keizer economy while maintaining or enhancing its environment.**

Proposed Finding. The requested change complies with this general goal as the new fire substation would be a substantial improvement over the existing one. The proposed self storage warehouse facility would also broaden, improve and diversify the Keizer economy, particularly in the Clear Lake Neighborhood. Finally, the overall project will enhance the environment of this area with the development of the new facilities meeting the KDC.

- 2) Supply an adequate amount of land to accommodate new and existing businesses.**

Proposed Finding. The requested change satisfies this goal as well by providing a small amount of CG zoned land to accommodate the storage warehouse (new business) and by enabling the Marion Co. Fire District (existing business) to expand it's services to the Clear Lake area.

- 3) Reserve enough remaining large parcels for special developments requiring large lots.**

Proposed Finding. This request does not affect any large parcels or remove a large parcel from the commercial inventory.

- 4) Ensure compatibility between commercial and industrial lands and lands adjacent to them.**

Proposed Finding. This request will ensure compatibility between commercial lands and residential lands for the neighborhood. The proposed use is not an intrusive or obtrusive use. The hours of operation and the operational characteristics of the self storage facility will not have any impact on the surrounding neighborhood. The use of the property will actually have less traffic than if this property were developed for a single family development. And the level of use is less than the abutting elementary school.

- 5) Provide for limited mixing of office, commercial, and industrial land uses when such mixing does not reduce the suitability of the site for the primary land use designated in the plan.**

Proposed Finding. This policy is not applicable to this request as the applicants are not proposing a mixed use development inconsistent with the commercial designation.

- 6) Provide the necessary public facilities and services to allow economic development.**

Proposed Finding. Sewer, water and storm drainage facilities are all located in Wheatland Road, or will be available to the Subject Property at the time of development.

- 7) **Encourage public and private efforts to increase economic development in Keizer. To the extent possible, such development should use local capital, labor, and management.**

Proposed Finding. This request is a quasi public (Marion County Fire District #1) and private (Chapin Investments) effort to increase and protect economic development in Keizer. It is anticipated that local labor and materials will be used in the construction of the new fire substation, as well as the construction of the self store warehouse facility.

- 8) **Reduce unemployment, in the resident labor force.**

Proposed Finding. The proposed project will not increase unemployment, and it may reduce it depending on the management and operation of the self storage warehouse.

- 9) **Improve the level, stability and distribution of per capita for residents.**

Proposed Finding. This general goal is not applicable to this request.

c. **Commercial and Industrial Developments**

- 1) **Provided for commercial and industrial Developments.**

- (c) **Convenient access to arterial or collector's street for traffic generated by industrial and commercial uses.**

Proposed Finding. The Subject Property currently has convenient access to Wheatland Road for the proposed uses.

2) Require from commercial and industrial developments:

- (a) Outdoor storage facilities to be screened from view of the public road and from adjacent residential uses.**

Proposed Finding. Any outdoor storage facilities will be screened from Wheatland Road and abutting residences to the South in accordance with this goal and the KDC. This can be assured at the time of issuance of building permits.

- (b) Adequate landscaping and appropriate setback from adjacent residential uses**

Proposed Finding. The conceptual site plan shows the proposed uses with setbacks as required by the KDC. Compliance with this goal and the KDC will be assured at the time of issuance of building permits.

- (c) Exterior lighting to be designed to provide illumination to the site and not cause glare into the public right of way and adjacent properties.**

Proposed Finding. All exterior lighting will be designed to be directional onsite and will comply with this goal and the KDC. Assurance with these standards will be made at the time building permits are issued.

- (d) Roof equipment to be screened from view of nearby residential uses.**

Proposed Finding. Any roof equipment associated with the new facilities will be screened from the nearby residences to the south and northeast. Compliance with this standard will be assured at the time building permits are issued.

- (e) Adequate disposal of any hazardous wastes generated (as defined in ORS 459.410).**

Proposed Finding. Hazardous wastes will be limited to those necessary and customarily found with self storage businesses and fire department buildings. That is, normal cleaning materials customarily used in home and office environments will probably be present at both facilities. It is anticipated that these materials will be disposed of in accordance with the manufacturer's instructions/directions.

- (f) Large expanses of blank walls residential areas to be avoided.**

Proposed Finding. Both facilities will comply with this standard. The fire district substation will not be immediately adjacent to any residential areas, and the size of the facility does not contain large expanses of walls. The self storage facility will contain walls with the buildings. However, these walls will be secure from adjoining residences to the South through a security fence system that will only allow access through the main gate, as is typical in facilities like the one being proposed here.

- (g) Compliance with DEQ noise and other environmental quality standards.**

Proposed Finding. Both facilities will be able to comply with this standard as well. The self storage business is not a noise producer or generator, nor is a producer of pollution or other environmental agents that would affect the area. The fire station will be a noise producer. However, the noise will not be frequent, and the noise produced will comply with DEQ requirements. Compliance with this standard will be met at the time building permits are issued for the fire station facility.

- 4) Discourage in commercial and industrial developments:**
- (a) Major customer traffic from outside the immediate neighborhoods from filtering through nearby residential streets.**

Proposed Finding. Both facilities will satisfy this standard. First, the traffic pattern for the fire station will not be from customers coming to the station. It will be from the fire district's crews leaving to respond to a fire or other event. The traffic pattern for the self storage warehouses will be from residential areas onto Wheatland Road, or onto Clear Lake Road to get to the Subject Property.

C. The Plan does not provide adequate areas in appropriate locations for uses allowed in the proposed land use designation and the addition of this property to the inventory of lands so designated is consistent with projected needs for such lands in the Comprehensive Plan.

Proposed Finding. The KCP does not provide adequate commercial land in the Clear Lake area for the residential needs of this area. The population of Keizer has

almost doubled in the last twenty years. To accommodate this growth, it is important to provide areas for services oriented to residential development. Currently, there is not adequate Commercial designated land in the Clear Lake area to site a facility like the self store warehouses. In addition, the inventory of vacant land in the Comprehensive Plan provides for 126.1 gross acres of vacant land to be reserved for commercial uses (pg. 41). Currently, the Urban Growth Boundary matches the City limits and thus any new commercial development will have to take place within the city limits.

D. The Plan provides more than the projected need for lands in the existing land use designation.

Proposed Finding. The inventory of vacant land in the KCP reserved for single family development is approximately 861.5 acres, which is more than adequate for the anticipated needs for the City of Keizer. Further, this re-designation does not negatively impact the inventories, but removes a small portion 3 1/2 – 4 acres from the LDR inventory and places it into the Commercial designation for designated uses that would fit in well in this area.

E. The proposed land use designation will not allow zones or uses that will destabilize the land use pattern in the vicinity.

Proposed Finding. The Commercial designation allows for Commercial Mixed (CM), Commercial Retail (CR), Commercial General (CG), and Commercial Office (CO). The Property Owner is requesting CG, with their self storage use, and for the fire district sub-station. Both uses are will serve residential uses in the Clear Lake area. The surrounding area is best characterized as mixed use in nature, with an elementary school, commercial general, residential, church, all adjacent to the property. The Commercial designation will not allow zones or uses that will destabilize the land use pattern in *this* vicinity.

F. Uses allowed in the proposed designation will not significantly adversely affect existing or planned uses on adjacent lands.

Proposed Finding. The proposed self storage and fire district substation uses will not significantly adversely affect the existing or planned uses on adjacent lands. As identified above, the surrounding uses are mixed in nature. Most of the lands in the immediate area are dedicated to residential, commercial, educational, or religious uses. There are small pockets of vacant land within these areas, however, the same pattern of uses in these infill areas is anticipated to occur.

G. Public facilities and services necessary to support uses allowed in the proposed designation are available or are likely to be available in the near future.

Proposed Finding. All public facilities and services necessary for the proposed uses are available or will be constructed as part of this development.

Sanitary Sewer: The City of Keizer has an existing line in Wheatland Road that will serve the Subject Property.

Storm Drainage: Storm drainage is also in along Wheatland Road and will be able to be accessed as a part of this project.

Water: Water service is also available along Wheatland Road.

Streets: Wheatland Road is built to adequate standards for the City of Keizer. No street improvements are needed.

The Applicant has satisfactorily addressed all of the mandatory approval criteria for a comprehensive plan change from Low Density Residential to Commercial.

IV. ZONE CHANGE FROM URBAN TRANSITION TO COMMERCIAL GENERAL

The KDC in Section 3.110.02(A) through (F) outlines the procedure for zone changes. This section requires the proposed zone meet six compatibility criteria. The Applicant's conformance with each of the mandatory approval criterion are set forth below.

In this section the bold text represents criteria of approval or policies to be discussed. Proposed findings follow.

A. The proposed zone is appropriate for the Comprehensive Plan land use designation on the property and is consistent with the description and policies for the applicable Comprehensive Plan land use classification.

Proposed Finding. The Commercial General zone is appropriate for the requested Comprehensive Plan designation of Commercial. A discussion of compliance with the goals and policies of the requested Commercial Comprehensive Plan designation is found in Section III of this statement.

B. The uses permitted in the proposed zone can be accommodated on the proposed site without exceeding its physical capacity.

Proposed Finding. The proposed development can be seen on the conceptual site plan Exhibit #5. Specifically the development plan calls for retaining the existing dwellings, adding the fire station, and adding five (5) warehouses to be used for storage purposes. As identified on the site plan, there is approximately 3 1/2 – 4 acres of land adjoining Wheatland Road.

The Subject Property is level in the area where the existing and proposed improvements are to be located, and there are no known physical features that would limit the size or placement of the fire station or the warehouses.

The CG zone allows up to a maximum of 90% of lot coverage for buildings and parking area. The conceptual site plan calls for approximately 60% - 65% of the Subject Property to be developed buildings and covered areas with 35% - 45% to be left undeveloped at this time.

C. Allowed uses in the proposed zone can be established in compliance with the development requirements in this Ordinance.

Proposed Finding. Both warehouse storage and fire protection services are allowed uses in the CG zone. Furthermore, this proposal will house structures that will comply with the development standards found in the KDC. All setbacks, buffers, landscaping, and improvements will be able to be satisfied or will be satisfied through conditions of approval.

D. Adequate public facilities, services, and transportation networks are in place or are planned to be provided concurrently with the development of the property.

Proposed Finding. Adequate facilities, services, and transportation networks are in place. See Section III G of this statement. Specifically, sewer, water and storm services are in Wheatland Road. The transportation network is in place and is operating at an adequate level of service.

E. For residential zone changes, the criteria listed in the purpose statement for the proposed zone shall be met.

Proposed Finding. The purpose of the CG zone is to provide areas suitable for warehousing, wholesale commercial sales and services with related outdoor storage or retail sales. The CG zone is appropriate in those areas designated Commercial in the Comprehensive Plan where the location has access to an arterial street or highway for transport of bulk materials and where the noises, lights, odors, and traffic hazards associated with permitted uses will not conflict with local streets.

This request satisfies this criteria as the property will be designated as Commercial on the Comprehensive plan. The Subject Property will have direct access to Wheatland Road which is designated as a minor arterial street on the Keizer Transportation Plan. The Subject Property is located on the North end of the City of Keizer and is only adjacent to residential areas on the South. All other adjacent uses consist of public commercial General, or farm uses, and are located away from the property. The single family residential property will be buffered by the use of site obscuring fencing, and orientation of the buildings to the interior of the Subject Property. This criteria is met.

F. The following additional criteria shall be addressed:

- 1. The supply of vacant land in the proposed zone is inadequate to accommodate the projected rate of development of uses allowed in the zone during the next 5 years, or the location of the appropriately zoned land is not locationally or physically suited to the particular uses proposed for the Subject Property, or lack site specified amenities required by the proposed use.**

Proposed Finding. The population of Keizer has steadily increased over the past several years. In order to provide for this increase of population, additional fire service will be required. Further, with increased population

brings an increased need for Commercial services, like self storage warehousing.

Currently there is a demand for self storage warehousing in Keizer. A survey of the existing self storage facilities in Keizer reveals that there is little to no vacancies available. See *Exhibit 9*.

In addition, the current property is also not locationally suited for residential use based on its close proximity to Wheatland Road. This is even more relevant if the Marion County Fire District Locates a substation on the property. Then, the immediate residents could be impacted by a larger and more active substation than has traditionally been in the area in the past.

2. **The supply of vacant land in the existing zone is adequate, assuming the zone change is granted, to accommodate the projected rate of development of uses allowed in the zone during the next 5 years.**

Proposed Finding. There currently is an adequate supply of UT Zoned land in the City of Keizer to accommodate the projected rate of development of allowed uses in the next 5 years.

3. **The proposed zone, if it allows uses more intensive than other zones appropriate for the land use designation, will not allow uses that would destabilize the land use pattern of the area or significantly adversely affect adjacent properties.**

Proposed Finding. The CG Zone does allow for some uses that would be more intensive than what other zones in the commercial designation will

allow. However the purposed uses will not destabilize the land use pattern of the surrounding area. Further, the proposed uses will not significantly adversely affect adjacent properties.

Further, an appropriate Condition of Approval could be to either apply a limited use overlay zone to the Subject Property, or to restrict the approval to the uses and site plan submitted with this application.

The Applicants have satisfactorily addressed all of the mandatory approval criteria for a zone change from Urban Transition to Commercial General and it should be approved as submitted.

V. COMPLIANCE WITH GENERAL DEVELOPMENT STANDARDS

A. **General.** The following general development standards are addressed in Sections 2201.02 through .04 of the KDC, and are met by the proposal. The criteria or policies are set out in bold followed by the proposed finding and evidence.

1. Building Permits

A. **Building Permits Required.** No building shall be constructed or structure erected without receiving the appropriate building permit. Building permit shall include electrical, mechanical, structural, foundation and similar types of permits issued by the appropriate building codes agency.

Proposed Finding. Building permits will be obtained before any structure is erected.

2. Lots of Record

- A. Legal lot.** A parcel is a legal lot of record for purposes of this Ordinance when the lot conforms to all zoning requirements, subdivision requirements, and Comprehensive Plan provisions in effect on the date when a recorded deed or contract creating the separate lot or parcel was signed by the parties to the deed or contract.

Proposed Finding. The Subject Property will be comprised of parts of two legal lots of record and two other separate parcels. See the attached Assessor's Maps, *Exhibit 4*.

3. Access to a Public Street

- A. Access Required.** All uses shall be located on property having access to a public street. Access to a public street is defined as a minimum of 20 feet of frontage on one of the following:

- 1. Public Street.** A public street with a right-of-way not less than 20 feet wide that is unobstructed, has been graveled or paved, and is open for public use to the property.

Proposed Finding. Access to the Subject Property will be via Wheatland Road, abutting the Subject Property. Wheatland Road is a public street which has a right of way in excess of 20 feet, that provides unobstructed use on a paved surface.

B. **General Provisions.** The following general provisions are addressed in the KDC, and are met by the proposal. The criteria or policies are set out in bold followed by the proposed finding and evidence.

1. **Criteria: 2.301.01 Purpose**

The purpose of this Section is to:

- A. **Comprehensive Plan.** Carry out the Comprehensive Plan with respect to development standards and policies.
- B. **Natural Areas.** Insure that natural features of the landscape, such as land forms, natural drainage-ways, trees and wooded areas, are preserved as much as possible and protected during construction.
- C. **Energy Conservation.** Promote energy conservation and efficiency in development through site planning and landscaping.
- D. **Healthy Environment.** Promote and maintain healthy environments and minimize development impacts upon surrounding properties and neighborhoods.
- E. **Encourage quality development that contributes to the needs and character of the community.**

Proposed Findings.

- A. Comprehensive Plan. This request complies with, and carries out, the KCP. The Applicant's conformance with the Commercial Goals and Policies within the KCP were specifically addressed in Section IIIB of this statement.

B. Natural Areas. The Subject Property is generally level and has native grasses, and some vegetation around the existing home sites, and along the western border of the Subject Property. The Property Owner does not intend to change the existing landscape, i.e. land forms, or natural drainage ways on the property. The existing trees and natural areas within the Subject Property will be preserved as much as possible during the development of the proposed uses.

C. Energy Conservation. The current building standards encourage energy efficiency. The Applicants will comply with the City of Keizer's development requirements in the construction of the fire station and the storage warehouses. Such requirements, like landscaping, are designed to ensure efficiency in the site planning and development process.

D. Healthy Environment. The Subject Property is uniquely situated, and this location will allow the proposed development without impacting surrounding properties and neighborhoods.

The Subject Property lies directly adjacent to Wheatland Road, and abuts Public and Commercial General Uses on the East, Farm uses to the north, and residential uses to the South. The property to the west is separated by steep topography, as the Subject Property is located on an upper bench area, while the adjoining property to the west is located down on the Mission Bottom. Wheatland Road, Centennial School, and the commercial general use all serve as a buffer to the uses and neighborhoods to the East. The residential uses to the South all access onto local roads before heading onto Wheatland Road. The proposed site plan designed the buildings in

such a fashion to minimize development impacts on surrounding properties and neighborhoods.

E. Quality Development. The North Keizer area is experiencing increased population. With the increased population comes a need for additional services. The proposed fire sub station will meet the needs of the Clear Lake community in a more efficient way than they have in the past. A larger building, with more equipment will aid in providing fire suppression services to this area. In addition, there is a noted need for self storage facilities. The proposed self storage facility provides a needed service to Keizer residents living in the Clear Lake area. The proposed development will be built in accordance with the provisions of the KDC which will require appropriate landscaping, fencing, buffering, all of which will make this project a quality development in this area of Keizer.

2. Application of Public Facility Standards.

Standards for the provision and utilization of public facilities or services available within the City of Keizer shall apply to all land developments in accordance with the following table of reference. No development permit, including building permit, shall be approved or issued unless the following improvements are provided prior to occupancy or operation, or unless future provision is assured in accordance with Subsection 2.310.05.C or 2.310.06.) as applicable.

Proposed Findings. The following public facilities and services are available to the site or will be made available through the development of the Subject Property.

- A. Fire Hydrants. Fire hydrants meet or will meet the requirements of the Uniform Fire Code prior to issuance of occupancy permits.
- B. Street Improvement. There do not appear to be any needed street improvements along Wheatland Road as Wheatland Road is built to City standards.
- C. Street Lights. Street lights, as required per the Code, will be provided as part of the development of the proposed facilities.
- D. Sanitary Sewer: The City of Keizer has an existing line in Wheatland Road.
- E. Storm Drainage: The property is served, or will be able to be served by the city storm drainage system.
- F. Water: The property is currently served by City water, and the existing lines will be adequate to serve the proposed facilities.

D. Storm Drainage

1. Plan for Storm Drainage and Erosion Control

No construction of any facilities in a development included in Subsection 2.306.02 shall be permitted until a storm drainage and erosion control plan for the project is prepared by a professional

engineer, and, approved by the City. These provisions shall also apply to any cut or fill on a property, which may impact the velocity, volume, or quality of surface water on adjacent property, or may impact any permanent natural body of water. This plan shall contain at a minimum:

- A. Run-off. The methods to be used to minimize the amount of runoff other than into an approved point of discharge, siltation, and pollution created from the development both during and after construction.
- B. Facilities. Plans for the construction of storm sewers, open drainage channels and other facilities which depict line sizes, profiles, construction specifications and other such information as is necessary for the City to review the adequacy of the storm drainage plans.
- C. Engineering Calculations. Calculations used by the engineer in sizing storm drainage facilities.

Proposed Finding. A comprehensive storm water management plan and erosion plan will be submitted with the building permits. The plans will contain methods to minimize runoff, develop on-site piped facilities, and for the eventual discharge into the existing storm sewer drainage system. Engineering calculations used by the Applicant's engineer in designing the storm water management plan will be in accordance with City specifications. Compliance with Code requirements is assured as building permits are reviewed and issued.

2. General Standards

- A. Requirements.** All development shall be planned, designed, constructed and maintained to:
- 1. Protect and preserve existing natural drainage channels to the maximum practicable extent;**
 - 2. Protect development from flood hazards;**
 - 3. Provide a system by which water within the development will be controlled without causing damage or harm to the natural environment, or to property or persons within the drainage basin;**
 - 4. Assure that waters drained from the development are substantially free of pollutants, through such construction and drainage techniques as sedimentation ponds, reseeding, phasing of grading;**
 - 5. Assure that waters are drained from the development in such a manner that will not cause erosion to any greater extent than would occur in the absence of development;**
 - 6. Provide dry wells, french drains, or similar methods, as necessary to supplement storm drainage systems;**
 - 7. Avoid placement of surface detention or retention facilities in road rights-of-way.**

Proposed Findings.

- 1. There is no stream and/or creek abutting the property that the storm water will drain into. The natural storm drainage on the property is absorbed on the site. This will not change significantly through the construction process.**

2. The proposed development will be protected from flood hazards, as the Subject Property does not lie within the 100 Year Flood Plain.

3. Storm water discharged from the Subject Property will not cause damage to property or persons within the drainage basin due to on-site detention per code requirements. Compliance is assured as permits are issued pursuant to detailed engineering.

4. The storm water management plan will contain elements of detention and biofiltration.

5. The storm water management plan will beneficially address erosion control. Compliance is assured at the time of permit review.

6. The storm water management plan will address all necessary storm drainage systems and methods. Compliance is assured when permits are reviewed.

7. Surface detention will not be placed in the road right-of-way.

E. Utility Lines and Facilities

1. Purpose

To provide adequate services and facilities appropriate to the scale and type of development.

Proposed Finding. Public facilities are discussed above. Private utilities such as electricity, gas and communications services will be

installed pursuant to the requirements of the City or the utility company serving the development. Facilities will be underground and provided along appropriate easements and rights-of-way.

F. Yard and Lot Standards

- 1. Lot Coverage. The maximum coverage allowed for buildings, accessory structures and paved parking shall be 90%.**

Proposed Finding. Lot coverage will not exceed 90% (KDC 2.112.05(H)). All other yard and setback requirements can be met because the Subject Property is of sufficient size to accommodate both the fire district sub station and the self storage warehouse buildings and parking areas. Compliance with these requirements is assured as the building permit application is reviewed. KDC 2.315.02(A) provides that development standards embodied in the Code are administratively reviewed at the time of a building permit. Compliance with the applicable standards is a condition of building permit approval.

The Applicant has satisfactorily addressed all applicable development standards for the proposed request.

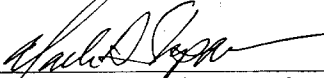
VI. CONCLUSION

This combined application for Comprehensive Plan Amendment and Zone Change complies with all of the applicable approval criteria from the Keizer Comprehensive Plan and the Keizer Development Code. This is a good request for a

commercial use and a quasi public use that will serve the growing needs of the residents of the Clear Lake area and should be approved as submitted.

Respectfully submitted,

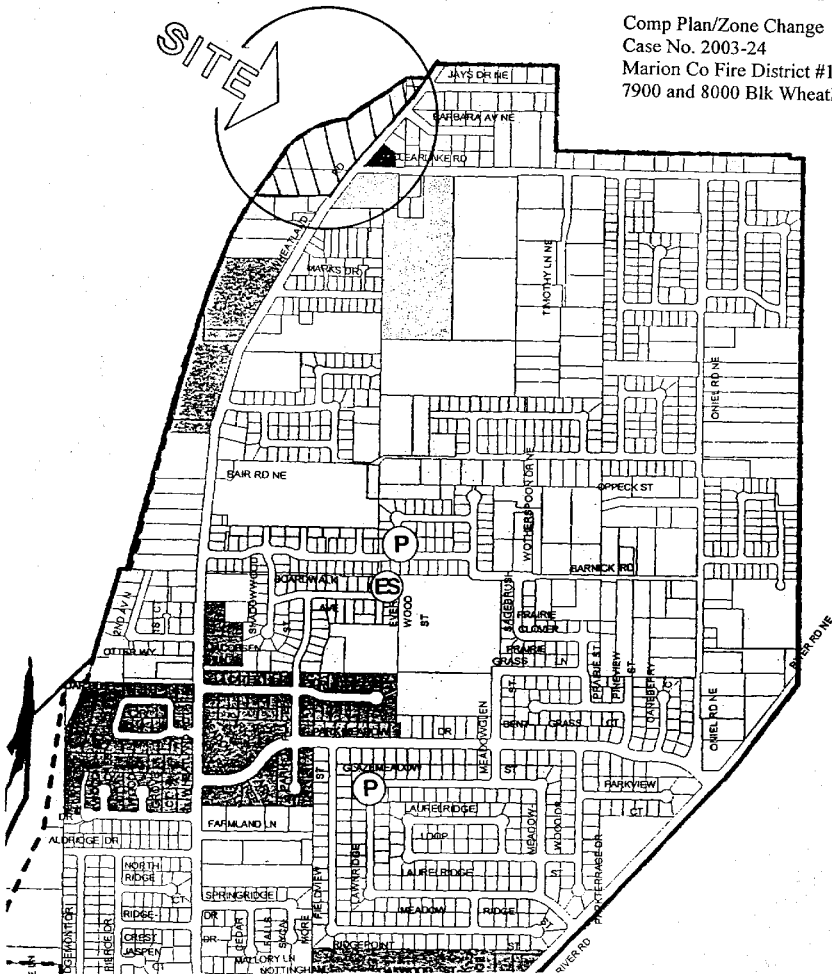
Saalfeld Griggs PC

By: 
Mark D. Shipman, of Attorneys for
Property Owner and Applicants

List of Exhibits

1. Vicinity Map
2. Comprehensive Plan Map
3. Zoning Map
4. Tax Map
5. Site Plan
6. Application Forms
7. Photos of Subject Property & Surrounding Area
8. Last Deed of Record
9. Self Storage Inventory

Comp Plan/Zone Change
Case No. 2003-24
Marion Co Fire District #1
7900 and 8000 Blk Wheatland Rd N



North ↑

Applicants: Marion County Fire District #1
Chapin Investments, LLC

Comprehensive Plan Map

Date: June 9, 2003

Exhibit "2"

Complan/Zone Change
Case No. 2003-24
Marion Co Fire District #1
7900 and 8000 Blk Wheatland Rd N



**Applicants: Marion County Fire District #1
Chapin Investments, LLC**

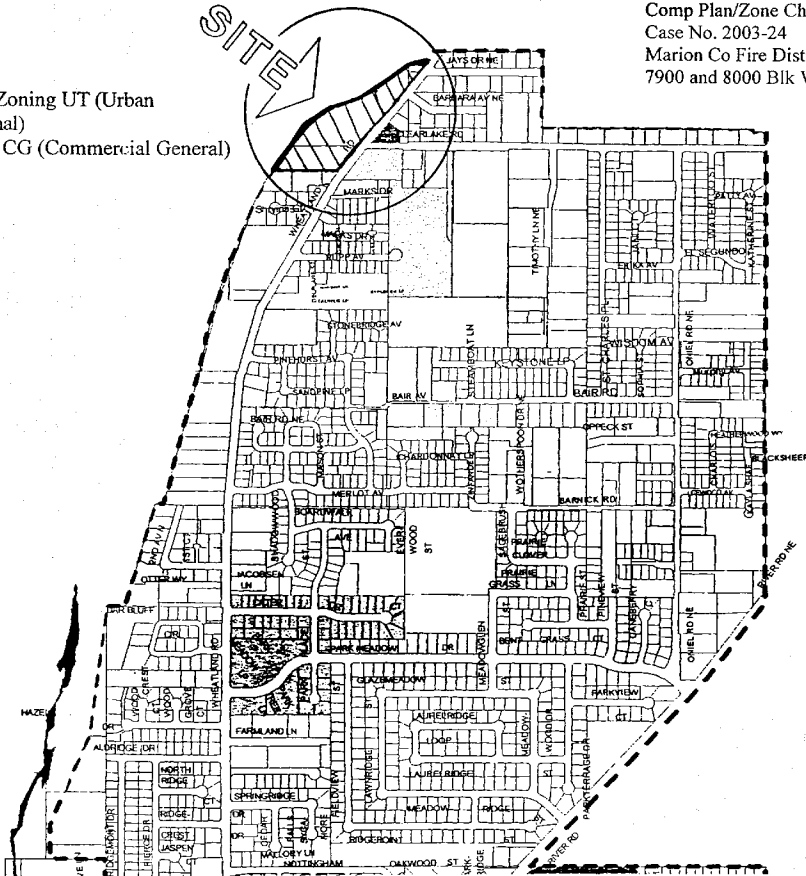
Comprehensive Plan Map

Date: June 9, 2003

Exhibit "2"

Comp Plan/Zone Change
Case No. 2003-24
Marion Co Fire District #1
7900 and 8000 Blk Wheatland Rd N

Existing Zoning UT (Urban
transitional)
Proposed CG (Commercial General)



North ↑

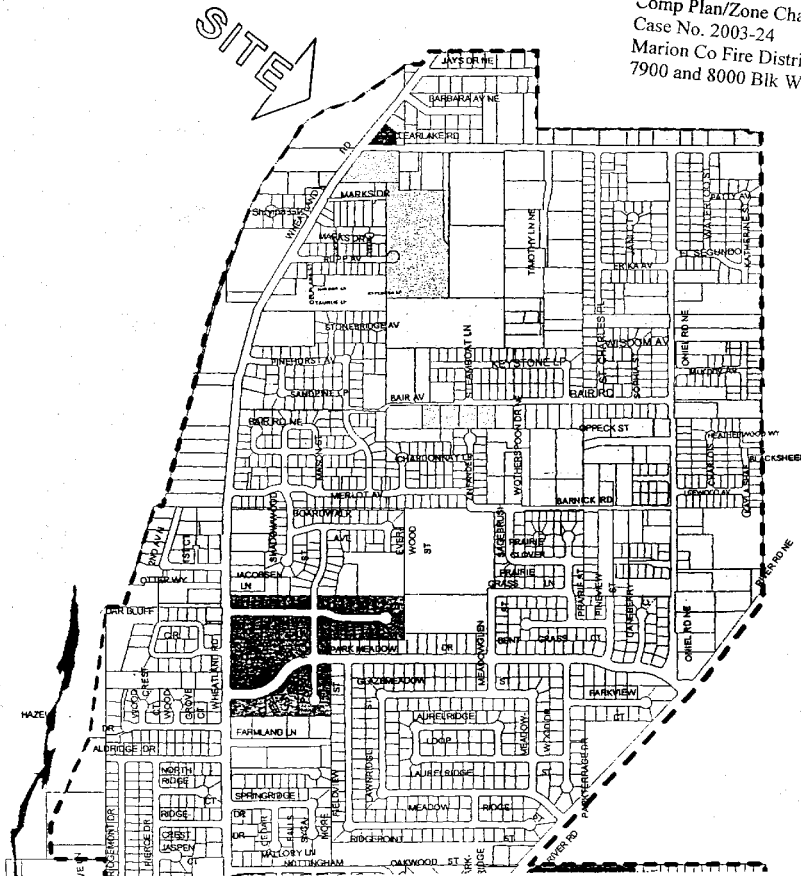
Applicants: Marion County Fire District #1
Chapin Investments, LLC

Zoning Map

Date: June 9, 2003

Exhibit "3"

Comp Plan/Zone Change
Case No. 2003-24
Marion Co Fire District #1
7900 and 8000 Blk Wheatland Rd N



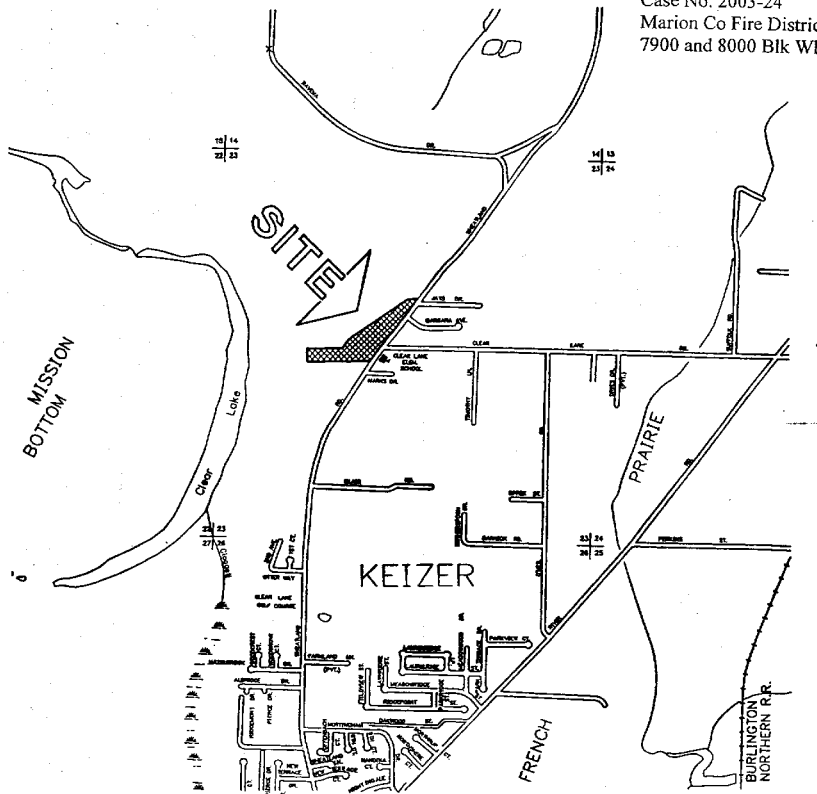
**Applicants: Marion County Fire District #1
Chapin Investments, LLC**

Zoning Map

Date: June 9, 2003

Exhibit "3"

Comp Plan/Zone Change
Case No. 2003-24
Marion Co Fire District #1
7900 and 8000 Blk Wheatland Rd N



North ↑

Applicants: Marion County Fire District #1
Chapin Investments, LLC

Vicinity Map

Date: June 9, 2003

Exhibit "1"

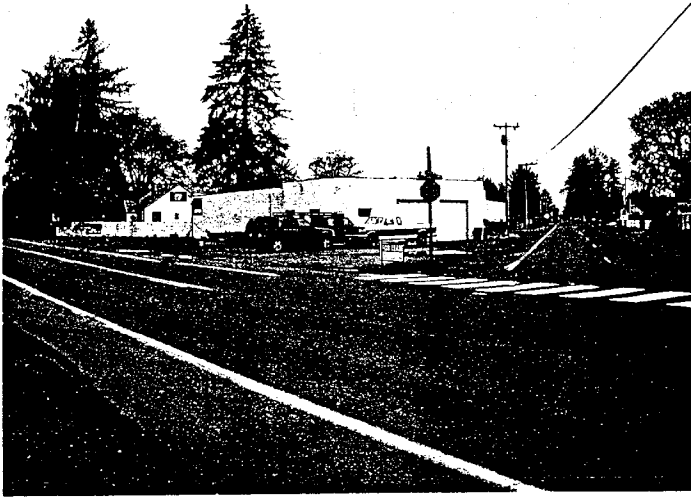
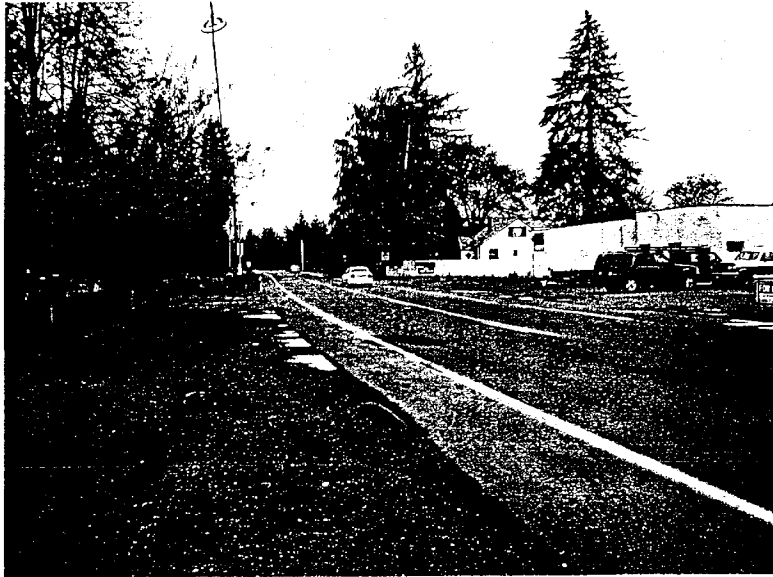


Photo of Commercial general use at northeast intersection of Clearlake Road and Wheatland Road.

Exhibit '1'

Comp Plan/Zone Change
Case No. 2003-24
Marion Co Fire District #1
7900 and 8000 Blk Wheatland Rd N



View looking north along Wheatland Road. Subject Property is on the left, and commercial general zone and use is on right.

Exhibit '1'

Comp Plan/Zone Change
Case No. 2003-24
Marion Co Fire District #1
7900 and 8000 Blk Wheatland Rd N

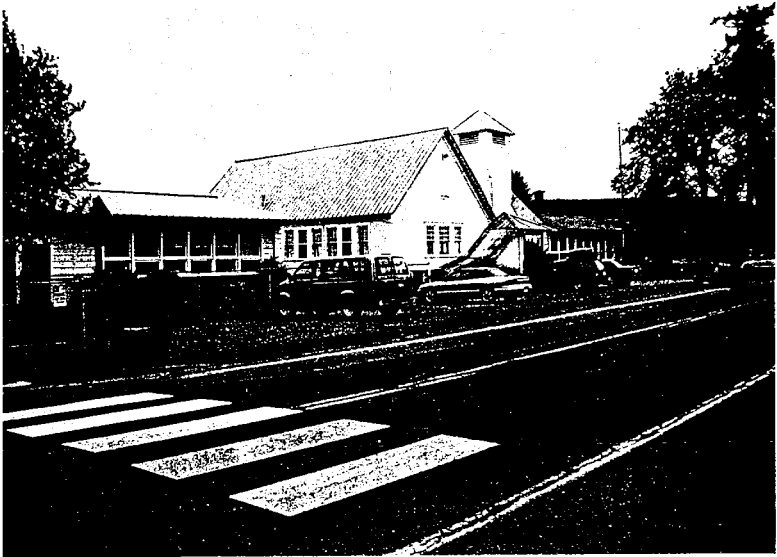


Photo of Centennial School, photos taken from Subject Property.

Exhibit '1'

Comp Plan/Zone Change
Case No. 2003-24
Marion Co Fire District #1
7900 and 8000 Blk Wheatland Rd N

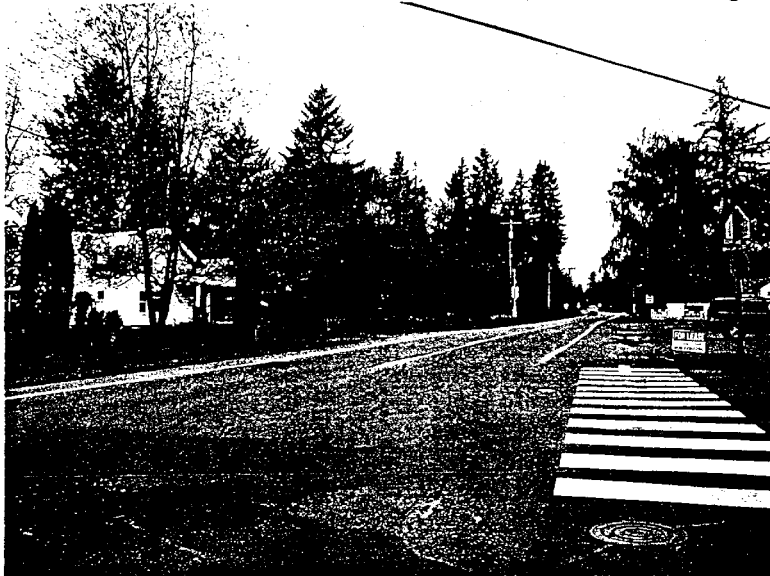


Photo of Subject Property (on left) from south east intersection of Clearlake Road and Wheatland Road.

Exhibit '1'

Comp Plan/Zone Change
Case No. 2003-24
Marion Co Fire District #1
7900 and 8000 Blk Wheatland Rd N



Photo of Subject Property, view is westerly from Centennial School property.

Exhibit '1'

Comp Plan/Zone Change

Case No. 2003-24

Marion Co Fire District #1

7900 and 8000 Blk Wheatland Rd N



Photo of Subject Property, view is south westerly.

Exhibit '1'

Comp Plan/Zone Change
Case No. 2003-24
Marion Co Fire District #1
7900 and 8000 Blk Wheatland Rd N



Photo of Subject Property, view is south westerly.

Exhibit '1'

Comp Plan/Zone Change
Case No. 2003-24
Marion Co Fire District #1
7900 and 8000 Blk Wheatland Rd N

Exhibit '1'

Comp Plan/Zone Change
Case No. 2003-24
Marion Co Fire District #1
7900 and 8000 Blk Wheatland Rd N

Mini Storage Units in Keizer				Exhibit 9	
Name/Address	Phone	10x20	10x30	RV Storage	
1. A Storage Place 5050 River Road N. Keizer, OR 97303 www.astorageplace.com	503-390-2080	Yes they have 10x20 NONE AVAILABLE	Yes they have 10x30 NONE AVAILABLE	YES Motorhomes YES Trailers	
2. N.W. Self Storage 3191 Del Webb Ave. NE Keizer, OR 97303 www.nwsellstorage.com	503-362-3142	Yes they have 10x20 NONE AVAILABLE	Yes they have 10x30 NONE AVAILABLE	YES Motorhome YES Trailer (Must be 1980 or newer)	
3. Chemawa Road Mini Storage 5015 Windsor Island Rd N. Keizer, OR 97303	503-390-6381	Yes they have 10x20 1 AVAILABLE	Yes they have 10x30 NONE AVAILABLE	Will take RV's under 30 ft.	
4. Budget 3300 River Road N. Keizer, OR 97303	503-390-2150	Yes they have 10x20 NONE AVAILABLE	Yes they have 10x30 NONE AVAILABLE	Only 15 RV spots. Outdoor storage only.	
5. Bertsch Moving & Storage 2155 Claxter Rd NE Keizer, OR 97303	503-393-2125	Not a "mini-storage" They are a storage company that stores in a warehouse, they palletize and shrink wrap people's belongings for a more permanent type of storage.			

Exhibit 'I'

Comp Plan/Zone Change
Case No. 2003-24
Marion Co Fire District #1
7900 and 8000 Blk Wheatland Rd N

Mini Storage Units in Keizer				
Name/Address	Phone	10x20	10x30	RV Storage
6. Capital City Transfer 1465 Johnson NE SE Keizer, OR 97303	503-581-6683	Not a mini-storage, same as #6		
7. Cherrys Ave Storage 2680 Cherry Ave. NE Keizer, OR 97303	503-390-6381	Yes they have 10x20 1 Available	NO 10x30 Units	NO RV's
8. Claxter Road Storage 2688 Claxter Rd NE Keizer, OR 97303	503-393-4189	Phone has been disconnected with no forwarding number.		

Exhibit '2'

Vicinity Map
Comp Plan/Zone Change Case No. 2003-24

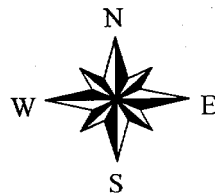
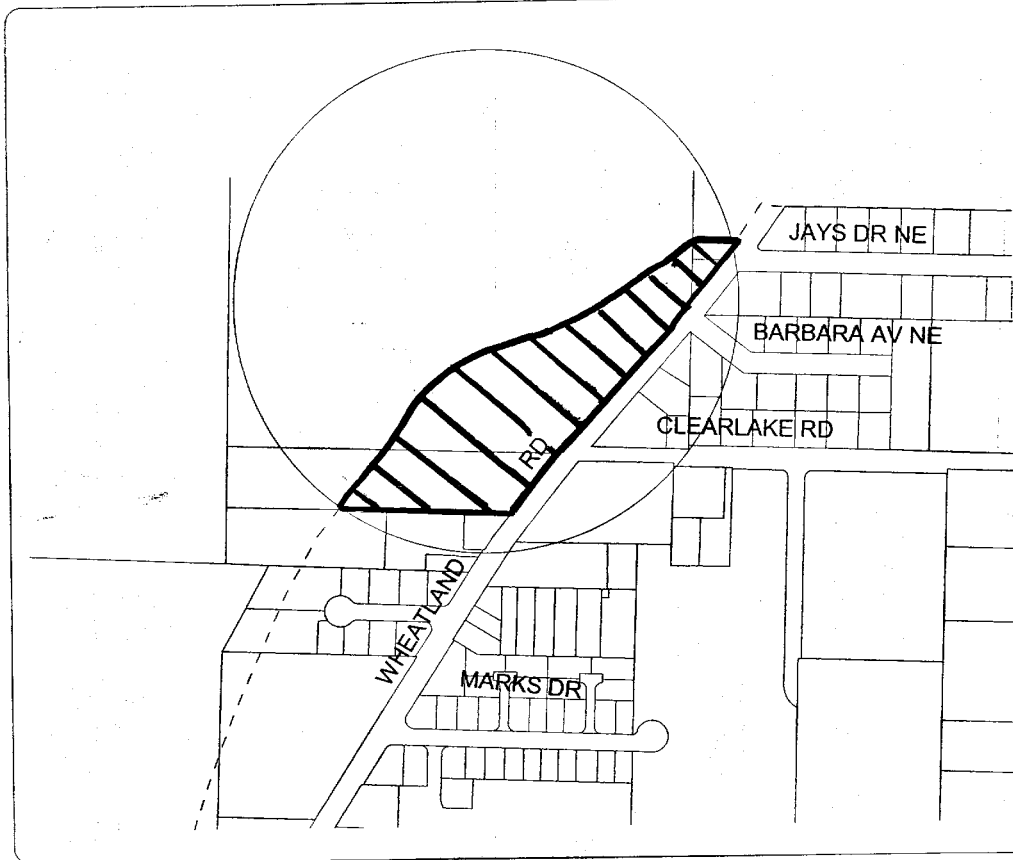
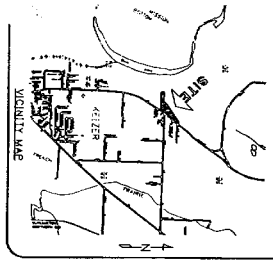


Exhibit '3'

Comp Plan/Zone Change
Case No. 2003-24
Marion Co Fire District #1
7900 and 8000 Blk Wheatland Rd N

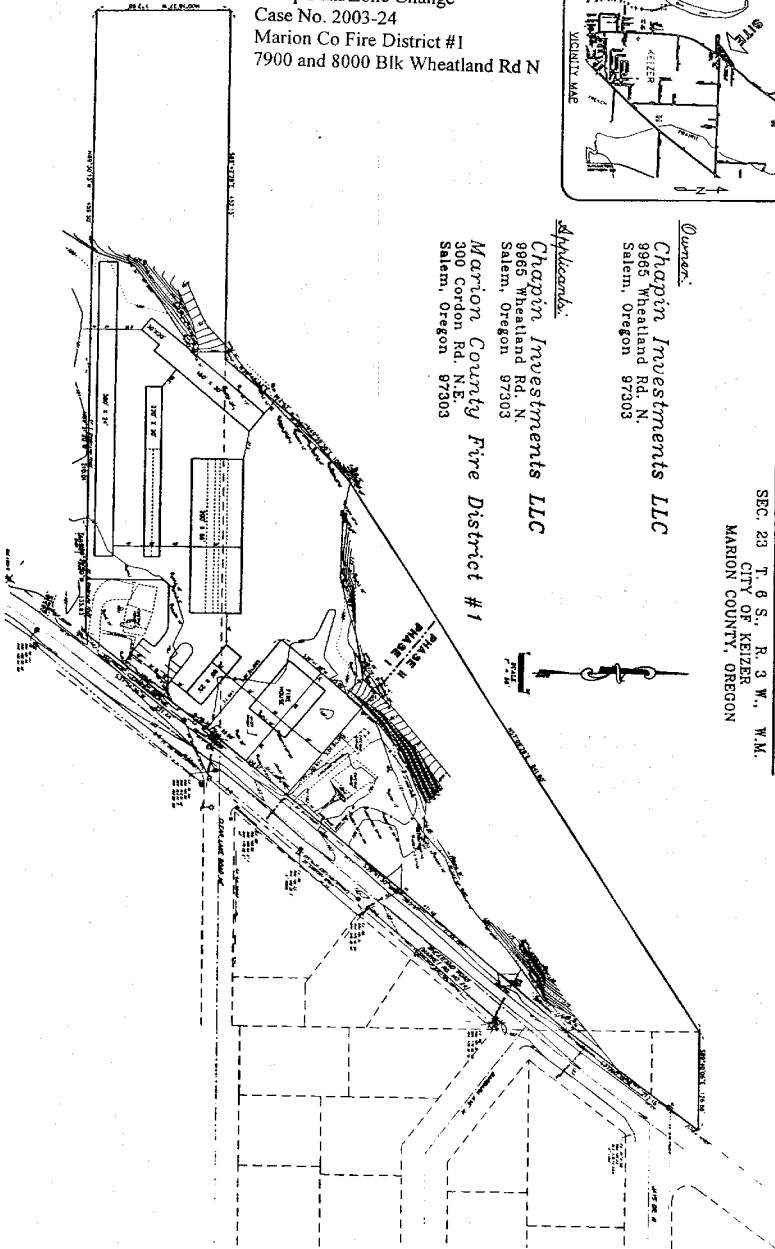


CHAPIN PROPERTY

SEC. 23 T. 6 S., R. 3 W., W.M.
CITY OF KEIZER
MARION COUNTY, OREGON

Owner:
Chapin Investments LLC
8965 Wheatland Rd. N.
Salem, Oregon 97303

Applicants:
Chapin Investments LLC
8965 Wheatland Rd. N.
Salem, Oregon 97303
Marion County Fire District #1
300 Cordon Rd. N.E.
Salem, Oregon 97303



9866
G.B. MULTI / TECH
CONSULTING ENGINEERS, INC.
1000 N. W. 10TH AVE., SUITE 200
PORTLAND, OREGON 97227
PHONE: 503.281.1111
FAX: 503.281.1112
WWW.GBTECH.COM



NOTED: THE WORK SHOWN ON THIS PLAN IS BASED ON THE INFORMATION PROVIDED BY THE CLIENT. THE ENGINEER HAS NOT CONDUCTED A VISUAL INSPECTION OF THE SITE. THE CLIENT IS RESPONSIBLE FOR THE ACCURACY OF THE INFORMATION PROVIDED.

DATE: 11/11/03
BY: G.B. MULTI / TECH
CHECKED: 11/11/03
BY: G.B. MULTI / TECH

CHAPIN PROPERTY

CONCEPTUAL SITE PLAN

DATE: 11/11/03
BY: G.B. MULTI / TECH
CHECKED: 11/11/03
BY: G.B. MULTI / TECH

Exhibit '4'

RECEIVED

BY: _____
CITY OF KEIZER

Comp Plan/Zone Change
Case No. 2003-24
Marion Co Fire District #1
7900 and 8000 Blk Wheatland Rd N

2003 JAN 29 AM 11 53

**Revised Economic Opportunities Analysis
Keizer, Oregon**

**Prepared for:
NW National, LLC**

January 20, 2003

**Prepared By:
Hobson Ferrarini Associates**

Table 9
Commercial Land Demand and Supply Reconciliation
Pre-Rezoning of the City Council KSP

	2006	2011	2016	2021
KEIZER PLAN/SKAPAC APPROVED				
Net Demand Retail Acres	98.0	104.4	106.7	108.8
Net Demand Office Acres	5.1	10.8	17.1	24.2
Total Cumulative Demand Commercial*	103.1	115.2	123.8	133.0
Buildable Commercial Land	71.8	71.8	71.8	71.8
Cumulative Surplus/(Deficit) of Commercial Land	(31.3)	(43.4)	(52.0)	(61.2)
SALEM PREFERRED/RTSP				
Net Demand Retail Acres	98.0	104.4	106.7	108.8
Net Demand Office Acres	1.9	4.0	6.2	8.6
Total Cumulative Demand Commercial*	99.9	108.4	112.9	117.4
Buildable Commercial Land	71.8	71.8	71.8	71.8
Cumulative Surplus/(Deficit) of Commercial Land	(28.1)	(36.6)	(41.1)	(45.6)

*Represents cumulative growth from 2006-2021

Source: Hobson Ferrarini Associates

Industrial Demand Analysis

Relative to the need for commercial land, the demand for industrial land over the next 20 years will be much more modest. The results of the analysis, presented below in Table 10, indicate that 38.5 acres of industrial land will be demanded using the Keizer Plan/SKAPAC approved employment projections, and 14.3 acres of industrial land using the Salem Preferred/RTSP projections.

Broker interviews substantiate the finding that there is little demand for industrial development in Keizer. As they note, there has been little to no industrial land absorption in Keizer during the past decade. If demand were to exist it would be oriented toward light industrial uses, rather than heavy industrial. Light industrial firms generally seek smaller, industrial flex-space.

As mentioned earlier, these office/flex spaces would generally be located in industrial business parks ranging in size from 2 to 10 acres. A limited amount of firms will require larger parcels for distribution and manufacturing facilities that require lot sizes larger than 10 acres.

Should Keizer need a very large vacant site to attract a large manufacturer or corporate office that desires a campus type setting, there is ample space on the 151 acre site currently zoned Industrial Agricultural. While there is no market for this type of development, a suitable site does exist if long term projections change.

The City currently has 75.65 acres of buildable industrial land without regard to the IA zoned land, an excessive supply that would not be absorbed for nearly 40 years under the Keizer Plan/SKAPAC Approved scenario. Under the Salem Preferred/RTSP scenario, the supply of industrial land in Keizer would not be absorbed for 105 years.

EXHIBIT 2.01

EXISTING VACANT COMMERCIAL SITES

Tax Lot ID #	Acres	Zoning	*25%	Acres for Commercial Development
063W34AD06700	0.10	MU	0.25	0.03
063W34AD07100	0.14	MU	0.25	0.04
063W35 00400	9.24	MU	0.25	2.31
063W35AC03600	0.81	MU	0.25	0.20
063W35AC03900	1.20	MU	0.25	0.30
063W35BA01700	0.19	MU	0.25	0.05
063W35BA01900	0.08	MU	0.25	0.02
063W35BA02100	0.05	MU	0.25	0.01
063W35BA02400*	0.61	MU	0.25	0.15
063W35BC07500*	1.98	MU	0.25	0.50
063W35BC08000	0.93	MU	0.25	0.23
063W35BC08001	0.99	MU	0.25	0.25
063W35BD00200	0.32	MU	0.25	0.08
063W35BD01100	0.57	MU	0.25	0.14
063W35BD01200	0.07	MU	0.25	0.02
063W35BD01600	0.05	MU	0.25	0.01
063W35BD01700	0.16	MU	0.25	0.04
063W35BD02500*	2.55	MU	0.25	0.64
063W35CB02100	0.62	MU	0.25	0.16
063W35CB02102	0.98	MU	0.25	0.25
063W35CB02200	0.44	MU	0.25	0.11
063W35CB02201*	0.50	MU	0.25	0.13
063W35CB02202*	0.38	MU	0.25	0.10
063W35CB02300	1.46	MU	0.25	0.37
063W36CA00600	0.13	MU	0.25	0.03
063W36CA00800	2.73	MU	0.25	0.68
063W36CA01100	1.91	MU	0.25	0.48
063W36CA01200	0.23	MU	0.25	0.06
063W36CA01600	0.08	MU	0.25	0.02
063W36CA01700	0.28	MU	0.25	0.07
063W36CA01800	0.28	MU	0.25	0.07
063W36CA01900	0.16	MU	0.25	0.04
063W36CA02000	0.35	MU	0.25	0.09
063W36CA02200	0.25	MU	0.25	0.06
063W36CA02300	0.25	MU	0.25	0.06
063W36CB00300	0.04	MU	0.25	0.01
073W02CD02104	0.02	MU	0.25	0.01
073W11BA03100	0.78	MU	0.25	0.20
073W11BA05100	0.81	MU	0.25	0.20
063W26DB03500	21.38	MU	0.25	5.35
Total Vacant Acres Zoned Mixed-Use	54.10			13.53
*Mixed Use assumed to develop 25% Commercial				
Total Vacant Commercial Mixed Use	13.53			

EXISTING VACANT COMMERCIAL SITES

063W35CA02200	0.48	CG
063W35 00401	0.58	CG
073W03BA01400	2.65	CG
Total Vacant Commercial Zoned CG	3.71	
063W35CC04100	0.50	CM
063W35CC04200	0.16	CM
063W35CC04300	0.12	CM
063W36AC01000	0.17	CM
063W36AC01100	2.71	CM
063W36AC01200	0.81	CM
063W36BD00900	0.82	CM
063W36D 00400	7.83	CM
073W02BA05401	1.96	CM
073W02BA05402	0.16	CM
073W02BA05601	0.16	CM
073W02BB03500	0.07	CM
073W02BB04300	0.31	CM
073W02BD05700	0.29	CM
073W02BD13100	0.41	CM
073W02CA04100	0.37	CM
073W02CB04000	0.03	CM
073W02CC09400	0.09	CM
073W02CC09500	0.14	CM
073W11BB04900	0.29	CM
073W11BB05700	0.13	CM
073W11BB90000	1.84	CM
073W11BC02000	0.13	CM
073W11BC03000	0.04	CM
073W11BC03200	0.60	CM
073W11BC06300	1.67	CM
073W11BC06400	1.64	CM
073W11BC06500	1.16	CM
073W11CB01300	0.02	CM
073W11CB01900	0.24	CM
073W11CB02300	0.39	CM
Total Vacant Commercial Zoned CM	25.26	

EXISTING VACANT COMMERCIAL SITES

063W36BC06000	3.10	CO
063W36BC06100	0.20	CO
063W36BD01100	4.73	CO
063W36BD01200	0.87	CO
063W36BD01400	2.25	CO
073W02BC08300	0.10	CO
073W02BC08400	0.13	CO
073W02BC08500	0.07	CO
073W02BC08600	0.06	CO
073W02CB02100	0.47	CO
073W02CB02300	0.11	CO
073W11BC00900	0.19	CO
073W11BC01000	0.18	CO
Total Vacant Commercial Zoned CO	12.46	

Totals by Zone

Total Vacant Zoned MU	13.53
Total Vacant Zoned CG	3.71
Total Vacant Zoned CM	25.26
Total Vacant Zoned CO	12.46
Total	54.96

*Less Constrained/Unbuildable Land**

Total Vacant Commercial Acreage 53.60

**See Table 5 "Constrained & Unbuildable Land" in Economic Opportunities Analysis for further detail.
Source: City of Kaiser Planning Department*

EXHIBIT 2.02

EXISTING UNDERUTILIZED COMMERCIAL SITES

Tax Lot ID #	Acres	Zoning	25%
063W35 00300*	8.17	MU	2.04
063W36CA00200	0.95	MU	0.24
063W36CA00300	0.60	MU	0.15
063W36CA00400	0.44	MU	0.11
063W36CA00500	1.45	MU	0.36
063W36CA00700	0.34	MU	0.09
063W36CA00900	0.22	MU	0.06
063W36CA01000	3.22	MU	0.81
063W36CA01300	0.25	MU	0.06
063W36CA01400	0.25	MU	0.06
063W36CA01500	0.26	MU	0.07
063W36CA02100	0.37	MU	0.09
063W36CA02400	0.21	MU	0.05
063W36CA02500	0.36	MU	0.09
063W36CA02600	1.68	MU	0.42
063W36CA02800	0.48	MU	0.12
063W36CA02900	2.98	MU	0.75
063W36CA03000	0.43	MU	0.11
063W36CA03100	0.21	MU	0.05
063W36CA03200	0.55	MU	0.14
063W36CA03300	0.55	MU	0.14
063W36CA03400	0.55	MU	0.14
063W36CA03500	0.62	MU	0.16
063W36CB00100	0.23	MU	0.06
063W36CB00200	1.56	MU	0.39
063W36CB08800	0.83	MU	0.21
063W36CB08900	5.88	MU	1.47
063W36CB09000	0.32	MU	0.08
Total	33.96		8.49
Mixed Use Assumed to Develop 25% Commercial	<u>x.25</u>		
Total Underutilized Commercial Mixed Use	8.49		
 073W03BA01700	 1.08	 CG	
Total Underutilized Commercial Zoned CG	1.08		
 063W36BD00700	 0.26	 CM	
073W02BD05800	0.26	CM	
073W02CA04300	0.24	CM	
073W02CA08100	0.32	CM	
073W11BB01600	0.33	CM	
073W11BB01900	0.29	CM	
073W11BB02600	0.34	CM	

EXISTING UNDERUTILIZED COMMERCIAL SITES

Tax Lot ID #	Acres	Zoning
063W36AC01300	1.86	CM
063W36AC01400	2.92	CM
063W36AC01500	2.47	CM
063W36BD00500	2.85	CM
063W36BD00600	0.43	CM
063W36BD00800	1.11	CM
073W02BA05600	1.93	CM
073W02BB04600	0.47	CM
073W02BC05300	0.38	CM
073W02BC05700	0.53	CM
073W02CA04000	0.44	CM-LU
073W02CA04200	0.48	CM
073W02CB04500	0.72	CM
073W02CC07402	0.38	CM
073W02CC08700	1.00	CM
073W02CC08900	0.49	CM
073W02CC09600	0.35	CM
073W02CD02500	3.05	CM
073W02CD09600	2.62	CM
073W11BB05600	0.63	CM
Total Underutilized Commercial Zoned CM	27.15	
063W36BD01300	0.48	CO
063W36BD01000	0.25	CO
Total Underutilized Commercial Zoned CO	0.73	
Total Underutilized Zoned MU	8.49	
Total Underutilized Zoned CG	1.08	
Total Underutilized Zoned CM	27.15	
Total Underutilized Zoned CO	0.73	
Total	37.45	
<i>Less Constrained/ Unbuildable Land*</i>	<i>1.02</i>	
Total Underutilized Acreage	36.43	
Less 50% for Redevelopment Potential**	x.50	
Total Underutilized Commercial Acreage	18.22	

*See Table 5 "Constrained & Unbuildable Land" in Economic Opportunities Analysis for further detail.

**Redeveloped land is expected to accommodate half as many employees as vacant land. See Economic Opportunities Analysis for further explanation.

Source: City of Keizer Planning Department

EXHIBIT 2.03

EXISTING VACANT INDUSTRIAL SITES

Tax Lot ID #	Acres	Zoning
063W25 04200	6.27	IBP
063W36A 00500	15.17	IBP
063W36AB00800	3.02	IBP
063W36AC00400	1.38	IBP
063W36AC00500	2.69	IBP
063W36AC00700	0.47	IBP
063W36AC00900	5.13	IBP
063W36BA00100	4.32	IBP
063W36BD00100	2.18	IBP
073W11AC06900	0.55	IBP
073W11BD00901	0.10	IBP
073W11BD02900	1.94	IBP
073W11BD06800	0.23	IBP
Total Vacant Industrial Zoned IBP	43.45	
073W11AC04700	0.14	IG
073W11AC04800	0.14	IG
073W11AC04900	0.14	IG
073W11AC05000	0.14	IG
073W11AC05100	0.14	IG
073W11AC05200	0.14	IG
073W11AC05300	0.14	IG
073W11AC05400	0.14	IG
073W11AC04500	0.67	IG
Total Vacant Industrial Zoned IG	1.79	
Totals by Zone		
Total Vacant Zoned IBP	43.45	
Total Vacant Zoned IG	1.79	
Total	45.24	
Less Constrained/Unbuildable Land*	0.00	
Total Vacant Industrial Acreage	45.24	

*See Table 5 "Constrained & Unbuildable Land" in Economic Opportunities Analysis for further detail.

Source: City of Keizer Planning Department

EXHIBIT 2.04

EXISTING UNDERUTILIZED INDUSTRIAL SITES

Tax Lot ID #	Acres	Zone
063W25 04500	10.01	IBP
063W36A 00600	12.61	IBP
063W36A 00700	7.85	IBP
063W36AB00100	5.38	IBP
063W36AB00200	0.60	IBP
063W36AB00300	0.91	IBP
063W36AB00400	1.60	IBP
063W36AB00500	1.18	IBP
063W36AB00600	0.92	IBP
063W36AB00700	1.00	IBP
063W36AB00900	0.72	IBP
063W36AB01000	0.48	IBP
063W36AB01100	0.69	IBP
063W36AB01200	0.79	IBP
063W36AB01300	2.98	IBP
063W36AC00100	1.48	IBP
063W36AC00300	0.46	IBP
063W36AC00600	0.47	IBP
063W36AC00800	0.59	IBP
063W36BD00200	2.43	IBP
063W36BD00300	0.95	IBP
063W36BD00400	1.04	IBP
073W11BD03000	0.91	IBP
073W11BD03100	1.59	IBP
073W11BD05000	0.41	IBP
073W11BD08100	0.22	IBP
TOTAL UNDERUTILIZED INDUSTRIAL ZONED IBP	58.27	
073W11AD02900	0.18	IG
073W11AD02700	0.72	IG
073W11AC07800	1.49	IG
073W11AD01900	0.17	IG-LU
TOTAL UNDERUTILIZED INDUSTRIAL ZONED IG	2.56	

EXISTING UNDERUTILIZED INDUSTRIAL SITES

Totals by Zone

Total Underutilized Zoned IBP	58.27
Total Underutilized Zoned IG	2.56
Total	60.83
Less Constrained/Unbuildable Land*	0.00
Less 50% for Redevelopment Potential**	x.50
Total Underutilized Industrial Acreage	30.42

*See Table 5 "Constrained & Unbuildable Land" in Economic Opportunities Analysis for further detail.

**Redeveloped land is expected to accommodate half as many employees as vacant land. See

Economic Opportunities Analysis for further explanation.

Source: City of Kaiser Planning Department

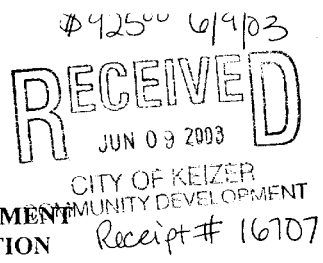
2.110.05 Use Restrictions

No permitted or special permitted use shall in any way involve any of the following:

- A. Farm Use. (5/98)
- B. The rendering, processing, or cleaning of animals, fish, seafoods, fowl, poultry, fruits, vegetables, or dairy products for wholesale use. (5/98)
- C. The following uses are prohibited from any property fronting on River Road or Chemawa Road in the following area: the west side of River Road between 5119 River Road on the north and Janet Avenue extended on the south; the east side of River Road between Claggett Street on the north and James Avenue on the south; and either side of Chemawa Road between Elizabeth Street on the west and Bailey Road on the east. This prohibition does not apply to any business facility, legally established as of the date of the adoption of this Ordinance, which as of that date has drive-through window facilities. (5/98)
 - 1. Gasoline service stations (554). (5/98)
 - 2. Drive-Through windows or car service associated with eating and drinking places (58). (5/98)
 - 3. Vehicle sales and secondary repair. (5/98)
 - 4. Public utility structures and buildings. (5/98)
 - 5. Recreational vehicle parks (7033). (5/98)
 - 6. Automobile parking not associated with an allowed use (752). (5/98)
 - 7. Automotive Dealers (55). (5/98)
 - 8. Automotive rental and leasing, without drivers (751). (5/98)
 - 9. Automotive repair shops (753). (5/98)
 - 10. Automotive services, except repair (754). (5/98)
 - 11. Utilities - secondary truck parking and material storage yard. (5/98)

2.309.06 Planting and Maintenance

- A. **Planting Height.** No sight-obscuring plantings exceeding 30 inches in height shall be located within any required vision clearance area in accordance with Section 2.312.09 of this Ordinance. (5/98)
- B. **Plant Materials.** Plant materials shall not cause a hazard. Landscape plant materials over walks, pedestrian paths and seating areas shall be pruned to a minimum height of eight feet and to a minimum height of 15 feet over streets and vehicular traffic areas. (5/98)
- C. **Utility Interference.** Landscape plant materials shall be selected which do not generally interfere with utilities above or below ground. (5/98)
- D. **Installation.** Landscape plant materials shall be properly guyed and staked to current industry standards as necessary. Stakes and guy wires shall not interfere with vehicular or pedestrian traffic. (5/98)
- E. **Suitability.** Plant materials shall be suited to the conditions under which they will be growing. As an example, plants to be grown in exposed, windy areas that will not be irrigated should be sufficiently hardy to thrive under these conditions. Plants should have vigorous root systems, and be sound, healthy, free from defects, diseases, and infections. (5/98)
- F. **Deciduous Trees.** Deciduous trees should be fully branched, have a minimum caliper of 1 1/4 inches, and a minimum height of 8 feet at the time of planting. (5/98)
- G. **Evergreen Trees.** Evergreen trees shall be a minimum of 6 feet in height, fully branched at time of planting. (5/98)
- H. **Shrubbery.** Shrubs shall be supplied in a minimum 1 gallon containers or 8 inch burlap balls with a minimum spread of 12 to 15 inches. (5/98)
- I. **Ground Cover.** Ground cover plants shall be spaced in accordance with current nursery industry standards to achieve covering of the planting area. Rows of plants are to be staggered for a more effective covering. Ground cover shall be supplied in a minimum 4 inch size container or a 2 1/4 inch container or equivalent if planted 18 inches on center. (5/98)
- J. **Irrigation.** All developments are required to provide appropriate methods of irrigation for the landscaping. Sites with over 1,000 square feet of landscaped area shall be irrigated with automatic sprinkler systems to insure the continued health and attractiveness of the plant materials. Sprinkler heads shall not cause any hazard to the public. Irrigation shall not be required in wooded areas, wetlands, floodplains, or along natural drainage channels or stream banks. (5/98)



**CITY OF KEIZER
COMPREHENSIVE PLAN AMENDMENT
AND ZONE CHANGE APPLICATION**

APPLICATIONS RETURNED BY MAIL WILL NOT BE ACCEPTED

**FEE: \$835 (Comprehensive Plan Amendment)
\$925 (Comprehensive Plan Amendment & Zone Change)**

1. **Applicant Name** **Address, City, and Zip Code**
Marion County Fire District #1 300 Cordon Rd. NE, Salem, Oregon 97301
Daytime Phone Number (503) 585-6526
2. **Agent Name** **Address, City, and Zip Code**

Daytime Phone Number _____
3. **Property Owner(s) Name** **Address, City and Zip Code**
Chapin Investments, LLC 9965 Wheatland Rd. N, Salem, Oregon 97303
4. **Contract and/or Mortgage Holder Name** **Address, City and Zip Code**

5. The applicants propose to change the comprehensive plan designation from Low Density Residential
to Commercial, and change the zone from Urban Transition to Commercial General.
6. Please describe the current use of the lands surrounding the property (include land across roads):
North edge of city limits is in exclusive farm use, West edge of city limits is
in exclusive farm use, South residential, East church school, 2 commercial
retail business, Residential.
7. Describe the intended use of the property Fire Station and Mini Storage

8. In order to have a complete application the following items must be submitted with the completed application form. Please check off the following items to ensure a complete application:

- _____ Application processing and filing fee. If paid by check, the check must be payable to the City of Keizer. The fee for a Comprehensive Plan Amendment is \$725. The fee for a Comprehensive Plan Amendment with a Zone Change is \$800.
- _____ A copy of the latest officially recorded title transfer instrument (deed, warranty deed, or purchase contract) giving the legal description of the property. If only a portion of the subject property is being changed then a legal description prepared by a licensed surveyor for that portion to be amended or rezoned is required.
- _____ Attach additional sheets with written statements explaining the reasons for the comprehensive plan amendment and zone change request. In addition, information must be provided on how the request meets the comprehensive plan amendment and zone change criteria as outlined in the information sheet provided with this application.
- _____ 15 copies of the plot plan and supporting drawings, elevations, or diagrams. The plot plan cannot be smaller than 8 1/2" x 11" in size and must be drawn in black ink. If plot plans larger than 11" x 17" are provided, the applicant must provide at least 1 reduced copy of the plot plan and supporting drawings, elevations, or diagrams.

9. **THE APPLICANT(S) SHALL CERTIFY THAT:**

- (a) The above comprehensive plan amendment and zone change request does not violate any deed restrictions that may be attached to or imposed upon one, both, or all of the subject properties.
- (b) If the application is approved, the applicant(s) will exercise the rights granted in accordance with that approval and will be subject to all conditions and limitations of approval.
- (c) All of the above statements and the statements included on the plot plan and exhibits attached to the plot plan are true to the best of the applicants knowledge; and the applicants acknowledge that any permit issued on the properties may be revoked if it is found that any statements are false.
- (d) The applicant(s) acknowledge that this application and all applicable policies and criteria have been read and understood, and that the requirements and criteria for approving or denying the application are also understood.

SIGNATURE(s) of APPLICANTS

SIGNATURE(s) of APPLICANTS

NOTE: If the applicants are not the property owner, the current property owner MUST sign the application.

[Signature]

Chapin Investments, LLC
Robert E. Chapin, Manager

Dated this 30th day of April, 2003.

AGENT AUTHORIZATION

Fill out and sign this portion of the application if you (the applicant) are going to designate another individual as your agent. By signing this section you authorize the person named to act as your agent and agree to be bound by all representations and agreements made by the designated agent.

We, Chapin Investments, LLC, and Marion County Fire District #1, hereby authorize Mark D. Grenz, P.E., IC to act as my representative and agent in all matters pertaining to the processing and approval of this land use application, and agree to be bound by all representations and agreements made by the above designated agent.

[Signature]
Applicant's Signature

043003
Date

Chapin Investments, LLC
Robert E. Chapin, Manager
Applicant's Signature

Apr. 30 2003
Date

FOR OFFICE USE ONLY

Section _____ Township _____ Range _____

Tax Lot Number(s) _____

Zone _____

Application elements submitted:

- _____ (a) Title transfer
_____ (b) Plot plan (15 copies)
_____ (c) Applicant Statement/questions
_____ (d) Filing fee

Date application determined complete _____

Application accepted by _____



REQUEST FOR COMMENTS

RECEIVED

CITY OF KEIZER

2003 JUL 14 AM 11 12

June 27, 2003

TO: City of Salem Community Development Department
FROM: Cheryl Vafakos, Interim Planning Director
CASE: Comprehensive Plan Map Amendment and Zone Change Case No. 2003-24
RESPONSE DATE: **July 11, 2003**

APPLICATION: The applicant is requesting a Comprehensive Plan Map Amendment from Low Density Residential (LDR) to Commercial (C); and a Zone Change from UT (Urban Transitional) to CG (Commercial General) for property identified on the Marion County Tax Assessor's Maps as Township 6 Range 3W Section 23B Lot # 00400, Section 23CA Lot # 02300, and Section 23AC Lots # 00700 and 00800.

APPLICANT: Marion County Fire District #1

LOCATION: The subject property is located at the NW corner of Wheatland Road N and Clearlake Road NE, also identified as Marion County Tax Assessor's Maps as Township 6 Range 3W Section 23B Lot # 00400, Section 23CA Lot # 02300, and Section 23AC Lots # 00700 and 00800.

ZONE: Urban Transition (UT)

ATTACHMENTS: Applicant's Written Statement, Proposed plan with Vicinity Map

The Community Development Department is soliciting comments from affected agencies on the above referenced land use application. These comments will be considered as part of the staff report. Please return your comments to our office by **July 11, 2003** in order that we may process the application in a timely manner. Phone calls are acceptable if it is not possible to respond in writing by this date. If we receive no response, we will assume your agency has no concerns. You may use this response form, or, attach a separate letter. Please return your written responses to the Keizer Community Development Department, P.O. Box 21000, Keizer, Oregon 97307-1000. Questions regarding the application may be directed to Cheryl Vafakos, Interim Planning Director, at (503) 390-3700. Thank you for your assistance.

PLEASE CHECK THE APPROPRIATE ITEMS:

☐ Our agency reviewed the proposal and determined we have no comment.
☒ Our agency would like to receive a copy of the staff decision/report and notice of any public hearings in this case.

☐ Our comments are in the attached letter.

☒ Our Agency's comments are: *The City needs to demonstrate that there is a need for additional commercial designated land in comparison to proposed changes related to Keizer Station and*

Response Date: *7/18/03*

Person commenting: *Marylou Mattson*

*address the attached *. This is not an area committed to "strip development" it is not clustered and providing "goods" and services; and does not serve a neighborhood.*

SALEM AREA COMPREHENSIVE PLAN

October 1992

Revised: March, 1997

Revised: November 2000

Community Shopping and Service Facilities

4. Community shopping and service facilities shall be located adjacent to major arterials and shall provide adequate parking and service areas. Land use regulations shall include provisions for siting and development which discourage major customer traffic from outside the immediate neighborhoods from filtering through residential streets.

Neighborhood and Community Shopping and Service Facilities



5. Unless the existing development pattern along arterials and collectors commits an area to strip development, new commercial development shall be clustered and located to provide convenience goods and services for neighborhood residents or a wide variety of goods and services for a market area of several neighborhoods.

Commercial Office Uses

6. Commercial office uses shall have convenient access to collector and arterial streets.

Mixed Use Development

7. Mixed use developments shall be provided for in land use regulations.
8. Buffer strips from residential uses shall be provided for all commercial development.

G. ECONOMIC DEVELOPMENT

GOAL: Strengthen the economic base of the Salem area to sustain the economic growth necessary to provide adequate employment opportunities and maintain community livability.

Economic Diversification

1. Diversify the basic economic sector of the Salem urban area through:
 - a. Expansion of existing industrial enterprises and location of new, clean industries.
 - b. Expansion of the light manufacturing element.

Labor Force

2. Increase labor intensive employment opportunities and encourage the hiring of unemployed local residents.

Economic Development Functions

3. The established economic development entities' functions within the Salem urban area should include but not be limited to:

2.112.02 Permitted Uses

The following uses, when developed under the applicable development standards in this Zoning Ordinance, are permitted in the CG zone:

J. Printing and publishing (27). (5/98)

G. Transportation and Utilities. (5/98)

1. Transportation, communication, electric, gas, and sanitary services (40 - 49). (5/98)
2. Utilities - secondary truck parking and material storage yard. (5/98)
3. Public utility structures and buildings. (5/98)

Deleted: A. One dwelling unit in conjunction with the commercial use(s) of the lot. (5/98)
B. Recycling Depots. (5/98)
C. Auctions yards. (5/98)
D. Landscape and horticultural services (078). (5/98)
E. Construction contractor's offices and related outdoor storage (15, 16, 17) (5/98)

J. Retail Trade. (5/98)

1. Building materials, hardware, retail nurseries, and garden supply (52). (5/98)
2. General merchandise stores (53). (5/98)
3. Food stores (54). (5/98)
4. Automobile, recreational vehicle or trailer sales and supply stores (55), BUT EXCLUDING gasoline service stations (554). (5/98)
5. Apparel and accessory stores (56). (5/98)
6. Furniture, home furnishings, and equipment stores (57). (5/98)
7. Eating and drinking places (58). (5/98)
8. Miscellaneous retail (59). (5/98)

Deleted: H. Wholesale trade (50) except scrap and waste materials (5093). (5/98)

J. Business, Professional and Social Services. (5/98)

1. Finance, insurance, and real estate (60, 61, 62, 63, 64, 65, 67). (5/98)
2. Personal Services (72). (5/98)
3. Business services (73). (5/98)

Deleted: 9. Electrical and lighting shops, office machines and equipment stores, and tractor and farm equipment shops. (5/98)

S. Miscellaneous repair services (76). (5/98)

Deleted: 4. Automotive repair services and garages (75). (5/98)

K. Public Administration. (5/98)

Deleted: 6. Motion picture production and allied services (78). BUT EXCLUDING drive-ins (7832). (5/98)
7. Amusement and recreation service (79). BUT EXCLUDING racing (7948). (5/98)

Deleted: 1. Fire protection (9224). (5/98)
1. Child foster home for five or fewer children as a secondary use (6/99)

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Marion Co. Fire District #1/Chapin Investments, LLC

H:\Docs\1300-13499\13207\applicantcg.doc

K. Public Administration. (5/98)

Deleted: 7. Amusement and recreation service (79), BUT EXCLUDING racing (7948). (5/98)¶

1. Fire protection (9224). (5/98)

Deleted: 1. Child foster home for five or fewer children as a secondary use (6/99)¶

OSHAOccupational Safety & Health Administration
U.S. Department of Labor

SIC Description for 4225

Division E: Transportation, Communications, Electric, Gas, And Sanitary Services

Major Group 42: Motor Freight Transportation And Warehousing

Industry Group 422: Public Warehousing And Storage

4225 General Warehousing and Storage

Establishments primarily engaged in the warehousing and storage of a general line of goods. The warehousing of goods at foreign trade zones is classified in Industry 4226. Field warehousing is classified in Services, Industry 7389.

- General warehousing and storage
- Miniwarehouse warehousing
- Warehousing, self-storage

[\[SIC Search | Division Structure | Major Group Structure | OSHA Standards Cited \]](#)

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[Privacy and Security Statement | Disclaimers](#)



**CITY OF KEIZER
COMPREHENSIVE PLAN AMENDMENT
AND ZONE CHANGE APPLICATION**

4250 6/9/03
RECEIVED
JUN 09 2003
CITY OF KEIZER
COMMUNITY DEVELOPMENT
Receipt # 16707

APPLICATIONS RETURNED BY MAIL WILL NOT BE ACCEPTED

**FEE: \$835 (Comprehensive Plan Amendment)
\$925 (Comprehensive Plan Amendment & Zone Change)**

1. **Applicant Name** **Address, City, and Zip Code**
Marion County Fire District #1 300 Cordon Rd. NE, Salem, Oregon 97301
Daytime Phone Number (503) 585-6526
2. **Agent Name** **Address, City, and Zip Code**

Daytime Phone Number _____
3. **Property Owner(s) Name** **Address, City and Zip Code**
Chapin Investments, LLC 9965 Wheatland Rd. N, Salem, Oregon 97303
4. **Contract and/or Mortgage Holder Name** **Address, City and Zip Code**

5. The applicants propose to change the comprehensive plan designation from Low Density Residential
to Commercial, and change the zone from Urban Transition to Commercial General.
6. Please describe the current use of the lands surrounding the property (include land across roads):
North edge of city limits is in exclusive farm use, West edge of city limits is
in exclusive farm use, South residential, East church school, 2 commercial
retail business, Residential.
7. Describe the intended use of the property Fire Station and Mini Storage

8. In order to have a complete application the following items must be submitted with the completed application form. Please check off the following items to ensure a complete application:

_____ Application processing and filing fee. If paid by check, the check must be payable to the City of Keizer. The fee for a Comprehensive Plan Amendment is \$725. The fee for a Comprehensive Plan Amendment with a Zone Change is \$800.

_____ A copy of the latest officially recorded title transfer instrument (deed, warranty deed, or purchase contract) giving the legal description of the property. If only a portion of the subject property is being changed then a legal description prepared by a licensed surveyor for that portion to be amended or rezoned is required.

_____ Attach additional sheets with written statements explaining the reasons for the comprehensive plan amendment and zone change request. In addition, information must be provided on how the request meets the comprehensive plan amendment and zone change criteria as outlined in the information sheet provided with this application.

_____ 15 copies of the plot plan and supporting drawings, elevations, or diagrams. The plot plan cannot be smaller than 8 1/2" x 11" in size and must be drawn in black ink. If plot plans larger than 11" x 17" are provided, the applicant must provide at least 1 reduced copy of the plot plan and supporting drawings, elevations, or diagrams.

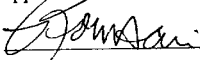
9. **THE APPLICANT(s) SHALL CERTIFY THAT:**

- (a) The above comprehensive plan amendment and zone change request does not violate any deed restrictions that may be attached to or imposed upon one, both, or all of the subject properties.
- (b) If the application is approved, the applicant(s) will exercise the rights granted in accordance with that approval and will be subject to all conditions and limitations of approval.
- (c) All of the above statements and the statements included on the plot plan and exhibits attached to the plot plan are true to the best of the applicants knowledge; and the applicants acknowledge that any permit issued on the properties may be revoked if it is found that any statements are false.
- (d) The applicant(s) acknowledge that this application and all applicable policies and criteria have been read and understood, and that the requirements and criteria for approving or denying the application are also understood.

SIGNATURE(s) of APPLICANTS

SIGNATURE(s) of APPLICANTS

NOTE: If the applicants are not the property owner, the current property owner **MUST** sign the application.

 _____
Chapin Investments, LLC _____
Mark D. Grenz, Manager _____

Dated this 30th day of April, 2003.

AGENT AUTHORIZATION

Fill out and sign this portion of the application if you (the applicant) are going to designate another individual as your agent. By signing this section you authorize the person named to act as your agent and agree to be bound by all representations and agreements made by the designated agent.

We, Chapin Investments, LLC, and Marion County Fire District #1, hereby authorize Mark D. Grenz, P.E., IC to act as my representative and agent in all matters pertaining to the processing and approval of this land use application, and agree to be bound by all representations and agreements made by the above designated agent.

 _____ 043003 _____
Applicant's Signature Date
Chapin Investments, LLC _____
Applicant's Signature Mark D. Grenz, Manager _____ Apr. 30 2003 _____
Date

FOR OFFICE USE ONLY

Section _____ Township _____ Range _____

Tax Lot Number(s) _____

Zone _____

Application elements submitted:

- _____ (a) Title transfer
_____ (b) Plot plan (15 copies)
_____ (c) Applicant Statement/questions
_____ (d) Filing fee

Date application determined complete

Application accepted by _____

The Department of Public Works recommends that no building permits be issued on the subject property until adequate guarantees are in place for street improvements, storm drainage improvements, water system improvements and reimbursements to prior developers are in place.

The following public facilities shall be in place or acceptable guarantees that the facilities will be in place prior to any development on the subject property:

SANITARY SEWERS:

The subject property is located outside the original Keizer Sewer District. Therefore a sanitary sewer trunk line acreage charge will be required prior to any development of the subject property. The current charge is \$7,460.00 per acre. The actual charge will be the rate in place at the time of development of the property.

- a. City of Salem approval for local sewer permits will need to be issued prior to construction. Prior to submitting plans to the City of Salem for approval, the developer's engineer shall submit plans to the City of Keizer for review and determination of compliance with the City's Master Sewer Plan for the area.
- b. Connecting to existing sewers that serve the general area will be the responsibility of the developer of the property.
- c. Appropriate easements will be required for any public sewer mains located within the subject property if located outside platted right of ways.
- d. It will be the responsibility of the developer's engineer to locate any existing wells (including on adjacent property) in the vicinity of the proposed new sanitary sewer lines for the subject property. Any conflicts between existing wells and proposed sanitary sewers shall be removed by the developer prior to issuance of building permits.

WATER SYSTEM:

- e. A master water system plan showing proposed routes of public water mains, fire hydrants and individual services shall be prepared prior to submission of construction plans for the development. Appropriate easements for all public water mains and fire hydrants will be required if construction is to be outside of public right of ways. Any system development charges for water system improvements will be those in place at the time of individual service connections. The developer will be required to construct a water main along the frontage of the subject property from the end of the existing main to the northerly end of the subject property. The application indicates that development of the subject property may be completed in phases I and II. If appropriate requests are made, the Department of Public Works will consider

Exhibit '3'

phasing of the water main improvements to coincide with development of the subject property.

- f. Final development plans shall be reviewed by the Marion County Fire District No. 1 with regard to access and adequate location of fire hydrants prior to any issuance of building permits by the City of Keizer. The Fire District may turn this responsibility over to the Keizer Fire District.
- g. Any existing wells on the subject property are to be abandoned in accordance with the rules of the Oregon State Water Resources Department.
- h. Location of all meters to be approved by Keizer Water Department.

STREET AND DRAINAGE IMPROVEMENTS:

- i. The developer's engineer shall submit an overall storm drainage plan that will provide service to this development consistent City of Keizer storm drainage policies prior to submitting street plans for approval or issuance of any permits for construction of the proposed development.
- j. Storm water detention will be required for this site. All storm water and roof drains to be connected to an approved system designed to provide adequate drainage for the proposed new driveways and other hard surfaces. The subject property is located within an area of the Master Storm Drain System for this area of Keizer constructed by a prior developer. The acreage fee established for the drainage district shall be paid to the City of Keizer for reimbursing the prior developer before any development occurs on the subject property.
- k. A grading and drainage plan shall be developed for the subject property. Details shall include adequate conveyance of storm water from adjacent property across the subject property.
- l. Street improvements along the frontage of Wheatland Road will be required to provide a $\frac{1}{4}$ width street improvement for a future street width of 36 feet. The $\frac{1}{4}$ width improvement shall be a minimum of 28 feet in width. The west $\frac{1}{2}$ of the Wheatland Road section shall be 18 feet in width and meet the typical street improvement standards of the Department of Public Works. A five (5) foot sidewalk shall be required along the frontage of the subject property. The improvement shall include street improvements with appropriate signing, barricades if necessary, and overlays if necessary to control drainage and provide a smooth transition to the new construction. Street right of way shall be dedicated to provide for 34 feet of right of way from the centerline of Wheatland to the westerly right of way.

The application indicates that development of the subject property may be completed in phases I and II. If appropriate requests are made, the

Department of Public Works will consider phasing of the Wheatland Road improvements to coincide with development of the subject property.

OTHER

- m. The applicant shall be required to install street lights along the frontage of Wheatland Road. The City of Keizer will take over responsibility of operation and maintenance of the required street lights after installation is complete.
- n. Construction permits are required by the Department of Public Works prior to any public facility construction. Contact the City Engineer's office at 390-7402 for the necessary permit information that is required.
- o. A Pre-design meeting with the City of Keizer Department of Public Works will be required prior to the Developer's Engineer submitting plans to either the city of Keizer or the City of Salem for review.
- p. Street opening permits are required for any work within the City Right of Way that is not covered by a Construction Permit.
- q. **It appears that portions of the subject property are located outside of the Keizer City limits. No development in the Marion County portion of the subject property shall take place without prior approval of Marion County.**



REQUEST FOR COMMENTS

June 27, 2003

TO: Chief Adams

FROM: Cheryl Vafakos, Interim Planning Director

CASE: Comprehensive Plan Map Amendment and Zone Change Case No. 2003-24

RESPONSE DATE: **July 11, 2003**

APPLICATION: The applicant is requesting a Comprehensive Plan Map Amendment from Low Density Residential (LDR) to Commercial (C); and a Zone Change from UT (Urban Transitional) to CG (Commercial General) for property identified on the Marion County Tax Assessor's Maps as Township 6 Range 3W Section 23B Lot # 00400, Section 23CA Lot # 02300, and Section 23AC Lots # 00700 and 00800.

APPLICANT: Marion County Fire District #1

LOCATION: The subject property is located at the NW corner of Wheatland Road N and Clearlake Road NE, also identified as Marion County Tax Assessor's Maps as Township 6 Range 3W Section 23B Lot # 00400, Section 23CA Lot # 02300, and Section 23AC Lots # 00700 and 00800.

ZONE: Urban Transition (UT)

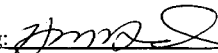
ATTACHMENTS: Applicant's Written Statement, Proposed plan with Vicinity Map

The Community Development Department is soliciting comments from affected agencies on the above referenced land use application. These comments will be considered as part of the staff report. Please return your comments to our office by **July 11, 2003** in order that we may process the application in a timely manner. Phone calls are acceptable if it is not possible to respond in writing by this date. If we receive no response, we will assume your agency has no concerns. You may use this response form, or, attach a separate letter. Please return your written responses to the Keizer Community Development Department, P.O. Box 21000, Keizer, Oregon 97307-1000. Questions regarding the application may be directed to Cheryl Vafakos, Interim Planning Director, at (503) 390-3700. Thank you for your assistance.

PLEASE CHECK THE APPROPRIATE ITEMS:

- ☒ Our agency reviewed the proposal and determined we have no comment.
- ☐ Our agency would like to receive a copy of the staff decision/report and notice of any public hearings in this case.
- ☐ Our comments are in the attached letter.
- ☐ Our Agency's comments are: _____
- _____
- _____

Response Date: 6-30-03

Person commenting: 



REQUEST FOR COMMENTS

RECEIVED

CITY OF KEIZER

2003 JUL 14 AM 11 12

June 27, 2003

TO: City of Salem Community Development Department
FROM: Cheryl Vafakos, Interim Planning Director
CASE: Comprehensive Plan Map Amendment and Zone Change Case No. 2003-24
RESPONSE DATE: July 11, 2003

APPLICATION: The applicant is requesting a Comprehensive Plan Map Amendment from Low Density Residential (LDR) to Commercial (C); and a Zone Change from UT (Urban Transitional) to CG (Commercial General) for property identified on the Marion County Tax Assessor's Maps as Township 6 Range 3W Section 23B Lot # 00400, Section 23CA Lot # 02300, and Section 23AC Lots # 00700 and 00800.

APPLICANT: Marion County Fire District #1

LOCATION: The subject property is located at the NW corner of Wheatland Road N and Clearlake Road NE, also identified as Marion County Tax Assessor's Maps as Township 6 Range 3W Section 23B Lot # 00400, Section 23CA Lot # 02300, and Section 23AC Lots # 00700 and 00800.

ZONE: Urban Transition (UT)

ATTACHMENTS: Applicant's Written Statement, Proposed plan with Vicinity Map

The Community Development Department is soliciting comments from affected agencies on the above referenced land use application. These comments will be considered as part of the staff report. Please return your comments to our office by **July 11, 2003** in order that we may process the application in a timely manner. Phone calls are acceptable if it is not possible to respond in writing by this date. If we receive no response, we will assume your agency has no concerns. You may use this response form, or, attach a separate letter. Please return your written responses to the Keizer Community Development Department, P.O. Box 21000, Keizer, Oregon 97307-1000. Questions regarding the application may be directed to Cheryl Vafakos, Interim Planning Director, at (503) 390-3700. Thank you for your assistance.

PLEASE CHECK THE APPROPRIATE ITEMS:

☐ Our agency reviewed the proposal and determined we have no comment.
☒ Our agency would like to receive a copy of the staff decision/report and notice of any public hearings in this case.

☐ Our comments are in the attached letter.

☒ Our Agency's comments are: The City needs to demonstrate that there is a need for additional commercial designated land in comparison to proposed changes related to Keizer Station and

Response Date: 7/18/03

Person commenting: Marjorie Mattson

address the attached *. This is not an area committed to "ship development," it is not clustered and precluding "goods" and services, and does not serve a neighborhoods.

SALEM AREA COMPREHENSIVE PLAN

October 1992

Revised: March, 1997

Revised: November 2000

Community Shopping and
Service Facilities

4. Community shopping and service facilities shall be located adjacent to major arterials and shall provide adequate parking and service areas. Land use regulations shall include provisions for siting and development which discourage major customer traffic from outside the immediate neighborhoods from filtering through residential streets.

Neighborhood and Community Shopping and
Service Facilities



5. Unless the existing development pattern along arterials and collectors commits an area to strip development, new commercial development shall be clustered and located to provide convenience goods and services for neighborhood residents or a wide variety of goods and services for a market area of several neighborhoods.

Commercial Office Uses

6. Commercial office uses shall have convenient access to collector and arterial streets.

Mixed Use Development

7. Mixed use developments shall be provided for in land use regulations.
8. Buffer strips from residential uses shall be provided for all commercial development.

G. ECONOMIC DEVELOPMENT

GOAL: Strengthen the economic base of the Salem area to sustain the economic growth necessary to provide adequate employment opportunities and maintain community livability.

Economic Diversification

1. Diversify the basic economic sector of the Salem urban area through:
 - a. Expansion of existing industrial enterprises and location of new, clean industries.
 - b. Expansion of the light manufacturing element.

Labor Force

2. Increase labor intensive employment opportunities and encourage the hiring of unemployed local residents.

Economic Development
Functions

3. The established economic development entities' functions within the Salem urban area should include but not be limited to:



REQUEST FOR COMMENTS

RECEIVED

JUL 17 2003

CITY OF KEIZER
OREGON 97303

June 27, 2003

TO: City of Salem Public Works

FROM: Cheryl Vafakos, Interim Planning Director

CASE: Comprehensive Plan Map Amendment and Zone Change Case No. 2003-24

RESPONSE DATE: **July 11, 2003**

APPLICATION: The applicant is requesting a Comprehensive Plan Map Amendment from Low Density Residential (LDR) to Commercial (C); and a Zone Change from UT (Urban Transitional) to CG (Commercial General) for property identified on the Marion County Tax Assessor's Maps as Township 6 Range 3W Section 23B Lot # 00400, Section 23CA Lot # 02300, and Section 23AC Lots # 00700 and 00800.

APPLICANT: Marion County Fire District #1

LOCATION: The subject property is located at the NW corner of Wheatland Road N and Clearlake Road NE, also identified as Marion County Tax Assessor's Maps as Township 6 Range 3W Section 23B Lot # 00400, Section 23CA Lot # 02300, and Section 23AC Lots # 00700 and 00800.

ZONE: Urban Transition (UT)

ATTACHMENTS: Applicant's Written Statement, **Proposed** plan with Vicinity Map

The Community Development Department is soliciting comments from affected agencies on the above referenced land use application. These comments will be considered as part of the staff report. Please return your comments to our office by **July 11, 2003** in order that we may process the application in a timely manner. Phone calls are acceptable if it is not possible to respond in writing by this date. If we receive no response, we will assume your agency has no concerns. You may use this response form, or, attach a separate letter. Please return your written responses to the Keizer Community Development Department, P.O. Box 21000, Keizer, Oregon 97307-1000. Questions regarding the application may be directed to Cheryl Vafakos, Interim Planning Director, at (503) 390-3700. Thank you for your assistance.

PLEASE CHECK THE APPROPRIATE ITEMS:

- ☒ Our agency reviewed the proposal and **determined we have no comment.**
- ☐ Our agency would like to receive a copy of the staff decision/report and notice of any public hearings in this case.
- ☐ Our comments are in the attached letter.
- ☐ Our Agency's comments are: _____
- _____
- _____

Response Date: 7-19-03

Person commenting: LYS



REQUEST FOR COMMENTS

June 27, 2003

TO: Marion County Fire District #1
FROM: Cheryl Vafakos, Interim Planning Director
CASE: Comprehensive Plan Map Amendment and Zone Change Case No. 2003-24
RESPONSE DATE: July 11, 2003

APPLICATION: The applicant is requesting a Comprehensive Plan Map Amendment from Low Density Residential (LDR) to Commercial (C); and a Zone Change from UT (Urban Transitional) to CG (Commercial General) for property identified on the Marion County Tax Assessor's Maps as Township 6 Range 3W Section 23B Lot # 00400, Section 23CA Lot # 02300, and Section 23AC Lots # 00700 and 00800.

APPLICANT: Marion County Fire District #1

LOCATION: The subject property is located at the NW corner of Wheatland Road N and Clearlake Road NE, also identified as Marion County Tax Assessor's Maps as Township 6 Range 3W Section 23B Lot # 00400, Section 23CA Lot # 02300, and Section 23AC Lots # 00700 and 00800.

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PLEASE CHECK THE APPROPRIATE ITEMS:

☐ Our agency reviewed the proposal and determined we have no comment.
☐ Our agency would like to receive a copy of the staff decision/report and notice of any public hearings in this case.

☒ Our comments are in the attached letter.

☒ Our Agency's comments are: Must comply w/items on following pages - Thank you

Response Date: 7/7/03

Person commenting: Paula Smith

COMMENTS PER MARION COUNTY FIRE DISTRICT # 1

1. APPROVED FIRE HYDRANT AND WATER SUPPLY
REQUIREMENTS PER OREGON UNIFORM FIRE CODE
2. ADDRESS REQUIREMENTS FOR RESIDENTIAL AND
COMMERCIAL USE PER OREGON UNIFORM FIRE CODE
3. FIRE APPARATUS ACCESS ROADS ON PRIVATE PROPERTY
PER OREGON UNIFORM FIRE CODE

Must comply with Marion County Building Plan Review Comments

**If any questions please call Paula Smith, Fire Marshal
Office 588-6513 or pgr 375-0748**



REQUEST FOR COMMENTS

RECEIVED

JUL 2003
MARION COUNTY SURVEYOR

CLIFF KEIZER

JUL 2003 3 PM 11 30

June 27, 2003

TO: Marion County Surveyor's Office
FROM: Cheryl Vafakos, Interim Planning Director
CASE: Comprehensive Plan Map Amendment and Zone Change Case No. 2003-24
RESPONSE DATE: July 11, 2003

APPLICATION: The applicant is requesting a Comprehensive Plan Map Amendment from Low Density Residential (LDR) to Commercial (C); and a Zone Change from UT (Urban Transitional) to CG (Commercial General) for property identified on the Marion County Tax Assessor's Maps as Township 6 Range 3W Section 23B Lot # 00400, Section 23CA Lot # 02300, and Section 23AC Lots # 00700 and 00800.

APPLICANT: Marion County Fire District #1

LOCATION: The subject property is located at the NW corner of Wheatland Road N and Clearlake Road NE, also identified as Marion County Tax Assessor's Maps as Township 6 Range 3W Section 23B Lot # 00400, Section 23CA Lot # 02300, and Section 23AC Lots # 00700 and 00800.

ZONE: Urban Transition (UT)

ATTACHMENTS: Applicant's Written Statement, Proposed plan with Vicinity Map

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- ☐ Our comments are in the attached letter.
- ☐ Our Agency's comments are: _____
- _____
- _____

Response Date: 7/01/2003

Person commenting: Phil Jones



September 15, 2003

AGENDA ITEM 8a

**ORDER – MINOR VARIANCE CASE NO. 2003-21 (KEIZER
DEVELOPMENT LLC)**

CITY COUNCIL MEETING: September 15, 2003

AGENDA ITEM NUMBER: _____

TO: MAYOR CHRISTOPHER AND COUNCIL MEMBERS

THROUGH: CHRISTOPHER C. EPPLEY, CITY MANAGER

FROM: E. SHANNON JOHNSON, CITY ATTORNEY

**SUBJECT: *KEIZER DEVELOPMENT, LLC VARIANCE ORDER*
*(CASE NO. 2003-31)***

Following the public hearing on this matter at the last meeting, Council directed staff to prepare an appropriate Order approving the variance application. Such Order is attached.

RECOMMENDATION:

Adopt the attached Order.

Please let me know if you have any questions in this regard. Thank you.

ESJ/tmh
attachment

1 CITY COUNCIL, CITY OF KEIZER, STATE OF OREGON

2 ORDER

3 IN THE MATTER OF THE APPLICATION OF KEIZER
4 DEVELOPMENT, LLC FOR A VARIANCE TO THE
5 MAXIMUM DENSITY OF UNITS PER ACRE FOR
6 PROPERTY LOCATED WITHIN THE BARNICK
7 ESTATES SUBDIVISION (CASE NO. 2003-31)

8 The City of Keizer orders as follows:

9 Section 1. THE APPLICATION. This matter came before the Keizer City
10 Council on the application of Keizer Development, LLC to request a variance to allow
11 a maximum density of 6.5 units per acre for property located within the Barnick Estates
12 Subdivision established by Subdivision Case No. 2000-45. The applicant is requesting
13 to increase the density limitation to build a single family dwelling on a vacant lot
14 located at 1483 Barnick Road Northeast, Keizer, Oregon.

15 Section 2. JURISDICTION. The land in question in this Order is within the city
16 limits of the City of Keizer. The City Council is the governing body for the City of
17 Keizer. As the governing body, the City Council has the authority to make final land
18 use decisions concerning land within the city limits of the City of Keizer.

19 Section 3. PUBLIC HEARING. A public hearing was held on this matter before
20 the Keizer City Council on September 2, 2003. The following persons either appeared
21 at the City Council hearing or provided written testimony on the application before the
22 Council:

- 23 1) Cheryl Vafakos, Planner

1 2) John Gooley, Applicant

2 3) Ken Nolan

3 4) Gloria Dean

4 Section 4. EVIDENCE. The Planning Department staff report is incorporated
5 by reference. Other evidence as set forth in the minutes of the September 2, 2003 City
6 Council meeting are also incorporated by this reference.

7 Section 5. OBJECTIONS. No objections have been raised as to notice,
8 jurisdiction, alleged conflicts of interests, bias, evidence presented or testimony taken
9 at the hearing.

10 Section 6. CRITERIA AND STANDARDS. The criteria and standards relevant
11 to the decision are set forth in KDC Section 3.105.04 (Minor Variance).

12 Section 7. FACTS. The facts before the City Council in this matter are set forth
13 in Exhibit "A" attached.

14 Section 8. JUSTIFICATION. Justification for the City Council's decision in this
15 matter is explained in Exhibit "B" attached.

16 Section 9. ACTION. The decision of the City Council is set forth in Exhibit "C"
17 attached.

18 Section 10. FINAL DETERMINATION. This Order is the final determination
19 in this matter.

20 Section 11. EFFECTIVE DATE. This Order shall take effect immediately upon
21 its passage.

EXHIBIT "A"

Facts

FACTS: GENERAL

1. The applicant is Keizer Development, LLC.
2. The subject subdivision is located at 7545 O'Neil Road NE and the subject property in consideration is located at 1483 Barnick Road NE, Keizer. The County Assessor's map identifies the property as being located with Township 6 South, Range 3 West, Section 23DD, Tax Lots 900 and 13600.
3. The subdivision property is approximately 2.03 acres in area. The lot proposed for development is approximately 7,666 square feet in area.
4. The subdivision is currently developed with single-family detached dwellings and one duplex.
5. The subject property is designated Low Density Residential (LDR) on the Comprehensive Plan Map and is zoned Residential Single Family (RS).
6. The surrounding properties to the north and west are zoned UT and contain single-family dwellings. The surrounding property to the south and east are zoned Single Family Residential (RS) and contain single-family dwellings.
7. The applicant is requesting a variance to Keizer Development Code Section 2.102.06(I) which establishes maximum density standards for the Residential Single Family (RS) zone of 6 units per acre for property located north of Barnick Road. The request is to allow a maximum density of 6.5 units per acre for property located within the Barnick Estates Subdivision established by Subdivision Case No. 2000-45. The applicant is requesting to increase the density limitation to allow construction of a single family dwelling on a vacant lot located at 1483 Barnick Road N.E.

FACTS: VARIANCE

8. Section 2.102.06(I) specifics, "[W]hen RS zoned property is subdivided the minimum density shall be 4 units per acre; the maximum density shall be 8 units per acre except in the RS zoned area north of Barnick Road where the maximum density shall be 6 units per acre with no minimum."

EXHIBIT "A"

Page 1 of 4

The applicant is proposing to increase the maximum density of the subdivision to 6.5 units per acre. Therefore, variance approval is required as this proposal does not comply with requirements of the Keizer Development Code.

9. Comments Received:

- a. The City of Salem Public Works Department submitted comments regarding sanitary sewer service located in the SW corner of the lot, off Barnick Road NE and that a sanitary sewer permit is required through the City of Salem.
- b. The Marion County Fire District #1 submitted comments regarding an approved fire hydrant and water supply being required, address requirements for residential and commercial use per Oregon Uniform Fire Code, and fire apparatus access roads on private property per Oregon Uniform Fire Code.
- c. The Public Works Department, Marion County Surveyors, and the Keizer Fire Department determined they have no comments.

10. The decision criteria for a minor variance are contained in Section 3.105.04 of the Keizer Development Code. The criteria are listed below:

- A. 1. The intent and purpose behind the specific provision sought to be varied is either clearly inapplicable under the circumstances of the particularly proposed development; or
2. The variance requested is consistent with the intent and purpose of the provision being varied; or
3. The applicant in good faith is unable to comply with the standard without undue burden which is grossly disproportionate to the burden born by others affected by the specific provisions of the code sought to be varied. KDC 3.105.04(A).

FINDINGS: The City previously denied a variance to allow the density for this subdivision to increase from 6 to 7 dwelling units per acre. (Minor Variance 2001-51). The applicant had requested to allow duplexes to be placed on two corner lots within the subdivision. The variance was requested due to a contract agreement the applicant had entered into with a prospective purchaser for a duplex lot. The applicant was not fully aware of the ramifications of the density limitations on the agreement. In keeping with the agreement, the lot was developed as a duplex which completed the maximum number

of dwelling units allowed to be built within the subdivision, therein leaving one lot undeveloped. In addition, the applicant has tried but is unable to sell the lot to adjacent property owners as additional yard area.

The applicant can develop the lot under other allowed uses within a RS zone however most of those uses would impact the adjacent uses more than a single family dwelling. The applicant is unable to sell the lot and has an additional expense of paying taxes on an unusable lot. Residents in the area will not carry a disproportionate burden or suffer adverse impact due to the granting of this variance. The burden upon the applicant is disproportionate to that born by others affected by the code section sought to be varied. The proposed variance request meets criterion A(3).

- B. The impact of the development due specifically to the varied standards will not unreasonably impact adjacent existing or planned uses and development. KDC 3.105.04(B).

FINDINGS: The subject property is currently vacant. Vacant lots within subdivisions usually become a nuisance in the neighborhood and an attractive place for dumping of waste. This requires the City to monitor the property from time to time therein creating a nuisance to both the City and the neighborhood. In addition, the sidewalks system within the subdivision is complete with the exception of this lot. The approval of this variance would allow this lot be developed as a single family dwelling removing the vacant lot and completing the sidewalk system within this subdivision.

The streets within the subdivision as built can accommodate the traffic of one additional single family dwelling. The granting of this variance would not unreasonable impact adjacent existing or planned uses and development. The proposed variance request meets this criterion.

- C. The minor variance does not expand or reduce a quantifiable standard by more than 20 percent and is the minimum necessary to achieve the purpose of the minor variance. KDC 3.105.04(C).

FINDINGS: The applicant is requesting to increase the density standards from 6 units to 6.5 units per acre. This minor variance request does not expand or reduce a quantifiable standard by more than 20 percent. The proposed variance request meets this criterion.

- D. There has not been a previous land use action approved on the basis that a minor variance would not be allowed. KDC 3.105.04(D).

FINDINGS: There has not been a previous land use action approved on the basis that a minor variance would not be allowed. The proposed variance request meets this criterion.

EXHIBIT "B"

Justification

The applicant has the burden of proving that the application meets relevant standards and criteria to be applied in the particular case.

In this case, the applicant is requesting a variance to the specific density requirement set forth in KDC 2.102.06(I). Such code section requires a maximum density of 6 units per acre for RS zoned property north of Barnick Road. The applicant has made a request to increase that density to 6.5 units per acre to allow the construction of a single family dwelling on a vacant lot located at 1483 Barnick Road NE.

The City previously denied a variance to allow the density for this subdivision to increase from 6 to 7 dwelling units per acre (Minor Variance 2001-51). The applicant had requested to allow duplexes to be placed on two corner lots within the subdivision. The applicant requested the variance due to a contract agreement the applicant had entered into with a prospective property owner for a duplex lot.

The construction of the duplex resulted in the maximum density being reached (i.e., 12 dwelling units in approximately two acres or six units per acre). The denial of the variance required the applicant to execute a deed restriction on the vacant parcel in order to receive a building permit for the duplex.

Due to new variance criteria adopted by the City Council on July 7, 2003, the requested variance can meet the applicable criteria when the conditions set forth in Exhibit "C" are imposed and complied with. As conditioned, the application should be granted.

EXHIBIT "C"

Action

The City of Keizer hereby ORDERS as follows:

The application for a variance approval to increase the maximum density to 6.5 units per acre to allow the construction of a single family dwelling on a vacant lot located at 1483 Barnick Road NE is hereby GRANTED subject to the conditions set forth below:

1. Unless otherwise specifically modified by this decision, development of the property shall comply with remaining requirements of the Keizer Development Code.
2. Development of the property shall comply with the requirements of the Marion County Building Inspection Division.
3. The construction of a residential single family detached dwelling must be completed within one year of the final date of this decision. This approval is only valid when the construction is completed by September 2, 2004. The effective period of this approval may be extended for an additional year subject to approval by the Community Development Department.
4. The Marion County Fire District #1 submitted the following for conditions of approval:
 - a. **Approved Fire Hydrant and water supply required.**
 - b. **Address requirements for residential and commercial use per Oregon Uniform Fire Code.**
 - c. **Fire apparatus access roads on private property per Oregon Uniform Fire Code.**
5. The City of Salem Public Works submitted the following for conditions of approval:
 - a. **Sanitary sewer service located in the SW corner of the lot, off Barnick Road NE.**
 - b. **Sanitary sewer permit required through the City of Salem.**
6. This variance request shall automatically transfer to any new owner or occupant subject to all conditions of approval. It is the responsibility of the applicant and property owner to provide information to any new property owner(s) regarding this variance request and any conditions of approval.

7. This approval does not remove or affect any covenants or restrictions imposed on the subject property by deed or other instrument. The proposed use may require permits from other local, state or federal agencies. This decision does not take the place of, or relieve the responsibility for obtaining other permits or satisfying any restrictions or conditions thereon. However, the City shall extinguish the deed restriction currently recorded against the subject lot.



September 15, 2003

AGENDA ITEM 8b

ACCEPTANCE OF 2003 SALARY AND BENEFIT STUDY

CITY COUNCIL MEETING: September 15, 2003

AGENDA ITEM NUMBER: _____

TO: MAYOR CHRISTOPHER AND CITY COUNCIL MEMBERS
THRU: CHRIS EPPLEY, CITY MANAGER
FROM: DIANNE HUNT, HUMAN RESOURCES DIRECTOR
SUBJECT: SALARY SURVEY 2003

BACKGROUND:

The City's Compensation Policy states that salary surveys for all classifications will be performed on a schedule of no less than every three years. Staff initiated the process and at the November 2, 2002 council meeting, Council approved the Request for Proposal process and directed staff to proceed. At the January 21, 2002 council meeting, Council adopted a Resolution authorizing the City Manager to enter into an agreement with H.R. Northwest to conduct a compensation survey. H.R. Northwest has subsequently changed its name to H.R. Answers.

HR Answers completed the City of Keizer 2003 Salary and Benefit Survey, which is attached for your review.

Staff presented the completed survey to City Council at the July 7, 2003 meeting. The survey was tabled pending Personnel Policy Committee review. The PPC met to review the Salary and Benefit Survey on August 20 and September 3, 2003.

The Personnel Police Committee recommends the following:

- City Recorder (+7.1% above market). According to Mr. Brock's comments in the Executive Summary, this classification is 4.38% above market when considering the Risk Management duties. Staff recommends no change in the City Recorder classification due to the level of responsibilities, including the risk management component. Staff further recommends that this classification be reviewed during the KISA process and the duties monitored during the next three years.
- Code Enforcement/Zoning Technician (-5.8% below market). Staff recommends adjusting the Code Enforcement classification from Range 16 to Range 17.
- Associate Planner (-5.8% below market). Staff recommends adjusting this classification from Range 20 to Range 21.

The Code Enforcement/Zoning Technician and Associate Planner recommendations are based upon the Community Development Department's recent change in emphasis to economic development and transportation issues, in addition to current and long-range planning, which affect the duties of both classifications.

- Municipal Utility Worker I (-5.9% below market). Staff recommends this classification be put on hold at this time. The city is currently in negotiations with the International Laborer's Local 320 bargaining union and salary is subject to bargaining laws.
- Municipal Utility Worker III (+6.4% above market). There is uncertainty regarding the survey data and the Department Head has requested a re-evaluation of this classification. Based upon this request and the consultant's comments in the survey regarding Public Works positions, staff recommends this classification be put on hold at the current Range 20, until it is re-evaluated. The market analysis is to be completed within 60 days.
- Police Captain (-9.3% below market).
 1. Staff concurs with the survey's recommendation to change the title of Police Captain to Deputy Chief. However, due to recent departmental reorganization staff recommends putting this on hold at this time.
 2. Staff also concurs with the survey's recommendation to adjust the classification from Range 28 to Range 29. It is also recommended this classification be re-evaluated within 60 days based upon a revised job description.
- Administrative Assistant (+9.7% above market). Staff recommends this classification be adjusted from Range 17 to Range 16.
- Support Specialist Supervisor (+7.2% above market). There is ambiguity regarding the survey data and the Department Head has requested a re-evaluation of this classification. Staff recommends this classification be put on hold at the current Range 21, until it is re-evaluated. The market analysis is to be completed within 60 days.
- Property & Evidence (+5.8%); Support Specialist II (+9.3%); Support Specialist I (+10.8%)
The City is currently in negotiations with the Keizer Police Association bargaining unit. These three Police Department classifications are bargaining unit positions where salary is subject to bargaining laws. Staff recommends these classifications be put on hold pending the outcome of labor negotiations.

FISCAL IMPACT

Total annual FY 03-04 impact for the above-recommended changes is approximately \$9,000. Funds will be made available through salary savings or contingency funds through the supplemental budget process.

RECOMMENDATION

The Personnel Policy Committee recommends the following:

1. Council accept into record the City of Keizer 2003 Salary and Benefit Survey;
2. Council direct staff to implement the following classification changes effective July 1, 2003:
 - City Recorder – No change.
 - Code Enforcement/Zoning Technician – Adjust from Range 16 to Range 17
 - Associate Planner – Adjust from Range 20 to Range 21
 - Municipal Utility Worker I – No change at this time. Hold pending outcome of labor negotiations
 - Municipal Utility Worker III – No change at this time. Hold pending re-evaluation to be completed within 60 days.
 - Police Captain – Adjust from Range 28 to Range 29.
Re-evaluation new job description within 60 days.
 - Administrative Assistant – Adjust from Range 17 to Range 16.
 - Support Specialist Supervisor – No change at this time. Hold pending re-evaluation to be completed within 60 days.
 - Property & Evidence, Support Specialist II and Support Specialist I – No change at this time. Hold pending outcome of labor negotiations.
3. Council approve the fiscal impact as stated above.

Executive Summary:

City of Keizer 2003 Salary and Benefit Survey

Presented By:

HR Answers, Inc.

June 6, 2003

Executive Summary:

City of Keizer 2003 Salary and Benefit Survey

June 6, 2003

Background:

This report presents the findings and conclusions of a salary and benefits survey conducted on behalf of the City of Keizer (the City) by HR Answers, Inc. (HR Answers). The study encompasses approximately 40 job classifications located in all departments throughout the City.

The consultant gathered survey and benefit data on the studied jobs from a customary comparable labor market consisting of the following agencies:

- City of Albany
- City of Lake Oswego
- Marion County
- City of Milwaukie
- City of McMinnville
- City of Newberg
- City of Oregon City
- City of Salem
- State of Oregon
- City of Tigard
- City of Tualatin
- City of Woodburn

These comparators were selected pursuant to City Personnel Policy No. 100.000, Subsection II. The data was gathered by means of a written survey instrument which included a brief duty and qualification summary of each job as well as an extensive list of questions regarding costs paid by the employer for fringe benefits.

Job "matches" were based on a whole job methodology that compares job duties, responsibilities and qualifications as part of a broad look at job content. Comparable jobs were considered to be matching if there was a 60-70% overlap in job content based on review of current job descriptions.

When considering the market data from this study, the greatest emphasis should be placed on benchmark jobs. Benchmark jobs are jobs which are common to all, or most of the comparable organizations and that have the same duties, knowledge, skills and abilities. Because they share common characteristics and are well understood in most organizations, benchmark jobs provide the strongest basis of comparison with the comparable labor market. For purposes of this study, HR Answers defines a benchmark job as any job listed on Table 1 that has eight or more job matches. Examples of benchmark jobs in this study are City Manager, Clerical Specialist, Finance Director, Municipal Utility Worker II, and Police Officer.

Methodology

The study looks at all elements of the total compensation package that the City makes available to its employees. With this in mind, the consultant compared the City data to the market median for the following key compensation elements:

- **Pension Component:** This includes all payments made by the employer for any type of pension and includes Social Security, Medicare, and other employer contributions or matches to pensions including the PERS "pickup" and employer PERS contribution. For the City of Keizer, this also includes the City's contributions to the 401 and 457 plans.
- **Paid time off:** This includes the employer's cost for vacation, holidays and sick leave.
- **Premium payments for insurances:** This includes the employer's cost for medical, dental, vision, long term disability and life insurance.
- **Total compensation:** This is the combined total of maximum base pay plus the pension, paid time off and insurance components.

The market median was used as the basis of comparison in this study. The median is defined as a point in a ranked series of numbers such that the same number of observations falls above and below this point. The median discounts extreme values and measures only the middle value. Consequently, the median provides a stronger measure of central tendency than the market average.

The survey data is presented as follows:

- **Table 1, pages 11-13** makes a job-by-job comparison of total compensation elements with the market median.
- **Table 2, pages 14-19** displays fringe benefit information for all comparable agencies.
- **Table 3, pages 21-24** displays Police incentive pay increments for the comparable labor market.
- **Exhibit A** provides a job-by-job comparison of each studied classification against the labor market. The individual spreadsheets compare total compensation, including base pay, pensions, time off and insurance and payments made by the employer. The values stated are the maximum amounts that the employer would be liable for or committed to pay the incumbent in the studied position computed at an hourly rate. **In other words, the comparison looks at the total cost per hour that the City is paying for an employee working at the top step of the pay range.** This would include the top step of the pay range, as well as, the highest employer paid premium available to the employee for any listed item. (The exception is vacation, which is at the five-year accrual rate in all cases.)

For instance, if an employer is committed to paying a maximum monthly family medical premium of \$750, then the hourly cost of that premium is \$750 per month/ 173.33 hours per month. Similar hourly increments were computed for each compensation element as follows:

- **Pension Component:** All payments made by the employer for any type of pension including social security paid by employer, plus Medicare paid by employer, plus employee pension contributions made by the employer. (i.e., the PERS 6% employee "pickup".)
- **Paid Time Off:** Hourly cost of vacation at the five year accrual rate, plus sick leave, holiday, and other personal leave.

➤ **Insurances:** The hourly cost of the maximum health, dental and vision insurance premiums paid by the employer plus monthly premium cost of long term disability, short term disability, and life insurance

➤ **Total Compensation:** The total hourly cost to the employer for base pay, plus paid time off, plus insurance, and pensions.

Analysis/Conclusion/Recommendations:

A percentage comparison of City of Keizer compensation versus the market for all studied jobs is displayed on Table 1, beginning on page 11. The table makes a comparison of all total compensation elements with the market median. The column headed by the letter "N" includes the number of matching jobs that were used for the comparison.

Based on examination of Table 1, HR Answers concludes the following:

1. In terms of base pay for all studied jobs, the City median leads the comparable labor market median by 1.8% at the range maximum. Similarly, the City lags the market median for total base pay by only 2.0%. Typically, the consultant does not recommend an across-the-board, structural adjustment unless total compensation lags the market by more than 5%. For this reason, HR Answers does not recommend a market-based increase over and above the annual CPI-W based adjustment pursuant to Policy 100.000, Paragraph 1.
2. In contrast, the following studied jobs vary from the market median by more than 5% at the range maximum:
 - City Recorder
 - Code Enforcement Zoning Technician
 - Associate Planner
 - Municipal Utility Worker III-Street and Water
 - Municipal Utility Worker I
 - Captain-Deputy Chief
 - Administrative Assistant
 - Support Services Supervisor
 - Property and Evidence Specialist
 - Specialist 2
 - Support Specialist 1

Typically, some type of adjustment is considered for jobs that vary from the market by more than 5%. This is usually accomplished by reassigning these to the pay range in the current City structure that puts them within 5% of the

comparable labor market. However, in making such adjustments, the consultant recommends that the City also take into account internal equity considerations and other City policies relating to compensation. Relying solely on market data as a basis for adjusting salaries can have a significant impact on morale. Further, the Oregon public sector market is very much in flux at this time due to anticipated increases in the employer's PERS contributions. These increases will certainly exert a major impact on compensation over the next two years. For this reason, the consultant recommends that major adjustments be delayed until there is a more complete understanding of the impact of the anticipated PERS increases.

3. **Regarding City Recorder Compensation:** Based on the data gathered for this study, the consultant learned that there are a wide variety of duties performed by City Recorders in comparable agencies. Typically, the only common denominators among City Recorder positions are support of City Council and management staff, and management of elections and records. In keeping with this variation in duties, the City Recorder at Keizer is responsible for risk management and serves as a department head reporting directly to the City Manager.

Risk management duties are typically not a part of a City Recorder assignment, and, therefore, introduce a market factor that is not picked up by a direct comparison with other City Recorder jobs alone. Accordingly, the consultant compared the Keizer position with a composite market median consisting of data for both City Recorder and Risk Manager adjusted in proportion to which these duties are present in the Keizer position. These calculations are presented in Table 1, below, and are based on percentages of duties as stated in the March 1, 2001 job description for City Recorder. The market data for Risk Manager was obtained from the September 2002 LGPI Survey and is the median at the top of the range for Risk Managers in comparably sized cities.

Table 1

Comparison of City of Keizer City Recorder Pay vs. A Composite Market Rate Including Risk Manager Data

	Market	Percent of	
	<u>Median</u>	<u>Duties</u>	
City Recorder	\$27.69	80%	\$22.15
<u>Risk Manager</u>	<u>\$31.72</u>	<u>20%</u>	<u>\$6.34</u>
Composite Market Median		100%	\$28.50
Keizer City Recorder Max.			\$29.80
Dollar Difference			\$1.30
Percent Difference			4.38%

Examination of Table 1 indicates that the Keizer City Recorder position is 4.38% above the composite market rate. In other words, the Keizer position is at or near the comparable labor market which factors in the risk management component of the job.

As indicated above, the Keizer job is somewhat unique in that the incumbent serves as one of six department heads. Again, this added responsibility is not picked up in a survey that makes a direct comparison of City Recorder jobs. Certainly, compensation for these extra responsibilities would be reflected in the fact that Keizer's job is approximately 5% above the market, and reducing the pay to a lower range would put the position below the comparable labor market in light of the Department Head responsibilities.

In addition, as indicated above, internal equity considerations should be taken into account when making a pay range determination. Three of Keizer's incumbent department heads are at Range 32 and two are at Range 30. This compares with the current assignment of Range 25 for City Recorder. Consequently, HR Answers concludes that lowering the compensation for City Recorder would seriously undervalue the position relative to other department head jobs at the City.

In summary, given it's risk management duties, the fact that the Keizer position serves as a Department Head, and the internal equity issues discussed above, HR Answers recommends that the City Recorder position be retained at Range 25.

4. **Regarding the issue of appropriate job title:** One of the issues addressed by this study is the appropriate title for the Police Captain position. Selecting an appropriate job title is a matter of organizational discretion, which is not dictated by market data. The fact that the current incumbent acts in the capacity of the Chief in his absence and is responsible for day-to-day operations of the Department would certainly justify a title of Deputy Chief. This would be consistent with Salem which formally lists their job as Deputy Chief (Captain.) Similarly, the City of Newberg entitles its matching job Deputy Chief. For this reason, HR Answers recommends that the current position of Captain be changed to Deputy Chief.

5. **Regarding Municipal Utility Worker II:** In addition to market data on the general Municipal Utility Worker II (MUW II) classification, HR Answers attempted to gather data on a number of specialty assignments performed at the MUW II level at Keizer. These assignments included Customer Service Specialist, Cross Connection and Park Specialist, and Pump/Plant Maintenance Specialist. However, market data on these specialties proved to be very limited. This was because most comparable jurisdictions incorporate these duties into a more generic classification involving many aspects of general maintenance. Consequently, the consultant selected the generic MUWII position as the benchmark, since there were 10 strong comparables indicating that Keizer pays at or near the comparable labor market. This data would support the current range structure in which there is a 10% spread between MUW II and the MUW III positions.

6. Examination of Table 1 indicates that the City lags the market by 20.8% when comparing the insurance and pension component. Accordingly, adjustments to total compensation could be made by increasing the City's contribution to the insurance and pension element of total compensation.

7. **Regarding the Appropriate Range Assignment for Information Systems Technician:** The market median for Information Systems Technician is \$22.17 at the range maximum. Accordingly, HR Answers recommends that the Information Systems Technician be assigned to Range 19, the range with a Step 10 rate closest to the market median.

HR Answers, Inc. sincerely appreciates the opportunity to complete this project on behalf of the City of Keizer. The staff at HR Answers, Inc. has exercised diligent effort in verifying and reporting the data provided in this report. We trust that the information presented as a result of this study will facilitate the City's decision making process in regards to its total compensation program.

Sincerely,

Mike Brock, MPA, CCP, SPHR
Senior Consultant
HR Answers, Inc.

Table 1
City of Keizer
2003 Salary and Benefit Survey
Comparison of Compensation Elements With the Market Median

JOB TITLE	N	MIN	RANGE MID	MAX	PENSION COMPONENT	PAID TIME OFF COMPONENT	INSURANCE COMPONENT	TOTAL COMPENSATION
City Manager	10			2.5%	38.9%	12.0%	-24.8%	7.5%
Clerical Specialist	11	3.2%	2.0%	2.1%	-23.4%	12.8%	-17.2%	-2.8%
Human Resources Director	8	1.2%	1.3%	1.4%	-35.5%	22.1%	-22.7%	-2.3%
Information Systems Technician	4	-7.9%	2.5%	0.3%	-25.7%	46.5%	-39.8%	1.0%
City Recorder	6	11.4%	10.0%	7.1%	-13.5%	20.7%	-22.0%	3.5%
Municipal Court Clerk	7	7.1%	-2.7%	-0.7%	-6.5%	26.5%	-18.2%	-0.8%
Recording Secretary	6	3.9%	4.2%	4.4%	-50.9%	12.1%	-25.5%	-5.5%
Clerical Specialist to City Recorder	10	1.3%	0.6%	2.7%	-35.1%	11.0%	-21.1%	-4.4%
Finance Director	11	-2.4%	-2.8%	-1.2%	-61.3%	6.7%	-27.1%	-9.8%
Accountant	6	-2.5%	-1.2%	-0.2%	-12.1%	12.6%	-17.9%	-2.2%
Accounting Technician	11	0.3%	-0.1%	-1.3%	-35.8%	12.8%	-17.0%	-6.0%
Utility Billing Technician	3	1.9%	3.1%	4.1%	1.1%	13.2%	-24.9%	2.4%

Note: Benchmark jobs are denoted by shading.

Table 1
City of Keizer
2003 Salary and Benefit Survey
Comparison of Compensation Elements With the Market Median

JOB TITLE	N	MIN	RANGE MID	MAX	PENSION COMPONENT	PAID TIME OFF COMPONENT	INSURANCE COMPONENT	TOTAL COMPENSATION
Utility Billing Clerk	4	-2.9%	1.2%	4.3%	-23.7%	14.9%	-18.2%	-1.1%
Code Enforcement Zoning Technician	7	-8.2%	-6.8%	-5.8%	-58.2%	3.2%	-17.2%	-14.8%
Planning Director	6	-1.4%	-0.1%	1.4%	-32.6%	17.9%	-23.5%	-2.9%
Senior Planner	5	1.9%	3.2%	4.1%	-26.5%	14.8%	-1.1%	1.0%
Associate Planner	11	-7.7%	-6.4%	-5.8%	-39.7%	5.0%	-17.5%	-10.0%
Building Permit Specialist	7	-4.1%	-0.7%	0.5%	-27.4%	8.2%	-14.6%	-4.1%
Public Works Director	5	3.2%	1.7%	0.6%	-19.7%	14.6%	-21.8%	-2.2%
Public Works Superintendent	6	-4.3%	-2.3%	0.2%	-31.8%	18.1%	-31.0%	-4.4%
Municipal Utility Worker III	4	6.2%	6.4%	6.4%	-21.0%	16.4%	-30.1%	0.2%
Municipal Utility Worker II	10	-2.6%	-0.9%	-0.3%	-35.5%	11.5%	-25.7%	-6.5%
Municipal Utility Worker I	6	-4.5%	-2.5%	-5.9%	-24.0%	5.2%	-20.8%	-9.0%
Facilities Maintenance Worker	6	-1.8%	2.1%	2.8%	-23.0%	14.6%	-17.0%	-1.9%

Note: Benchmark jobs are denoted by shading.

Table 1
City of Keizer
2003 Salary and Benefit Survey
Comparison of Compensation Elements With the Market Median

JOB TITLE	N	MIN	RANGE MID	MAX	PENSION COMPONENT	PAID TIME OFF COMPONENT	INSURANCE COMPONENT	TOTAL COMPENSATION
Chief of Police	9	-2.9%	-2.9%	-0.9%	-24.4%	7.5%	-27.3%	5.0%
Captain-Deputy Chief	12	-10.1%	-10.0%	-9.3%	-28.0%	0.4%	-19.1%	-11.7%
Patrol Sergeant	12	2.6%	5.7%	4.2%	-14.8%	13.4%	-18.6%	0.8%
Police Officer	12	2.9%	2.6%	0.7%	-14.9%	12.4%	-18.0%	-2.1%
Community Services Officer	4	0.7%	2.1%	3.2%	30.4%	13.7%	-39.1%	-4.9%
Administrative Assistant	7	7.2%	5.8%	9.7%	-8.1%	20.9%	-17.2%	5.5%
Community Services Specialist	1	7.2%	0.0%	4.8%	8.9%	16.3%	-24.7%	2.9%
Support Services Supervisor	3	4.4%	12.5%	7.2%	-13.1%	13.9%	-14.9%	3.2%
Property & Evidence Specialist	7	2.4%	5.2%	5.8%	-19.2%	14.8%	-17.2%	0.8%
Support Specialist 2	7	7.3%	8.5%	9.3%	-16.6%	21.3%	-17.5%	3.9%
Support Specialist 1	2	12.6%	11.6%	10.8%	-8.5%	25.2%	-20.7%	5.5%
MEAN		0.6%	1.4%	1.9%	-21.6%	14.3%	-21.3%	-1.9%
MEDIAN		1.0%	1.3%	1.4%	-23.7%	13.4%	-20.7%	-2.1%

Note: Benchmark jobs are denoted by shading.

Table 2

**City of Keizer
2003 Salary and Benefit Survey**

Benefit Cost Comparison

	Keizer	Albany	Lake Oswego	Marion County	McMinnville	Milwaukie	Newberg
Social Security Paid by Employer	NA	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%
Medicare Paid by Employer	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%
401(a) Contribution	11.00%	0.00%	0.00%	See Footnote 1, pg. 17.	0.00%	0.00%	0.00%
457 Match	6.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Employee PERS Contribution	6.00%*	6.00%	6.00%	0.00%	6.00%	6.00%	0.00%
Employer PERS Contribution	7.96%*	11.7%	11.0%	11.36%	13.6%	15.0%	10.76%
* See following footnote page 19.							
Vacation: (Hours/Mo. At 5 Years)							
Non-Rep.	12.0	9.3	10.0	10.0	8.3	10.0	10.0
General	12.0	9.3	10.0	10.0	8.3	10.0	10.0
Police	12.0	9.3	10.0	10.0	10.0	10.0	10.0
Sick: (Hours /Yr.)							
Non-Rep.	96.0	96.0	96.0	96.0	96.0	96.0	96.0
General	96.0	96.0	96.0	96.0	96.0	96.0	96.0
Police	96.0	96.0	96.0	96.0	96.0	96.0	96.0
Holiday: (Days/Yr.)							
Non-Rep.	10.0	9.0	11.0	9.0	9.0	11.0	11.0
General	10.0	9.0	11.0	9.0	9.0	11.0	11.0
Police	10.0	9.0	11.0	9.0	9.0	11.0	11.0

By HR Answers

Table 2

**City of Keizer
2003 Salary and Benefit Survey**

Benefit Cost Comparison

	Oregon City	Salem	State of Oregon	Tigard	Tualatin	Woodburn	Market Median
Social Security Paid by Employer	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%
Medicare Paid by Employer	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%
401(a) Contribution	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
457 Match	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Employee PERS Contribution	6.00%	6.00%	6.00%	6.00%**	0.00%	0.00%	0.00%
Employer PERS Contribution	14.4%	10.3%	9.49%	13.02%	10.39%	8.10%	6.00%
Vacation: (Hours/Mo. At 5 Years)				**See following footnote page 19.			11.18%
Non-Rep.	12.00	11.3	8.0	8.0	12.0	10.0	10.0
General	10.05	11.3	8.0	8.0	11.3	10.0	10.0
Police	8.15	11.3	8.0	10.0	11.3	10.0	10.0
Sick: (Hours /Yr.)							
Non-Rep.	96.0	96.0	96.0	96.0	96.0	96.0	96.0
General	96.0	96.0	96.0	96.0	96.0	96.0	96.0
Police	96.0	96.0	96.0	96.0	96.0	96.0	96.0
Holiday: (Days/Yr.)							
Non-Rep.	12.0	10	9	10	10	10.5	10.0
General	12.0	10	9	10	10	10.5	10.0
Police	12.0	10	9	12	10	12.0	10.5

By HR Answers

Table 2

**City of Keizer
2003 Salary and Benefit Survey**

Benefit Cost Comparison

	Keizer	Albany	Lake Oswego	Marion County	McMinnville	Milwaukie	Newberg
Health Insurance	<i>Note: Amounts Stated are maximum amounts paid by employer.*</i>						
Non-Rep.	\$616.57	\$748.21	\$847.57	\$535.43	\$661.25	\$668.27	\$717.44
General	\$616.57	\$748.21	\$847.57	\$535.43	\$661.25	\$668.27	\$811.62
Police	\$616.57	\$748.21	\$847.57	\$535.43	\$661.25	\$668.27	\$811.62
Dental Insurance							
Non-Rep.	\$90.08	\$105.44	With Health	\$97.62	\$82.95	\$74.06	\$126.88
General	\$90.08	\$105.44	With Health	\$97.62	\$82.95	\$74.06	\$0.00
Police	\$90.08	\$105.44	With Health	\$107.99	\$82.95	\$74.06	\$126.88
Vision Insurance							
Non-Rep.	With Health	With Dental	NA	With Health	With Health	NA	NA
General	With Health	With Dental	NA	With Health	With Health	NA	NA
Police	With Health	With Dental	NA	With Health	With Health	NA	NA
TOTAL FOR HEALTH, DENTAL & VISION	\$706.65	\$853.65	\$847.57	\$643.42	\$744.20	\$742.33	\$938.50
MARKET MEDIAN FOR HEALTH, DENTAL & VISION	\$850.61						
PERCENT DIF. FROM MARKET	-20.4%						

By HR Answers

Table 2

**City of Keizer
2003 Salary and Benefit Survey**

Benefit Cost Comparison

	Oregon City	Salem	State of Oregon	Tigard	Tualatin	Woodburn
Health Insurance						
Non-Rep.	\$789.54	\$557.65	\$641.00	\$789.45	\$737.05	\$542.19
General	\$789.54	\$580.26	\$641.00	\$789.45	\$737.05	\$542.19
Police	\$789.54	\$756.74	\$641.00	\$758.89	\$737.05	\$706.10
Dental Insurance						
Non-Rep.	\$132.96	\$102.28	With Health	\$102.26	\$136.10	\$94.20
General	\$132.96	\$101.33	With Health	\$101.33	\$136.10	\$94.20
Police	\$132.96	\$102.28	With Health	\$102.26	\$136.10	\$98.30
Vision Insurance						
Non-Rep.	NA	\$18.10	With Health	\$18.10	With Health	With Health
General	NA	\$18.10	With Health	\$18.10	With Health	With Health
Police	NA	\$18.10	With Health	\$18.10	With Health	With Health
TOTAL FOR HEALTH, DENTAL & VISION	\$922.50	\$877.10	\$641.00	\$879.25	\$873.15	\$804.40
MARKET MEDIAN FOR HEALTH, DENTAL & VISION						
PERCENT DIF. FROM MARKET						

Table 2

**City of Keizer
2003 Salary and Benefit Survey**

Benefit Cost Comparison

	Keizer	Albany	Lake Oswego	Marion County	McMinnville	Milwaukie	Newberg
Long-term Disability Insurance	Non-Rep. \$0.08 per hr.	\$0.66/\$100	\$0.58/\$100	\$0.11/\$100	\$0.57/\$100	\$0.30/\$100	\$0.54/\$100
	General \$0.08 per hr.	\$0.66/\$100	\$0.58/\$100	\$0.11/\$100	\$0.57/\$100	\$0.30/\$100	\$0.54/\$100
	Police \$0.08 per hr.	\$0.66/\$100	\$0.58/\$100	\$0.11/\$100	\$0.95/\$100	\$0.30/\$100	\$0.54/\$100
Life Insurance	Non-Rep. \$0.04 per hour.	\$0.22/\$1000, Max. 2x gross.	\$2.50 per mo.	\$0.21/\$1000, Max. 1.5 x gross	\$0.25/\$1000, Max. 25K.	\$0.22/\$1000, Max. 50K.	\$0.24/\$1000, Max. 1.5 x gross.
	General \$0.04 per hour.	\$0.22/\$1000, Max. 2x gross.	\$2.50 per mo.	\$0.21/\$1000, Max. 1.5 x gross	\$0.25/\$1000, Max. 25K.	\$0.22/\$1000, Max. 50K.	\$0.24/\$1000, Max. 1.5 x gross.
	Police \$0.04 per hour.	\$0.22/\$1000, Max. 50K.	\$2.50 per mo.	\$0.21/\$1000, Max. 1.5 x gross	\$0.25/\$1000, Max. 25K.	\$0.22/\$1000, Max. 50K.	\$0.24/\$1000, Max. 1.5 x gross.

Table 2

**City of Keizer
2003 Salary and Benefit Survey**

Benefit Cost Comparison

	Oregon City	Salem	State of Oregon	Tigard	Tualatin	Woodburn
Long-term Disability Insurance	Non-Rep.					
	General	\$0.325 /\$100	NA	\$0.41 /\$100	Info. Unavailable	\$0.49 /\$100
	Police	\$0.325 /\$100	NA	\$0.41 /\$100	Info. Unavailable	\$0.49 /\$101
Life Insurance						
	Non-Rep.					
	General	\$0.11/\$1000, 50 K max.	With Health/\$5K	\$0.21/\$1000, \$50 K max.	Info. Unavailable	\$0.28/\$1000, Max. 1.5 x gross.
	Police	\$0.06/\$1000, 25 K max.	With Health/\$5K	\$0.21/\$1000, \$25 K max.	Info. Unavailable	\$0.28/\$1000, Max. 1.5 x gross.
	Non-Rep.					
	General	\$0.11/\$1000, 50 K max.	With Health/\$5K	\$0.21/\$1000, \$50 K max.	Info. Unavailable	\$0.28/\$1000, Max. 1.5 x gross.

Footnotes to Benefits Summary page.

* The Keizer 6% "pickup" applies to sworn officers, the City Manager and the current Public Works Director.

**Tigard makes the 6% pickup" for sworn officers only.

Footnote 1: Marion Co. allows for additional vacation which can be cashed in. The amount is equal to 5.76% of gross for non-management and 7.68% of gross for management employees.

Table 3

City of Keizer 2003 Salary and Benefits Survey

Police Incentive Pay Comparison

	Keizer	Albany	Lake Oswego	Marion Co	McMinnville	MIW.	Oregon City	State of Oregon	Tualatin
CERTIFICATION INCENTIVES									
DPSST Intermediate	2.50%	3.00%	5.00%	2.50%	4.00%	NA	5.00%	3.00%	4.25%
DPSST Advanced	5.00%	6.00%	10.00%	3.00%	8.00%	NA	10.00%	6.00%	7.25%
EDUCATIONAL INCENTIVES									
Associates	2.50%	2.50%	5.00%	NA	2.00%	\$175/mo	NA	3.00%	6.25%
Bachelors	5.00%	5.00%	10.00%	NA	4.00%	\$350/mo	NA	6.00%	8.75%
DPSST Intermediate with AA									8.75%
DPSST Intermediate with BA									10.00%
DPSST Advanced with AA									
DPSST Advanced with BA									
LANGUAGE INCENTIVE	2.50%	3.00%	5.00%	2.50%	3.00%	NA	NA	4.00%	5.00%
K-9 HANDLER PAY	5.00%	10 hrs OT/mo	5.00%	4 hours of comp time/mo.	5.00%	2 hrs/wk @ straight time	NA	NA	NA
FIELD TRAINING OFFICER	5.00%	NA	5.00%	1 step increase	5.00%	5.00%	5.00%	NA	5.00%

Table 3

City of Keizer 2003 Salary and Benefits Survey

Police Incentive Pay Comparison

	Woodburn	Market Median	Keizer Diff from Median
CERTIFICATION INCENTIVES			
DPSST Intermediate	5.00%	4.13%	-1.63%
DPSST Advanced	5.00%	6.63%	-1.63%
EDUCATIONAL INCENTIVES			
Associates	NA	2.75%	-0.25%
Bachelors	NA	5.50%	-0.50%
DPSST Intermediate with AA		6.25%	-6.25%
DPSST Intermediate with BA		8.75%	-8.75%
DPSST Advanced with AA		8.75%	-8.75%
DPSST Advanced with BA		10.00%	-10.00%
LANGUAGE INCENTIVE	7.00%	4.00%	-1.50%
K-9 HANDLER PAY	NA	5.00%	0.00%
FIELD TRAINING OFFICER	5.00%	5.00%	0.00%

Table 3

City of Kelzer 2003 Salary and Benefits Survey

Police Incentive Pay Comparison

	Kelzer	Albany	Lake Oswego	Marion Co	McMinnville	Milw.	Oregon City	State of Oregon	Tualatin
MOTOR OFFICER	5.00%	5.00%	NA	5.00%	NA	5.00%	5.00%	NA	NA
SPECIAL DUTY									
Bomb Squad	5.00%	NA		5.00%	NA	NA	NA	10.00%	2X
SWAT	5.00%	NA	NA	NA	NA	NA	NA	10.00%	2X
Other	NA	NA	NA	NA	NA	NA	NA	NA	NA
FLEET MANAGER	2.50%	NA	NA	NA	NA	NA	NA	NA	NA
DETECTIVE	NA	5.00%	5.00%	NA	5.00%	7.50%	NA	NA	5.00%
OTHER INCENTIVE PAY	NA	NA	NA	NA	NA	PIO=5%	Shift Supervisor or = +7.5%	NA	Instructor, 5% in-charge pay, 5%

Table 3

City of Keizer 2003 Salary and Benefits Survey

Police Incentive Pay Comparison

	Woodburn	Market Median	Keizer Diff from Median
MOTOR OFFICER	5.00%	5.00%	0.00%
SPECIAL DUTY			
Bomb Squad		7.50%	-2.50%
SWAT	5.00%	7.50%	-2.50%
Other			
FLEET MANAGER	NA		2.50%
DETECTIVE	NA	5.00%	
OTHER INCENTIVE PAY	NA		

Exhibit A

City of Keizer

2003 Salary and Benefit Study

Market Comparison by Individual Job Classification

Exhibit A

City of Keizer 2003 Salary and Benefit Survey

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Exhibit A
City of Keizer
2003 Salary and Benefit Survey

Classification: City Manager

COMPARABLE ORGANIZATION	MATCHING JOB TITLE	RANGE MINIMUM	RANGE MIDPOINT	RANGE MAXIMUM	PENSION COMPONENT	PAID TIME OFF COMPONENT	INSURANCE COMPONENT	TOTAL COMPENSATION
Albany	City Manager			\$47.12	\$6.02	\$6.88	\$5.93	\$85.95
Lake Oswego	City Manager			\$57.48	\$7.85	\$8.40	\$5.27	\$79.00
Marion County	No Match							
McMinnville	City Manager			\$48.16	\$6.57	\$6.20	\$4.60	\$65.53
Milwaukie	City Manager	\$37.51	\$41.35	\$45.19	\$6.17	\$6.60	\$4.49	\$62.45
Newberg	City Manager			\$48.13	\$6.47	\$7.03	\$4.81	\$66.44
Oregon City	City Manager			\$49.63	\$6.77	\$7.46	\$5.57	\$69.43
Salem	City Manager			\$54.28	\$7.41	\$8.13	\$4.37	\$74.19
State of Oregon	No Match							
Tigard	City Manager			\$53.40	\$9.96	\$7.60	\$4.86	\$75.82
Tualatin	City Manager			\$56.88	\$4.35	\$8.53	\$4.36	\$74.12
Woodburn	City Manager			\$49.77	\$7.84	\$6.22	\$3.94	\$67.77
MARKET MEAN				\$51.00	\$6.94	\$7.31	\$4.82	\$70.07
KEIZER		\$39.06	\$45.02	\$50.97	\$10.91	\$8.23	\$3.77	\$73.88
DOLLAR DIFF.				-\$0.03	\$3.97	\$0.93	-\$1.05	-\$3.81
PERCENT DIFF.				-0.1%	36.4%	11.2%	-27.9%	-5.2%
MARKET MEDIAN				\$49.70	\$6.67	\$7.25	\$4.71	\$68.32
KEIZER		\$39.06	\$45.02	\$50.97	\$10.91	\$8.23	\$3.77	\$73.88
DOLLAR DIFF.				\$1.27	\$4.24	\$0.99	-\$0.94	-\$5.66
PERCENT DIFF.				2.5%	38.9%	12.0%	-24.8%	-7.5%

Exhibit A
City of Keizer
2003 Salary and Benefit Survey

Classification: Clerical Specialist

COMPARABLE ORGANIZATION	MATCHING JOB TITLE	RANGE MINIMUM	RANGE MIDPOINT	RANGE MAXIMUM	PENSION COMPONENT	PAID TIME OFF COMPONENT	INSURANCE COMPONENT	TOTAL COMPENSATION
Albany	Clerk II	\$9.95	\$11.30	\$12.65	\$3.21	\$1.85	\$5.70	\$23.41
Lake Oswego	Office Assistant	\$11.54	\$13.14	\$14.74	\$3.63	\$2.15	\$5.00	\$25.52
Marion County	Office Specialist	\$10.66	\$12.25	\$13.84	\$3.43	\$2.02	\$3.70	\$22.99
McMinnville	Office Specialist 1	\$11.11	\$12.65	\$14.18	\$3.87	\$1.82	\$4.42	\$24.29
Milwaukie	Office Assistant	\$13.10	\$14.91	\$16.71	\$4.79	\$2.44	\$4.41	\$28.35
Newberg	Office Sup. Spec. I	\$12.39	\$14.10	\$15.80	\$3.83	\$2.31	\$4.77	\$26.71
Oregon City	Office Specialist 1	\$12.82	\$14.59	\$16.36	\$4.60	\$2.46	\$5.44	\$28.86
Salem	Office Assistant	\$10.64	\$11.67	\$12.70	\$3.04	\$1.90	\$4.12	\$21.76
State of Oregon	Office Assistant 2	\$8.33	\$9.80	\$11.26	\$2.61	\$1.52	\$3.70	\$19.09
Tigard	Admin. Spec. 1	\$11.17	\$13.04	\$14.90	\$2.63	\$2.12	\$4.68	\$24.33
Tualatin	Office Assistant 1	\$12.41	\$14.07	\$15.72	\$2.84	\$2.36	\$4.32	\$25.24
Woodburn	No Match							
MARKET MEAN		\$11.28	\$12.86	\$14.44	\$3.50	\$2.09	\$4.57	\$24.60
KEIZER	Clerical Specialist	\$11.54	\$13.30	\$15.05	\$2.78	\$2.43	\$3.77	\$24.03
DOLLAR DIFF.		\$0.26	\$0.43	\$0.61	-\$0.72	\$0.34	-\$0.80	-\$0.57
PERCENT DIFF.		2.2%	3.3%	4.0%	-25.8%	14.1%	-21.2%	-2.4%
MARKET MEDIAN		\$11.17	\$13.04	\$14.74	\$3.43	\$2.12	\$4.42	\$24.71
KEIZER		\$11.54	\$13.30	\$15.05	\$2.78	\$2.43	\$3.77	\$24.03
DOLLAR DIFF.		\$0.37	\$0.26	\$0.31	-\$0.65	\$0.31	-\$0.65	-\$0.68
PERCENT DIFF.		3.2%	2.0%	2.1%	-23.4%	12.8%	-17.2%	-2.8%

Exhibit A
City of Keizer
Classification: Human Resources Director 2003 Salary and Benefit Survey

COMPARABLE ORGANIZATION	MATCHING JOB TITLE	RANGE MINIMUM	RANGE MIDPOINT	RANGE MAXIMUM	PENSION COMPONENT	PAID TIME OFF COMPONENT	INSURANCE COMPONENT	TOTAL COMPENSATION
Albany	HR Director	\$30.14	\$33.91	\$37.68	\$9.56	\$6.00	\$5.87	\$59.11
Lake Oswego	HR Director	\$34.05	\$38.32	\$42.59	\$10.50	\$6.22	\$5.17	\$64.48
Marion County	HR Manager	\$25.00	\$29.25	\$33.49	\$8.30	\$4.89	\$3.74	\$50.42
McMinnville	No Match							
Milwaukie	HR Director	\$27.23	\$30.99	\$34.75	\$9.96	\$5.08	\$4.46	\$54.25
Newberg.	No Match							
Oregon City	HR Manager	\$26.39	\$30.04	\$33.69	\$9.47	\$5.06	\$5.51	\$53.73
Salem	HR Director	\$34.24	\$40.84	\$47.44	\$11.34	\$7.11	\$4.33	\$70.22
State of Oregon	No Match							
Tigard	HR Director	\$28.12	\$32.90	\$37.68	\$7.03	\$5.36	\$4.79	\$54.86
Tualatin	HR Director	\$29.50	\$33.44	\$37.37	\$6.74	\$5.61	\$4.35	\$54.07
Woodburn	No Match							
MARKET MEAN		\$29.33	\$33.71	\$38.09	\$9.11	\$5.67	\$4.76	\$57.64
KEIZER	HR Director	\$29.15	\$33.60	\$38.04	\$7.02	\$7.04	\$3.77	\$56.87
DOLLAR DIFF.		-\$0.18	-\$0.12	-\$0.05	-\$2.09	\$1.37	-\$1.01	-\$1.77
PERCENT DIFF.		-0.6%	-0.3%	-0.1%	-29.8%	19.5%	-26.7%	-3.2%
MARKET MEDIAN		\$28.81	\$33.17	\$37.53	\$9.52	\$5.49	\$4.63	\$57.45
KEIZER	HR Director	\$29.15	\$33.60	\$38.04	\$7.02	\$7.04	\$3.77	\$56.87
DOLLAR DIFF.		\$0.34	\$0.43	\$0.52	-\$2.50	\$1.56	-\$0.86	-\$1.28
PERCENT DIFF.		1.2%	1.3%	1.4%	-35.5%	22.1%	-22.7%	-2.3%

Exhibit A
City of Keizer
2003 Salary and Benefit Survey

Classification: Info. Systems. Tech.

COMPARABLE ORGANIZATION	MATCHING JOB TITLE	RANGE MINIMUM	RANGE MIDPOINT	RANGE MAXIMUM	PENSION COMPONENT	PAID TIME OFF COMPONENT	INSURANCE COMPONENT	TOTAL COMPENSATION
Albany	I/S Technician	\$14.48	\$16.50	\$18.51	\$4.70	\$2.70	\$5.74	\$31.65
Lake Oswego	No Match							
Marion County	No Match							
McMinnville	Info. Systems Analyst	\$19.18	\$21.50	\$23.82	\$6.50	\$3.06	\$4.47	\$37.85
Milwaukie	No Match							
Newberg	No Match							
Oregon City	No Match							
Salem	No Match							
State of Oregon	Info. Systems Spec. 4	\$17.60	\$20.98	\$24.35	\$5.63	\$3.28	\$3.70	\$36.96
Tigard	Micro-Computer Tech.	\$19.32	\$19.92	\$20.52	\$3.62	\$2.92	\$4.71	\$31.77
Tualatin	No Match							
Woodburn	No Match							
MARKET MEAN		\$17.65	\$19.72	\$21.80	\$5.11	\$2.99	\$4.66	\$34.59
KEIZER	Info. Systems Tech.	\$17.04	\$19.64	\$22.24	\$4.10	\$3.59	\$3.77	\$33.70
DOLLAR DIFF.		-\$0.61	-\$0.08	\$0.44	-\$1.01	\$0.60	-\$0.89	-\$0.86
PERCENT DIFF.		-3.6%	-0.4%	2.0%	-24.7%	16.7%	-23.5%	-2.5%
MARKET MEDIAN		\$18.39	\$20.45	\$22.17	\$5.17	\$2.99	\$4.59	\$34.92
KEIZER	Info. Systems Tech.	\$17.04	\$19.64	\$22.24	\$4.10	\$3.59	\$3.77	\$33.70
DOLLAR DIFF.		-\$1.35	-\$0.81	\$0.07	-\$1.07	\$0.60	-\$0.82	-\$1.22
PERCENT DIFF.		-7.9%	-4.1%	0.3%	-26.0%	16.7%	-21.8%	-3.6%

Exhibit A
City of Keizer
2003 Salary and Benefit Survey

COMPARABLE ORGANIZATION	MATCHING			PENSION COMPONENT	PAID		INSURANCE COMPONENT	TOTAL COMPENSATION
	JOB TITLE	RANGE MINIMUM	RANGE MIDPOINT		TIME OFF COMPONENT			
Albany	No Match							
Lake Oswego	City Recorder	\$23.66	\$26.20	\$28.75	\$7.09	\$4.20	\$5.09	\$45.13
Marion County								
McMinnville	No Match							
Milwaukie	City Recorder	\$27.23	\$30.99	\$34.75	\$9.96	\$5.08	\$4.46	\$54.25
Newberg	No Match							
Oregon City	City Recorder	\$19.67	\$22.39	\$25.11	\$7.06	\$3.77	\$5.48	\$41.42
Salem	City Recorder	\$18.40	\$20.88	\$22.71	\$5.43	\$3.38	\$4.15	\$36.72
State of Oregon								
Tigard	City Recorder	\$20.23	\$23.68	\$27.12	\$5.06	\$3.86	\$4.74	\$40.78
Tualatin	No Match							
Woodburn	City Recorder		\$28.25		\$4.45	\$3.53	\$3.82	\$40.05
MARKET MEAN		\$21.84	\$24.76	\$27.78	\$6.51	\$3.97	\$4.63	\$42.89
KEIZER	City Recorder	\$22.84	\$26.32	\$29.80	\$5.50	\$4.81	\$3.77	\$43.88
DOLLAR DIFF.		\$1.00	\$1.56	\$2.02	-\$1.01	\$0.84	-\$0.86	\$0.98
PERCENT DIFF.		4.4%	5.9%	6.8%	-18.3%	17.4%	-22.8%	2.3%
MARKET MEDIAN		\$20.23	\$23.68	\$27.69	\$6.25	\$3.82	\$4.60	\$42.35
KEIZER	City Recorder	\$22.84	\$26.32	\$29.80	\$5.50	\$4.81	\$3.77	\$43.88
DOLLAR DIFF.		\$2.61	\$2.65	\$2.12	-\$0.74	\$1.00	-\$0.83	\$1.54
PERCENT DIFF.		11.4%	10.0%	7.1%	-13.5%	20.7%	-22.0%	3.6%

Exhibit A
City of Keizer
2003 Salary and Benefit Survey

Municipal Court Clerk

COMPARABLE ORGANIZATION	MATCHING JOB TITLE	RANGE MINIMUM	RANGE MIDPOINT	RANGE MAXIMUM	PENSION COMPONENT	PAID TIME OFF COMPONENT	INSURANCE COMPONENT	TOTAL COMPENSATION
Albany	Sr. Court Clerk	\$13.67	\$15.53	\$17.38	\$3.48	\$2.01	\$5.71	\$28.59
Lake Oswego	Muni. Court Clerk	\$19.62	\$21.74	\$23.85	\$5.88	\$3.49	\$5.05	\$38.27
Marion County	No Match							
McMinnville	Admin. Support	\$13.00	\$17.61	\$22.21	\$6.06	\$2.86	\$4.46	\$35.59
Milwaukie	Court Clerk	\$15.16	\$17.26	\$19.35	\$5.54	\$2.83	\$4.41	\$32.13
Newberg.	Clerk II	\$13.52	\$15.32	\$17.12	\$3.77	\$2.28	\$4.77	\$27.94
Oregon City	No Match							
Salem	Deputy City Recorder	\$17.58	\$19.91	\$22.24	\$3.60	\$2.26	\$4.13	\$32.23
State of Oregon	No Match							
Tigard	No Match							
Tualatin	No Match							
Woodburn	Muni. Court Clerk	\$13.45		\$16.35	\$2.58	\$2.04	\$3.76	\$24.73
MARKET MEAN		\$15.14	\$17.89	\$19.79	\$4.42	\$2.54	\$4.61	\$31.56
KEIZER	Muni. Court Clerk	\$14.72	\$16.97	\$19.21	\$3.54	\$3.10	\$3.77	\$29.62
DOLLAR DIFF.		-\$0.42	-\$0.93	-\$0.58	-\$0.88	\$0.56	-\$0.84	-\$1.73
PERCENT DIFF.		-2.9%	-5.5%	-3.0%	-24.8%	18.1%	-22.4%	-5.6%
MARKET MEDIAN		\$13.67	\$17.43	\$19.35	\$3.77	\$2.28	\$4.46	\$29.68
KEIZER	Muni. Court Clerk	\$14.72	\$16.97	\$19.21	\$3.54	\$3.10	\$3.77	\$29.62
DOLLAR DIFF.		\$1.05	-\$0.47	-\$0.14	-\$0.23	\$0.82	-\$0.69	-\$0.21
PERCENT DIFF.		7.1%	-2.7%	-0.7%	-6.5%	26.5%	-18.3%	-0.8%

Exhibit A
City of Keizer
2003 Salary and Benefit Survey

Recording Secretary

COMPARABLE ORGANIZATION	MATCHING JOB TITLE	RANGE MINIMUM	RANGE MIDPOINT	RANGE MAXIMUM	PENSION COMPONENT	PAID TIME OFF COMPONENT	INSURANCE COMPONENT	TOTAL COMPENSATION
Albany	City Clerk	\$16.51	\$18.41	\$20.31	\$5.70	\$2.96	\$5.75	\$34.72
Lake Oswego	Admin. Sup. III	\$16.77	\$18.58	\$20.39	\$5.63	\$2.98	\$5.03	\$34.03
Marion County	Office Spec. III	\$12.70	\$14.60	\$16.50	\$3.68	\$2.41	\$3.71	\$26.28
McMinnville	Admin. Spec. II	\$12.88	\$14.66	\$16.44	\$4.77	\$2.12	\$4.43	\$27.76
Milwaukie	No Match							
Newberg	No Match							
Oregon City	Muni. Court Sec.	\$12.81	\$14.82	\$16.82	\$4.92	\$2.53	\$5.44	\$29.71
Salem	No Match							
State of Oregon	Office Spec. II	\$11.02	\$13.03	\$15.03	\$3.76	\$2.02	\$3.70	\$24.51
Tigard	No Match							
Tualatin	No Match							
Woodburn	No Match							
MARKET MEAN		\$13.78	\$15.68	\$17.58	\$4.74	\$2.50	\$4.68	\$29.60
KEIZER	Recording Sec.	\$13.36	\$15.39	\$17.42	\$3.21	\$2.81	\$3.77	\$27.21
DOLLAR DIFF.		-\$0.42	-\$0.29	-\$0.16	-\$1.53	\$0.31	-\$0.91	-\$2.29
PERCENT DIFF.		-3.2%	-1.9%	-0.9%	-47.7%	10.9%	-24.0%	-8.4%
MARKET MEDIAN		\$12.85	\$14.74	\$16.56	\$4.85	\$2.47	\$4.73	\$28.71
KEIZER	Recording Sec.	\$13.36	\$15.39	\$17.42	\$3.21	\$2.81	\$3.77	\$27.21
DOLLAR DIFF.		\$0.51	\$0.65	\$0.76	-\$1.64	\$0.34	-\$0.96	-\$1.50
PERCENT DIFF.		3.8%	4.2%	4.4%	-50.9%	12.1%	-25.5%	-5.5%

Exhibit A
City of Keizer
2003 Salary and Benefit Survey

Cler. Spec. - CR

COMPARABLE ORGANIZATION	MATCHING JOB TITLE	RANGE MINIMUM	RANGE MIDPOINT	RANGE MAXIMUM	PENSION COMPONENT	PAID TIME OFF COMPONENT	INSURANCE COMPONENT	TOTAL COMPENSATION
Albany	Court Clerk	\$10.79	\$12.27	\$13.74	\$3.79	\$2.01	\$5.71	\$25.25
Lake Oswego	Clerical Spec.	\$14.50	\$16.51	\$18.51	\$4.99	\$2.71	\$5.02	\$31.23
Marion County	Off. Spec. 2	\$11.64	\$13.41	\$15.17	\$3.36	\$2.22	\$3.71	\$24.46
McMinnville	Admin. Spec. I	\$11.11	\$12.65	\$14.18	\$4.12	\$1.82	\$4.42	\$24.54
Milwaukie	Office Assistant	\$13.10	\$14.91	\$16.71	\$5.03	\$2.44	\$4.41	\$28.59
Newberg	Court Assistant	\$12.29	\$13.93	\$15.57	\$3.42	\$2.28	\$4.77	\$26.04
Oregon City	Office Spec. II	\$12.83	\$14.60	\$16.37	\$4.86	\$2.46	\$5.44	\$29.13
Salem	Sr. Cr. Op. Spec.	\$12.58	\$13.82	\$15.06	\$4.10	\$2.26	\$4.13	\$25.55
State of Oregon	Office Spec. II	\$11.02	\$13.03	\$15.03	\$3.76	\$2.02	\$3.70	\$24.51
Tigard	Admin. Spec. I	\$11.17	\$15.92	\$20.67	\$2.70	\$2.94	\$4.71	\$31.02
Tualatin	No Match							
Woodburn	No Match							
MARKET MEAN KEIZER	Cler. Spec.-CR	\$12.10	\$14.10	\$16.10	\$4.01	\$2.32	\$4.60	\$27.03
DOLLAR DIFF. PERCENT DIFF.		\$0.02 0.1%	-\$0.14 -1.0%	-\$0.30 -1.9%	-\$1.09 -37.4%	\$0.23 9.2%	-\$0.83 -22.1%	-\$1.98 -8.0%
MARKET MEDIAN KEIZER	Cler. Spec.-CR	\$11.97	\$13.88	\$15.37	\$3.95	\$2.27	\$4.57	\$26.15
DOLLAR DIFF. PERCENT DIFF.		\$12.12 \$0.15 1.3%	\$13.96 \$0.09 0.6%	\$15.80 \$0.43 2.7%	\$2.92 -\$1.03 -35.1%	\$2.55 \$0.28 11.0%	\$3.77 -\$0.79 -21.1%	\$25.04 -\$1.11 -4.3%

Exhibit A
City of Keizer
2003 Salary and Benefit Survey

Finance Director

COMPARABLE ORGANIZATION	MATCHING JOB TITLE	RANGE MINIMUM	RANGE MIDPOINT	RANGE MAXIMUM	PENSION COMPONENT	PAID TIME OFF COMPONENT	INSURANCE COMPONENT	TOTAL COMPENSATION
Albany	Admin. Serv. Dir.	\$36.98	\$41.60	\$46.22	\$12.86	\$6.75	\$5.92	\$71.75
Lake Oswego	Finance Director	\$35.04	\$38.77	\$42.49	\$11.77	\$6.22	\$5.17	\$65.65
Marion County	Fin. Serv. Mgr.	\$27.53	\$32.21	\$36.89	\$41.84	\$5.39	\$7.93	\$92.05
McMinnville	Finance Director	\$29.83	\$33.95	\$38.07	\$11.06	\$4.90	\$4.56	\$58.58
Milwaukie	Finance Director	\$27.23	\$35.49	\$43.75	\$11.69	\$6.39	\$4.49	\$66.32
Newberg	Finance Director			\$36.42	\$8.82	\$5.32	\$4.79	\$55.35
Oregon City	Finance Director	\$29.88	\$34.01	\$38.14	\$11.32	\$5.73	\$5.52	\$60.71
Salem	Finance Director	\$34.24	\$40.84	\$47.44	\$12.04	\$7.11	\$4.33	\$70.92
State of Oregon	No Match							
Tigard	Director of Finance	\$29.57	\$34.60	\$39.63	\$7.39	\$5.64	\$4.80	\$57.46
Tualatin	Finance Director	\$30.40	\$34.45	\$38.50	\$6.10	\$5.78	\$4.35	\$54.73
Woodburn	Finance Director	\$28.94	\$31.64	\$34.34	\$4.97	\$4.29	\$3.86	\$47.46
MARKET MEAN		\$30.96	\$35.76	\$40.17	\$12.71	\$5.77	\$5.07	\$63.73
KEIZER	Finance Director	\$29.15	\$33.60	\$38.04	\$7.02	\$6.14	\$3.77	\$54.97
DOLLAR DIFF.		-\$1.81	-\$2.16	-\$2.13	-\$5.69	\$0.37	-\$1.30	-\$8.75
PERCENT DIFF.		-6.2%	-6.4%	-5.6%	-8.1%	6.0%	-34.4%	-15.9%
MARKET MEDIAN		\$29.86	\$34.53	\$38.50	\$11.32	\$5.73	\$4.79	\$60.34
KEIZER	Finance Director	\$29.15	\$33.60	\$38.04	\$7.02	\$6.14	\$3.77	\$54.97
DOLLAR DIFF.		-\$0.70	-\$0.93	-\$0.46	-\$4.30	\$0.41	-\$1.02	-\$5.37
PERCENT DIFF.		-2.4%	-2.8%	-1.2%	-61.3%	6.7%	-27.1%	-9.8%

Exhibit A
City of Keizer
2003 Salary and Benefit Survey

Accountant

COMPARABLE ORGANIZATION	MATCHING JOB TITLE	RANGE MINIMUM	RANGE MIDPOINT	RANGE MAXIMUM	PENSION COMPONENT	PAID TIME OFF COMPONENT	INSURANCE COMPONENT	TOTAL COMPENSATION
Albany	Accountant	\$14.35	\$16.30	\$18.25	\$4.63	\$2.66	\$5.74	\$31.28
Lake Oswego	No Match							
Marion County	No Match							
McMinnville	Sr. Accountant	\$17.33	\$19.72	\$22.11	\$6.03	\$2.84	\$4.46	\$35.44
Milwaukie	Accountant	\$19.35	\$22.03	\$24.70	\$7.08	\$3.61	\$4.43	\$39.82
Newberg	No Match							
Oregon City	No Match							
Salem	Accountant	\$16.35	\$18.11	\$19.86	\$4.75	\$2.98	\$4.16	\$31.75
State of Oregon	No Match							
Tigard	Sr. Accountant	\$20.76	\$24.29	\$27.81	\$4.91	\$3.96	\$4.74	\$41.42
Tualatin	Accountant	\$19.70	\$22.33	\$24.95	\$4.50	\$3.74	\$4.33	\$37.52
Woodburn	No Match							
MARKET MEAN		\$17.87	\$20.46	\$22.95	\$5.32	\$3.30	\$4.64	\$36.92
KEIZER	Accountant	\$17.90	\$20.63	\$23.95	\$4.31	\$3.77	\$3.77	\$35.20
DOLLAR DIFF.		-\$0.07	\$0.17	\$0.40	-\$1.01	\$0.47	-\$0.87	-\$1.01
PERCENT DIFF.		-0.4%	0.8%	1.7%	-23.4%	12.5%	-23.2%	-2.9%
MARKET MEDIAN		\$18.34	\$20.87	\$23.41	\$4.83	\$3.30	\$4.45	\$35.98
KEIZER	Accountant	\$17.90	\$20.63	\$23.35	\$4.31	\$3.77	\$3.77	\$35.20
DOLLAR DIFF.		-\$0.44	-\$0.25	-\$0.05	-\$0.52	\$0.48	-\$0.68	-\$0.77
PERCENT DIFF.		-2.5%	-1.2%	-0.2%	-12.1%	12.6%	-17.9%	-2.2%

Exhibit A
City of Keizer
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Accounting Technician

COMPARABLE ORGANIZATION	MATCHING JOB TITLE	RANGE MINIMUM	RANGE MIDPOINT	RANGE MAXIMUM	PENSION COMPONENT	PAID TIME OFF COMPONENT	INSURANCE COMPONENT	TOTAL COMPENSATION
Albany	Accounting Spec.	\$11.93	\$13.56	\$15.18	\$4.19	\$2.22	\$5.72	\$27.31
Lake Oswego	Accounting Tech.	\$13.66	\$15.55	\$17.44	\$4.70	\$2.55	\$5.01	\$29.70
Marion County	Accounting. Spec.	\$13.81	\$16.17	\$18.52	\$4.59	\$2.71	\$3.71	\$29.53
McMinnville	Accountant	\$15.70	\$17.87	\$20.04	\$5.82	\$2.58	\$4.45	\$32.89
Milwaukie	Accounting Tech.	\$15.16	\$17.26	\$19.35	\$5.82	\$2.83	\$4.41	\$32.41
Newberg.	No Match							
Oregon City	Accounting Tech.	\$15.62	\$17.78	\$19.94	\$5.92	\$3.00	\$5.46	\$34.32
Salem	Accounting Asst. II	\$13.98	\$15.48	\$16.98	\$4.59	\$2.54	\$4.14	\$28.25
State of Oregon	Accounting Tech. II	\$11.75	\$13.93	\$16.11	\$4.02	\$2.17	\$3.70	\$26.00
Tigard	Sr. Accounting Asst.	\$14.71	\$17.21	\$19.71	\$2.98	\$2.80	\$4.71	\$30.20
Tualatin	Accounting Tech.	\$16.08	\$18.23	\$20.38	\$3.23	\$3.06	\$4.33	\$31.00
Woodburn	Accounting Clerk III	\$13.45	\$14.90	\$16.35	\$1.25	\$2.04	\$3.76	\$23.40
MARKET MEAN		\$14.17	\$16.18	\$18.18	\$4.28	\$2.59	\$4.49	\$29.55
KEIZER	Accounting Tech.	\$14.02	\$16.16	\$18.29	\$3.38	\$2.96	\$3.77	\$28.40
DOLLAR DIFF.		-\$0.15	-\$0.02	\$0.11	-\$0.90	\$0.37	-\$0.72	-\$1.15
PERCENT DIFF.		-1.1%	-0.1%	0.6%	-26.7%	12.5%	-19.1%	-4.0%
MARKET MEDIAN		\$13.98	\$16.17	\$18.52	\$4.59	\$2.58	\$4.41	\$30.10
KEIZER	Accounting Tech.	\$14.02	\$16.16	\$18.29	\$3.38	\$2.96	\$3.77	\$28.40
DOLLAR DIFF.		\$0.04	-\$0.01	-\$0.23	-\$1.21	\$0.38	-\$0.64	-\$1.70
PERCENT DIFF.		0.3%	-0.1%	-1.3%	-35.8%	12.8%	-17.0%	-6.0%

Exhibit A
City of Keizer
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Utility Billing Tech.

COMPARABLE ORGANIZATION	MATCHING JOB TITLE	RANGE MINIMUM	RANGE MIDPOINT	RANGE MAXIMUM	PENSION COMPONENT	PAID TIME OFF COMPONENT	INSURANCE COMPONENT	TOTAL COMPENSATION
Albany	No Match							
Lake Oswego	No Match							
Marion County	No Match							
McMinnville	No Match							
Milwaukie	Accounting Tech.	\$15.16	\$17.26	\$19.35	\$5.54	\$2.83	\$4.41	\$32.13
Newberg	No Match							
Oregon City	No Match							
Salem	No Match							
State of Oregon	No Match							
Tigard	No Match							
Tualatin	Accounting Tech.	\$16.08	\$18.23	\$20.38	\$3.68	\$3.06	\$4.33	\$31.45
Woodburn	Accounting Clerk II	\$12.67	\$14.04	\$15.40	\$2.43	\$1.93	\$3.75	\$23.51
MARKET MEAN		\$14.64	\$16.51	\$18.38	\$3.88	\$2.81	\$4.16	\$29.03
KEIZER	Utility Billing Tech.	\$15.46	\$17.82	\$20.17	\$3.72	\$3.26	\$3.77	\$30.92
DOLLAR DIFF.		\$0.82	\$1.31	\$1.79	-\$0.16	\$0.65	-\$0.39	\$1.89
PERCENT DIFF.		5.3%	7.3%	8.9%	-4.4%	20.0%	-10.4%	6.1%
MARKET MEDIAN		\$15.16	\$17.26	\$19.35	\$3.68	\$2.83	\$4.33	\$30.10
KEIZER	Utility Billing Tech.	\$15.46	\$17.82	\$20.17	\$3.72	\$3.26	\$3.77	\$30.92
DOLLAR DIFF.		\$0.30	\$0.56	\$0.82	\$0.04	\$0.43	-\$0.56	\$0.73
PERCENT DIFF.		1.9%	3.1%	4.1%	1.1%	13.2%	-14.9%	2.4%

Exhibit A
City of Keizer
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Utility Billing Clerk

COMPARABLE ORGANIZATION	MATCHING JOB TITLE	RANGE MINIMUM	RANGE MIDPOINT	RANGE MAXIMUM	PENSION COMPONENT	PAID TIME OFF COMPONENT	INSURANCE COMPONENT	TOTAL COMPENSATION
Albany	Billing Col. Spec.	\$11.33	\$12.88	\$14.43	\$3.66	\$2.11	\$5.71	\$25.91
Lake Oswego	No Match							
Marion County	No Match							
McMinnville	No Match							
Milwaukie	No Match							
Newberg	Utility Clerk	\$13.53	\$15.33	\$17.12	\$4.14	\$2.50	\$4.77	\$28.53
Oregon City	No Match							
Salem	CS Rep 2	\$13.51	\$14.93	\$16.35	\$3.91	\$2.45	\$4.14	\$26.85
State of Oregon	No Match							
Tigard	No Match							
Tualatin	No Match							
Woodburn	Clerk II	\$12.67	\$14.04	\$15.40	\$2.43	\$1.93	\$3.75	\$23.51
MARKET MEAN		\$12.76	\$14.29	\$15.83	\$3.54	\$2.25	\$4.59	\$26.20
KEIZER	Utility Billing Clerk	\$12.72	\$14.66	\$16.59	\$3.06	\$2.68	\$3.77	\$26.10
DOLLAR DIFF.		-\$0.04	\$0.36	\$0.76	-\$0.48	\$0.43	-\$0.82	-\$0.10
PERCENT DIFF.		-0.3%	2.5%	4.6%	-15.5%	16.1%	-21.8%	-0.4%
MARKET MEDIAN		\$13.09	\$14.48	\$15.88	\$3.79	\$2.28	\$4.46	\$26.40
KEIZER	Utility Billing Clerk	\$12.72	\$14.66	\$16.59	\$3.06	\$2.68	\$3.77	\$26.10
DOLLAR DIFF.		-\$0.37	\$0.17	\$0.72	-\$0.73	\$0.40	-\$0.69	-\$0.30
PERCENT DIFF.		-2.9%	1.2%	4.3%	-23.7%	14.9%	-18.2%	-1.1%

Exhibit A
City of Keizer
2003 Salary and Benefit Survey

Code Enforcement Zoning Tech.

COMPARABLE ORGANIZATION	MATCHING				PENSION COMPONENT	PAID TIME OFF COMPONENT	INSURANCE COMPONENT	TOTAL COMPENSATION
	JOB TITLE	RANGE MINIMUM	RANGE MIDPOINT	RANGE MAXIMUM				
Albany	Code Enf. Spec.	\$14.85	\$16.78	\$18.71	\$4.75	\$2.73	\$5.74	\$31.93
Lake Oswego	Code Enf. Spec.	\$19.56	\$22.26	\$24.96	\$6.15	\$3.65	\$5.06	\$39.82
Marion County	Enforcement Officer	\$17.27	\$20.21	\$23.15	\$5.73	\$3.38	\$3.72	\$35.98
McMinnville	No Match							
Milwaukie	Code Compl. Coord.	\$15.92	\$18.12	\$20.32	\$5.82	\$2.97	\$4.42	\$33.53
Newberg	No Match							
Oregon City	Code Compl. Off.	\$15.62	\$17.78	\$19.94	\$5.60	\$3.00	\$5.46	\$34.00
Salem	Code Enf. Off.	\$18.40	\$20.44	\$22.48	\$5.37	\$3.37	\$4.18	\$35.40
State of Oregon	No Match							
Tigard	No Match							
Tualatin	No Match							
Woodburn	Code Enf Officer	\$15.10	\$16.73	\$18.35	\$2.89	\$2.29	\$3.77	\$27.30
MARKET MEAN KEIZER	Code Enf. Zoning Tech.	\$16.67 \$14.72	\$18.90 \$16.97	\$21.13 \$19.21	\$5.19 \$3.54	\$3.06 \$3.10	\$4.62 \$3.77	\$33.99 \$29.62
DOLLAR DIFF.		-\$1.95	-\$1.94	-\$1.92	-\$1.65	\$0.04	-\$0.85	-\$4.37
PERCENT DIFF.		-13.3%	-11.4%	-10.0%	-46.5%	1.4%	-22.6%	-14.8%
MARKET MEDIAN KEIZER	Code Enf. Zoning Tech.	\$15.92 \$14.72	\$18.12 \$16.97	\$20.32 \$19.21	\$5.60 \$3.54	\$3.00 \$3.10	\$4.42 \$3.77	\$34.00 \$29.62
DOLLAR DIFF.		-\$1.20	-\$1.16	-\$1.11	-\$2.06	\$0.10	-\$0.65	-\$4.38
PERCENT DIFF.		-8.2%	-6.8%	-5.8%	-58.2%	3.2%	-17.2%	-14.8%

Exhibit A
City of Keizer
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Planning Director

COMPARABLE ORGANIZATION	MATCHING JOB TITLE	RANGE MINIMUM	RANGE MIDPOINT	RANGE MAXIMUM	PENSION COMPONENT	PAID TIME OFF COMPONENT	INSURANCE COMPONENT	TOTAL COMPENSATION
Albany	No Match							
Lake Oswego	No Match							
Marion County	No Match							
McMinnville	Planning Director	\$28.40	\$32.32	\$36.24	\$9.89	\$4.66	\$4.55	\$55.34
Milwaukie	Planning Director	\$27.23	\$30.99	\$34.75	\$9.96	\$5.08	\$4.46	\$54.25
Newberg	Planning Manager	\$24.15	\$27.40	\$30.65	\$7.42	\$4.48	\$4.79	\$47.34
Oregon City	Planning Manager	\$26.39	\$30.04	\$33.69	\$9.47	\$5.06	\$5.51	\$53.73
Salem	No Match							
State of Oregon	No Match							
Tigard	Planning Manager	\$23.54	\$27.55	\$31.56	\$5.89	\$4.49	\$4.76	\$46.70
Tualatin	No Match							
Woodburn	Comm. Devel. Dir.	\$28.94	\$31.64	\$34.34	\$5.41	\$4.29	\$3.86	\$47.90
MARKET MEAN		\$26.44	\$29.99	\$33.54	\$8.01	\$4.68	\$4.66	\$50.88
KEIZER	Planning Director	\$26.44	\$30.47	\$34.50	\$6.37	\$5.57	\$3.77	\$50.21
DOLLAR DIFF.		\$0.00	\$0.48	\$0.96	-\$1.64	\$0.89	-\$0.89	-\$0.67
PERCENT DIFF.		0.0%	1.6%	2.8%	-25.7%	16.0%	-23.5%	-1.3%
MARKET MEDIAN		\$26.81	\$30.52	\$34.02	\$8.45	\$4.58	\$4.66	\$51.69
KEIZER	Planning Director	\$26.44	\$30.47	\$34.50	\$6.37	\$5.57	\$3.77	\$50.21
DOLLAR DIFF.		-\$0.37	-\$0.05	\$0.48	-\$2.08	\$1.00	-\$0.88	-\$1.48
PERCENT DIFF.		-1.4%	-0.1%	1.4%	-32.6%	17.9%	-23.5%	-2.9%

Exhibit A
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Senior Planner

COMPARABLE ORGANIZATION	MATCHING JOB TITLE	RANGE MINIMUM	RANGE MIDPOINT	RANGE MAXIMUM	PENSION COMPONENT	PAID TIME OFF COMPONENT	INSURANCE COMPONENT	TOTAL COMPENSATION
Albany	Senior Planner	\$24.98	\$27.86	\$30.73	\$7.80	\$4.49	\$5.82	\$48.84
Lake Oswego	No Match							
Marion County	Senior Planner	\$19.96	\$23.37	\$26.78	\$6.63	\$3.91	\$3.72	\$41.04
McMinnville	No Match							
Milwaukie	Senior Planner	\$21.33	\$24.28	\$27.23	\$7.80	\$3.98	\$4.44	\$43.45
Newberg	No Match							
Oregon City	No Match							
Salem	No Match							
State of Oregon	Planner 3	\$20.37	\$24.38	\$28.39	\$6.57	\$3.82	\$3.70	\$42.48
Tigard	No Match							
Tualatin	No Match							
Woodburn	Senior Planner	\$21.59	\$23.61	\$25.63	\$4.04	\$3.20	\$3.81	\$36.68
MARKET MEAN		\$21.65	\$24.70	\$27.75	\$6.57	\$3.88	\$4.30	\$42.50
KEIZER	Senior Planner	\$21.75	\$25.07	\$28.39	\$5.24	\$4.59	\$3.77	\$41.99
DOLLAR DIFF.		\$0.10	\$0.37	\$0.64	-\$1.33	\$0.71	-\$0.53	-\$0.51
PERCENT DIFF.		0.5%	1.5%	2.2%	-25.3%	15.5%	-14.0%	-1.2%
MARKET MEDIAN		\$21.33	\$24.28	\$27.23	\$6.63	\$3.91	\$3.81	\$41.58
KEIZER	Senior Planner	\$21.75	\$25.07	\$28.39	\$5.24	\$4.59	\$3.77	\$41.99
DOLLAR DIFF.		\$0.42	\$0.79	\$1.16	-\$1.39	\$0.68	-\$0.04	\$0.41
PERCENT DIFF.		1.9%	3.2%	4.1%	-26.5%	14.8%	-1.1%	1.0%

Exhibit A
City of Keizer
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Associate Planner

COMPARABLE ORGANIZATION	MATCHING JOB TITLE	RANGE MINIMUM	RANGE MIDPOINT	RANGE MAXIMUM	PENSION COMPONENT	PAID TIME OFF COMPONENT	INSURANCE COMPONENT	TOTAL COMPENSATION
Albany	Planner II	\$19.27	\$21.91	\$24.54	\$6.23	\$3.58	\$5.78	\$40.13
Lake Oswego	Associate Planner	\$19.56	\$22.26	\$24.96	\$6.15	\$3.65	\$5.06	\$39.82
Marion County	Associate Planner	\$18.14	\$21.23	\$24.32	\$6.02	\$3.55	\$3.72	\$37.61
McMinnville	Senior Planner	\$21.50	\$24.23	\$26.95	\$7.36	\$3.47	\$4.49	\$42.26
Milwaukie	Associate Planner	\$19.35	\$22.03	\$24.70	\$7.08	\$3.61	\$4.43	\$39.82
Newberg	No Match							
Oregon City	Associate Planner	\$19.52	\$22.21	\$24.90	\$7.00	\$3.74	\$5.47	\$41.11
Salem	Associate Planner	\$18.40	\$20.44	\$22.48	\$5.37	\$3.37	\$4.18	\$35.40
State of Oregon	Planner II	\$16.08	\$19.77	\$23.45	\$5.43	\$3.16	\$3.70	\$35.74
Tigard	Associate Planner	\$18.75	\$21.94	\$25.13	\$4.44	\$3.58	\$4.73	\$37.88
Tualatin	Associate Planner	\$20.92	\$23.71	\$26.50	\$4.78	\$3.98	\$4.34	\$39.60
Woodburn	Associate Planner	\$18.85	\$20.88	\$22.91	\$3.61	\$2.86	\$3.80	\$33.18
MARKET MEAN		\$19.12	\$21.87	\$24.62	\$5.77	\$3.50	\$4.52	\$38.41
KEIZER	Assoc. Planner	\$17.90	\$20.63	\$23.35	\$4.31	\$3.77	\$3.77	\$35.20
DOLLAR DIFF.		-\$1.22	-\$1.25	-\$1.27	-\$1.46	\$0.27	-\$0.75	-\$3.21
PERCENT DIFF.		-6.8%	-6.0%	-5.4%	-33.9%	7.0%	-19.8%	-9.1%
MARKET MEDIAN		\$19.27	\$21.94	\$24.70	\$6.02	\$3.58	\$4.43	\$38.73
KEIZER	Assoc. Planner	\$17.90	\$20.63	\$23.35	\$4.31	\$3.77	\$3.77	\$35.20
DOLLAR DIFF.		-\$1.37	-\$1.32	-\$1.35	-\$1.71	\$0.19	-\$0.66	-\$3.53
PERCENT DIFF.		-7.7%	-6.4%	-5.8%	-39.7%	5.0%	-17.5%	-10.0%

Exhibit A
City of Keizer
2003 Salary and Benefit Survey

Building Permit Specialist

COMPARABLE ORGANIZATION	MATCHING JOB TITLE	RANGE MINIMUM	RANGE MIDPOINT	RANGE MAXIMUM	PENSION COMPONENT	PAID TIME OFF COMPONENT	INSURANCE COMPONENT	TOTAL COMPENSATION
Albany	Permit Tech.	\$13.86	\$15.78	\$17.69	\$4.49	\$2.58	\$5.73	\$30.49
Lake Oswego	No Match							
Marion County	Permit. Spec.	\$12.34	\$14.44	\$16.53	\$4.09	\$2.42	\$3.71	\$26.75
McMinnville	No Match							
Milwaukie	Permit Spec.	\$15.16	\$17.26	\$19.35	\$5.54	\$2.83	\$4.41	\$32.13
Newberg.	No Match							
Oregon City	Permit Tech.	\$14.16	\$16.11	\$18.06	\$5.07	\$2.71	\$5.45	\$31.29
Salem	Permit Tech.	\$13.98	\$15.48	\$16.97	\$4.06	\$2.54	\$4.14	\$27.71
State of Oregon	No Match							
Tigard	No Match							
Tualatin	Permit Tech.	\$13.67	\$15.50	\$17.33	\$3.13	\$2.60	\$4.32	\$27.38
Woodburn	Bldg. Perm. Spec.	\$13.91	\$15.42	\$16.92	\$2.66	\$2.11	\$3.76	\$25.45
MARKET MEAN		\$13.87	\$15.71	\$17.55	\$4.15	\$2.54	\$4.50	\$28.74
KEIZER	Building Permit Specialist	\$13.36	\$15.39	\$17.42	\$3.21	\$2.81	\$3.77	\$27.21
DOLLAR DIFF.		-\$0.51	-\$0.32	-\$0.13	-\$0.94	\$0.27	-\$0.73	-\$1.53
PERCENT DIFF.		-3.8%	-2.1%	-0.7%	-29.2%	9.6%	-19.4%	-5.6%
MARKET MEDIAN		\$13.91	\$15.50	\$17.33	\$4.09	\$2.58	\$4.32	\$28.32
KEIZER	Building Permit Specialist	\$13.36	\$15.39	\$17.42	\$3.21	\$2.81	\$3.77	\$27.21
DOLLAR DIFF.		-\$0.55	-\$0.11	\$0.09	-\$0.88	\$0.23	-\$0.55	-\$1.11
PERCENT DIFF.		-4.1%	-0.7%	0.5%	-27.4%	8.2%	-14.6%	-4.1%

Exhibit A
City of Keizer
2003 Salary and Benefit Survey

Public Works Director

COMPARABLE ORGANIZATION	MATCHING JOB TITLE	RANGE MINIMUM	RANGE MIDPOINT	RANGE MAXIMUM	PENSION COMPONENT	PAID TIME OFF COMPONENT	INSURANCE COMPONENT	TOTAL COMPENSATION
Albany	Public Works Dir.	\$36.98	\$41.60	\$46.22	\$11.73	\$6.75	\$5.92	\$70.62
Lake Oswego	No Match							
Marion County	No Match							
McMinnville	Com. Dev. Director	\$32.93	\$37.48	\$42.03	\$11.47	\$5.41	\$4.59	\$63.50
Milwaukie	Dir., Public Works	\$30.05	\$33.78	\$37.51	\$10.75	\$5.48	\$4.47	\$58.21
Newberg	No Match							
Oregon City	No Match							
Salem	No Match							
State of Oregon	No Match							
Tigard	Public Works Dir.	\$31.11	\$36.40	\$41.69	\$7.36	\$5.93	\$4.81	\$59.79
Tualatin	Operations Dir.	\$30.40	\$34.46	\$38.51	\$6.95	\$5.78	\$4.35	\$55.59
Woodburn	No Match							
MARKET MEAN		\$32.29	\$36.74	\$41.19	\$9.65	\$5.87	\$4.83	\$61.54
KEIZER	Public Works Dir.	\$32.14	\$37.04	\$41.93	\$8.98	\$6.77	\$3.77	\$61.45
DOLLAR DIFF.		-\$0.15	\$0.29	\$0.74	-\$0.67	\$0.90	-\$1.06	-\$0.09
PERCENT DIFF.		-0.5%	0.8%	1.8%	-7.5%	13.3%	-28.1%	-0.1%
MARKET MEDIAN		\$31.11	\$36.40	\$41.69	\$10.75	\$5.78	\$4.59	\$62.81
KEIZER	Public Works Dir.	\$32.14	\$37.04	\$41.93	\$8.98	\$6.77	\$3.77	\$61.45
DOLLAR DIFF.		\$1.03	\$0.63	\$0.24	-\$1.77	\$0.99	-\$0.82	-\$1.36
PERCENT DIFF.		3.2%	1.7%	0.6%	-19.7%	14.6%	-21.8%	-2.2%

Exhibit A
City of Keizer
2003 Salary and Benefit Survey

Public Works Super.

COMPARABLE ORGANIZATION	MATCHING JOB TITLE	RANGE			PENSION COMPONENT	PAID TIME OFF COMPONENT	INSURANCE COMPONENT	TOTAL COMPENSATION
		MINIMUM	MIDPOINT	RANGE MAXIMUM				
Albany	Operations Mgr.	\$28.86	\$32.25	\$35.63	\$9.04	\$5.20	\$5.85	\$55.72
Lake Oswego	Utility Superintendent	\$23.65	\$26.20	\$28.75	\$7.09	\$4.20	\$5.09	\$45.13
Marion County								
McMinnville	PW Superintendent	\$23.30	\$26.52	\$29.74	\$8.12	\$3.83	\$4.51	\$46.20
Milwaukie	No Match							
Newberg	Operations Mgr.	\$21.95	\$24.90	\$27.85	\$6.74	\$4.07	\$4.79	\$43.45
Oregon City	Public Works Mgr.	\$26.39	\$30.04	\$33.69	\$9.47	\$5.06	\$5.51	\$53.73
Salem	No Match							
State of Oregon	No Match							
Tigard	No Match							
Tualatin	No Match							
Woodburn	Public Works Mgr.	\$27.57	\$30.14	\$32.71	\$5.15	\$4.09	\$3.85	\$45.80
MARKET MEAN		\$25.29	\$28.34	\$31.40	\$7.60	\$4.41	\$4.93	\$48.34
KEIZER	PW Superintendent	\$23.98	\$27.64	\$31.29	\$5.77	\$5.06	\$3.77	\$45.89
DOLLAR DIFF.		-\$1.31	-\$0.71	-\$0.11	-\$1.83	\$0.65	-\$1.16	-\$2.45
PERCENT DIFF.		-5.4%	-2.6%	-0.3%	-31.7%	12.9%	-30.9%	-5.3%
MARKET MEDIAN		\$25.02	\$28.28	\$31.23	\$7.61	\$4.15	\$4.94	\$47.92
KEIZER	PW Superintendent	\$23.98	\$27.64	\$31.29	\$5.77	\$5.06	\$3.77	\$45.89
DOLLAR DIFF.		-\$1.04	-\$0.65	\$0.06	-\$1.84	\$0.92	-\$1.17	-\$2.02
PERCENT DIFF.		-4.3%	-2.3%	0.2%	-31.8%	18.1%	-31.0%	-4.4%

Exhibit A
City of Keizer
2003 Salary and Benefit Survey

MUW III-Water

COMPARABLE ORGANIZATION	MATCHING JOB TITLE	RANGE MINIMUM	RANGE MIDPOINT	RANGE MAXIMUM	PENSION COMPONENT	PAID TIME OFF COMPONENT	INSURANCE COMPONENT	TOTAL COMPENSATION
Albany	Water Distr. Lead	\$22.86	\$25.49	\$28.12	\$7.13	\$4.10	\$5.80	\$45.15
Lake Oswego	Sr. Utility Worker	\$15.87	\$18.06	\$20.25	\$4.99	\$2.96	\$5.03	\$33.23
Marion County	No Match							
McMinnville	No Match							
Milwaukie	No Match							
Newberg	Crew Chief	\$17.71	\$20.09	\$22.47	\$5.44	\$3.28	\$4.78	\$35.97
Oregon City	No Match							
Salem	No Match							
State of Oregon	No Match							
Tigard	Sr. Utility Worker	\$15.85	\$18.54	\$21.23	\$3.75	\$3.02	\$4.71	\$32.71
Tualatin	No Match							
Woodburn	No Match							
MARKET MEAN		\$18.07	\$20.55	\$23.02	\$5.33	\$3.34	\$5.08	\$36.77
KEIZER	Muni. UW III-Water	\$17.90	\$20.63	\$23.35	\$4.31	\$3.77	\$3.77	\$35.20
DOLLAR DIFF.		-\$0.17	\$0.08	\$0.33	-\$1.02	\$0.43	-\$1.31	-\$1.57
PERCENT DIFF.		-1.0%	0.4%	1.4%	-23.6%	11.4%	-34.7%	-4.4%
MARKET MEDIAN		\$16.79	\$19.32	\$21.85	\$5.22	\$3.15	\$4.91	\$35.12
KEIZER	Muni. UW III-Water	\$17.90	\$20.63	\$23.35	\$4.31	\$3.77	\$3.77	\$35.20
DOLLAR DIFF.		\$1.11	\$1.31	\$1.50	-\$0.91	\$0.62	-\$1.14	\$0.08
PERCENT DIFF.		6.2%	6.4%	6.4%	-21.0%	16.4%	-30.1%	0.2%

Exhibit A
City of Keizer
2003 Salary and Benefit Survey

MW III- Street

COMPARABLE ORGANIZATION	MATCHING JOB TITLE	RANGE MINIMUM	RANGE MIDPOINT	RANGE MAXIMUM	PENSION COMPONENT	PAID TIME OFF COMPONENT	INSURANCE COMPONENT	TOTAL COMPENSATION
Albany	St. Mnt. Worker	\$22.86	\$25.49	\$28.12	\$7.13	\$4.10	\$5.80	\$45.15
Lake Oswego	Sr. Utility Worker	\$15.87	\$18.06	\$20.25	\$4.99	\$2.96	\$5.03	\$33.23
Marion County	No Match							
McMinnville	No Match							
Milwaukie	No Match							
Newberg	Crew Chief	\$17.71	\$20.09	\$22.47	\$5.44	\$3.28	\$4.78	\$35.97
Oregon City	No Match							
Salem	No Match							
State of Oregon	No Match							
Tigard	Sr. Utility Worker	\$15.85	\$18.54	\$21.23	\$3.75	\$3.02	\$4.71	\$32.71
Tualatin	No Match							
Woodburn	No Match							
MARKET MEAN		\$18.07	\$20.55	\$23.02	\$5.33	\$3.34	\$5.08	\$36.77
KEIZER	MW III- Street	\$17.90	\$20.63	\$23.35	\$4.31	\$3.77	\$3.77	\$35.20
DOLLAR DIFF.		-\$0.17	\$0.08	\$0.33	-\$1.02	\$0.43	-\$1.31	-\$1.57
PERCENT DIFF.		-1.0%	0.4%	1.4%	-23.6%	11.4%	-34.7%	-4.4%
MARKET MEDIAN		\$16.79	\$19.32	\$21.85	\$5.22	\$3.15	\$4.91	\$35.12
KEIZER	MW III- Street	\$17.90	\$20.63	\$23.35	\$4.31	\$3.77	\$3.77	\$35.20
DOLLAR DIFF.		\$1.11	\$1.31	\$1.50	-\$0.91	\$0.62	-\$1.14	\$0.08
PERCENT DIFF.		6.2%	6.4%	6.4%	-21.0%	16.4%	-30.1%	0.2%

Exhibit A
City of Keizer
2003 Salary and Benefit Survey

MW II

COMPARABLE ORGANIZATION	MATCHING JOB TITLE	RANGE MINIMUM	RANGE MIDPOINT	RANGE MAXIMUM	PENSION COMPONENT	PAID TIME OFF COMPONENT	INSURANCE COMPONENT	TOTAL COMPENSATION
Albany	Wtr. Mnt. Wkr.	\$14.00	\$15.90	\$17.79	\$4.51	\$2.60	\$5.73	\$30.63
Lake Oswego	Utility Worker	\$14.80	\$16.84	\$18.88	\$4.65	\$2.76	\$5.02	\$31.31
Marion County	Mnt. Wkr. II	\$12.07	\$14.13	\$16.19	\$18.36	\$2.37	\$5.55	\$42.47
McMinnville	Utility Worker II	\$15.92	\$18.12	\$20.32	\$5.55	\$2.61	\$4.45	\$32.93
Milwaukie	Utility Worker II	\$15.92	\$18.12	\$20.32	\$5.82	\$2.97	\$4.42	\$33.53
Newberg	Laborer II	\$16.13	\$18.28	\$20.42	\$4.94	\$2.98	\$4.78	\$33.12
Oregon City	Utility Worker II	\$15.62	\$17.48	\$19.34	\$5.43	\$2.91	\$5.45	\$33.13
Salem	No Match							
State of Oregon	No Match							
Tigard	Utility Worker II	\$14.34	\$16.78	\$19.21	\$3.39	\$2.73	\$4.70	\$30.03
Tualatin	Utility Worker II	\$16.89	\$19.15	\$21.40	\$3.86	\$3.21	\$4.33	\$32.80
Woodburn	Utility Worker II	\$13.91	\$15.42	\$16.92	\$2.66	\$2.11	\$3.76	\$25.45
MARKET MEAN		\$14.96	\$17.02	\$19.08	\$5.92	\$2.73	\$4.82	\$32.54
KEIZER	Muni. Util. Wkr. II	\$14.82	\$17.02	\$19.21	\$3.54	\$3.10	\$3.77	\$29.62
DOLLAR DIFF.		-\$0.14	\$0.00	\$0.13	-\$2.38	-\$0.38	-\$1.05	-\$2.92
PERCENT DIFF.		-0.9%	0.0%	0.7%	-67.1%	12.1%	-27.8%	-9.9%
MARKET MEDIAN		\$15.21	\$17.16	\$19.28	\$4.80	\$2.75	\$4.74	\$31.56
KEIZER	Muni. Util. Wkr. II	\$14.82	\$17.02	\$19.21	\$3.54	\$3.10	\$3.77	\$29.62
DOLLAR DIFF.		-\$0.39	-\$0.15	-\$0.06	-\$1.26	\$0.36	-\$0.97	-\$1.94
PERCENT DIFF.		-2.6%	-0.9%	-0.3%	-35.5%	11.5%	-25.7%	-6.5%

I AM

HR Answers
6/5/03

Exhibit A
City of Keizer
2003 Salary and Benefit Survey

Facilities Maintenance Worker

COMPARABLE ORGANIZATION	MATCHING JOB TITLE	RANGE MINIMUM	RANGE MIDPOINT	RANGE MAXIMUM	PENSION COMPONENT	PAID TIME OFF COMPONENT	INSURANCE COMPONENT	TOTAL COMPENSATION
Albany	Op. Mnt. Wrkr I	\$12.89	\$14.84	\$16.39	\$4.16	\$2.39	\$5.73	\$28.67
Lake Oswego	Bldg. Mnt. Wrkr.	\$14.80	\$16.84	\$18.88	\$4.65	\$2.76	\$5.02	\$31.31
Marion County	Bldg. Mnt. Wrkr. I	\$11.81	\$13.83	\$15.85	\$3.93	\$2.32	\$3.71	\$25.81
McMinnville	No Match							
Milwaukie	No Match							
Newberg	No Match							
Oregon City	No Match							
Salem	Gen. Srv. Mnt. Wrkr. I	\$13.02	\$14.04	\$15.06	\$3.60	\$2.26	\$4.13	\$25.05
State of Oregon	No Match							
Tigard	Bldg. Mnt. Tch. I	\$11.42	\$13.36	\$15.30	\$2.70	\$2.18	\$4.69	\$24.87
Tualatin	No Match							
Woodburn	Utility Worker II	\$13.91	\$15.42	\$16.92	\$2.66	\$2.11	\$3.76	\$25.45
MARKET MEAN KEIZER	Fac. Mnt. Worker	\$12.98 \$12.72	\$14.69 \$14.66	\$16.40 \$16.59	\$3.62 \$3.06	\$2.34 \$2.68	\$4.51 \$3.77	\$26.86 \$26.10
DOLLAR DIFF. PERCENT DIFF.		-\$0.25 -2.0%	-\$0.03 -0.2%	\$0.19 1.1%	-\$0.56 -18.2%	\$0.34 12.8%	-\$0.74 -19.5%	-\$0.76 -2.9%
MARKET MEDIAN KEIZER	Fac. Mnt. Worker	\$12.96 \$12.72	\$14.34 \$14.66	\$16.12 \$16.59	\$3.77 \$3.06	\$2.29 \$2.68	\$4.41 \$3.77	\$26.59 \$26.10
DOLLAR DIFF. PERCENT DIFF.		-\$0.23 -1.8%	\$0.32 2.1%	\$0.47 2.8%	-\$0.71 -23.0%	\$0.39 14.6%	-\$0.64 -17.0%	-\$0.49 -1.9%

Exhibit A
City of Keizer
2003 Salary and Benefit Survey

Chief of Police

COMPARABLE ORGANIZATION	MATCHING JOB TITLE	RANGE MINIMUM	RANGE MIDPOINT	RANGE MAXIMUM	PENSION COMPONENT	PAID TIME OFF COMPONENT	INSURANCE COMPONENT	TOTAL COMPENSATION
Albany	Police Chief	\$35.21	\$39.61	\$44.01	\$11.17	\$6.42	\$5.91	\$67.51
Lake Oswego	Police Chief	\$37.27	\$41.29	\$45.30	\$11.17	\$6.62	\$5.19	\$68.28
Marion County	No Match							
McMinnville	Police Chief	\$32.12	\$36.56	\$41.00	\$11.19	\$5.27	\$4.58	\$62.04
Milwaukie	Police Chief	\$30.05	\$33.78	\$37.51	\$10.75	\$5.48	\$4.47	\$58.21
Newberg	Police Chief			\$38.09	\$9.22	\$5.57	\$4.80	\$57.68
Oregon City	Police Chief	\$31.40	\$35.73	\$40.06	\$11.26	\$6.02	\$5.53	\$62.87
Salem	Police Chief	\$34.25	\$40.85	\$47.44	\$11.34	\$7.11	\$4.33	\$70.22
State of Oregon	No Match							
Tigard	Chief of Police	\$32.82	\$38.41	\$44.00	\$8.21	\$6.26	\$4.82	\$63.29
Tualatin	Chief of Police	\$33.19	\$37.74	\$42.29	\$7.63	\$6.34	\$4.36	\$60.62
Woodburn	Chief of Police	Not Provided						
MARKET MEAN KEIZER	Chief of Police	\$33.29	\$38.00	\$42.19	\$10.22	\$6.12	\$4.89	\$63.41
DOLLAR DIFF.		\$32.06	\$37.00	\$41.93	\$8.98	\$6.77	\$3.77	\$61.45
PERCENT DIFF.		-\$1.23	-\$1.00	-\$0.26	-\$1.24	\$0.65	-\$1.12	-\$1.96
		-3.8%	-2.7%	-0.6%	-13.8%	9.6%	-29.6%	-3.2%
MARKET MEDIAN KEIZER	Chief of Police	\$33.01	\$38.08	\$42.29	\$11.17	\$6.26	\$4.80	\$64.52
DOLLAR DIFF.		\$32.06	\$37.00	\$41.93	\$8.98	\$6.77	\$3.77	\$61.45
PERCENT DIFF.		-\$0.94	-\$1.08	-\$0.36	-\$2.19	\$0.51	-\$1.03	-\$3.07
		-2.9%	-2.9%	-0.9%	-24.4%	7.5%	-27.3%	-5.0%

Exhibit A
City of Keizer
2003 Salary and Benefit Survey

Captain-Deputy Chief

COMPARABLE ORGANIZATION	MATCHING JOB TITLE	RANGE MINIMUM	RANGE MIDPOINT	RANGE MAXIMUM	PENSION COMPONENT	PAID TIME OFF COMPONENT	INSURANCE COMPONENT	TOTAL COMPENSATION
Albany	Assistant Chief	\$31.65	\$35.30	\$38.94	\$9.88	\$5.68	\$5.87	\$60.37
Lake Oswego	Captain	\$31.31	\$34.69	\$38.06	\$9.38	\$5.56	\$5.14	\$58.14
Marion County	Undersheriff	\$28.73	\$33.62	\$38.51	\$9.54	\$5.63	\$3.74	\$57.42
McMinnville	Lieutenant	\$25.73	\$29.28	\$32.83	\$8.96	\$4.22	\$4.53	\$50.54
Milwaukie	Captain	\$24.70	\$28.11	\$31.52	\$9.03	\$4.61	\$4.45	\$49.61
Newberg	Deputy Chief	\$25.66	\$29.11	\$32.55	\$7.27	\$4.76	\$4.95	\$49.53
Oregon City	Lieutenant	\$28.44	\$32.37	\$36.29	\$10.20	\$5.45	\$5.52	\$57.46
Salem	Captain	\$38.47	\$39.43	\$40.39	\$9.65	\$6.05	\$4.28	\$60.38
State of Oregon	Dep. Superintendent	\$33.25	\$41.11	\$48.96	\$11.33	\$6.59	\$3.70	\$70.58
Tigard	Captain	\$29.84	\$34.34	\$38.84	\$10.36	\$5.53	\$4.79	\$59.52
Tualatin	Lieutenant	\$29.50	\$33.44	\$37.37	\$6.74	\$5.61	\$4.35	\$54.07
Woodburn	Deputy Chief	\$28.60	\$31.28	\$33.95	\$5.35	\$4.24	\$3.86	\$47.40
MARKET MEAN KEIZER	Captain-Dep. Chief	\$29.66	\$33.50	\$37.35	\$8.97	\$5.33	\$4.60	\$56.25
DOLLAR DIFF. PERCENT DIFF.		\$26.44	\$30.47	\$34.50	\$7.39	\$5.57	\$3.77	\$51.23
		-3.22	-3.03	-2.85	-\$1.58	\$0.24	-\$0.83	-\$5.02
		-12.2%	-10.0%	-8.3%	-21.4%	4.4%	-22.0%	-9.8%
MARKET MEDIAN KEIZER	Captain-Dep. Chief	\$29.12	\$33.53	\$37.72	\$9.46	\$5.55	\$4.49	\$57.21
DOLLAR DIFF. PERCENT DIFF.		\$26.44	\$30.47	\$34.50	\$7.39	\$5.57	\$3.77	\$51.23
		-\$2.68	-\$3.06	-\$3.22	-\$2.07	\$0.03	-\$0.72	-\$5.98
		-10.1%	-10.0%	-9.3%	-28.0%	0.4%	-19.1%	-11.7%

Exhibit A
City of Keizer
2003 Salary and Benefit Survey

Sergeant

COMPARABLE ORGANIZATION	MATCHING JOB TITLE	RANGE MINIMUM	RANGE MIDPOINT	RANGE MAXIMUM	PENSION COMPONENT	PAID TIME OFF COMPONENT	INSURANCE COMPONENT	TOTAL COMPENSATION
Albany	Sergeant	\$24.98	\$27.86	\$30.73	\$7.80	\$4.49	\$5.82	\$48.84
Lake Oswego	Lieutenant	\$28.37	\$31.43	\$34.49	\$8.50	\$5.04	\$5.12	\$53.15
Marion County	Sergeant	\$20.53	\$24.03	\$27.52	\$6.82	\$4.02	\$3.73	\$42.09
McMinnville	Sergeant	\$22.96	\$25.76	\$28.56	\$7.79	\$3.67	\$4.50	\$44.52
Milwaukie	Sergeant	\$21.33	\$24.28	\$27.23	\$7.80	\$3.98	\$4.44	\$43.45
Newberg	Sergeant	\$23.02	\$26.12	\$29.21	\$7.07	\$4.27	\$4.79	\$45.34
Oregon City	Sergeant	\$24.39	\$25.67	\$26.95	\$7.57	\$4.05	\$5.48	\$44.05
Salem	Sergeant			\$31.77	\$7.59	\$4.76	\$4.23	\$48.35
State of Oregon	Sergeant	\$23.46	\$29.00	\$34.53	\$7.99	\$4.65	\$3.70	\$50.87
Tigard	Sergeant	\$24.23	\$28.35	\$32.47	\$8.66	\$4.62	\$4.76	\$50.51
Tualatin	Sergeant	\$22.33	\$26.45	\$30.57	\$5.51	\$4.59	\$4.34	\$45.01
Woodburn	Sergeant	\$23.69	\$25.90	\$28.11	\$4.43	\$3.51	\$3.82	\$39.87
MARKET MEAN KEIZER	Patrol Sergeant	\$23.57	\$26.80	\$30.18	\$7.29	\$4.30	\$4.56	\$46.34
DOLLAR DIFF.		\$24.09	\$27.69	\$31.29	\$6.70	\$5.06	\$3.77	\$46.82
PERCENT DIFF.		\$0.52	\$0.89	\$1.11	-\$0.59	\$0.76	-\$0.79	\$0.48
		2.2%	3.2%	3.6%	-8.9%	14.9%	-21.0%	1.0%
MARKET MEDIAN KEIZER	Patrol Sergeant	\$23.46	\$26.12	\$29.89	\$7.69	\$4.38	\$4.47	\$46.43
DOLLAR DIFF.		\$24.09	\$27.69	\$31.29	\$6.70	\$5.06	\$3.77	\$46.82
PERCENT DIFF.		\$0.63	\$1.58	\$1.40	-\$0.99	\$0.68	-\$0.70	\$0.39
		2.6%	5.7%	4.5%	-14.8%	13.4%	-18.6%	0.8%

Exhibit A
City of Keizer
2003 Salary and Benefit Survey

Police Officer

COMPARABLE ORGANIZATION	MATCHING JOB TITLE	RANGE MINIMUM	RANGE MIDPOINT	RANGE MAXIMUM	PENSION COMPONENT	PAID TIME OFF COMPONENT	INSURANCE COMPONENT	TOTAL COMPENSATION
Albany	Police Officer	\$17.69	\$19.99	\$22.29	\$6.65	\$3.25	\$5.76	\$36.95
Lake Oswego	Police Officer	\$19.18	\$21.83	\$24.48	\$6.03	\$3.58	\$5.06	\$39.15
Marion County	Deputy Sheriff	\$18.07	\$21.14	\$24.20	\$5.99	\$3.54	\$3.72	\$37.45
McMinnville	Police Officer	\$17.55	\$19.98	\$22.40	\$6.11	\$2.88	\$4.47	\$35.96
Milwaukie	Police Officer	\$18.43	\$20.98	\$23.52	\$6.74	\$3.44	\$4.43	\$38.13
Newberg	Police Officer	\$17.90	\$21.55	\$25.19	\$6.10	\$3.68	\$4.78	\$39.75
Oregon City	Police Officer	\$18.99	\$20.88	\$22.77	\$6.40	\$3.42	\$5.47	\$38.06
Salem	Police Officer	\$19.80	\$22.52	\$25.24	\$6.03	\$3.78	\$4.19	\$39.24
State of Oregon	OSP Trooper	\$17.24	\$21.04	\$24.84	\$5.75	\$3.34	\$3.70	\$37.63
Tigard	Police Officer	\$19.58	\$22.09	\$24.59	\$6.56	\$3.50	\$4.73	\$39.38
Tualatin	Police Officer	\$18.81	\$21.79	\$24.76	\$4.47	\$3.71	\$4.33	\$37.27
Woodburn	Police Officer	\$17.83	\$20.26	\$22.69	\$3.57	\$2.84	\$3.79	\$32.89
MARKET MEAN KEIZER	Police Officer	\$18.42 \$18.79	\$21.17 \$21.66	\$23.91 \$24.52	\$5.78 \$5.25	\$3.41 \$3.96	\$4.54 \$3.77	\$37.65 \$37.50
DOLLAR DIFF.		\$0.37	\$0.49	\$0.61	-\$0.53	\$0.55	-\$0.77	-\$0.15
PERCENT DIFF.		2.0%	2.2%	2.5%	-10.2%	13.8%	-20.3%	-0.4%
MARKET MEDIAN KEIZER	Police Officer	\$18.25 \$18.79	\$21.09 \$21.66	\$24.34 \$24.52	\$6.03 \$5.25	\$3.47 \$3.96	\$4.45 \$3.77	\$38.29 \$37.50
DOLLAR DIFF.		\$0.54	\$0.57	\$0.18	-\$0.78	\$0.49	-\$0.68	-\$0.79
PERCENT DIFF.		2.9%	2.6%	0.7%	-14.9%	12.4%	-18.0%	-2.1%

Exhibit A
City of Keizer
2003 Salary and Benefit Survey

Community Services Officer

COMPARABLE ORGANIZATION	MATCHING JOB TITLE	RANGE MINIMUM	RANGE MIDPOINT	RANGE MAXIMUM	PENSION COMPONENT	PAID TIME OFF COMPONENT	INSURANCE COMPONENT	TOTAL COMPENSATION
Albany	Com. Policing Officer.	\$14.84	\$16.94	\$19.04	\$4.83	\$2.78	\$5.74	\$32.39
Lake Oswego	Com. Svcs. Officer.	\$16.95	\$19.00	\$21.05	\$5.19	\$3.08	\$5.04	\$34.36
Marion County	No Match							
McMinnville	No Match							
Milwaukie	No Match							
Newberg	No Match							
Oregon City	Com. Svcs. Officer.	\$12.92	\$15.12	\$17.32	\$4.87	\$2.60	\$5.45	\$30.24
Salem	No Match							
State of Oregon	No Match							
Tigard	Com. Svcs. Officer.	\$15.86	\$17.94	\$20.01	\$3.53	\$2.85	\$4.71	\$31.10
Tualatin	No Match							
Woodburn	No Match							
MARKET MEAN KEIZER	Community Services Officer	\$15.14 \$15.46	\$17.25 \$17.82	\$19.36 \$20.17	\$4.61 \$3.72	\$2.83 \$3.26	\$5.24 \$3.77	\$32.02 \$30.92
DOLLAR DIFF. PERCENT DIFF.		\$0.32 2.1%	\$0.57 3.2%	\$0.82 4.0%	-\$0.89 -23.8%	\$0.43 13.3%	-\$1.47 -38.9%	-\$1.10 -3.6%
MARKET MEDIAN KEIZER	Community Services Officer	\$15.35 \$15.46	\$17.44 \$17.82	\$19.53 \$20.17	\$4.85 \$3.72	\$2.82 \$3.26	\$5.25 \$3.77	\$32.44 \$30.92
DOLLAR DIFF. PERCENT DIFF.		\$0.11 0.7%	\$0.38 2.1%	\$0.65 3.2%	-\$1.13 -30.4%	\$0.45 13.7%	-\$1.48 -39.1%	-\$1.52 -4.9%

Exhibit A
City of Keizer
2003 Salary and Benefit Survey

Administrative Asst.

COMPARABLE ORGANIZATION	MATCHING JOB TITLE	RANGE			PENSION COMPONENT	PAID TIME OFF COMPONENT	INSURANCE COMPONENT	TOTAL COMPENSATION
		MINIMUM	MIDPOINT	RANGE MAXIMUM				
Albany	Admin. Asst. I	\$13.86	\$15.78	\$17.69	\$4.49	\$2.58	\$5.73	\$30.49
Lake Oswego	Admin. Support III	\$16.77	\$18.58	\$20.39	\$5.03	\$2.98	\$5.03	\$33.43
Marion County	Spt. Svcs. Tch. 3	\$12.13	\$14.03	\$15.92	\$3.94	\$2.33	\$3.71	\$25.90
McMinnville	No Match							
Milwaukie	Admin. Spec.	\$16.71	\$19.02	\$21.33	\$6.11	\$3.12	\$4.42	\$34.98
Newberg	No Match							
Oregon City	No Match							
Salem	No Match							
State of Oregon	Office Mgr. I	\$12.45	\$14.91	\$17.36	\$4.02	\$2.34	\$3.70	\$27.42
Tigard	Sr. Admin. Spec.	\$14.34	\$16.78	\$19.21	\$3.39	\$2.73	\$4.70	\$30.03
Tualatin	No Match							
Woodburn	Admin. Sec.	\$15.35	\$16.78	\$18.21	\$2.87	\$2.28	\$3.77	\$27.13
MARKET MEAN KEIZER	Administrative Asst.	\$14.52 \$15.46	\$16.55 \$17.82	\$18.59 \$20.17	\$4.26 \$3.72	\$2.62 \$3.26	\$4.44 \$3.77	\$29.91 \$30.92
DOLLAR DIFF. PERCENT DIFF.		\$0.94 6.1%	\$1.26 7.1%	\$1.58 7.8%	-\$0.54 -14.6%	\$0.64 19.5%	-\$0.67 -17.7%	\$1.01 3.3%
MARKET MEDIAN KEIZER	Administrative Asst.	\$14.34 \$15.46	\$16.78 \$17.82	\$18.21 \$20.17	\$4.02 \$3.72	\$2.58 \$3.26	\$4.42 \$3.77	\$29.23 \$30.92
DOLLAR DIFF. PERCENT DIFF.		\$1.12 7.2%	\$1.04 5.8%	\$1.96 9.7%	-\$0.30 -8.1%	\$0.68 20.9%	-\$0.65 -17.2%	\$1.69 5.5%

Exhibit A
City of Keizer
2003 Salary and Benefit Survey

Community Services Specialist

COMPARABLE ORGANIZATION	MATCHING JOB TITLE	RANGE MINIMUM	RANGE MIDPOINT	RANGE MAXIMUM	PENSION COMPONENT	PAID TIME OFF COMPONENT	INSURANCE COMPONENT	TOTAL COMPENSATION
Albany	No Match							
Lake Oswego	No Match							
Marion County	No Match							
McMinnville	No Match							
Milwaukie	No Match							
Newberg	No Match							
Oregon City	No Match							
Salem	No Match							
State of Oregon	No Match							
Tigard	Sr. Admin. Spec.	\$14.34	\$16.78	\$19.21	\$3.39	\$2.73	\$4.70	\$30.03
Tualatin	No Match							
Woodburn	No Match							
MARKET MEAN KEIZER	Com. Serv. Specialist	\$14.34 \$15.46	\$16.78 \$16.78	\$19.21 \$20.17	\$3.39 \$3.72	\$2.73 \$3.26	\$4.70 \$3.77	\$30.03 \$30.92
DOLLAR DIFF. PERCENT DIFF.		\$1.12 7.2%	\$0.00 0.0%	\$0.96 4.8%	\$0.33 8.9%	\$0.53 16.3%	-\$0.93 -24.7%	\$0.89 2.9%
MARKET MEDIAN KEIZER	Com. Serv. Specialist	\$14.34 \$15.46	\$16.78 \$16.78	\$19.21 \$20.17	\$3.39 \$3.72	\$2.73 \$3.26	\$4.70 \$3.77	\$30.03 \$30.92
DOLLAR DIFF. PERCENT DIFF.		\$1.12 7.2%	\$0.00 0.0%	\$0.96 4.8%	\$0.33 8.9%	\$0.53 16.3%	-\$0.93 -24.7%	\$0.89 2.9%

Exhibit A
City of Keizer
2003 Salary and Benefit Survey

Support Svcs. Sup.

COMPARABLE ORGANIZATION	MATCHING JOB TITLE	RANGE MINIMUM	RANGE MIDPOINT	RANGE MAXIMUM	PENSION COMPONENT	PAID TIME OFF COMPONENT	INSURANCE COMPONENT	TOTAL COMPENSATION
Albany	Police Rec. & Sys. Mgr.	\$19.72	\$21.99	\$24.25	\$6.15	\$3.54	\$5.78	\$39.72
Lake Oswego	No Match							
Marion County	Sheriff's Admin. Sup.	\$14.41	\$17.53	\$20.64	\$5.11	\$3.02	\$3.71	\$32.48
McMinnville	No Match							
Milwaukie	No Match							
Newberg	No Match							
Oregon City	No Match							
Salem	No Match							
State of Oregon	No Match							
Tigard	No Match							
Tualatin	Pol. Svcs. Sup.	\$17.96	\$20.36	\$22.75	\$4.10	\$3.41	\$4.33	\$34.59
Woodburn	No Match		\$0.00					
MARKET MEAN KEIZER	Sup. Svcs. Sup.	\$17.36 \$18.79	\$14.97 \$21.66	\$22.55 \$24.52	\$5.12 \$4.52	\$3.32 \$3.96	\$4.61 \$3.77	\$35.60 \$36.77
DOLLAR DIFF.		\$1.43	\$6.69	\$1.97	-\$0.60	\$0.64	-\$0.84	\$1.17
PERCENT DIFF.		7.6%	30.9%	8.0%	-13.3%	16.1%	-22.2%	3.2%
MARKET MEDIAN KEIZER	Sup. Svcs. Sup.	\$17.96 \$18.79	\$18.94 \$21.66	\$22.75 \$24.52	\$5.11 \$4.52	\$3.41 \$3.96	\$4.33 \$3.77	\$35.60 \$36.77
DOLLAR DIFF.		\$0.83	\$2.72	\$1.77	-\$0.59	\$0.55	-\$0.56	\$1.17
PERCENT DIFF.		4.4%	12.5%	7.2%	-13.1%	13.9%	-14.9%	3.2%

Exhibit A
City of Keizer
2003 Salary and Benefit Survey

Propert & Ev. Spec.

COMPARABLE ORGANIZATION	MATCHING JOB TITLE	RANGE MINIMUM	RANGE MIDPOINT	RANGE MAXIMUM	PENSION COMPONENT	PAID TIME OFF COMPONENT	INSURANCE COMPONENT	TOTAL COMPENSATION
Albany	Prop. & Ev. Spec.	\$0.29	\$7.91	\$15.53	\$3.94	\$2.27	\$5.72	\$27.46
Lake Oswego	No Match							
Marion County	No Match							
McMinnville	No Match							
Milwaukie	Police Tech.	\$15.92	\$18.12	\$20.32	\$5.82	\$2.97	\$4.42	\$33.53
Newberg	Evid. Records Tech.	\$12.76	\$15.43	\$18.10	\$4.38	\$2.65	\$4.78	\$29.91
Oregon City	Prop. Cont. Officer	\$12.92	\$15.12	\$17.32	\$4.87	\$2.60	\$5.45	\$30.24
Salem	Police Prop. Tech.	\$14.50	\$16.08	\$17.65	\$4.22	\$2.64	\$4.15	\$28.66
State of Oregon	No Match							
Tigard	No Match							
Tualatin	Poi. Serv. Asst.	\$14.37	\$16.28	\$18.20	\$3.28	\$2.73	\$4.32	\$28.53
Woodburn	Evid. Tech.	\$14.87	\$16.59	\$18.20	\$2.87	\$2.27	\$3.77	\$27.11
MARKET MEAN KEIZER	Prop. & Ev. Spec.	\$12.25	\$15.07	\$17.90	\$4.20	\$2.59	\$4.66	\$29.35
DOLLAR DIFF.		\$14.72	\$16.97	\$19.21	\$3.54	\$3.10	\$3.77	\$29.62
PERCENT DIFF.		\$2.47	\$1.89	\$1.31	-\$0.66	\$0.51	-\$0.99	\$0.27
		16.8%	11.1%	6.8%	-18.6%	16.5%	-23.6%	0.9%
MARKET MEDIAN KEIZER	Prop. & Ev. Spec.	\$14.37	\$16.08	\$18.10	\$4.22	\$2.64	\$4.42	\$29.38
DOLLAR DIFF.		\$14.72	\$16.97	\$19.21	\$3.54	\$3.10	\$3.77	\$29.62
PERCENT DIFF.		\$0.35	\$0.89	\$1.11	-\$0.68	\$0.46	-\$0.65	\$0.24
		2.4%	5.2%	5.8%	-19.2%	14.8%	-17.2%	0.8%

Exhibit A
City of Keizer
2003 Salary and Benefit Survey

Support Specialist 2

COMPARABLE ORGANIZATION	MATCHING JOB TITLE	RANGE MINIMUM	RANGE MIDPOINT	RANGE MAXIMUM	PENSION COMPONENT	PAID TIME OFF COMPONENT	INSURANCE COMPONENT	TOTAL COMPENSATION
Albany	Police Clerk	\$11.20	\$12.74	\$14.27	\$3.62	\$2.08	\$5.71	\$25.68
Lake Oswego	No Match							
Marion County	Sup. Srv. Tech.	\$12.13	\$14.03	\$15.92	\$3.94	\$2.33	\$3.87	\$26.06
McMinnville	Police Rec. Spec.	\$12.99	\$14.79	\$16.58	\$4.52	\$2.13	\$4.43	\$27.66
Milwaukie	Office Assistant	\$13.10	\$14.91	\$16.71	\$4.79	\$2.44	\$4.41	\$28.35
Newberg	No Match							
Oregon City	Pol. Dept. Sec.	\$12.81	\$14.82	\$16.82	\$4.73	\$2.53	\$9.48	\$33.56
Salem	No Match							
State of Oregon	No Match							
Tigard	Pol. Rec. Spec.	\$14.16	\$16.12	\$18.07	\$3.19	\$2.57	\$4.70	\$28.53
Tualatin	No Match							
Woodburn	Records Clerk	\$13.04	\$14.45	\$15.86	\$2.50	\$1.98	\$3.76	\$24.10
MARKET MEAN KEIZER	Support Spec. II	\$12.78 \$14.02	\$14.55 \$16.16	\$16.32 \$18.29	\$3.90 \$3.38	\$2.29 \$2.96	\$5.19 \$3.77	\$27.71 \$28.40
DOLLAR DIFF.		\$1.24	\$1.61	\$1.97	-\$0.52	\$0.87	-\$1.42	\$0.69
PERCENT DIFF.		8.9%	10.0%	10.8%	-15.3%	22.5%	-37.8%	2.4%
MARKET MEDIAN KEIZER	Support Spec. II	\$12.99 \$14.02	\$14.79 \$16.16	\$16.58 \$18.29	\$3.94 \$3.38	\$2.33 \$2.96	\$4.43 \$3.77	\$27.28 \$28.40
DOLLAR DIFF.		\$1.03	\$1.37	\$1.71	-\$0.56	\$0.63	-\$0.66	\$1.12
PERCENT DIFF.		7.3%	8.5%	9.3%	-16.6%	21.3%	-17.5%	3.9%

Exhibit A
City of Keizer
2003 Salary and Benefit Survey

Support Spec. I

COMPARABLE ORGANIZATION	MATCHING			PENSION COMPONENT	PAID TIME OFF COMPONENT	INSURANCE COMPONENT	TOTAL COMPENSATION
	JOB TITLE	RANGE MINIMUM	RANGE MIDPOINT	RANGE MAXIMUM			
Albany	No Match						
Lake Oswego	No Match						
Marion County	No Match						
McMinnville	Office Spec. I	\$11.11	\$12.91	\$14.70	\$1.89	\$4.42	\$25.02
Milwaukie	No Match						
Newberg	No Match						
Oregon City	No Match						
Salem	No Match						
State of Oregon	No Match						
Tigard	Admin. Spec. I	\$11.13	\$13.02	\$14.90	\$2.12	\$4.68	\$24.33
Tualatin	No Match						
Woodburn	No Match						
MARKET MEAN KEIZER	Sup. Spec. I	\$11.12 \$12.72	\$12.96 \$14.66	\$14.80 \$16.59	\$2.01 \$2.68	\$4.55 \$3.77	\$24.68 \$26.10
DOLLAR DIFF. PERCENT DIFF.		\$1.60 12.6%	\$1.70 11.6%	\$1.79 10.8%	\$0.68 25.2%	-\$0.78 -20.7%	\$1.43 5.5%
MARKET MEDIAN KEIZER	Sup. Spec. I	\$11.12 \$12.72	\$12.96 \$14.66	\$14.80 \$16.59	\$2.01 \$2.68	\$4.55 \$3.77	\$24.68 \$26.10
DOLLAR DIFF. PERCENT DIFF.		\$1.60 12.6%	\$1.70 11.6%	\$1.79 10.8%	\$0.68 25.2%	-\$0.78 -20.7%	\$1.43 5.5%

ADDENDUM 1

City of Keizer 2003 Salary and Benefit Survey

**Benefit Cost Comparison Including Employee Monthly Premium
Contributions**

Addendum 1

City of Keizer 2003 Salary and Benefit Survey

Benefit Cost Comparison Including Employee Monthly Premium Contributions

	Keizer			
HEALTH INSURANCE <i>All figures are for most costly available plan.</i>	Total Premium	Employer Contribution	Employee Contribution	ER Cont. As % of Total
Non-Rep.	\$748.39	\$561.29	\$187.10	75.0%
General	\$748.39	\$561.29	\$187.10	75.0%
Police	\$748.39	\$561.29	\$187.10	75.0%
		Market Average :		91.6%
DENTAL INSURANCE				
Non-Rep.	\$120.24	\$90.18	\$30.06	75.0%
General	\$120.24	\$90.18	\$30.06	75.0%
Police	\$120.24	\$90.18	\$30.06	75.0%
		Market Average :		93.5%
VISION INSURANCE				
Non-Rep.		With Health		
General		With Health		
Police		With Health		

Addendum 1

City of Keizer 2003 Salary and Benefit Survey

Benefit Cost Comparison Including Employee Monthly Premium Contributions

	Albany			
	Total Premium	Employer Contribution	Employee Contribution	ER Cont. As % of Total
HEALTH INSURANCE <i>All figures are for most costly available plan.</i>				
Non-Rep.	\$748.21	\$748.21	\$0.00	100.0%
General	\$748.21	\$748.21	\$0.00	100.0%
Police	\$748.21	\$748.21	\$0.00	100.0%
DENTAL INSURANCE				
Non-Rep.	\$105.44	\$105.44	\$0.00	100.0%
General	\$105.44	\$105.44	\$0.00	100.0%
Police	\$105.44	\$105.44	\$0.00	100.0%
VISION INSURANCE				
Non-Rep.		With Dental		
General		With Dental		
Police		With Dental		

Addendum 1

City of Keizer 2003 Salary and Benefit Survey

Benefit Cost Comparison Including Employee Monthly Premium Contributions

	Lake Oswego			
HEALTH INSURANCE <i>All figures are for most costly available plan.</i>	Total Premium	Employer Contribution	Employee Contribution	ER Cont. As % of Total
Non-Rep.	\$892.18	\$847.57	\$44.61	95.0%
General	\$892.18	\$847.57	\$44.61	95.0%
Police	\$892.18	\$847.57	\$44.61	95.0%
DENTAL INSURANCE				
Non-Rep.		With Health		
General		With Health		
Police		With Health		
VISION INSURANCE				
Non-Rep.		NA		
General		NA		
Police		NA		

By HR Answers

Addendum 1

City of Keizer 2003 Salary and Benefit Survey

Benefit Cost Comparison Including Employee Monthly Premium Contributions

	Marion County			
	Total Premium	Employer Contribution	Employee Contribution	ER Cont. As % of Total
HEALTH INSURANCE <i>All figures are for most costly available plan.</i>				
Non-Rep.	\$535.43	\$535.43	\$0.00	100.0%
General	\$535.43	\$535.43	\$0.00	100.0%
Police	\$535.43	\$535.43	\$0.00	100.0%
DENTAL INSURANCE				
Non-Rep.	\$97.62	\$97.62	\$0.00	100.0%
General	\$97.62	\$97.62	\$0.00	100.0%
Police	\$107.99	\$107.99	\$0.00	100.0%
VISION INSURANCE				
Non-Rep.		With Health		100.0%
General		With Health		100.0%
Police		With Health		100.0%

Addendum 1

City of Keizer 2003 Salary and Benefit Survey

Benefit Cost Comparison Including Employee Monthly Premium Contributions

	McMinnville			
HEALTH INSURANCE	Total Premium	Employer Contribution	Employee Contribution	ER Cont. As % of Total
<i>All figures are for most costly available plan.</i>				
Non-Rep. General Police	\$744.20 \$744.20 \$730.50	\$538.20 \$538.20 \$730.50	\$206.00 \$206.00 \$0.00	72.3% 72.3% 100.0% 81.5%
DENTAL INSURANCE				
Non-Rep. General Police		With Health With Health With Health		
VISION INSURANCE				
Non-Rep. General Police		With Health With Health With Health		

Addendum 1

City of Keizer 2003 Salary and Benefit Survey

Benefit Cost Comparison Including Employee Monthly Premium Contributions

	Milwaukie			
HEALTH INSURANCE <i>All figures are for most costly available plan.</i>	Total Premium	Employer Contribution	Employee Contribution	ER Cont. As % of Total
Non-Rep.	\$814.36	\$668.27	\$146.09	82.1%
General	\$814.36	\$668.27	\$146.09	82.1%
Police	\$814.36	\$668.27	\$146.09	82.1%
DENTAL INSURANCE				82.1%
Non-Rep.	\$103.35	\$74.06	\$29.29	71.7%
General	\$103.35	\$74.06	\$29.29	71.7%
Police	\$103.35	\$74.06	\$29.29	71.7%
VISION INSURANCE				71.7%
Non-Rep.		NA		
General		NA		
Police		NA		

Addendum 1

City of Keizer 2003 Salary and Benefit Survey

Benefit Cost Comparison Including Employee Monthly Premium Contributions

	Newberg			
HEALTH INSURANCE				
<i>All figures are for most costly available plan.</i>				
	Total Premium	Employer Contribution	Employee Contribution	ER Cont. As % of Total
Non-Rep.	\$755.20	\$717.44	\$37.76	95.0%
General	\$755.20	\$717.44	\$37.76	95.0%
Police	\$811.62	\$811.62	\$0.00	100.0%
DENTAL INSURANCE				96.7%
Non-Rep.	\$133.35	\$126.88	\$6.47	95.1%
General	\$133.35	\$126.88	\$6.47	95.1%
Police		With Health		
VISION INSURANCE				95.1%
Non-Rep.		NA		
General		NA		
Police		NA		

Addendum 1

City of Keizer 2003 Salary and Benefit Survey

Benefit Cost Comparison Including Employee Monthly Premium Contributions

	Oregon City			
HEALTH INSURANCE <i>All figures are for most costly available plan.</i>	Total Premium	Employer Contribution	Employee Contribution	ER Cont. As % of Total
Non-Rep.	\$831.10	\$789.54	\$41.56	95.0%
General	\$831.10	\$789.54	\$41.56	95.0%
Police	\$831.10	\$789.54	\$41.56	95.0%
DENTAL INSURANCE				
Non-Rep.	\$132.96	\$132.96	\$0.00	100.0%
General	\$132.96	\$132.96	\$0.00	100.0%
Police	\$132.96	\$132.96	\$0.00	100.0%
VISION INSURANCE				
Non-Rep.		NA		
General		NA		
Police		NA		

Addendum 1

City of Keizer 2003 Salary and Benefit Survey

Benefit Cost Comparison Including Employee Monthly Premium Contributions

	Salem			
HEALTH INSURANCE	Total Premium	Employer Contribution	Employee Contribution	ER Cont. As % of Total
<i>All figures are for most costly available plan.</i>				
Non-Rep. General Police	\$717.23 \$746.74 \$746.74	\$557.65 \$580.26 \$746.74	\$159.58 \$166.48 \$0.00	77.8% 77.7% 100.0% 85.2%
DENTAL INSURANCE				
Non-Rep. General Police	\$112.46 \$112.46 \$112.46	\$102.26 \$101.33 \$102.26	\$10.20 \$11.13 \$10.20	90.9% 90.1% 90.9% 90.7%
VISION INSURANCE				
Non-Rep. General Police	\$18.10 \$18.10 \$18.10	\$18.10 \$18.10 \$18.10	\$0.00 \$0.00 \$0.00	100.0% 100.0% 100.0%

Addendum 1

City of Keizer 2003 Salary and Benefit Survey

Benefit Cost Comparison Including Employee Monthly Premium Contributions

	State of Oregon			
	Total Premium	Employer Contribution	Employee Contribution	ER Cont. As % of Total
HEALTH INSURANCE <i>All figures are for most costly available plan.</i>				
Non-Rep. General	\$641.00	\$641.00	\$0.00	100.0%
Police	\$641.00	\$641.00	\$0.00	100.0%
DENTAL INSURANCE				
Non-Rep. General		With Health		
Police		With Health		
VISION INSURANCE				
Non-Rep. General		With Health		
Police		With Health		

Addendum 1

City of Keizer 2003 Salary and Benefit Survey

Benefit Cost Comparison Including Employee Monthly Premium Contributions

	Tigard			
HEALTH INSURANCE				
<i>All figures are for most costly available plan.</i>				
	Total Premium	Employer Contribution	Employee Contribution	ER Cont. As % of Total
Non-Rep.	\$854.50	\$789.45	\$65.05	92.4%
General	\$854.50	\$789.45	\$65.05	92.4%
Police	\$854.50	\$758.89	\$95.61	88.8%
DENTAL INSURANCE				91.2%
Non-Rep.				
General				
Police				
VISION INSURANCE				
Non-Rep.				
General				
Police				

Addendum 1

City of Keizer 2003 Salary and Benefit Survey

Benefit Cost Comparison Including Employee Monthly Premium Contributions

	Tualatin			
HEALTH INSURANCE <i>All figures are for most costly available plan.</i>	Total Premium	Employer Contribution	Employee Contribution	ER Cont. As % of Total
Non-Rep. General	\$846.45	\$737.05	\$109.40	87.1%
Police	\$846.45	\$737.05	\$109.40	87.1%
DENTAL INSURANCE				
Non-Rep. General		With Medical		87.1%
Police				
VISION INSURANCE				
Non-Rep. General		With Health		
Police		With Health		

Addendum 1

City of Keizer 2003 Salary and Benefit Survey

Benefit Cost Comparison Including Employee Monthly Premium Contributions

		Woodburn			
HEALTH INSURANCE		Total Premium	Employer Contribution	Employee Contribution	ER Cont. As % of Total
<i>All figures are for most costly available plan.</i>					
HEALTH INSURANCE	Non-Rep.	\$699.40	\$542.19	\$157.21	77.5%
	General	\$699.40	\$542.19	\$157.21	77.5%
	Police	\$706.10	\$706.10	\$0.00	100.0%
DENTAL INSURANCE					85.0%
DENTAL INSURANCE	Non-Rep.	\$98.30	\$94.20	\$4.10	95.8%
	General	\$98.30	\$94.20	\$4.10	95.8%
	Police	\$98.30	\$98.30	\$0.00	100.0%
VISION INSURANCE					97.2%
VISION INSURANCE	Non-Rep.		With Health		
	General		With Health		
	Police		With Health		



City of Keizer

Keizer City Hall, P.O. Box 21000, Keizer, OR 97307-1000

Fax Cover Sheet

DATE: September 15, 2003

TO: Keizertimes/Statesman

FAX:

FROM: Tracy L. Davis, CMC
City Recorder

PHONE: (503) 390-3700 Ext. 108
FAX: (503) 393-9437

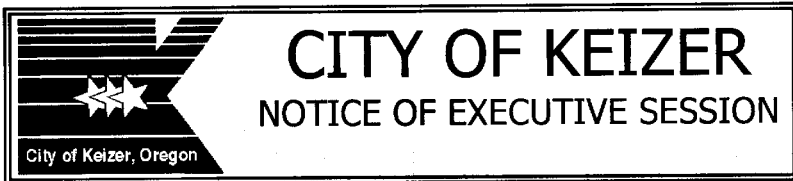
RE: Executive Session Notice

Number of pages including cover sheet: 2

Message:

Attached is a Notice of Executive Session scheduled for today, September 15th. The notice failed to get faxed on Friday. My sincere apologies for any inconvenience this may have caused.

If you have questions, please let me know. Thanks!



NOTICE is hereby given that the City Council/Urban Renewal Agency of the City of Keizer will meet in executive session on **Monday, September 15, 2003 beginning at 5:30 p.m.**

The Executive Session is being held pursuant to ORS 192.660(1)(e) – To conduct deliberations with persons designated by the governing body to negotiate real property transactions and ORS 192.660(1)(f) – To consider records that are exempt by law from public inspection.

The Executive Session will be held at Keizer City Hall, 930 Chemawa Road NE, Keizer, Oregon.

Questions regarding this session may be directed to Chris Eppley, City Manager at 390-3700, extension 102.

Dated this 12th, day of September 2003.

Tracy L. Davis, CMC
City Recorder

Notice for Information Purposes Only.

Upon request, auxiliary aids and/or special services for those with disabilities will be provided. To request services, please contact us at 390-3700 or through Oregon Relay 1-800-735-2900 at least two working days (48 hours) in advance..