



## Salary Commission Public Hearing Agenda Thursday, November 05, 2020, 4:00 PM REMOTE MEETING PARTICIPATION

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*NOTE: The City welcomes public meeting citizen participation. TTY Relay Service: 711. In compliance with the ADA, if you need special assistance to participate in a meeting, contact the City Clerk's office at (360) 834-6864, 72 hours prior to the meeting so reasonable accommodations can be made (28 CFR 35.102-35.104 ADA Title 1.).*

### How to join the meeting:

#### OPTION 1 -

1. First-time ZOOM users, go to [www.zoom.us](http://www.zoom.us)
  - Download the free app
  - Or, click Join Meeting link and paste - 983 0204 5742
2. From any device click the meeting link - <https://zoom.us/j/98302045742>
3. Enter email and name to join webinar.

#### OPTION 2 -- Join by phone (audio only):

1. Dial 877-853-5257
2. When prompted, enter meeting ID 983 0204 5742, and # #

### To Make Public Comment:

1. Click **raise hand** icon in the app
  - By phone, hit \*9 to "raise your hand"
2. Or, email to [publiccomments@cityofcamas.us](mailto:publiccomments@cityofcamas.us) (limit 400 words).

*Emails received an hour before the start of the meeting will be emailed to Council. In the meeting, the clerk will read submitter's name, subject, and date/time received. Emails received until 1 hour after the meeting and will be emailed to the Council and included in the meeting minutes.*

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## SPECIAL MEETING

### CALL TO ORDER

### ROLL CALL

### APPROVAL OF MINUTES

1. Commission Minutes Approval

### PUBLIC HEARING

2. The Commission will take Public Comment About Proposed COLA Increase in Mayor and Council Members Monthly Stipend to Match the Council Approved Increase for Non-Represented City Employees

### COMMITTEE DELIBERATION

3. Salary Commission Annual Review Supporting Documentation

### ADJOURNMENT

*These materials are archived electronically by the City of Camas. DESTROY AFTER USE.*



**Salary Commission Meeting Minutes - Draft**  
**Monday, October 19, 2020, 9:30 AM**  
**REMOTE MEETING PARTICIPATION**

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*NOTE: Please see the published Agenda Packet for all item file attachments*

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**CALL TO ORDER**

Chair Matt Ransom called the meeting to order at 9:30 a.m.

**ROLL CALL**

Present: Salary Commission Members John Nohr, Matt Ransom and Sheila Schmid.

Staff: Bernie Bacon, Jamal Fox and Jennifer Gorsuch

Press: No one from the press was present

**MEETING BUSINESS**

1. Commission Minutes Approval

**It was moved by Ransom, and seconded, to approve the meeting minutes from last month. The motion carried unanimously.**

2. Salary Commission Annual Review

The Commission reviewed the previous meeting materials and discussion ensued.

The Commission recommends a stipend increase for the Mayor and Council Members that matches the City of Camas recommended COLA increase for all non-represented employees.

Staff will schedule a public hearing to take public comment on the Commission's recommendation.

**ADJOURNMENT**

The meeting adjourned at 9:50 a.m.

## 2020 COUNCIL APPOINTMENTS

Item 3.

Board/ Committee/ Commission	Full Name	Position
Bee Committee	Ellen Burton	Liaison
Camas Youth Advisory Council (CYAC)	Ellen Burton	Liaison
Camas-Washougal Economic Development Association (CWEDA)	Barry McDonnell	Liaison
	Steve Hogan	Alternate
City/School Committee	Don Chaney	Liaison
	Barry McDonnell	Alternate
Clark Regional Emergency Services Agency (CRESA)	Don Chaney	Liaison
Columbia River Economic Development Council (CREDC)	Ellen Burton	Liaison
Communication Committee	Bonnie Carter	Liaison
	Ellen Burton	Liaison
Community Development Block Grant	Barry McDonnell	Liaison
C-TRAN	Greg Anderson	Liaison
	Melissa Smith	Alternate
CW Chamber of Commerce	Melissa Smith	Liaison
	Bonnie Carter	Alternate
Design Review Committee	Melissa Smith	Liaison
Downtown Camas Association	Shannon Roberts	Liaison
	Bonnie Carter	Alternate
East County Ambulance Advisory Board (ECAAB)	Shannon Roberts	Liaison
	Steve Hogan	Alternate
Economic Development Strategy Committee for Economic Incentives	Greg Anderson	Liaison
	Steve Hogan	Liaison
	Barry McDonnell	Liaison
Finance Committee	Don Chaney	Liaison
	Steve Hogan	Liaison
	Bonnie Carter	Liaison
Fire - Joint Policy Advisory Committee (JPAC)	Don Chaney	Liaison
	Greg Anderson	Liaison
	Ellen Burton	Liaison

Fire/Emergency Medical Services Partnership	Greg Anderson	Liaison
	Barry McDonnell	Liaison
GP Mill Advisory Committee	Steve Hogan	Liaison
	Shannon Roberts	Liaison
	Barry McDonnell	Liaison
LEOFF Disability Board	Melissa Smith	Board Member
	Don Chaney	Board Member
Library Board	Bonnie Carter	Liaison
	Ellen Burton	Alternate
Lodging Tax Advisory Committee	Shannon Roberts	Liaison
Lower Columbia Fish Recovery Board - Regional Cities Rep	No assignment	
Mayor Pro-Tem	Greg Anderson	
	Don Chaney	Alternate
Parks & Recreation Commission	Melissa Smith	Liaison
	Shannon Roberts	Alternate
Planning Commission	Shannon Roberts	Liaison
	Ellen Burton	Alternate
Port of Camas-Washougal	Melissa Smith	Liaison
Public Safety Committee	Don Chaney	Liaison
	Greg Anderson	Liaison
	Ellen Burton	Liaison
Public Works Committee	Bonnie Carter	Liaison
	Steve Hogan	Alternate
Regional Transportation Council (RTC) (Washougal 2020 Liaison)	Melissa Smith	Alternate
Shoreline Management Review Committee	Ellen Burton	Liaison
Sister Cities Committee	Ellen Burton	Liaison
	Barry McDonnell	Alternate

**City of Camas**  
**Salary Commission**  
**Annual Review 2020**

**Council and Mayor Tracked Time - 2020:**

- **Council** - Average 7 Hours/Week - Council Meeting related  
Average 4 Hours/Week - Boards/Comm. related  
Average 3 Hours/Week - Citizen Interaction  
Average 1.75 Hours/Week - Training/Webinars  
  
= 15.75 Hours/Week Average Overall
  
- **Incidentals Not Submitted for Reimbursement:**  
Mileage, parking, printing, paper, coffee mtgs.
  
- **Things Salary Commission should know:**
  - attend & volunteer at other local events
  - post-covid, hours will increase
  - thanks for your efforts
  - covid affecting hours; committee's work backing up
  - time-study timing poor d/t/ covid
  - hours fluctuate greatly week to week
  - covid impacts time study greatly
  
- **Mayor** - Average 30 Hours/Week

**City of Camas  
Salary Commission  
Annual Review 2015**

Council and Mayor Tracked Time for June and July 2015:

- Council                      Average 5.6 Hours/Week
- Mayor                         Average 30 Hours/Week

**Salary Commission Info  
from Finance**

Item 3.

	<u>2018</u>	<u>2019</u>	<u>2020</u>	Total Years-To-Date
<b>A/P Reimbursements</b>	\$ 423.41	\$ 1,195.69	\$ -	\$ 1,619.10
<b>P Card Purchases</b>	\$ 433.13	\$ -	\$ 327.18	\$ 760.31
<b>Payroll</b>	\$ 91,104.00	\$ 96,695.23	\$ 66,432.00	\$ 163,127.23
<b>Data</b>	\$ 350.00	\$ 303.50	\$ 200.00	\$ 503.50
<b>Car</b>	\$ 3,600.00	\$ 3,642.00	\$ 2,400.00	\$ 6,042.00
<b>Phone</b>	\$ 3,850.00	\$ 4,221.52	\$ 3,200.00	\$ 7,421.52
<b>TOTAL</b>	<b>\$ 99,760.54</b>	<b>\$ 106,057.94</b>	<b>\$ 72,559.18</b>	\$ 179,473.66
			\$ 9,069.90	Average/month first 8 months
			<b>\$ 108,838.77</b>	<i>2020 Annualized Amount Estimate</i>

# 2020 Washington City Salary and Benefit Survey

Source: Association of Washington Cities

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**CLARK COUNTY** **CPI is 1-1.5**

Jurisdiction	Mayor's/Mo	Council/Mo	Population	Class	Form of Government	Contacts	Add'l Notes/ Other Considerations/Job Descriptions/Salary Commission/CPI/Medical/Social Security/Years of Service??
Battle Ground	\$ 750	\$ 600	22,180	Code	Council-Manager	Iorna vm 342-5009	
Camas	\$ 2,392	\$ 816	25,140	Code	Mayor-Council		Plus \$25/mo optional tech stipend. Salary Commission. No job descriptions.
La Center	\$ 625	\$ 200	3,700	Code	Mayor-Council	263-2782 janice	Plus \$50/meeting-same. Salary Commission determined based on other cities and their population
Ridgefield	\$ 1,000	\$ 500	9,770	Code	Council-Manager	Julie ferris left vr	Plus \$60/meeting with maximum: Mayor: \$6,000/yr., Council \$3,000/yr.
Vancouver	\$ 2,488	\$ 1,947	189,700	First	Council-Manager	LM 487-8417	
Washougal	\$ 720	\$ 575	16,500	Code	Council-Manager		Mayor decrease d/t/ Change Form of Gov't. Salary Commission meets every year.
Yacolt	\$ 500	\$ 70	1,825	Town	Mayor-Council	M 360-686-392	Range up to \$105

**WASHINGTON CITIES - POPULATION 15,000-50,000**

Jurisdiction	Mayor's/Mo	Council/Mo	Population	Class	Form of Government	Add'l Notes
Aberdeen	\$ 1,091	\$ 413	16,890	First	Mayor-Council	No Salary Commission. No job descriptions.
Anacortes	\$ 8,891	\$ 1,200	17,830	Code	Mayor-Council	No Salary Commission, a "Citizen's Elected Officials Compensation Committee". Mayor high-level list of responsibilities in their code.
Bonney Lake *	\$ 2,100	\$ 850	21,390	Code	Mayor-Council	Code Chapter 2.68: Salary Commission/ Code 2.08.030 High-Level Mayor Responsibilities
Bremerton	\$ 8,917	\$ 1,084	41,750	First	Mayor-Council	Charter 2: Salary Commission. Mayor/Council list or responsibilities in Charter. Council president has a list of responsibilities on their website.
Camas *	\$ 2,392	\$ 816	25,140	Code	Mayor-Council	
Edmonds	\$ 10,495	\$ 1,250	42,470	Code	Mayor-Council	Base pay + 727.92/monthly cafeteria benefit toward health insurance
Issaquah *	\$ 10,104	\$ 1,250	38,690	Code	Mayor-Council	Range up to \$1,450
Lake Stevens *	\$ 2,200	\$ 500	34,150	Code	Mayor-Council	Plus \$75/meeting max. 4/mo
Monroe *	\$ 3,600	\$ 800	19,800	Code	Mayor-Council	No Salary Commission. No job descriptions.
Mount Vernon	\$ 8,788	\$ 1,200	36,050	Code	Mayor-Council	No Salary Commission. No job descriptions.
Mukilteo	\$ 5,900	\$ 500	21,160	Code	Mayor-Council	No Salary Commission. No job descriptions.
Oak Harbor *	\$ 4,491	\$ 643	22,910	Code	Mayor-Council	No Salary Commission. No job descriptions.
Pullman *	\$ 1,417	\$ 550	34,850	Code	Mayor-Council	No Salary Commission. No job descriptions.
Tukwila *	\$ 8,249	\$ 1,250	21,360	Code	Mayor-Council	No Salary Commission. No job descriptions.
Wenatchee	\$ 8,500	\$ 665	35,140	Code	Mayor-Council	No Salary Commission. No job descriptions.

\* Cities with City Administrators



## Salary Commission Actions

Year Affected		Stipend Pct Increase	Stipend	Vehicle Allowance	Technology Allowance
2015	Mayor	Comp Study	\$ 2,200	\$ 200	\$ 75
	Council Members	Comp Study	\$ 750	None	\$ 25
2016	Mayor	None	\$ 2,200	\$ 200	\$ 75
	Council Members	None	\$ 750	None	\$ 25
2017	Mayor	2.5%	\$ 2,255	\$ 300	\$ 75
	Council Members	2.5%	\$ 769	None	\$ 50
2018	Mayor	2%	\$ 2,300	\$ 300	\$ 75
	Council Members	2%	\$ 784	None	\$ 50
2019	Mayor	4%	\$ 2,392	\$ 300	\$ 75
	Council Members	4%	\$ 816	None	\$ 50
2020	Mayor	2.5%	\$ 2,452	\$ 300	\$ 75
	Council Members	2.5%	\$ 836	None	\$ 50
2021	Mayor		\$	\$	\$
	Council Members		\$		\$