Salary Commission Meeting Public Hearing Agenda
Wednesday, November 18, 2026, 4:00 PM
Council Chambers, 616 NE 4th AVE

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)

To participate in the meeting (able to public comment)
- go to https://cityofcamas-us.zoom.us/j/84809467964
(public comments may be submitted to publiccomments@cityofcamas.us)

CALL TO ORDER

ROLL CALL

APPROVAL OF MINUTES

1. Approval of October 8, 2026 Salary Commission Meeting Minutes

PUBLIC HEARING

2. At their October 8, 2026 public meeting, the Commission reviewed comparable data and recommend the following changes:

   a. Increase the monthly stipend for the Mayor to $3200 and Council Members to $1275.

   b. No changes to the technology allowance for the Mayor and Council Members.

   c. Increase the monthly Car Allowance for the Mayor to $350.

COMMITTEE DELIBERATION

ADJOURNMENT

Salary Commission Meeting Minutes
Thursday, October 08, 2026, 4:00 PM
Council Chambers, 616 NE 4th AVE

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

CALL TO ORDER

The meeting was called to order at 4:01 p.m.

ROLL CALL

Present: Commission Members Lisa Briand, Sheila Schmid, Robert Wimer and Kristin Yoshimura (arrived at 4:02 p.m.)

Excused: Commissioner Zach Goodman

Staff: Jennifer Gorsuch and Alicia Stevens.

Press: No one from the press was present.

APPROVAL OF MINUTES

1. Approval of November 06, 2025 Salary Commission Public Hearing Minutes

   It was moved by Briand, and seconded, to approve the November 6, 2025 Salary Commission Public Hearing Meeting Minutes. The motion carried unanimously.

COMMITTEE DELIBERATION

2. Annual Commission Review Discussion

   After Commission deliberation, it was recommended to increase the monthly stipend for Mayor to $3200 and Council to $1275, increase the Mayor's vehicle allowance to $350 per month and not increase the technology allowance for Mayor or Council. The Commission will hold a Public Hearing on November 18, 2026 to take public testimony regarding this recommendation.

ADJOURNMENT

The meeting adjourned at 4:29 p.m.

	2021	2022	2023	2024	2025	2026 (est)
Payroll Stipend	$96,190	$114,500	$120,178	$136,800	$139,536	$141,600
Tech Reimbursement	$5,100	$7,500	$7,500	$7,500	$7,500	$7,500
Car Allowance (Mayor)	$3,600	$3,600	$3,600	$3,600	$3,600	$4,200
Total	$104,890	$125,600	$131,278	$147,900	$150,636	$153,300

Washington City Salary and Benefit Survey (2026 Data to be used for changes effective 2027)

Source: Association of Washington Cities & by polling

CLARK COUNTY

Jurisdiction	Mayor's/Mo 2026	Council/Mo 2026	Population 2026	Form of Government	Additional Notes and Considerations
Battle Ground	$ 1,200	$ 1,000	22790	Council-Manager	Dep Mayor $1100, Mayor and Council eligible for health care same rate as non-rep employees. No vehicle or technology stipends.
Camas*	**$ 3,106**	**$ 1,242**	**27660**	**Mayor-Council**	**Plus $100 Mayor/$75 Council mo. optional tech stipend. Mayor $325/mo. vehicle allowance.**
La Center	$ 720	$ 210	4256	Mayor-Council	Plus $65/mtg; Salary Commission Compensation, max 40 meetings/year
Ridgefield	$ 1,400	$ 725	16290	Council-Manager	Salary commission meets in late August. They do not do annual COLAs for these positions.
Vancouver	$ 3,163	$ 2,474	198,163	Council-Manager	Mayor pro-tem makes $2750/mo. Benefits-eligible (premium share required except for dental and Life AD&D). No annual CPOLA raises, salaries stay the same for 2-years at a time. Last increase in 2025.
Washougal	$ 874	$ 646	18360	Council-Manager	
Yacolt	$ 1,000	*$100	1670	Mayor-Council	*Council gets $100 per meeting not per month. Maximum $6000/yr

WASHINGTON CITIES - POPULATION 15,000-50,000

Jurisdiction	Mayor's/Mo 2026	Council/Mo 2026	Population 2026	Form of Government	Add'l Notes
Anacortes	$ 11,882	$ 1,200	18350	Mayor-Council	Med, Dental, Vision 50% of lowest employee only offered medical plan, no dependents or spouses
Bonney Lake *	$ 2,100	$ 850	23450	Mayor-Council	
Bremerton	$ 10,412	$ 1,325	45890	Mayor-Council	The Council President is paid an additional $452.00 per month. Mayor receives medical, dental and vision, coucil does not. Mayor has a City vehicle. No stipend or vehicle for council members.
Camas*	$ 3,000	$ 1,200	27660	Mayor-Council	Plus $100 Mayor/$75 Council mo optional tech stipend. Mayor $300 vehicle allowance.
Covington	$ 1,655	$ 1,405	22160	Council-Manager	No medical benefits or vehicle, technology stipend.
Des Moines	$14000*	$10000*	33540	Council-Manager	Mayor $350/meeting (40 per year max), Council $250/meeting
Edmonds				Mayor-Council	Salary Commission Disbanded; HR will apply Non-Rep Colas
Issaquah *	$ 12,149	$ 1,765	41560	Mayor-Council	An annual salary of $145,784. Mayor elegible for medical benefits and has City vehicle. Offer $50/mo. technology stipend for Council. Council salaries will increase the same percent as non-rep staff for 2025 unless FTE positions is 2.5% below the prior year. Council President $1965/mo. Deputy President $1865/mo.
Lake Stevens *	$ 10,619	$ 1,000	42180	Mayor-Council	Plus $80/meeting max. 4/mo
Monroe *	$ 4,000	$ 900	20960	Mayor-Council	No medical benefits or vehicle, technology stipend.
Mukilteo	$ 5,900	$ 500	21600	Mayor-Council	Council President $550/mo.
Oak Harbor *	$ 11,250	$ 1,400	24820	Mayor-Council	Med, Dental, Vision Council member pays 100% and cover any dependents or spouse
Snoqualmie	$ 5,538	$ 500	14550	Mayor-Council	
Tukwila *	$ 11,722	$ 1,450	22960	Mayor-Council	The Mayor follows Non-Rep employees in terms of the benefits offered. However, medical, dental, vision is offered for employee only, no dependents. Some council members are still at $1250/month. By 1/1/26 all will be at $1450/month.
University Place	$ 2,080	$ 1,783	36140	Council-Manager	
Wenatchee	$ 8,670	$ 1,150	36170	Mayor-Council	Additional $100/month stipend for Mayor Pro-Tem (calendar year assignment)

2027 Projected CPI 3% {City of Camas unions cap CPI at 4.5%} 2027 Projected Social Security COLA 3.5%

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	2.0%	$ 2,501	$ 300	$ 75
	Council Members	2.0%	$ 853	None	$ 50
2022	Mayor	9.96%	$ 2,750	$ 300	$ 100
	Council Members	17.2%	$ 1,000	None	$ 75
2023	Mayor	4.5%	$ 2,874	$ 300	$ 100
	Council Members	4.5%	$ 1,045	None	$ 75
2024	Mayor	~4.4%	$ 3,000	$ 300	$ 100
	Council Members	~15%	$ 1,200	None	$ 75
2025	Mayor	2.0%	$ 3,060	$ 300	$ 100
	Council Members	2.0%	$ 1,224	None	$ 75
2026	Mayor	1.5%	$3,105.90	$ 325	$ 100
	Council Members	1.5%	$1,242.36	None	$ 75
2027 Recomm.	Mayor	~2.99%	$3,200.00	$ 350	$ 100
	Council Members	~1.3%	$1,275.00	None	$ 75