

CITY OF NEWBERG
AN ADJOURNED MEETING OF
THE CITY COUNCIL
THURSDAY, OCTOBER 29, 1987
CITY COUNCIL CHAMBERS
7:30 P.M.

- I. CALL MEETING TO ORDER.
- II. ROLL CALL:
- III. CONSENT CALENDAR:
 - A. Resolution authorizing additional authority to the Revolving Loan Fund Committee.
 - B. Approve minutes of regular Council meeting on October 5, 1987.
- IV. REQUESTS AND COMMUNICATION FROM THE FLOOR:
- V. OLD BUSINESS:
 - A. 1988-89 Tax Base.
 - B. 1987-88 Salary Adjustments.
- VI. NEW BUSINESS:
- VII. RESOLUTIONS:
 - A. Resolution authorizing additional authority to the Revolving Loan Fund Committee (RE: Item III-A).
- VIII. ADJOURNMENT.

RESOLUTION NO.

A RESOLUTION AMENDING RESOLUTION NO. 84-1109 WHICH WILL BROADEN THE AUTHORITY OF THE ECONOMIC DEVELOPMENT REVOLVING LOAN FUND COMMITTEE.

WHEREAS, The City of Newberg has established an Economic Development Revolving Loan Fund from monies received through the Community Development Block Grant Program; and

WHEREAS, The City of Newberg has developed programs to promote job creation through the use of this fund; and

WHEREAS, The City of Newberg has determined there is an interest in broadening the use of these funds for the purpose of creating job creation in the City of Newberg.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Newberg as follows, to-wit:

Section 1. The Newberg Economic Development Revolving Loan Fund Committee is authorized to utilize monies from the Economic Development Revolving Loan Fund to purchase land, buildings, and/or equipment for the purpose of creating or retaining primary jobs within the City of Newberg. The Committee may utilize the Revolving Loan Fund to pledge as security for the acquisition of land, buildings, and/or equipment.

Section 2. Money derived from the sale of land, buildings, and/or equipment purchased from the Economic Development Revolving Loan Fund shall be placed into the Revolving Loan Fund Account to further promote job creation.

Section 3. The purchase of land, buildings, and/or equipment through the use of the Newberg Economic Development Revolving Loan Fund shall require the approval of the Newberg City Council before any transaction shall take place.

ADOPTED by the City Council of the City of Newberg this 29th day of October, 1987.

City Recorder

Monday, 7:30 p.m.

October 5, 1987

MINUTES OF A REGULAR MEETING
OF THE NEWBERG CITY COUNCIL

Council Chambers

Newberg, Oregon

The meeting was called to order by Mayor Elvern Hall.

ROLL CALL:

PRESENT:	Roger Gano	Donna Proctor
	Harold Grobey	Marily Rementeria
	Alan Halstead	Tommy Tucker
	Eldon McIntosh	Joe Young

STAFF PRESENT: Jim Watson, City Manager
Terry Mahr, City Attorney
Becky Manning, Recording Secretary
Clay Moorhead, Planning Director
Brenda Stroud, Finance Director
Bert Teitzel, Public Works Director
Doreen Turpen, Librarian

OTHERS PRESENT: 5 Citizens

CONSENT CALENDAR:

The Consent Calendar was presented as follows:

1. Approve minutes of regular Council meeting on September 8, 1987 and adjourned meeting on September 24, 1987.
2. Proclamation declaring the week of October 18-24, 1987 as Dental Assistants Recognition Week.
3. Liquor license request of At's A Pizza.
4. Resolution supporting the construction of new Yamhill County Jail.
5. Resolution awarding a contract for landscaping at the new sewage treatment plant to Greer Bros., Inc. in the amount of \$32,804.
6. Resolution No. 87-1280 awarding a contract for miscellaneous lab equipment to Nurnberg Scientific Supply in the amount of \$37,112.62.

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- ~~7.~~ Resolution authorizing additional authority to the Revolving Loan Fund Committee.
8. Resolution No. 87-1281 and Resolution No. 87-1282 authorizing expenditure of WSIN grant monies.
- ~~9.~~ Resolution No. 87-1283 authorizing a budget transfer for purchase of a variable speed control pump to improve water plant pumping capacity.
- ~~10.~~ Resolution No. 87-1283 authorizing a budget transfer to increase transfer to debt service fund.
- ~~11.~~ Resolution No. 87-1283 authorizing a budget transfer to cover increased medical insurance premiums.
12. Resolution No. 87-1284 ratifying the City Attorney's contract.
13. Approve financial statements for August, 1987.

Consent Calendar items number 4, 5, 7, 9, 10, and 11 were removed from the Consent Calendar for further discussion.

Motion: Grobey-Gano to approve Consent Calendar excluding items number 4, 5, 7, 9, 10, and 11. Carried unanimously.

The City Attorney read the proclamation declaring the week of October 18-24, 1987 as Dental Assistants Recognition Week. Mrs. Karen Waide was present to witness the signing of the proclamation and presented the mayor with two pins in appreciation for the recognition. The Mayor is to wear the pins (a toothbrush and tooth) during the week of October 18-24, 1987.

Councilman Grobey stated that item No. 4, regarding the resolution supporting the construction of a new jail in Yamhill County was premature due to the fact that there are some decisions which have not been formalized at this time.

John Gray, Legal Counsel for Yamhill County was present and stated that there will be two ballot titles to vote on in the next election relating to the construction of the jail. The structures which have been proposed are virtually the same for both of the proposed sites the difference being the price of the property. The cost for the urban site would be approximately \$8.67 million and the cost for the rural site is approximately \$7.8 million. Capacity at both sites would be the same.

Motion: Gano-Grobey to postpone action on the resolution until the next City Council meeting at which time a recommendation from the City Manager and Police Chief should be given. Carried unanimously.

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The City Manager stated that a quorum was not present at the last Public Works Committee meeting and consent calendar item number 5, regarding a resolution awarding a contract for landscaping at the new sewage treatment plant to Greer Bros., Inc. in the amount of \$32,804 should not be awarded at this time.

Public Works Director Bert Teitzel stated at the time the bid was let it was believed that EPA would not reimburse the City for the costs of landscaping. The City has been in contact with the Corps of Engineers since the time of the bid advertisement and have found out that minimal landscaping is grant eligible. Minimal landscaping includes grading and planting of field grass. It is the recommendation of the staff to not award the bid and pursue a change order with the contractor (Wildish Building Company). The Public Works Director stated that we could go ahead and do the minimal landscaping at this time and at a later date upgrade the area.

The City Manager stated that aesthetics are important but we must consider the carryover balance on the project. We should go with what we can from the EPA grant and consider beautification upgrading at a later date.

Councilman Gano wanted to see something in writing so that this project does not become forgotten and upgrading is done in the future. He wanted to see a time plan for the improvements drawn up.

Motion: Tucker-Proctor to table the resolution on awarding the contract for landscaping at the new sewer treatment plant. Carried unanimously.

The City Manager gave an update on Consent Calendar item number 7 regarding the resolution authorizing additional authority to the Revolving Loan Fund Committee. Mr. Watson stated that our economic development plan is lacking city owned land. We need to acquire small industrial park areas, such as the PGE building site. In order to acquire such an area we need other securities, the Revolving Loan Fund Committee, by the proposed resolution, would give them the authority to negotiate such land acquisitions. The city needs a land inventory to present to prospective industries who are looking for an area to develop.

Councilman Gano questioned who would have final approval of such land acquisitions. Mr. Watson stated that the Council would have the final say in any land acquisition matters.

Councilman Grobey asked if giving the authority to the Revolving Loan Fund Committee was legal. City Attorney Mahr stated that yes it was legal for the committee to negotiate the matter but the Council would need to ratify any acquisitions.

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Councilman Tucker stated that he agreed with the incubator concept and stated that industries needed guidelines to develop.

Councilman Gano asked if the Committee would be considering the purchase of equipment as well as land. Mr. Mahr stated that the laws separate real property and personal property.

Councilman Grobey recommended that the resolution be amended to grant authority to the committee to handle negotiations but extend the authority for final decisions to the Council.

The City Manager recommended that the resolution be held over to the next meeting and address the questioned items.

Motion: Grobey-Proctor to table the resolution to the next meeting of the Council, either regular or adjourned, with modification made in the wording of the resolution in accordance with recommendations of the Council. Carried unanimously.

Consent Calendar items number 9, 10, and 11 were all on the same resolution although three different items were involved. The item in question was number 11. Mr. Watson requested that the Finance Director answer any questions on the medical insurance premium increase. Councilwoman Proctor wanted to know if the City has looked into other plans before deciding upon the plan the City has in effect. The Finance Director stated that the plan is through the League of Oregon Cities Trust and they perform the leg work in checking out other plans.

Councilwoman Proctor stated that this past year the School District was given the choice of five different plans. Councilman Grobey stated that next year the City should look into other plans than those provided by the League.

Motion: Gano-McIntosh to adopt Resolution No. 87-1283 authorizing the transfer of funds between various accounts within the general fund; state tax street fund; sewer fund; water fund; and water systems development fund. Carried unanimously.

The City Attorney read a proclamation from the City Council congratulating Brenda Stroud on her first place performance in the Vancouver Lake Triathlon. A framed proclamation was presented to Ms. Stroud.

APPOINTMENTS BY THE MAYOR:

Councilman Gano stated that Dorothy McCollum, 500 S. River Street, has stated an interest in being appointed to the Newberg Centennial Celebration Committee.

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Motion: Gano-Grobey to accept appointment of Dorothy McCollum to the Newberg Centennial Celebration Committee. Carried unanimously.

PUBLIC HEARING:

Public hearing on Comprehensive Plan/Zone Modifications.

Mayor Hall opened the public hearing and asked the City Manager to comment on this hearing. The City Manager turned the hearing over to the Planning Director.

Councilman McIntosh stated that he was a member of the Planning Commission during the public hearings on this matter. The City Attorney stated that there would be no problem with his participation since this was legislative hearing not quasi-judicial.

The Planning Director gave a staff report and stated that this was a periodic review of our comp plan. No controversy was heard at the public hearings at the Planning Commission level. There are eighteen separate areas affected by the changes. Each of the changes more or less reflects what is actually on the property.

No proponents or opponents wished to speak and no written remonstrance was received.

Mayor Hall closed the public hearing.

Motion: Gano-Grobey to read Ordinance No. 2217 amending Ordinance No. 1968 relating to zoning regulations and Ordinance No. 1967 as amended to amend the comprehensive plan map by title only. Motion carried unanimously. The City Manager read the ordinance by title only. Roll Call: Aye - 8: Gano, Grobey, Halstead, McIntosh, Proctor, Rementeria, Tucker, Young. Nay - 0. Absent - 0. The Mayor declared the ordinance passed.

REPORTS FROM CITY MANAGER:

The City Manager presented the Mayor and Council with a framed certificate from the CEDO for the City's outstanding contribution to Economic Development in Oregon.

Councilman Grobey stated the Planning Director, Clay Moorhead should be recognized for all of his work on the economic development projects.

The City Manager stated that a date needed to be decided upon to discuss salary adjustments, the status of our tax base and the authorization of the Revolving Loan Fund Committee. The Council decided that October 29 at 7:30 p.m. would be the date of that meeting.

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The City Manager reported to the Council that a phone message had been received from Les AuCoin's office which stated that an advertisement would be placed by the Postal Service requesting land sites for a new post office in the downtown area.

REPORTS FROM COUNTY COMMISSIONERS:

No one was present from the County to give a report.

REPORTS FROM CHAMBER OF COMMERCE:

No one was present from the Chamber to give a report.

OLD BUSINESS:

Report on Second Street re-routing. The Public Works Director presented a map showing the proposed re-routing plan and the figures he is using, at this time, as his proposal to the State for FAU funding.

The following is a breakdown of the proposed amounts needed for the re-routing:

Roadway work	\$120,000
Right-of-way Costs	200,000
Traffic Control	175,000
Illumination	10,000
Railroad	75,000
Preliminary Engineering	30,000
Fire St. Modification	<u>100,000</u>
Total:	<u>\$710,000</u>

The Public Works Director then went over the plans for the street with the addition of signal lights at Blaine, which would be mainly for the fire station and also at College. The Public Works Director asked for input from the Council so that he may submit the proposal to the State.

Councilman Young stated that he felt that additional signals would be needed on Second Street. Councilman Gano had seen a different proposal and asked why the plan changed from Grant Street to Main Street. The Public Works Director explained that the impact on the residential area was greater having the street turn at Grant therefore the plan was changed to Main Street.

The City Manager stated that this is a two-part project. The first part of the project would be to get the traffic off of First Street and onto Second Street and then the second part would be to work with the State Highway department on improving Second Street.

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Councilwoman Rementeria suggested that we buy out the properties at Main Street and make the turn less severe. Councilman Tucker agreed that the access should be more westerly. Councilman Grobey stated that he was glad to see that something was happening concerning the traffic situation.

Motion: Grobey-Halstead to authorize the Public Works Director to take the preliminary plan to the State for development of Second Street.

Councilman Gano wanted to be sure that riverfront access from River Street would be considered when finalizing the plan for the re-routing. The Public Works Director stated that this would be a consideration.

Vote on the motion: Carried unanimously.

Presentation of Library Demonstration Project Report. The City Manager called on the Librarian, Doreen Turpen to speak on behalf of the Library Board on the report. She explained that the information for the report had started five years ago. An advisory committee was chosen and have come up with the report presented.

Marty McIntosh, Chairman of the Advisory Committee stated that the conclusions of the committee were contained in the report. He then asked for recommendations from the Council on the report.

The City Manager stated that he recommended that the Council approve the recommendations of the Advisory Committee.

Motion: Tucker-Gano to adopt the conclusions of the Advisory Committee as stated in the Library Demonstration Project Report:

1. The City of Newberg taxing district does not reflect the natural service area of the Newberg Public Library.
2. Attempts to provide library service to non-City residents by charging user fees is not an effective way to address the inequalities of support provided by City residents and non-residents. Fees create a financial barrier to library service for non-City residents and provide too little revenue to offset the support of City residents.
3. A library service district contracting with the City of Newberg would provide an economical means to establish full library service to the unserved area. It would at the same time generate enough revenue to both provide relief to Newberg City residents and to improve the library program to the benefit of the entire community.

Councilman Grobey asked what happens now, the City Manager stated that the County Commissioners would need to form a district. Then a tax

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base would need to be established for the district. The actual Advisory Committee has dissolved but many of members have expressed a desire to continue to do whatever it takes to make the project work.

Vote on the motion: Carried unanimously.

NEW BUSINESS:

Request of Allen Fruit Co. to vacate an alleyway tax lot 3218DD-1000, -8100.

Motion: Halstead-Grobey to initiate a public hearing to vacate the alleyway as requested by Allen Fruit Co. Carried unanimously.

Presentation of Comprehensive Plan Goals and Policies Document.

Motion: Gano-Rementeria to have comprehensive plan goals and policies document presented to the Ordinance Committee. Carried unanimously.

ORDINANCE:

Motion: Gano-Rementeria to read **Ordinance No. 2218** establishing regulations on skateboards, scooters, unicycles and roller skating by title only. Motion carried unanimously. The City Attorney read the ordinance by title only. Roll Call: Aye - 8: Gano, Grobey, Halstead, McIntosh, Proctor, Rementeria, Tucker, Young. Nay - 0. Absent - 0. The Mayor then declared the ordinance passed.

Councilman Gano reported that the first meeting of the Newberg Centennial Celebration Committee was held on October 1. The committee came up with a logo and he would have a copy to present to the Council at the November Council meeting.

The Council discussed annexation of the sewage treatment plant property. The City Attorney stated that it was okay to hold meetings of the Public Works Committee in the administrative building of the plant, but by the Charter, City Council meetings are to be held in the City.

The City Manager suggested that an annexation policy be discussed at the next goal setting seminar of the Council.

Motion: Tucker-Proctor to adjourn to Thursday, October 29, 1987 at 7:30 p.m. in the Council Chambers. Motion carried unanimously.

Meeting adjourned at 9:30 p.m.

MEMO

TO: City Council
FROM: City Manager
SUBJECT: City Tax Base

DATE: October 22, 1987

My recommendation for the 1988-89 fiscal year is that we not ask the voters to increase the City tax base. It has not been easy to arrive at this recommendation as our cash carry over has been rapidly consumed by inflation and needed projects. However, I believe we can still balance our budget by holding the line on our expenditures.

Having made this recommendation I now hasten to add that it truly will not be an easy task. There will be several projects that we will not be able to accomplish during the year due to lack of funds. For your review I have attached a proposal which details how I believe we can make it through the 1988-89 fiscal year without increasing our tax base. You will note that this plan provides for replenishing the reserve funds during the 88-89 fiscal year. It also provides for a 2% salary increase for all employees. However, this is an arbitrary figure made by myself and in no way implies that the Council is agreeing to a salary increase at this time.

Again, it is my recommendation that we adopt the attached plan and that we re-evaluate our revenues and expenses in the Spring of 1988 before we decide what to do for fiscal year 89-90. I would sincerely appreciate your contacting me if you have any questions on this proposal prior to the October 29th meeting of the Council.


Jim Watson
City Manager

JW/bjm

Enc.

V-A

PLAN "A"

CITY OF NEWBERG
TAX BASE PROJECTIONS
REVENUE AND EXPENDITURE ASSUMPTIONS
OCTOBER 1987

REVENUE ASSUMPTIONS

1. ALL REVENUES WITH THE EXCEPTION OF THE ONES HIGHLIGHTED BELOW ARE ESTIMATED BASED ON THE 1986-87 ACTUAL REVENUES.
2. COLLECTION RATE ON CURRENT YEAR TAXES IS:

1987-88	88.2%	(EQUALS ACTUAL COLLECTION RATE IN 1986-87)
1988-89	87.0%	(EQUALS HISTORICAL COLLECTION RATE)
1989-90	87.0%	
1990-91	87.0%	
3. STATE LIQUOR TAX AND CIGARETTE TAX ARE PROJECTED BASED ON THE MOST RECENT LEAGUE OF OREGON CITIES PROJECTIONS.
4. SIX PERCENT INCREASE IN ALL YEARS. THIS IS CONSISTENT WITH THE CURRENT CONTRACT.
5. CENTRAL SERVICES ARE DECREASED BY \$22,000 IN 1988-89. THIS IS A RESULT OF A PROJECTED DECREASE IN PROPERTY INSURANCE COSTS. SLIGHT INCREASE IN OTHER OVERHEAD COSTS ACCOUNT FOR THE INCREASES NOTED IN LATER YEARS.
6. TRAFFIC FINES ARE EXPECTED TO INITIALLY INCREASE DUE TO THE NEW TRAFFIC ENFORCEMENT PROGRAM. SUBSEQUENT YEARS FINES ARE EXPECTED TO LEVEL OFF.
7. REFLECTS ADMINISTRATIVE COSTS REIMBURSED ON THE ALLEN FRUIT GRANT.
8. INTEREST EARNINGS ARE BASED ON A CONSERVATIVE 6%.
9. FEDERAL REVENUE SHARING PROGRAM IS COMPLETE.
10. STATE REVENUE SHARING IS EXPECTED TO CONTINUE AT THE LEVEL OF \$50,000 PER YEAR.
11. 911 EMERGENCY MONEY IS STILL USED TO COVER EMERGENCY DISPATCH PERSONNEL.

EXPENDITURE ASSUMPTIONS

PERSONAL SERVICES:

1. WAGE ADJUSTMENTS AT 2% EACH YEAR.

II-A

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2. PAYROLL TAXES ARE ASSUMED TO REMAIN CONSTANT; HOWEVER THE EXPENDITURE CONTINGENCY OF \$25,000 SHOULD COVER ANY PERSONNEL COSTS WHICH ARE NOT DETAILED IN THE ABOVE PROJECTIONS.

FICA
WORKER'S COMPENSATION
UNEMPLOYMENT

3. RETIREMENT PERCENTAGE IS ASSUMED TO BE CONSTANT; HOWEVER THE EXPENDITURE CONTINGENCY OF \$25,000 SHOULD COVER ANY PERSONNEL COSTS WHICH ARE NOT DETAILED IN THE ABOVE PROJECTIONS.

GENERAL 11.4%
EMERGENCY 17.6%

THESE ARE THE ACTUAL PERCENTAGES FOR 1987-88.

4. HEALTH BENEFITS ARE CONSTANT AT; HOWEVER THE EXPENDITURE CONTINGENCY OF \$25,000 SHOULD COVER ANY PERSONNEL COSTS WHICH ARE NOT DETAILED IN THE ABOVE PROJECTIONS.

SINGLE \$90
TWO \$215
THREE+ \$272

5. NO CHANGE IN LONG-TERM DISABILITY PREMIUMS.

6. PLANNING ASSISTANT IS PROJECTED AS A PERMANENT/FULLTIME POSITION.

7. ASSISTANT FINANCE DIRECTOR PERSONNEL COSTS ARE ALLOCATED 1/3, 1/3, 1/3 TO THE GENERAL FUND, SEWER FUND, AND WATER FUND. THIS IS CONSISTENT WITH THE FINANCE DIRECTOR'S SALARY ALLOCATION.

8. LIBRARY PART-TIME TEMPORARY POSITIONS AND THE LSCA PERSONNEL ARE NOT REPLACED.

9. NO CLASSIFICATION CHANGES HAVE BEEN CONSIDERED IN THE PROJECTIONS. HOWEVER, THE EXPENDITURE CONTINGENCY OF \$25,000 SHOULD COVER ANY PERSONNEL COSTS WHICH ARE NOT DETAILED IN THE ABOVE PROJECTIONS.

MATERIALS, SERVICES AND SUPPLIES/CAPITAL OUTLAY:

10. ALL EXPENDITURES WITH THE EXCEPTION OF THE ONES HIGHLIGHTED BELOW ARE ESTIMATED BASED ON THE 1987-88 BUDGETED EXPENDITURES.

TRANSFERS:

V-A

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11. FIRE DEPARTMENT CAPITAL IMPROVEMENT FUND- TRANSFERS ARE MADE FOR 1987-88, 1988-89, AND 1989-90 CONSISTENT WITH PRIOR YEARS.

12. POLICE DEPARTMENT CAPITAL IMPROVEMENT FUND- TRANSFERS ARE MADE FOR 1987-88, 1988-89, AND 1989-90 CONSISTENT WITH PRIOR YEARS.

13. PUBLIC LAND FUND- APPROXIMATELY \$35,000 PER YEAR MUST BE TRANSFERRED SO THAT THE CITY CAN PAY THE OUTSTANDING DEBT ON THE PROPERTY AND SAVE FOR THE BALLOON PAYMENT IN 1991-92.

14. COMPUTERS CAPITAL OUTLAY FUND- POLICE DEPARTMENT AND FIRE DEPARTMENT COMPUTERIZATION MONIES WILL COME FROM THEIR CAPITAL IMPROVEMENT FUNDS. THIS WILL SAVE THE MONIES IN THIS FUND FOR NECESSARY REPLACEMENT, REPAIR, AND MAINTENANCE COSTS ON EXISTING COMPUTER HARDWARE/SOFTWARE. TRANSFERS OF \$2,000 ARE ANTICIPATED IN 1989-90 AND 1990-91.

GENERAL FUND
TAX BASE PROJECTIONS
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		ORIGINAL		ESTIMATED		ESTIMATED		ESTIMATED		ESTIMATED	
		BUDGET	ANTICIPATED	BUDGET	ANTICIPATED	BUDGET	ANTICIPATED	BUDGET	ANTICIPATED	BUDGET	ANTICIPATED
		1987-88	CHANGES	1987-88	CHANGES	1988-89	CHANGES	1989-90	CHANGES	1990-91	
REVENUES											
CURRENT YEAR TAXES	88.2% (1)	1,237,658	17,071	1,254,729	57,188	1,311,917	78,715	1,390,632	83,438	1,474,070	
PRIOR YEAR TAXES		155,471	4,529	160,000	0	160,000	5,000	165,000	0	165,000	
FRANCHISES		297,000	0	297,000	0	297,000	3,000	300,000	0	300,000	
AMUSEMENT MACHINES		500	0	500	0	500	0	500	0	500	
HOTEL/MOTEL TAX		2,500	0	2,500	0	2,500	0	2,500	0	2,500	
OTHER BUS & LIQUOR TAX		1,000	(200)	800	0	800	0	800	0	800	
BUILDING PERMITS & PLMB		30,000	15,000	45,000	(10,000)	35,000	0	35,000	0	35,000	
PLUMBING/MECH PERMITS		5,000	1,200	6,200	0	6,200	0	6,200	0	6,200	
STREET/CURB PERMITS		500	0	500	0	500	0	500	0	500	
OCCUPANCY PERMITS		500	100	600	0	600	0	600	0	600	
MOBILE HOME PLACEMENT		500	300	800	0	800	0	800	0	800	
MISC LICENSES/PERMITS		50	(30)	20	0	20	0	20	0	20	
MSIN GRANT		0	0	0	0	0	0	0	0	0	
LIBRARY GRANT		1,000	0	1,000	0	1,000	0	1,000	0	1,000	
PLANNING GRANT		6,000	0	6,000	0	6,000	0	6,000	0	6,000	
CRIMINAL JUSTICE GRANT		0	0	0	0	0	0	0	0	0	
STATE LIQUOR TAX	(3)	74,000	3,840	77,840	(1,344)	76,496	(1,496)	75,000	0	75,000	
STATE CIGARETTE TAX	(3)	45,000	(4,120)	40,880	(672)	40,208	(208)	40,000	0	40,000	
POLICE GRANTS		0	0	0	0	0	0	0	0	0	
CHEM. PARK & REC LEASE		865	0	865	0	865	0	865	0	865	
DUNDEE COMMUNICATIONS		6,340	0	6,340	0	6,340	0	6,340	0	6,340	
LEGAL-HOSPITAL		2,400	0	2,400	0	2,400	0	2,400	0	2,400	
REIMBURSED-CABLE ACCESS		5,000	(5,000)	0	0	0	0	0	0	0	
REIMBURSED TOWING COSTS		100	0	100	0	100	0	100	0	100	
PRISONER REIMBURSEMENTS		2,650	4,350	7,000	(4,500)	2,500	0	2,500	0	2,500	
MISCELLANEOUS SALES		500	1,000	1,500	0	1,500	0	1,500	0	1,500	
PLANNING FEES		3,000	(500)	2,500	0	2,500	0	2,500	0	2,500	
DOG CONTROL REVENUES		2,800	1,700	4,500	0	4,500	0	4,500	0	4,500	
FIRE PROTECTION CONTRACT	(4)	134,719	0	134,719	8,083	142,802	8,568	151,370	9,082	160,452	
ENGINEERING FEES		500	500	1,000	0	1,000	0	1,000	0	1,000	
CENTRAL SERVICES	(5)	231,971	0	231,971	(21,971)	210,000	2,000	212,000	3,000	215,000	
POLICE PROT/CAT CONTROL		50	0	50	0	50	0	50	0	50	
LIBRARY RECEIPTS		2,800	(300)	2,500	0	2,500	0	2,500	0	2,500	
TRAFFIC FINES	(6)	50,000	10,000	60,000	(10,000)	50,000	0	50,000	0	50,000	
PARKING FINES		800	(300)	500	0	500	0	500	0	500	
ORDINANCE COURT COSTS		0	0	0	0	0	0	0	0	0	
MISCELLANEOUS REVS	(7)	5,000	2,500	7,500	(5,000)	2,500	0	2,500	0	2,500	
RENTAL RECEIPTS		0	0	0	0	0	0	0	0	0	
INTEREST EARNED	(8)	15,000	5,000	20,000	(5,000)	15,000	(3,000)	12,000	(2,000)	10,000	
SALE ASSETS		200	0	200	(200)	0	0	0	0	0	

GENERAL FUND
TAX BASE PROJECTIONS
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		ORIGINAL BUDGET 1987-88	ANTICIPATED CHANGES	ESTIMATED BUDGET 1987-88	ANTICIPATED CHANGES	ESTIMATED BUDGET 1988-89	ANTICIPATED CHANGES	ESTIMATED BUDGET 1989-90	ANTICIPATED CHANGES	ESTIMATED BUDGET 1990-91
CONTRIBUTIONS		0	50	50	(50)	0	0	0	0	0
CONTRIBUTIONS-SPECIFIC		50	(50)	0	0	0	0	0	0	0
VICTIM ASSISTANCE PROGRAM		500	(500)	0	500	500	0	500	0	500
TRANSFERS IN:		0	0	0	0	0	0	0	0	0
FEDERAL REV SHRG	(9)	100,000	0	100,000	(100,000)	0	0	0	0	0
STATE REV SHRG	(10)	165,000	0	165,000	(115,000)	50,000	0	50,000	0	50,000
TITLE I LIBRARY GRANT		1,430	0	1,430	(1,430)	0	0	0	0	0
911 EMERG	(11)	42,000	0	42,000	0	42,000	0	42,000	0	42,000
STP BLDG - FORCE ACCT		10,000	0	10,000	(10,000)	0	0	0	0	0
TOTAL RESOURCES		2,640,354	56,140	2,696,494	(219,396)	2,477,098	92,579	2,569,677	93,520	2,663,197
PLUS FUND BALANCE CARRYOVER (ACTUAL)		324,155	33,403	357,558	49,554	407,112	(254,810)	152,302	(106,327)	45,975
		2,964,509	89,543	3,054,052	(169,842)	2,884,210	(162,231)	2,721,979	(12,807)	2,709,172

V-A

CITY OF NEWBERG
PROJECTION OF EXPENDITURES

	ACTUAL BUDGET 1987-88	ANTICIPATED CHANGES	ESTIMATED BUDGET 1987-88	ANTICIPATED CHANGES	ESTIMATED BUDGET 1988-89	ANTICIPATED CHANGES	ESTIMATED BUDGET 1989-90	ANTICIPATED CHANGES	ESTIMATED BUDGET 1990-91
GENERAL FUND DEPARTMENTS:									
NONDEPARTMENTAL									
MATERIALS AND SERVICES	184,111	(36,000)	148,111	0	148,111	6,889	155,000		
TOTAL	184,111	(36,000)	148,111	0	148,111	6,889	155,000	10,000	165,000
GENERAL GOVERNMENT									
PERSONAL SERVICES	2,500	0	2,500	0	2,500	500	3,000		
MATERIALS AND SERVICES	75,322	0	75,322	0	75,322	2,678	78,000		
CAPITAL OUTLAY	1,500	0	1,500	0	1,500	0	1,500		
TOTAL	79,322	0	79,322	0	79,322	3,178	82,500	2,500	85,000
RECORDER									
PERSONAL SERVICES	1,080	24	1,104	(552)	552	(552)	0		
MATERIALS AND SERVICES	2,650	0	2,650	(1,650)	1,000	(500)	500		
CAPITAL OUTLAY	170	0	170	30	200	0	200		
TOTAL	3,900	24	3,924	(2,172)	1,752	(1,052)	700	300	1,000
MUNICIPAL COURT									
PERSONAL SERVICES	34,489	84	34,573	375	34,948	479	35,427		
MATERIALS AND SERVICES	7,450	0	7,450	0	7,450	0	7,450		
CAPITAL OUTLAY	0	0	0	0	0	0	0		
TOTAL	41,939	84	42,023	375	42,398	479	42,877	2,123	45,000
ADMINISTRATION									
PERSONAL SERVICES	45,458	(416)	45,042	1,761	46,803	(226)	46,577		
MATERIALS AND SERVICES	8,410	0	8,410	0	8,410	0	8,410		
CAPITAL OUTLAY	1,000	0	1,000	0	1,000	(750)	250		
TOTAL	54,868	(416)	54,452	1,761	56,213	(976)	55,237	1,763	57,000
FINANCE									
PERSONAL SERVICES (7)	83,471	(1,147)	82,324	(17,993)	64,331	1,356	65,687		
MATERIALS AND SERVICES	8,250	0	8,250	0	8,250	0	8,250		
CAPITAL OUTLAY	400	0	400	0	400	0	400		
TOTAL	92,121	(1,147)	90,974	(17,993)	72,981	1,356	74,337	3,663	78,000
LEGAL									
PERSONAL SERVICES	77,528	1,358	78,886	0	78,886	1,882	80,768		
MATERIALS AND SERVICES	9,245	0	9,245	0	9,245	0	9,245		
CAPITAL OUTLAY	500	0	500	0	500	0	500		
TOTAL	87,273	1,358	88,631	0	88,631	1,882	90,513	3,487	94,000
PLANNING									
PERSONAL SERVICES (6)	99,953	547	100,500	5,434	105,934	2,188	108,122		
MATERIALS AND SERVICES	10,400	0	10,400	0	10,400	0	10,400		
CAPITAL OUTLAY	750	0	750	0	750	0	750		

CITY OF NEWBERG
PROJECTION OF EXPENDITURES

	ACTUAL BUDGET 1987-88	ANTICIPATED CHANGES	ESTIMATED BUDGET 1987-88	ANTICIPATED CHANGES	ESTIMATED BUDGET 1988-89	ANTICIPATED CHANGES	ESTIMATED BUDGET 1989-90	ANTICIPATED CHANGES	ESTIMATED BUDGET 1990-91
TOTAL	111,103	547	111,650	5,434	117,084	2,188	119,272	4,728	124,000
POLICE									
PERSONAL SERVICES	941,317	44,056	985,373	15,698	1,001,071	15,697	1,016,768		
MATERIALS AND SERVICES	88,561	0	88,561	0	88,561	0	88,561		
CAPITAL OUTLAY	30,600	0	30,600	0	30,600	0	30,600		
TOTAL	1,060,478	44,056	1,104,534	15,698	1,120,232	15,697	1,135,929	16,071	1,152,000
FIRE									
PERSONAL SERVICES	234,931	411	235,342	3,893	239,235	3,898	243,133		
MATERIALS AND SERVICES	54,810	0	54,810	(7,500)	47,310	0	47,310		
CAPITAL OUTLAY	2,750	0	2,750	(1,750)	1,000	1,000	2,000		
TOTAL	292,491	411	292,902	(5,357)	287,545	4,898	292,443	1,557	294,000
BUILDING INSPECTION									
PERSONAL SERVICES	62,829	47	62,876	719	63,595	921	64,516		
MATERIALS AND SERVICES	4,250	0	4,250	0	4,250	0	4,250		
CAPITAL OUTLAY	830	0	830	0	830	0	830		
TOTAL	67,909	47	67,956	719	68,675	921	69,596	2,404	72,000
ENGINEERING									
PERSONAL SERVICES	32,476	53	32,529	536	33,065	690	33,755		
MATERIALS AND SERVICES	9,000	0	9,000	0	9,000	0	9,000		
CAPITAL OUTLAY	4,551	0	4,551	(1,151)	3,400	(400)	3,000		
TOTAL	46,027	53	46,080	(615)	45,465	290	45,755	1,245	47,000
CITY BUILDINGS									
MATERIALS AND SERVICES	62,950	0	62,950	(12,000)	50,950	(950)	50,000		
CAPITAL OUTLAY (18)	0	0	0	100,000	100,000	(100,000)	0		
TOTAL	62,950	0	62,950	88,000	150,950	(100,950)	50,000	10,000	60,000
STREET LIGHTING									
MATERIALS AND SERVICES	85,000	0	85,000	1,000	86,000	1,000	87,000		
CAPITAL OUTLAY	5,000	0	5,000	(2,000)	3,000	0	3,000		
TOTAL	90,000	0	90,000	(1,000)	89,000	1,000	90,000	10,000	100,000
MUNICIPAL GARAGE									
PERSONAL SERVICES	57,614	255	57,869	4,131	62,000	2,975	64,975		
MATERIALS AND SERVICES	4,000	0	4,000	0	4,000	0	4,000		
CAPITAL OUTLAY	650	0	650	0	650	0	650		
TOTAL	62,264	255	62,519	4,131	66,650	2,975	69,625	2,375	72,000
LIBRARY									
PERSONAL SERVICES (8)	141,484	1,164	142,648	(3,693)	138,955	2,561	141,516		
MATERIALS AND SERVICES	74,160	0	74,160	0	74,160	0	74,160		
CAPITAL OUTLAY	0	0	0	0	0	1,000	1,000		
TOTAL	215,644	1,164	216,808	(3,693)	213,115	3,561	216,676	3,324	220,000

CITY OF NEWBERG
PROJECTION OF EXPENDITURES

		ACTUAL		ESTIMATED		ESTIMATED		ESTIMATED		ESTIMATED	
		BUDGET 1987-88	ANTICIPATED CHANGES	BUDGET 1987-88	ANTICIPATED CHANGES	BUDGET 1988-89	ANTICIPATED CHANGES	BUDGET 1989-90	ANTICIPATED CHANGES	BUDGET 1990-91	
SOCIAL SERVICES											
MATERIALS AND SERVICES		35,804	0	35,804	0	35,804	0	35,804			
TOTAL		35,804	0	35,804	0	35,804	0	35,804	0	35,804	
TRANSFERS TO-											
DEBT SERVICE		0	0	0	0	0	0		0		
LIBRARY BUILDING		0	0	0	0	0	0		0		
CAPITAL IMPROVEMENTS											
PUBLIC LAND	(13)	33,300	0	33,300	2,680	35,980	(240)	35,740	(240)	35,500	
POLICE	(12)	5,000	0	5,000	0	5,000	0	5,000	0	5,000	
FIRE	(11)	10,000	0	10,000	(5,000)	5,000	0	5,000	0	5,000	
COMPUTERS	(14)		0		0	0	2,000	2,000	0	2,000	
OFFICE EQUIPMENT			0		2,000	2,000	0	2,000	0	2,000	
TOTAL		48,300	0	48,300	(320)	47,980	1,760	49,740	(240)	49,500	
TOTAL REQUIREMENTS		2,636,504	10,436	2,646,940	84,968	2,731,908	(55,904)	2,676,004	75,300	2,751,304	
ENDING F/B		328,005		407,112		152,302		45,975		(42,132)	
REVENUES SUBJECT TO FLUCTUATION:						(50,950)		(75,950)		(100,950)	
CURRENT YEAR TAXES				(17,071)							
PRIOR YEAR TAXES				(4,529)							
BUILDING PERMITS				(15,000)							
PRISONER REIMBURSEMENT				(4,350)							
TRAFFIC FINES				(10,000)							
EXPENDITURE CONTINGENCY						(25,000)		(25,000)			
MORE CONSERVATIVE ENDING F/B				356,162		76,352		(54,975)		(143,082)	

4-A

MEMO

TO: City Council

DATE: October 21, 1987

FROM: City Manager

SUBJECT: City Salary Adjustments for 1987-88

From what I have learned going through the salary review process, the City Council has been more than fair with the City employees. They have been given good benefits and their salaries have been positioned generally above the average of the cities that we compare to in the metro-area. As a result of the Council's actions we now have well trained employees who perform well and the Newberg residents have benefited from a high level of service. One example of how your policies have worked is the fact that Newberg's tax rate went down this year while other tax rates were substantially increased. This is a major accomplishment and both the City Council and the City employees are to be commended.

It is my belief that the success of operating our City without a tax base increase will depend a great deal on how our City employees perform. It is therefore very important to demonstrate to the employees that fairness will continue to prevail even though we are trying to cut our taxes.

It is not my intention to suggest to you that a salary increase will raise employee morale because I do not personally believe that employee morale is elevated by raises alone. Also, I will not use the argument that they may join a union if we do not increase their salaries. Rather, it is my recommendation that we look at how our employees compare with other City employees performing similar duties. Attached are four exhibits which I utilized in reaching my decision that our employees need to have a salary adjustment and the following is a brief summary of the four exhibits.

Exhibit 1. Newberg is falling behind its comparator cities since the 1985 salary survey.

Exhibit 1 is a current report that clearly demonstrates that our employees have fallen behind in their salaries since the 1985 salary survey. The comparator cities that are used were not randomly picked by myself. These were the cities that we utilized as a basis for the salary survey in 1985. The various City positions were aligned with the average of these comparator cities. Some of the losses in our different positions are more severe than others, but it is not my intent to catch all these losses up in one year. Rather, it is my intent to not let our different positions fall below the average of the comparator cities that we have aligned ourselves with.

Memo to City Council
RE: Salary Adjustments

EXHIBIT 2. Our comparator cities are continuing to recognize the need for salary increases.

Exhibit 2 is a survey that was taken to demonstrate whether our comparator cities are giving their employees salary increases. While the information in Exhibit 2 is contained in and made a part of Exhibit 1, I think it is important to note that the cities we have elected to use as a basis for comparing our City salaries are continuing to give increases to their employees.

EXHIBIT 3. Most cities and school districts in the metro-area are giving raises to their employees.

This is a random survey of the major part of the metro-area cities and school districts. I am not suggesting that we compare against this exhibit but rather acknowledge that almost all cities and school district employees in the metro-area are receiving salary increases.

EXHIBIT 4. Private industry in Oregon and nationally, are giving their employees salary increases.

This report was provided to me by Cascade Employers Association which shows what is happening in private industry both nationally and in Oregon. Nationally, this report represents over 39,000 firms having over 1.1 million employees participating. For the State of Oregon, there were approximately 200 firms representing over 63,000 employees who participated in the survey. Private industry, both nationally and in Oregon, have given their employees from 2% to 6% salary increases.

To summarize, we are slowly losing ground with our salaries here in Newberg, while our comparator cities are continuing to receive salary increases. Also, cities and school districts throughout the metro-area are continuing to receive salary increases that exceed what is recommended for Newberg. Finally, my salary recommendation for the City employees of Newberg is low compared to both national and state private industry salary increases.

In conclusion, my recommendation is in two parts. The first being, we give a \$50.00 per month salary increase to each City employee for the 1987-88 fiscal year which would be effective July 1, 1987. (Overall this represents approximately a 2% increase in City salaries.) The second part of the recommendation is that I be allowed to adjust salaries that have fallen below the average of our comparator cities.

Respectfully submitted:



Jim Watson
City Manager

POPULATION	LIB ASST II		SECRETARY		ADM SECTY		COURT CLERK	
	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX
WOODBURN	11700		1240	1505	1301	1580		x
FOREST GROVE	11750	1014	1268	1151	1439	1458	1822	1416 1770
WEST LINN	12954		1143	1465				
MCMINNVILLE	15182	1207	1543	1207	1543	1280	1636	1207 1543
TIGARD	20725	1150	1530	1150	1539	1271	1831	1066 1426
LAKE OSWEGO	24224	1155	1474	1213	1547	1474	1880	1274 1625
CURRENT AVERAGES		1132	1454	1184	1506	1357	1750	1241 1591
CITY OF NEWBERG CURRENT		1143	1459	1201	1531	1201	1531	1201 1531
DIFFERENCE FROM CURRENT AVERAGE		1.02%	0.36%	1.44%	1.64%	-11.48%	-12.50%	-3.20% -3.77%
1985 SURVEY AVERAGES			1063	1407	1323	1648	1081	1382
1985 CITY OF NEWBERG		1154	1472	1154	1472	1154	1472	1154 1472
DIFFERENCE IN 1985 AVERAGE			8.56%	4.62%	-12.77%	-10.68%	6.75%	6.51%

POPULATION	LABORER I		ACCTG CLERK		LABORER II		LABORER III	
	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX
WOODBURN	11700	1338	1626	1338	1626		1474	1792
FOREST GROVE	11750	1240	1550	1117	1396	1441	1801	1441 1801
WEST LINN	12954		1391	1626			1577	2010
MCMINNVILLE	15182		1280	1636	1370	1751	1370	1751
TIGARD	20725	1211	1615	1234	1645	1304	1739	1397 1863
LAKE OSWEGO	24224	1219	1595	1404	1791	1468	1844	1594 1968
CURRENT AVERAGES		1252	1597	1294	1620	1396	1784	1476 1864
CITY OF NEWBERG CURRENT		1423	1817	1494	1907	1531	1955	1608 2051
DIFFERENCE FROM CURRENT AVERAGE		13.66%	13.81%	15.46%	17.72%	9.69%	9.60%	8.98% 10.02%
1985 SURVEY AVERAGES		1139	1446	1088	1380	1271	1600	1394 1750
1985 CITY OF NEWBERG		1368	1746	1436	1833	1472	1879	1545 1972
DIFFERENCE IN 1985 AVERAGE		20.11%	20.75%	31.99%	32.83%	15.81%	17.44%	10.83% 12.69%

POPULATION	CREW CHIEF		FIRE FIGHTER		POLICE OFFICER		POLICE SGT MST	
	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX
WOODBURN	11700				1648	2000	1898	2308
FOREST GROVE	11750	1676	2095	1700	2125	1723	2154	2090
WEST LINN	12954					1592	2136	1938
MCMINNVILLE	15182			1636	2090	1636	2090	1866
TIGARD	20725	1853	2319			1846	2267	2078
LAKE OSWEGO	24224	1720	2092	1250	1640	1929	2303	2902
CURRENT AVERAGES		1750	2169	1529	1952	1729	2158	2129
CITY OF NEWBERG CURRENT		1688	2154	1688	2154	1729	2207	2003
DIFFERENCE FROM CURRENT AVERAGE		-3.52%	-0.68%	10.42%	10.37%	0.00%	2.25%	-5.90%
1985 SURVEY AVERAGES		1674	2088	1457	1848	1537	1900	1908
1985 CITY OF NEWBERG		1623	2071	1623	2071	1662	2122	1925
DIFFERENCE IN 1985 AVERAGE		-3.05%	-0.81%	11.39%	12.07%	8.13%	11.68%	0.89%

POPULATION	ENGR TECH II		BLDG OFFIC		LIBRARY DIR		PLANNING DIR	
	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX
WOODBURN	11700	1548	1881	1830	2325		2119	2575
FOREST GROVE	11750			1628	2035	2237	2796	2505
WEST LINN	12954	1577	2010	1918	2452			2677
MCMINNVILLE	15182			1866	2384	2006	2564	2464
TIGARD	20725	1723	2297	2184	2733	2260	2900	2420
LAKE OSWEGO	24224	1844	2219	2716	3256	2880	3728	3079
CURRENT AVERAGES		1673	2102	2024	2531	2346	2997	2544
CITY OF NEWBERG CURRENT		1863	2377	2154	2751	2154	2751	2434
DIFFERENCE FROM CURRENT AVERAGE		11.36%	13.10%	6.44%	8.70%	-8.17%	-8.21%	-4.32%
1985 SURVEY AVERAGES		1542	1912	1982	2405	2035	2565	2278
1985 CITY OF NEWBERG		1790	2284	2071	2644	2071	2644	2339
DIFFERENCE IN 1985 AVERAGE		16.08%	19.46%	4.49%	9.94%	1.77%	3.08%	2.68%

IV-B

		* FIRE CHIEF		* POLICE CHIEF		FINANCE DIR		DIR PW/ENGR	
POPULATION		MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX
WOODBURN	11700								
FOREST GROVE	11750	2740	3425	2740	3425	2505	3131	3148	3935
WEST LINN	12954	2529	3228	2529	3228	2529	3228	2677	3416
MCMINNVILLE	15182	2464	3147	2464	3147	2464	3147	2927	3738
TIGARD	20725		2850		3650	2575	3300	2722	3405
LAKE OSWEGO	24224	3278	4242	3278	4242	2995	3986		
CURRENT AVERAGES		2753	3511	2772	3538	2614	3358	2869	3624
CITY OF NEWBERG CURRENT		2618	3343	2618	3343	2684	3426	2959	3781
DIFFERENCE FROM CURRENT AVERAGE		-4.90%	-4.77%	-5.56%	-5.52%	2.69%	2.01%	3.15%	4.35%
1985 SURVEY AVERAGES		2436	3103	2498	3170	2317	2920	2671	3367
1985 CITY OF NEWBERG		2457	3135	2457	3135	2339	2986	2844	3630
DIFFERENCE IN 1985 AVERAGE		0.86%	1.03%	-1.64%	-1.10%	0.95%	2.26%	6.48%	7.81%

IV-B

SALARY SURVEY
SEPTEMBER 23, 1987

WOODBURN (982-5222):

(Mary) Non-union employees received an overall increase of 3.5%

Breakdown: 1% additional retirement pickup

1.8% cost of living

.70% benefits: increase on dental covered
changed medical to PPO Plan from Plan IV
upgraded life insurance
improved LTD plan

FOREST GROVE (357-7151):

(Barbara) Total compensation increase 3%.

MCMINNVILLE (538-7302):

(Carol) No increase for 87-88. A pay class study was done in March of 1987 and some adjustments were made at that time. Found in the study that most salaries were competitive. They received an increase of 6% the previous fiscal year which raised most of the salaries. The police department (which is union) varies.

LAKE OSWEGO (635-0220):

(Shirley) They have two year agreements with most of the union departments. Their increases are given in January and July. The following is a breakdown of what has been received:

Management - (most) received 5% in January, 1987 nothing in July.

Firefighters - received 5% in January, 1987 and 4% in July.

Fire Prevention - received 4% in July, 1987

Lieutenants and Drivers - received 4.5% in July, 1987.

Police and Dispatchers - received 4% in July, 1987 and received nothing in January, 1987. This raise is effective thru June, 1988.

General Employees - received 2% in January, 1987 and 4% in July, 1987 which is effective thru June, 1988.

WEST LINN (657-0331):

(Charlene) - General increase for all employees 2%.

Page 2

Salary Survey
September 23, 1987

TIGARD (639-4171):

(Linda) - Police (which is union) received 3%
Management - received 3%
Office Assistants - 5.5%
Everyone else - 3.5%

V-B

Information received from surrounding cities:

Portland	have discussed 4% but not yet settled - plan to do some pay equity revisions.
Beaverton	3% - 3 1/2%
Hillsboro	2%
Forest Grove	3%
Dallas	0% - 3% fringe increase and classification review 4% increase
McMinnville	0% - general 8% - 12% police
Woodburn	3% - union 1% - 2% - general
Tualatin	4%
Tigard	3% plus classification review
Lake Oswego	4%
Wilsonville	1.2%
Sherwood	3%
Washington Co.	negotiating
Yamhill Co.	2.5% and 3.5% for Commissioners

School Districts:

Newberg School District	2% - classified 0% - teachers & admin
Beaverton School District	2% - classified 5.2% - teachers 4.5% - admin
Forest Grove School District	2% - classified Teachers & Admin not settled
Hillsboro School District	6% - classified Teachers & Admin not settled
Tigard School District	4% - classified 3.55% - admin
Portland Com. College	Negotiating

**CASCADE
EMPLOYERS
ASSOCIATION'S
ANNUAL
SURVEY
SERIES**

EXHIBIT 4

14 SEP 87 10:40

CASCADE EMPLOYERS ASSOCIATION, INC.
OF THE PACIFIC NORTHWEST
3747 MARKET STREET NE
SALEM, OREGON 97301

585-4320
Salem

224-5219
Portland

September 10, 1987

TO: 1987 WAGE AND SALARY ADJUSTMENT SURVEY PARTICIPANTS
FROM: STEVE ALEXANDER

Thank you for your recent participation in Cascade's 1987 Wage and Salary Adjustment Survey. The results of the survey are enclosed.

Nationally, over 3,900 firms having over 1,100,000 employees participated. Within the State, there were approximately 200 responding firms representing over 63,000 employees.

Information is provided regionally within the State, state-wide and nationally. Responses are shown for the following categories:

- . Union - Hourly Production, Maintenance and Service
- . Nonunion - Hourly Production, Maintenance and Service
- . Nonexempt Clerical and Technical
- . Exempt Supervisory, Managerial and Professional
- . Executive/Officer

Each category provides data for the following industry groups:

- . All Industries - Manufacturing, Nonmanufacturing & Public Sector
- . Manufacturing
- . Nonmanufacturing with Public Sector
- . Nonmanufacturing without Public Sector
- . Public Sector

If you have any questions about this survey, please call.

SA/kp
Attachments

I-B

		PRODUCTION, MAINTENANCE & SERVICE POSITIONS - NON-UNION							
		ALL AREAS	PORTLAND	MID-VALLEY	SOUTHERN	COASTAL	CENTRAL & EASTERN	YAKIMA	NATIONAL
1987 PROJECTED									
All Industries		4.5 (3.5)	4.3 (3.6)	4.7 (3.7)	4.6 (2.6)	4.6 (3.4)	4.4 (3.1)	** **	4.6 (4.6)
Manufacturing		4.6 (3.5)	4.6 (3.7)	5.1 (4.0)	5.2 (1.9)	** (0.7)	4.3 (3.3)	** **	4.6 (4.6)
Non-Manufacturing		4.2 (3.4)	3.8 (3.4)	4.0 (3.3)	3.8 (3.0)	4.7 (3.9)	4.1 (3.0)	** **	4.9 (4.8)
Non-Mfg w/o Pub Sect		4.0 (3.1)	3.8 (3.6)	3.7 (2.6)	2.7 (2.0)	** **	4.7 (3.5)	** **	** **
Public Sector Only		4.5 (3.6)	3.5 (2.9)	4.5 (4.0)	4.5 (3.7)	4.9 (4.0)	4.3 (2.8)	** **	** **
1987 ACTUAL									
All Industries		4.5 (3.6)	4.7 (4.2)	4.9 (3.6)	3.1 (2.7)	4.0 (2.3)	4.0 (3.6)	3.5 (3.5)	4.4 (4.4)
Manufacturing		4.5 (3.5)	4.4 (3.9)	5.3 (3.5)	4.0 (3.2)	** (-2.5)	3.7 (3.7)	3.8 (3.8)	4.2 (4.2)
Non-Manufacturing		4.5 (3.8)	5.0 (4.6)	4.6 (3.6)	** (**)	4.0 (3.5)	4.2 (3.5)	3.3 (3.3)	4.7 (4.7)
Non-Mfg w/o Pub Sect		4.0 (4.0)	5.2 (4.7)	5.1 (4.0)	** (**)	3.6 (2.9)	4.9 (3.9)	3.7 (3.7)	** **
Public Sector Only		4.1 (3.6)	4.9 (4.4)	3.8 (2.9)	1.5 (1.5)	4.5 (4.5)	3.8 (3.3)	** (**)	** **
1988 PROJECTED									
All Industries		4.4 (3.7)	4.2 (3.8)	5.1 (4.3)	2.8 (2.4)	3.7 (2.1)	4.8 (3.8)	3.4 (3.4)	4.3 (4.1)
Manufacturing		4.5 (3.7)	4.0 (3.7)	6.2 (5.2)	3.3 (2.6)	** (**)	4.3 (4.3)	3.7 (3.7)	4.2 (4.0)
Non-Manufacturing		4.0 (3.5)	3.9 (3.5)	4.2 (3.9)	** (**)	3.7 (3.2)	5.1 (3.6)	3.3 (3.3)	4.6 (4.4)
Non-Mfg w/o Pub Sect		4.8 (4.2)	5.0 (4.6)	4.8 (4.0)	** (**)	3.3 (2.6)	7.0 (7.0)	3.5 (3.5)	** **
Public Sector Only		3.8 (3.1)	3.9 (3.5)	3.9 (3.4)	1.0 (1.0)	4.2 (4.2)	3.7 (2.1)	** (**)	** **

() = Average including reductions and freezes

		RESPONSE BREAKDOWN			
		All Industries	Manuf	Non-Mfg	Public Sector
1987 Projected	Oregon	181	86	95	52
	National	2858	2095	646	**
1987 Actual	Oregon	132	62	70	33
	National	2469	1793	640	**
1988 Projected	Oregon	115	54	61	29
	National	2397	1747	621	**

PRODUCTION, MAINTENANCE & SERVICE POSITIONS - UNION

	ALL AREAS	PORTLAND	MID-VALLEY	SOUTHERN	COASTAL	CENTRAL & EASTERN	YAKIMA	NATIONAL
1987 PROJECTED								
All Industries	4.1 (2.9)	3.8 (3.0)	4.3 (2.6)	4.0 (3.2)	3.4 (2.1)	4.8 (3.4)	** (**)	3.6 (3.5)
Manufacturing	3.4 (1.9)	3.3 (2.5)	3.4 (1.8)	3.8 (2.9)	** (0.5)	4.6 (1.1)	** (**)	3.5 (3.5)
Non-Manufacturing	4.3 (3.5)	4.1 (3.5)	4.5 (3.1)	3.4 (3.4)	3.5 (2.9)	4.6 (4.2)	** (**)	4.0 (3.8)
Non-Mfg w/o Pub Sect	4.2 (2.7)	3.2 (2.5)	4.0 (1.9)	** (**)	** (**)	4.4 (4.4)	** (**)	** **
Public Sector Only	4.6 (3.9)	4.6 (4.3)	4.7 (3.5)	4.1 (4.1)	3.6 (3.0)	5.0 (4.1)	** (**)	** **
1987 ACTUAL								
All Industries	3.7 (2.5)	3.5 (2.6)	4.1 (1.9)	3.1 (3.1)	4.9 (2.4)	4.3 (3.1)	3.0 (1.5)	3.5 (3.5)
Manufacturing	2.9 (1.2)	2.7 (1.4)	2.0 (0.3)	3.5 (3.5)	** (**)	4.5 (2.3)	** (**)	3.3 (3.3)
Non-Manufacturing	4.1 (3.4)	4.1 (3.9)	4.3 (2.9)	** (**)	4.9 (3.9)	4.3 (3.4)	** (**)	3.9 (3.9)
Non-Mfg w/o Pub Sect	3.1 (1.9)	2.3 (2.3)	4.8 (2.1)	** (**)	** (**)	** (**)	** (**)	** **
Public Sector Only	4.3 (3.9)	4.5 (4.2)	4.1 (3.5)	2.5 (2.5)	5.5 (5.5)	4.3 (3.4)	** (**)	** **
1988 PROJECTED								
All Industries	3.6 (2.5)	3.3 (2.7)	4.1 (1.9)	3.1 (2.5)	4.3 (2.0)	3.7 (3.1)	** (**)	3.4 (3.1)
Manufacturing	2.8 (1.2)	2.6 (2.0)	3.5 (-1.0)	3.8 (2.5)	** (**)	3.3 (3.3)	** (**)	3.2 (2.8)
Non-Manufacturing	4.0 (3.5)	3.9 (3.5)	4.2 (3.9)	** (**)	4.3 (3.4)	3.9 (3.1)	** (**)	3.9 (3.6)
Non-Mfg w/o Pub Sect	3.3 (2.4)	3.0 (2.0)	4.4 (3.5)	** (**)	** (**)	** (**)	** (**)	** **
Public Sector Only	4.0 (3.8)	4.1 (3.8)	4.1 (4.1)	2.5 (2.5)	4.7 (4.7)	3.9 (3.1)	** (**)	** **

() = Average including reductions and freezes

RESPONSE BREAKDOWN

		All Industries	Mfg	Non-Mfg	Public Sector
1987 Projected	Oregon	136	52	84	51 (59)
	National	1120	877	316	**
1987 Actual	Oregon	78	33	45	35
	National	1119	782	288	**
1988 Projected	Oregon	75	33	42	33
	National	1079	749	270	**

		NON-EXEMPT CLERICAL & TECHNICAL POSITIONS					CENTRAL & EASTERN	YAKIMA	NATIONAL
		ALL AREAS	PORTLAND	MID-VALLEY	SOUTHERN	COASTAL			
1987 PROJECTED									
	All Industries	4.1 (4.1)	4.6 (4.1)	5.1 (4.3)	5.2 (3.7)	4.3 (3.3)	4.8 (3.8)	** **	4.9 (4.9)
	Manufacturing	4.9 (4.0)	4.7 (4.1)	5.5 (4.6)	5.6 (3.4)	** (1.0)	4.6 (3.5)	** **	4.7 (4.7)
	Non-Manufacturing	4.7 (4.1)	4.4 (4.1)	4.6 (4.2)	4.6 (3.9)	4.5 (4.0)	4.7 (3.9)	** **	5.2 (5.1)
	Non-Mfg w/o Pub Sect	4.5 (3.8)	4.4 (4.2)	4.3 (4.1)	4.0 (2.0)	** **	5.1 (4.5)	** **	** **
	Public Sector Only	4.9 (4.3)	4.3 (4.0)	5.3 (3.5)	5.3 (4.7)	4.7 (4.1)	4.8 (3.7)	** **	** **
1987 ACTUAL									
	All Industries	4.8 (4.2)	4.9 (4.5)	4.9 (4.0)	5.2 (5.2)	4.3 (2.5)	4.3 (4.0)	4.2 (4.2)	4.9 (4.9)
	Manufacturing	4.8 (4.0)	4.7 (4.3)	5.0 (3.5)	4.4 (4.4)	** (-2.5)	5.4 (5.4)	3.8 (3.8)	4.7 (4.7)
	Non-Manufacturing	4.9 (4.4)	5.1 (4.7)	4.9 (4.3)	5.8 (5.8)	4.3 (3.8)	3.9 (3.3)	4.4 (4.4)	5.2 (5.2)
	Non-Mfg w/o Pub Sect	4.9 (4.3)	5.5 (5.0)	4.7 (4.0)	** (**)	3.8 (2.9)	4.2 (3.3)	5.0 (5.0)	** **
	Public Sector Only	4.9 (4.5)	4.4 (4.1)	5.2 (4.9)	6.3 (6.3)	4.7 (4.7)	3.8 (3.2)	3.5 (3.5)	** **
1988 PROJECTED									
	All Industries	4.6 (4.1)	4.5 (4.3)	5.2 (4.3)	4.1 (4.1)	3.5 (2.3)	4.6 (3.7)	4.0 (4.0)	4.7 (4.6)
	Manufacturing	4.6 (3.8)	4.4 (4.1)	5.9 (4.2)	3.5 (3.5)	** (**)	3.9 (3.9)	** (**)	4.5 (4.4)
	Non-Manufacturing	4.7 (4.2)	4.5 (4.5)	4.8 (4.3)	4.7 (4.7)	3.5 (3.5)	5.2 (3.7)	4.0 (4.0)	5.0 (4.9)
	Non-Mfg w/o Pub Sect	5.0 (4.6)	5.1 (4.9)	5.1 (4.5)	** (**)	2.9 (2.9)	6.7 (6.7)	4.3 (4.3)	** **
	Public Sector Only	4.3 (3.8)	3.9 (3.6)	4.5 (4.2)	5.1 (5.1)	4.0 (4.0)	4.1 (2.4)	3.7 (3.7)	** **

() = Average including reductions and freezes

		RESPONSE BREAKDOWN			
		All Industries	Mfg	Non-Mfg	Public Sector
1987 Projected	Oregon	280	117	163	76 (86)
	National	3984	2679	1202	** **
1987 Actual	Oregon	178	74	104	52
	National	3545	2319	1079	**
1988 Projected	Oregon	159	65	94	50
	National	3433	2278	1028	**

		EXEMPT SUPERVISORY, MANAGERIAL & PROFESSIONAL POSITIONS					CENTRAL & EASTERN	YAKIMA	NATIONAL
		ALL AREAS	PORTLAND	MID-VALLEY	SOUTHERN	COASTAL			
1987 PROJECTED									
	All Industries	5.1 (4.1)	5.1 (4.5)	5.3 (4.5)	5.4 (3.2)	4.4 (3.2)	4.9 (3.4)	** **	5.6 (5.5)
	Manufacturing	5.3 (4.2)	5.4 (4.7)	5.7 (4.6)	5.8 (2.4)	** (1.2)	4.7 (3.3)	** **	5.8 (4.9)
	Non-Manufacturing	4.8 (4.0)	4.6 (4.1)	4.8 (4.4)	4.6 (3.8)	4.5 (3.8)	4.7 (3.5)	** **	5.5 (5.4)
	Non-Mfg w/o Pub Sect	4.7 (3.9)	4.7 (4.3)	4.3 (3.5)	4.0 (2.0)	** **	5.4 (4.6)	** **	** **
	Public Sector Only	5.0 (4.1)	4.3 (3.8)	5.5 (5.0)	5.6 (4.8)	4.7 (3.9)	4.8 (3.1)	** **	** **
1987 ACTUAL									
	All Industries	5.1 (4.5)	5.3 (5.0)	5.3 (4.3)	4.9 (4.9)	3.3 (2.2)	4.1 (3.6)	4.3 (4.3)	5.1 (5.1)
	Manufacturing	5.2 (4.3)	5.1 (4.7)	5.5 (4.2)	5.1 (5.1)	** (-2.5)	4.5 (3.8)	4.1 (4.1)	4.9 (4.9)
	Non-Manufacturing	5.0 (4.6)	5.6 (5.3)	5.2 (4.4)	4.8 (4.8)	3.3 (3.3)	3.9 (3.5)	4.4 (4.4)	5.4 (5.4)
	Non-Mfg w/o Pub Sect	5.3 (4.8)	6.0 (5.8)	5.5 (4.4)	** (**)	2.5 (2.5)	4.0 (4)	5.0 (5.0)	** **
	Public Sector Only	4.7 (4.4)	5.0 (4.7)	4.8 (4.4)	4.8 (4.8)	4.2 (4.2)	3.8 (3.3)	3.8 (3.8)	** **
1988 PROJECTED									
	All Industries	4.8 (4.2)	5.0 (4.6)	5.1 (4.2)	4.0 (4.0)	3.7 (2.5)	4.7 (3.7)	4.0 (4.0)	4.9 (4.8)
	Manufacturing	4.8 (4.1)	4.9 (4.6)	5.0 (3.9)	3.5 (3.5)	** (**)	4.7 (4.7)	3.7 (3.7)	4.7 (4.5)
	Non-Manufacturing	4.9 (4.3)	4.7 (4.7)	5.1 (4.4)	4.6 (4.6)	3.7 (3.7)	4.7 (3.1)	4.2 (4.2)	5.1 (5.0)
	Non-Mfg w/o Pub Sect	5.3 (4.7)	5.5 (5.1)	5.5 (4.5)	** (**)	3.5 (3.5)	** (**)	4.7 (4.7)	** **
	Public Sector Only	4.3 (3.9)	4.4 (4.1)	4.5 (4.2)	4.6 (4.6)	3.9 (3.9)	3.8 (2.1)	3.7 (3.7)	** **

() = Average including reductions and freezes

RESPONSE BREAKDOWN

		All Industries	Mfg	Non-Mfg	Public Sector
1987 Projected	Oregon	284	117	167	72 (86)
	National	3673	2683	1192	**
1987 Actual	Oregon	181	74	107	52
	National	3457	2290	1063	**
1988 Projected	Oregon	162	65	97	46
	National	3397	2270	1015	**

EXECUTIVE/OFFICER POSITIONS

	ALL AREAS	PORTLAND	MID-VALLEY	SOUTHERN	COASTAL	CENTRAL & EASTERN	YAKIMA	NATIONAL
1987 PROJECTED								
All Industries	5.3 (4.0)	5.3 (4.4)	5.7 (4.2)	5.1 (2.3)	4.5 (2.8)	4.9 (3.9)	** **	5.4 (5.4)
Manufacturing	5.7 (3.9)	5.7 (4.3)	6.5 (4.7)	6.0 (0.3)	** (0.3)	4.6 (3.0)	** **	5.3 (5.2)
Non-Manufacturing	5.0 (4.0)	4.8 (4.4)	5.1 (3.9)	4.2 (3.8)	4.8 (3.4)	4.8 (4.3)	** **	5.7 (5.6)
Non-Mfg w/o Pub Sect	4.8 (3.7)	5.0 (4.6)	4.2 (2.6)	4.0 (2.0)	** **	4.8 (4.8)	** **	** **
Public Sector Only	5.1 (4.3)	4.4 (4.1)	6.0 (5.0)	4.9 (4.9)	4.8 (3.4)	5.1 (4.1)	** **	** **
1987 ACTUAL								
All Industries	5.8 (4.6)	6.1 (5.3)	5.4 (4.1)	8.9 (7.9)	3.4 (1.6)	4.4 (3.8)	5.6 (4.8)	5.3 (5.3)
Manufacturing	6.9 (4.5)	6.9 (5.1)	5.6 (3.3)	13.6 (10.2)	** (-2.5)	4.5 (3.4)	4.3 (4.3)	5.1 (5.1)
Non-Manufacturing	5.2 (4.7)	5.7 (5.4)	5.3 (4.6)	6.0 (6.0)	3.4 (2.6)	4.4 (3.9)	6.3 (5.0)	5.6 (5.6)
Non-Mfg w/o Pub Sect	5.5 (4.6)	6.4 (5.7)	5.5 (4.4)	** (**)	3.0 (1.8)	4.8 (4.8)	7.3 (7.3)	** **
Public Sector Only	4.9 (4.7)	4.9 (4.9)	5.2 (4.8)	6.0 (6.0)	3.9 (3.9)	4.0 (3.3)	** (**)	** **
1988 PROJECTED								
All Industries	4.9 (3.9)	5.2 (4.6)	4.8 (3.6)	4.4 (3.1)	3.3 (1.8)	5.1 (4.0)	4.3 (4.3)	5.1 (5.1)
Manufacturing	5.6 (3.8)	6.0 (5.2)	5.6 (2.3)	3.3 (1.6)	** (**)	4.8 (4.8)	** (**)	4.9 (4.9)
Non-Manufacturing	4.6 (4.0)	4.3 (4.3)	4.6 (4.1)	5.2 (5.2)	3.3 (2.9)	5.3 (3.6)	4.4 (4.4)	5.2 (5.2)
Non-Mfg w/o Pub Sect	5.1 (4.3)	5.3 (4.4)	5.2 (4.4)	** (**)	3.8 (3.0)	7.0 (7.0)	5.3 (5.3)	** **
Public Sector Only	4.0 (3.6)	4.0 (4.0)	4.0 (3.7)	5.2 (5.2)	2.7 (2.7)	3.7 (1.8)	** (**)	** **

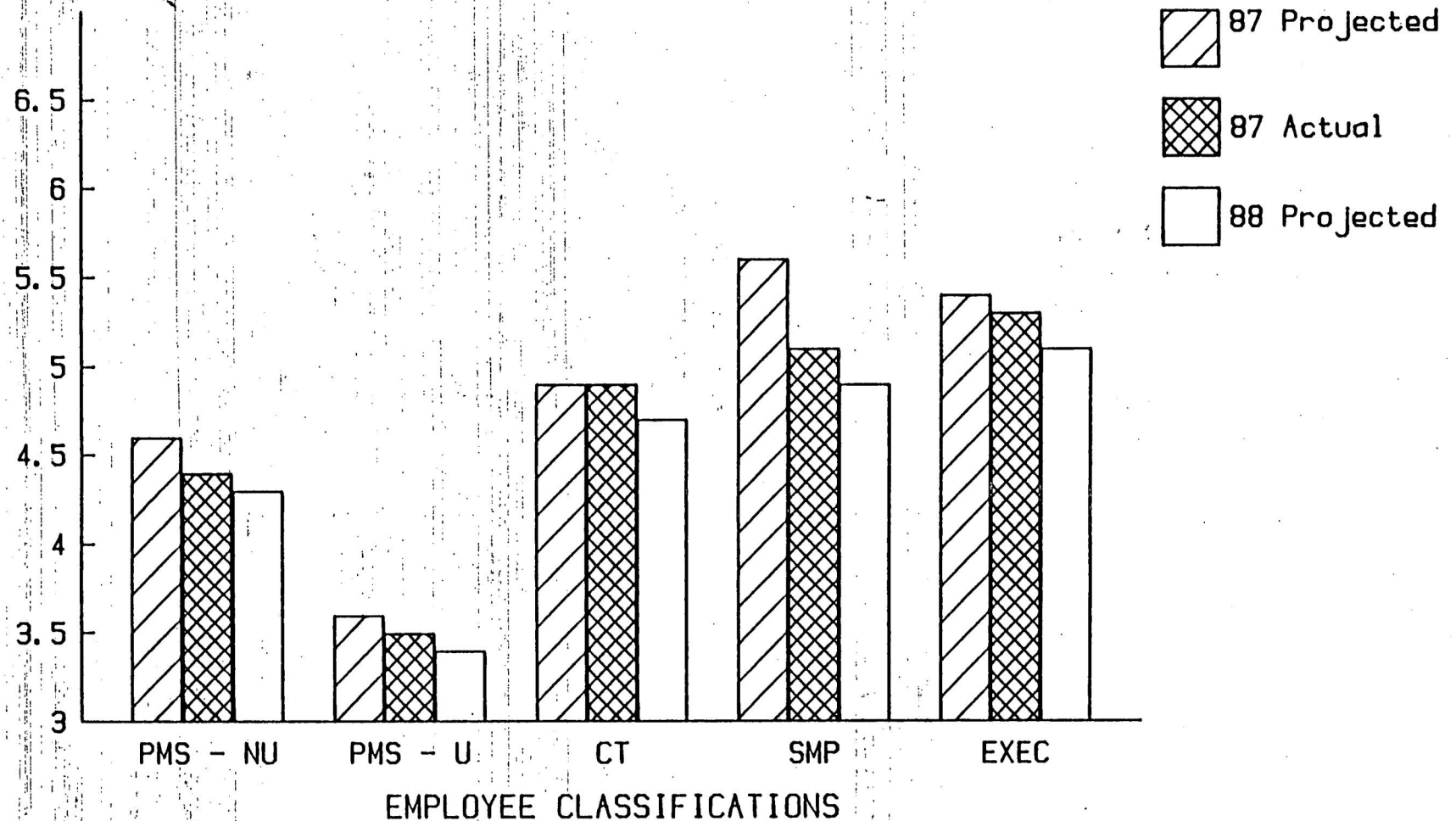
() = Average including reductions and freezes

RESPONSE BREAKDOWN

		All Industries	Mfg	Non-Mfg	Public Sector
1987 Projected	Oregon	244	99	145	69 (82)
	National	3291	2272	1019	**
1987 Actual	Oregon	152	57	95	46
	National	3911	2718	1162	**
1988 Projected	Oregon	133	48	85	40
	National	2725	1764	858	**

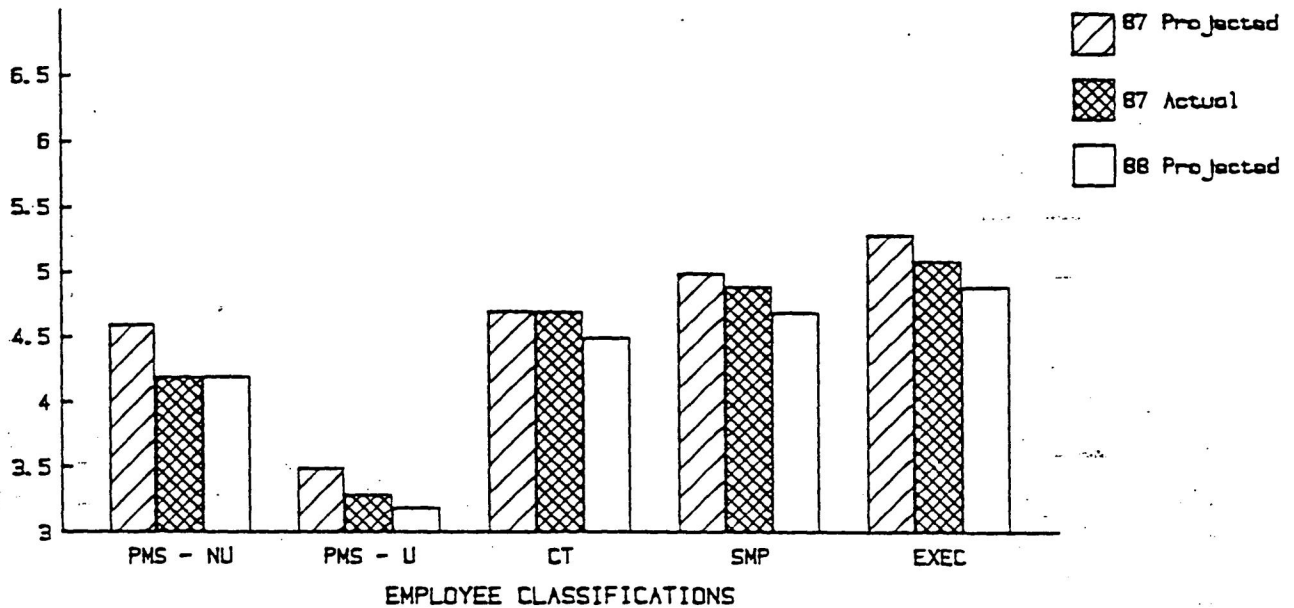
NATIONAL RESULTS
WAGE & SALARY ADJUSTMENTS
COMBINED MANUFACTURING & NONMANUFACTURING FIRMS
1987 & 1988

PERCENTAGE ADJUSTMENT



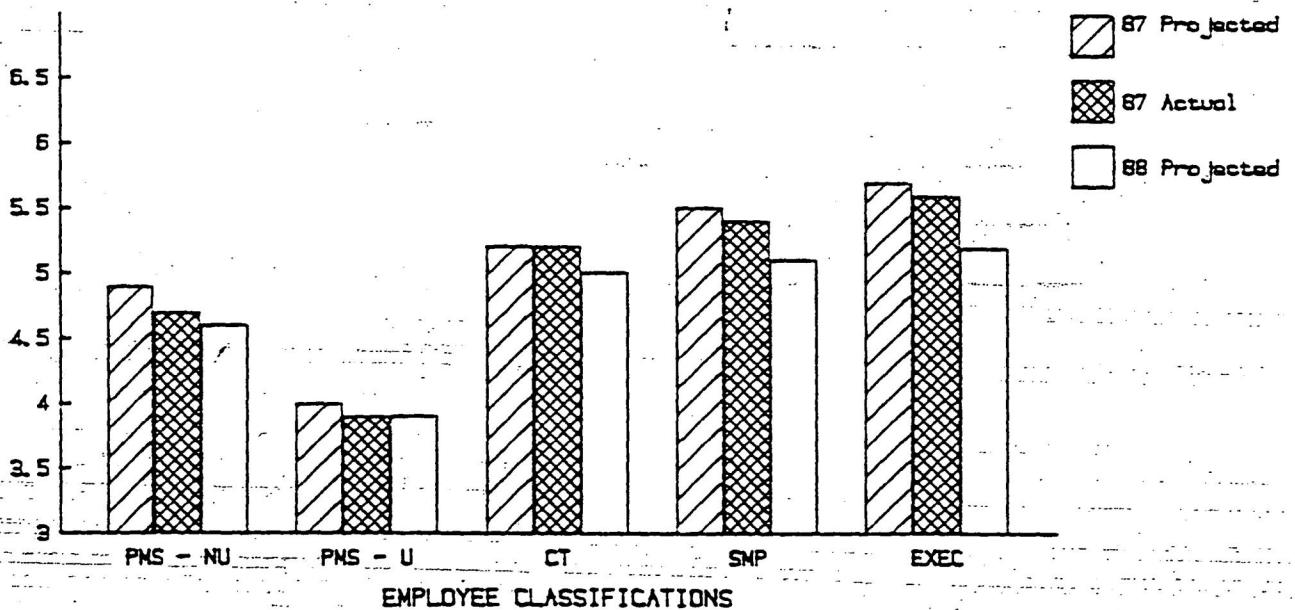
NATIONAL RESULTS
WAGE & SALARY ADJUSTMENTS
MANUFACTURING FIRMS
1987 & 1988

PERCENTAGE ADJUSTMENT



NATIONAL RESULTS
WAGE & SALARY ADJUSTMENTS
NONMANUFACTURING FIRMS
1987 & 1988

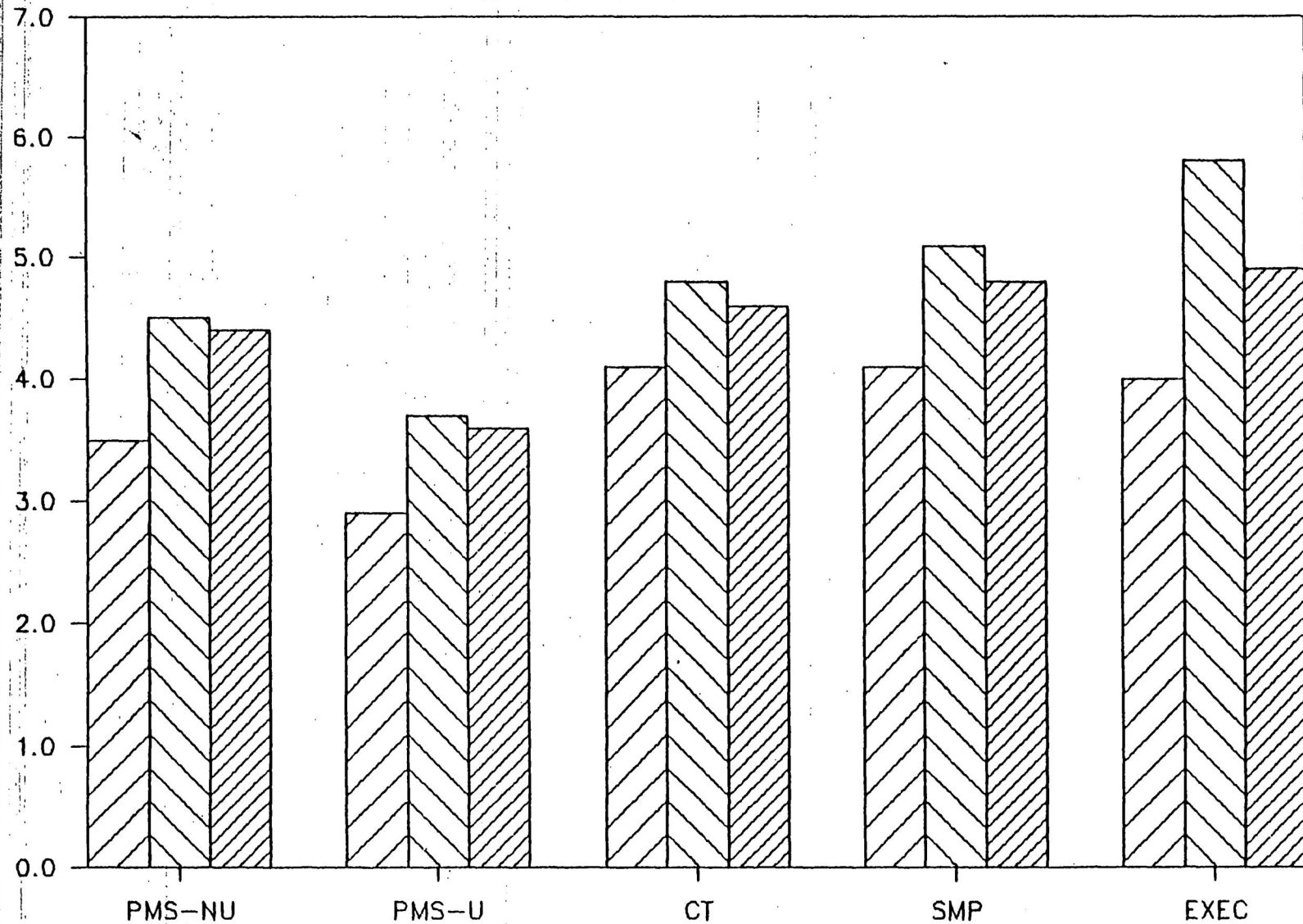
PERCENTAGE ADJUSTMENT



II-B

WAGE & SALARY ADJUSTMENTS

ALL RESPONDENTS COMBINED



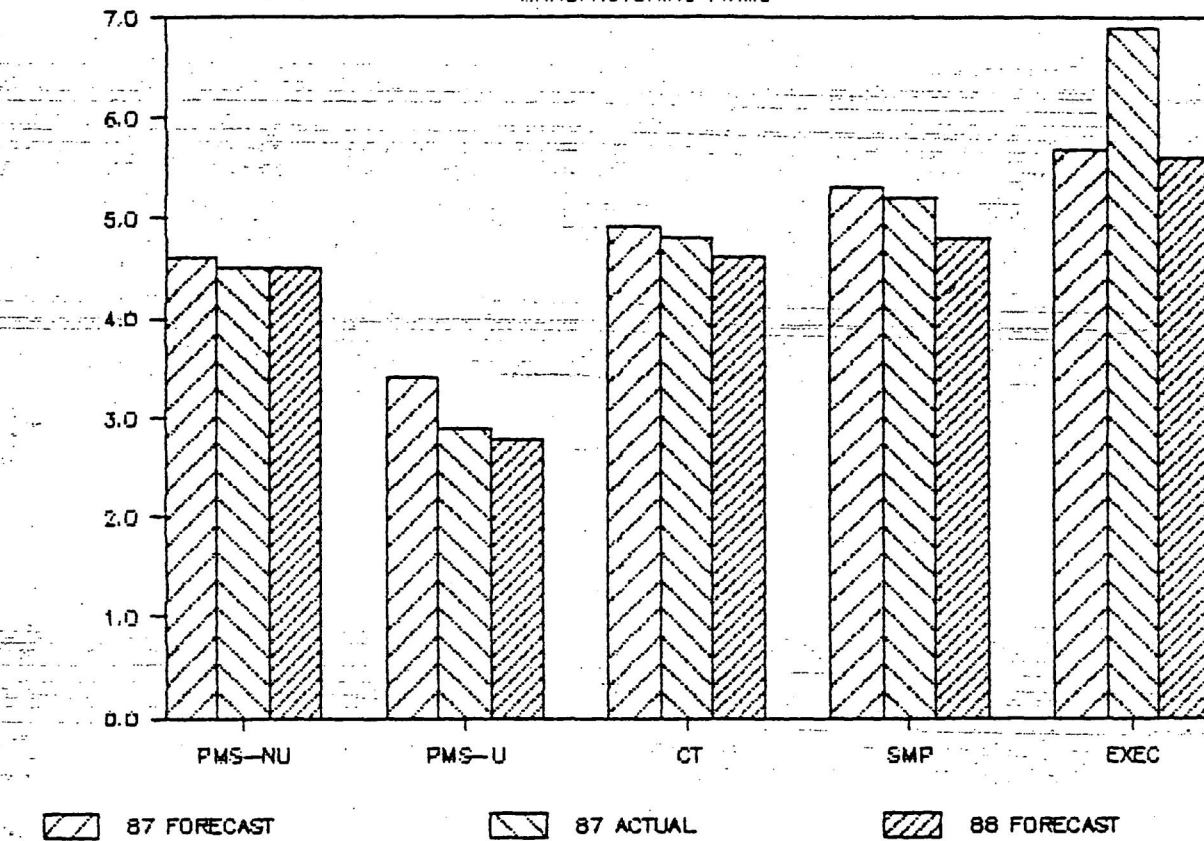
87 FORECAST

87 ACTUAL

88 FORECAST

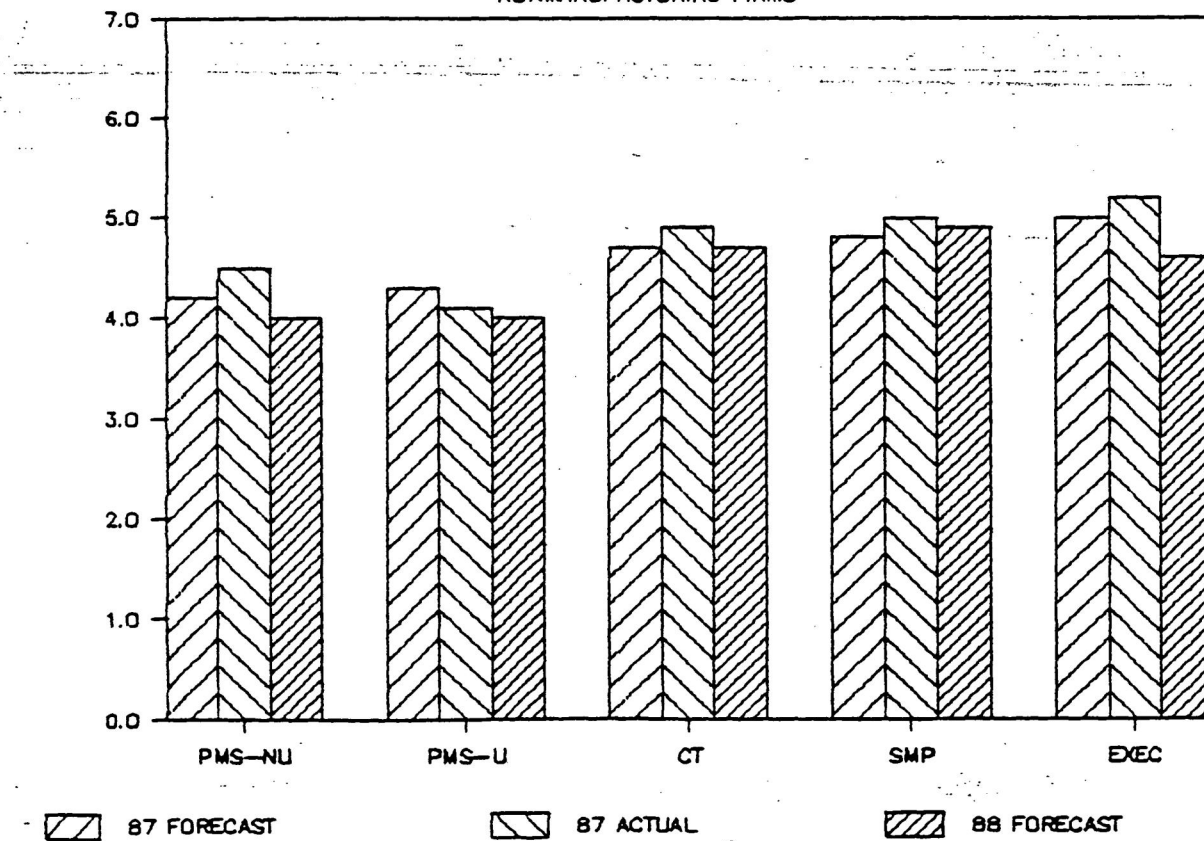
WAGE & SALARY ADJUSTMENTS

MANUFACTURING FIRMS



WAGE & SALARY ADJUSTMENTS

NONMANUFACTURING FIRMS



V-B