



City Council Workshop Agenda Tuesday, July 05, 2022, 4:30 PM Council Chambers, 616 NE 4th Avenue

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 Remotely:

OPTION 1 – Video & Audio *(able to public comment)*

Use Zoom app and Meeting ID – 865 2442 6794; or click <https://zoom.us/j/86524426794>

OPTION 2 – Audio-only *(able to public comment)*

By phone: 877-853-5257, Meeting ID – 865 2442 6794

OPTION 3 – Observe video & audio *(no public comment)*

Go to www.cityofcamas.us/meetings and click "Watch Livestream" (left on page)

For Public Comment:

1. On Zoom app – click Raise Hand icon
2. On phone – hit *9 to "raise hand"
3. Or, email publiccomments@cityofcamas.us (400 word limit); routes to Council

CALL TO ORDER

ROLL CALL

PUBLIC COMMENTS

WORKSHOP TOPICS

1. [NE 2nd Avenue Street Improvements and NE Dallas Water Improvements Change Order No. 1](#)
[Presenter: James Carothers, Engineering Manager](#)
[Time Estimate: 5 minutes](#)
2. [Camas Municipal Code Clean-Up for Remote Attendance](#)
[Presenter: Jennifer Gorsuch, Administrative Services Director](#)
[Time Estimate: 5 minutes](#)
3. Ending Community Homelessness Organization (ECHO) Update
Presenter: Steve Hogan, Mayor
Time Estimate: 5 minutes
4. [Homelessness Strategies](#)
[Presenters: Council Members Bonnie Carter, Leslie Lewallen, and Shannon Roberts](#)
[Time Estimate: 25 minutes](#)

5. [Non-Represented Compensation](#)
[Presenter: Jeff Swanson, Interim City Administrator](#)
[Time Estimate: 30 minutes](#)

COUNCIL COMMENTS AND REPORTS

PUBLIC COMMENTS

CLOSE OF MEETING



Staff Report

July 5, 2022 Council Workshop Meeting

NE 2nd Avenue Street Improvements and NE Dallas Water Improvements Change Order No. 1

Presenter: James Carothers, Engineering Manager

Time Estimate: 5 minutes

Phone	Email
360.817.7230	jcarothers@cityofcamas.us

BACKGROUND: Additional work has been added to the scope of the NE 2nd Avenue Street Improvements project.

SUMMARY: Advanced Excavation Services (AES) is currently constructing the NE 2nd Avenue Improvements project located on the south side of Safeway between NE Everett and NE Garfield Streets. The approved plans include installation of new water service lines to replace the existing galvanized steel services connected to an old steel water main. After reviewing conditions and discussing further with Operations, the project team has directed AES to completely abandon the steel water main in NE 2nd Ave. (from Dallas Street to Garfield Street), relocate all water service lines onto an existing larger, newer parallel water main and replace five additional water services and two fire hydrants that were not included in the original project scope. The estimated cost of the added work, including additional improved roadway surfacing will be approximately \$64,000, or roughly 16% of the original project cost. There is Water Fund repair and replacement money included in the 2022 adopted Budget that will be used to complete this additional work. AES has already started the work; however, as this change order exceeds 10% of the awarded bid amount, staff will be bringing it forward to Council for concurrence at the July 5, 2022, meetings.

EQUITY CONSIDERATIONS:

What are the desired results and outcomes for this agenda item?

Formal change order approval from Council on the July 5 Consent Agenda.

What's the data? What does the data tell us?

Not applicable

How have communities been engaged? Are there opportunities to expand engagement?

Coordination with affected residents has already begun and will continue through the duration of the project.

Who will benefit from, or be burdened by this agenda item?

Residents on NE 2nd Avenue, as well as the adjacent neighborhoods will be the primary beneficiaries. Drivers and pedestrians will experience temporary delays caused by traffic restrictions during construction.

What are the strategies to mitigate any unintended consequences?

Daily inspections of construction activities and regular coordination between the contractor, City, and neighborhood residents.

Does this agenda item have a differential impact on underserved populations, people living with disabilities, and/or communities of color? Please provide available data to illustrate this impact.

CDBG Grants provide capital improvements to lower income areas as defined by HUD. This project will improve NE 2nd Avenue in a CDBG eligible neighborhood.

Will this agenda item improve ADA accessibilities for people with disabilities?

While this change order specifically addresses water system improvements, the overall project replaces non-compliant ADA curb ramps and sidewalks..

What potential hurdles exists in implementing this proposal (include both operational and political)?

None

How will you ensure accountabilities, communicate, and evaluate results?

Daily inspections of construction activities and regular coordination between the contractor, City, and neighborhood residents.

How does this item support a comprehensive plan goal, policy or other adopted resolution?

The project preserves affordable housing stocks by updating infrastructure in older neighborhoods consistent with the goals listed in the Camas Comprehensive Plan.

BUDGET IMPACT:

This proposed change order work is fully funded by Water Repairs and Replacement funds in the 2022 budget.

RECOMMENDATION:

Staff has placed this change order item on the July 5, 2022 Consent Agenda for Council's Consideration.



City of Camas
Contract Change Order

Order No. 1 Date 06/23/2022

Contract for NE 2nd Avenue Street Improvements & NE Dallas Water Improvements

To Advanced Excavating Specialists
(Contractor)

You are hereby requested to comply with the following changes from the contract plans and specifications:

Item	Description of Changes	Quantity	Unit Cost	Decrease in Contract Price	Increase in Contract Price
1A	Grind and Haul Parking Area HMA	4,747 SF	\$0.38		\$1,803.86
1B	Grade Parking Area Subgrade	4,747 SF	\$0.08		\$379.76
1C	Water Service Connection, 1 inch Diam. (Short Side)	1 EA	\$190.00		\$190.00
1D	Water Service Connection, 1 inch Diam.(Long Side)	13 EA	\$640.00		\$8,320.00
1E	HMA Trench Resurfacing	4 EA	\$2,372.55		\$9,490.20
1F	Disconnect and Abandon 6 inch Water Main	1 LS	\$7,671.20		\$7,671.20
1G	Hot Tap Connection for Fire Hydrant	1 EA	\$5,556.80		\$5,556.80
1H	Fire Hydrant Assembly	2 EA	\$12,213.37		\$24,426.74
1I	Remove and Dispose Abandoned Gas Piping	1 LS	\$5,106.95		\$5,106.95
1J	Traffic Control	1 LS	\$3,500.00		\$3,500.00
1K	Water Service Connection, 2 inch Diam.	1 LS	-\$800.00	\$800.00	
1L	Delete Bid Item 12 (HMA Patch)	1 LS	-\$2,040.00	\$2,040.00	
1M	Delete Bid Item 36 (Remove 6 inch Fire Service)	1 LS	-\$1,000.00	\$1,000.00	
1N	Delete Bid Item 40 (Remove/Plug Water Services)	1 LS	-\$3,300.00	\$3,300.00	
Subtotal:					\$59,305.51
8.4% Sales Tax					\$4,981.66
Net Change in Contract Price:					\$64,287.17

Contract Change Orders for this project = 15.5% of Contract Award
(Original Contract Value= \$ 413,985.66, New Total is \$478,272.83)

NOTES: **1A** –Grinding and hauling of asphalt pavement to accommodate lengthened water service connections.
1B – Grading operations to construct additional asphalt pavement.
1C – Decrease quantity in Bid Item 37 from 9 to 1. Increase unit cost to construct water service connection due to increased pipe length.
1D – Increase quantity in Bid Item 38 from 1 to 13. Increase unit cost to construct water service connection due to increased pipe length.
1E – Asphalt trench resurfacing for additional water services.
1F – Disconnect old water main from the City water system and abandon in place.
1G– Connect the new fire hydrant to the existing water main.
1H – Add two new fire hydrants and associated pipe, valves and fittings.
1I – Remove an unmarked abandoned gas pipe that will interfere with roadway improvements.
1J – Additional traffic control to accommodate the extended work duration.

1K – Decrease unit cost to construct water service connection due to decreased pipe length.

The scope of the water system improvements was increased per request of the Public Works Operations division after the project was awarded to the contractor. Scope revisions include connecting water services to an 8-inch cast iron water main instead of a 6-inch steel water main that is closer to the water meter, replacement of five additional water services, abandonment of a 6-inch steel water main and replacement of two fire hydrants. Additional work related to the water system modifications include reconstruction of additional asphalt pavement, asphalt trench resurfacing for the additional water services, removal of an unmarked abandoned gas line and traffic control for the period required to perform the additional work. These change order revisions eliminate the need for three bid items, which are being deleted from the scope of the project. All work in this change order will be funded by the City Water Repair and Replacement Fund and was included in the 2022 adopted City budget.

The amount of the contract will be **increased** by the sum of: Sixty four thousand two hundred eighty seven and 17/100 Dollars (\$64,287.17)

The contract total, including the original contract total, this and previous change orders will be **increased** to Four hundred seventy eight thousand two hundred seventy two and 83/100 Dollars (\$478,272.83)

The contract period provided for completion will be **increased by seven days**.

This document will become a supplement to the contract and all provisions will apply hereto.

Requested	_____ City Project Manager	_____ Date
	<i>James E. Carothers, PE</i>	<i>6/24/2022</i>
Recommended	_____ Engineering Manager	_____ Date
	<i>Christopher Boehm</i>	<i>06/24/2022</i>
Accepted	_____ Contractor	_____ Date
Approved	_____ Mayor	_____ Date



Staff Report

July 5, 2022 Council Workshop Meeting

Camas Municipal Code Clean-Up for Remote Attendance

Presenter: Jennifer Gorsuch, Administrative Services Director

Time Estimate: 5 minutes

Phone	Email
360.817.7013	jgorsuch@cityofcamas.us

SUMMARY: With the changes to the Open Public Meetings Act (OPMA) under ESHB 1329 now in effect, the Camas Municipal Code (CMC) needs to be changed to reflect the new law.

While under OPMA, meetings must have a physical location for the public to attend, the law now expressly allows members of a governing body to attend meetings remotely. A governing body as defined in the OPMA, is any multimember board, commission, committee, council, or other policy or rule-making body of a public agency. As such, these code changes apply to all the City's meeting bodies that meet these criteria. This will allow their members to participate remotely.

This change does not apply to attendance in Executive Sessions. Given the strict laws surrounding the confidentiality of Executive Sessions, the updates state that they be attended in person, while permitting remote participation on a case-by-case basis. The remote participation is allowable only if City Council considers a member's participation necessary and is confident in the security of that member's remote communication.

EQUITY CONSIDERATIONS:

What are the desired results and outcomes for this agenda item? *Changes to the CMC to reflect OPMA changes to be approved by Council at a future meeting.*

What's the data? What does the data tell us? *N/A*

How have communities been engaged? Are there opportunities to expand engagement? *N/A.*

Who will benefit from, or be burdened by this agenda item? *Members of the public and the City's governing bodies will benefit from this item.*

What are the strategies to mitigate any unintended consequences? *N/A.*

Does this agenda item have a differential impact on underserved populations, people living with disabilities, and/or communities of color? Please provide available data to illustrate this impact. *N/A.*

Will this agenda item improve ADA accessibilities for people with disabilities? *Yes, should any members have accessibility issues, remote attendance can accommodate their participation.*

What potential hurdles exists in implementing this proposal (include both operational and political)? *N/A.*

How will you ensure accountabilities, communicate, and evaluate results? *Staff will continue to follow state guidelines surrounding the OPMA.*

How does this item support a comprehensive plan goal, policy or other adopted resolution? *N/A.*

RECOMMENDATION: Staff recommends placing these ordinances on the July 18, 2022 Regular Meeting Agenda for Council's consideration.

ORDINANCE NO. 22-____

AN ORDINANCE amending Section 2.04.040 of the Camas Municipal Code relating to remote meeting attendance.

THE COUNCIL OF THE CITY OF CAMAS DO ORDAIN AS FOLLOWS:

Section I

A new Subsection 2.04.040 (C)(4) is added to the Camas Municipal Code to provide as follows:

(C)(4) Remote attendance for any other reason would be considered as an alternative and relatively infrequently used method for participation, subject to the Council member providing sufficient advance notice and prior approval by the Mayor and further subject to the Council member demonstrating that satisfactory equipment will be available for their participation as required herein.

Section II

A new Subsection 2.04.040 (F) is hereby added to the Camas Municipal Code to provide as follows:

(F) All executive sessions shall be attended in person by a Council Member. The Council may permit participation from remote locations only when the Council, on a case-by-case base, considers such participation as necessary, and the Council is confident in the security of such remote communication.

Section III

This Ordinance shall take force and be in effect five (5) days from and after its publication according to law.

PASSED BY the Council and APPROVED by the Mayor this ____ day of _____, 2022.

SIGNED: _____
Mayor

ATTEST: _____
Clerk

APPROVED as to form:

City Attorney

ORDINANCE NO. 22-____

AN ORDINANCE amending certain provisions of the Camas Municipal Code relating to City commission meetings

THE COUNCIL OF THE CITY OF CAMAS DO ORDAIN AS FOLLOWS:

Section I

Camas Municipal Code Section 2.28.040 is hereby amended to provide as follows:

Camas Municipal Code 2.28.040 - Officers—Quorum—Regular meetings

The parks and recreation commission shall annually elect a chairperson and vice chairperson to preside at its meeting. Four members of the commission shall constitute a quorum for the transaction of business, and a majority of the commission shall be required to approve any action. The parks and recreation commission shall have a regular monthly meeting on the fourth Wednesday of each month at five p.m. at City Hall or by remote attendance via audio or video conferencing as may be allowed by law and under the circumstances as set forth within Camas Municipal Code Section 2.04.040C. Remote attendance by commission members shall be announced by the Chairperson, or Vice Chairperson in the absence of the Chairperson, and be reflected in the meeting minutes. Remote attendance shall further be subject to the conditions as set forth within Section 2.04.040D.

Section II

Camas Municipal Code Section 2.32.060 is hereby amended to provide as follows:

Camas Municipal Code 2.32.060 – Meetings

The planning commission shall meet on the third Tuesday of each month at the hour of seven p.m., which meetings shall be held at City Hall of Camas, Washington or by remote attendance via audio or video conferencing as may be allowed by law and under the circumstances as set forth within Camas Municipal Code Section 2.04.040C. Remote attendance by commission members shall be announced by the Chairperson and be reflected in the meeting minutes. Remote attendance shall further be subject to the conditions as set forth within Section 2.04.040D. Special meetings may be called by the chairman of the planning commission upon due notice to all members of the commission and upon compliance with the notice requirements of the Open Public Meetings Act, RCW Chapter 42.30.

Section III

This ordinance shall take force and be in effect five (5) days from and after its publication according to law.

PASSED by the Council and APPROVED by the Mayor this _____ day of _____, 2021

SIGNED: _____
Mayor

ATTEST: _____
Clerk

APPROVED as to form:

City Attorney

HOMELESSNESS STRATEGIES

Council Discussion

WHAT WE KNOW

- ▶ Homelessness is a national crisis.
- ▶ Camas has homeless individuals and families at all levels.
- ▶ Roughly 8% of our total homeless community are from outside the Camas/Washougal area. Most have family or community connections here.

WHAT WE WANT

► COUNCIL VALUES

- All community members feel supported within Camas city limits.
- Homelessness is not a crime and individuals shall be treated with respect, dignity, and compassion and strive to minimize harm and trauma.
- There is nothing compassionate about letting people sleep in a tent.

► DESIRED OUTCOMES

- No homeless in Camas.
- CPD and City Staff are trained and have access to support programs and resources to support those in need.

► UNWANTED CONSEQUENCES

- Not financially sustainable.
- Program solution meets the program needs rather than create more problems.

NEXT STEPS FOR CAMAS

- Discussion with council.
- Frequently Asked Questions response sheet developed and distributed to staff and council. Final draft in progress.
- Council consider adopting the new CMC(Camas Municipal Code) Chapter 12.34 related to unlawful camping and storage of personal property on public property that effectively offers support to the homeless while protecting city parks, open spaces, public property to ensure intended use and in compliance with State and Federal laws. This proposed ordinance is in progress and will be discussed at a future workshop meeting.
- Mayor, CA, and Police Chief identify and train appropriate staff to know how to offer resources and/or enforce city code and ordinance.
- Encourage the mayor's work with ECHO, Ending Community Homelessness Organization, and it's partners and providers to help facilitate connection to proper services for those in need.
- Explore multi-agency Inter-Local Agreements.

APPENDIX

LOCAL SUPPORT

- ▶ Available Programs - list of rental assistance programs and other support resources
- ▶ ECHO (Ending Community Homelessness Organization) - Clark County Commission/City Mayor collaboration
- ▶ Bybee Lakes Hope Center
- ▶ Lifeline Connections
- ▶ Rainier Springs
- ▶ Gresham, OR - A Home for Everyone

OUTSIDE AREA PROGRAMS/RESOURCES

- ▶ JustCARE - King County Regional Homelessness Authority
- ▶ Walla Walla Alliance for the Homeless
- ▶ Pallet Shelter Village - Sonoma County, CA
- ▶ Camping Ordinance - Seaside, OR, Shelton, WA

QUESTIONS?

Nonrepresented Employee Compensation Analysis

City of Camas

July 5, 2022

Jeff Swanson, EXIGY Consulting/Interim City Administrator

Comparability

General parameters for city comparability:

- Population
- Assessed value
- Sales tax generation

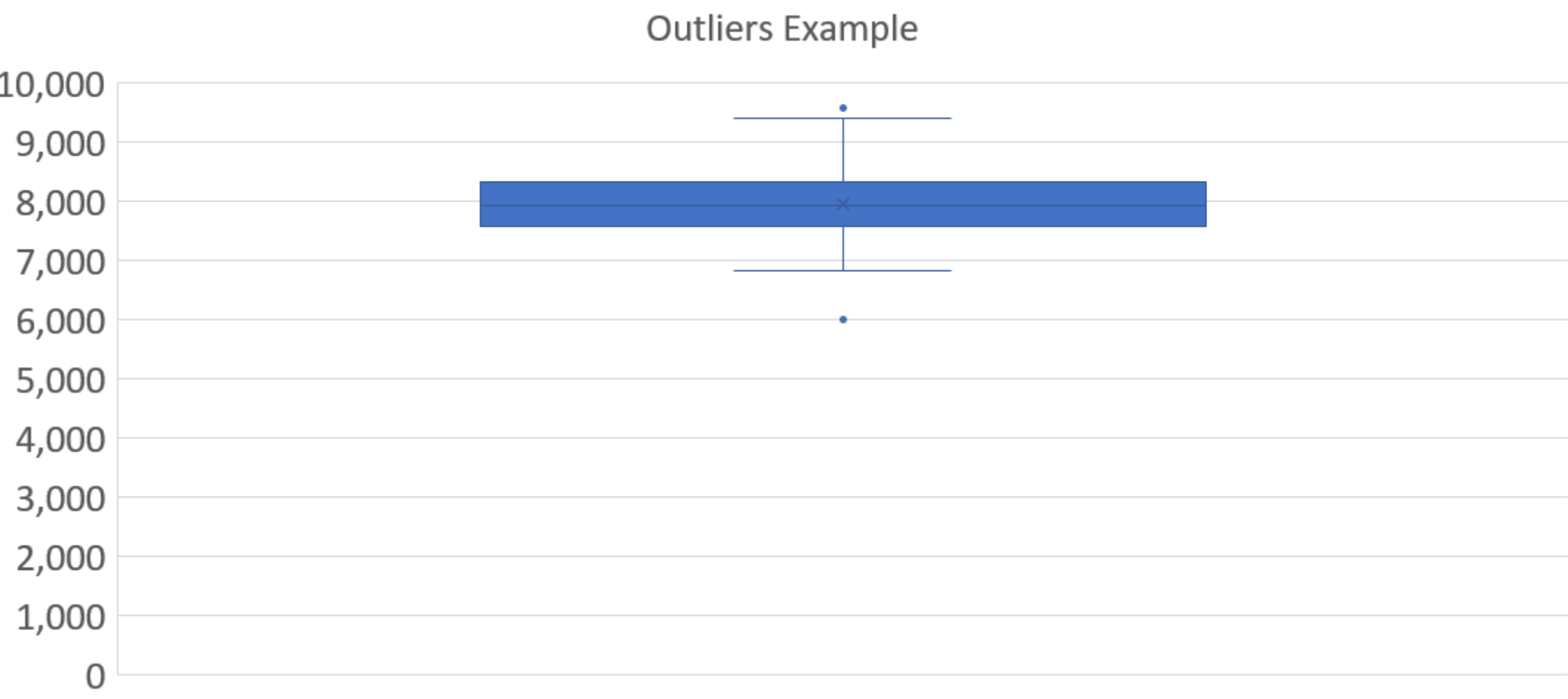
Other considerations:

- Span of control/scope of responsibilities
- Size of department (FTE count, transaction load/volume)
- Geographic market “competitors”
- Market for similar skills in private sector functional areas (e.g. HR, IT, Finance, etc.)

Data Collection

<u>COMPARABLE CITIES</u>	<u>Population</u>	<u>GEOGRAPHIC COMPS</u>	<u>Population</u>
Anacortes	18,050	Ridgefield	11,560
Battle Ground	22,800	Vancouver	194,600
Bonney Lake	22,540	Clark County	513,100
Camas	26,200	Washougal	16,950
Covington	20,890	Longview	38,530
Des Moines	32,820		
Kenmore	23,770	<u>PORTLAND METRO</u>	
Lake Stevens	35,460	Lake Oswego, OR	40,731
Maple Valley	27,570	West Linn, OR	27,373
Monroe	19,990	Tualatin, OR	27,942
Mount Vernon	36,540	Wilsonville, OR	26,664
Mountlake Terrace	22,640	Milwaukie, OR	21,119
Mukilteo	21,470	Oregon City, OR	37,984
Snoqualmie	14,370		
University Place	33,730		

Methods



City Administrator

	City	LOW	HIGH
GEOGRAPHIC COMPS	Vancouver		1
COMPARABLES	Des Moines	16,168	19,652
COMPARABLES	Covington	14,619	17,456
COMPARABLES	Lake Stevens		17,429
COMPARABLES	Maple Valley		17,050
COMPARABLES	University Place		16,831
COMPARABLES	Snoqualmie		16,650
	Camas	13,819	16,500
COMPARABLES	Kenmore		16,318
COMPARABLES	Monroe	12,233	16,250
GEOGRAPHIC COMPS	Ridgefield		16,242
PORTLAND METRO	Lake Oswego, OR	13,050	15,864
GEOGRAPHIC COMPS	Clark County	10,931	15,451
COMPARABLES	Bonney Lake	12,440	15,398
GEOGRAPHIC COMPS	Longview	11,220	15,149
PORTLAND METRO	Milwaukie, OR	11,145	15,071
COMPARABLES	Battle Ground	12,252	14,564
PORTLAND METRO	Oregon City, OR		14,074
COMPARABLES	Mountlake Terrace		13,750
GEOGRAPHIC COMPS	Washougal		13,653
PORTLAND METRO	Tualatin, OR		13,517
COMPARABLES	Mukilteo	10,434	12,434
PORTLAND METRO	West Linn, OR		12,
PORTLAND METRO	Wilsonville, OR	9,167	11,667

City Administrator

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GEOGRAPHIC COMPS	Vancouver		19,652
COMPARABLES	Des Moines	16,168	19,652
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COMPARABLES	Maple Valley		17,050
COMPARABLES	University Place		16,831
COMPARABLES	Snoqualmie		16,650
	Camas	13,819	16,500
	65th percentile	12,715	16,364
COMPARABLES	Kenmore		16,318
COMPARABLES	Monroe	12,233	16,250
GEOGRAPHIC COMPS	Ridgefield		16,242
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PORTLAND METRO	Wilsonville, OR	9,167	11,667

Public Works Director

	City	LOW	HIGH
GEOGRAPHIC COMPS	Vancouver	14,136	(<i>Item 5.</i>)
COMPARABLES	Monroe	11,096	14,340
COMPARABLES	Snoqualmie	12,820	14,244
COMPARABLES	Des Moines	11,683	14,200
COMPARABLES	Lake Stevens	11,067	14,004
GEOGRAPHIC COMPS	Clark County	9,905	13,997
COMPARABLES	Bonney Lake	11,227	13,895
COMPARABLES	Covington	11,580	13,827
COMPARABLES	University Place	10,464	13,770
COMPARABLES	Anacortes	10,875	13,594
COMPARABLES	Maple Valley	10,726	13,572
GEOGRAPHIC COMPS	Ridgefield	9,012	12,617
	Camas	10,314	12,355
COMPARABLES	Mountlake Terrace	10,383	12,216
COMPARABLES	Mount Vernon	10,443	12,182
COMPARABLES	Mukilteo	9,928	12,068
GEOGRAPHIC COMPS	Washougal	8,841	12,049
PORTLAND METRO	Wilsonville, OR	8,875	12,017
GEOGRAPHIC COMPS	Longview	8,896	12,012
COMPARABLES	Battle Ground	10,080	11,982
PORTLAND METRO	Oregon City, OR	9,544	11,919
PORTLAND METRO	Lake Oswego, OR	9,703	11,794
PORTLAND METRO	West Linn, OR	8,414	11,484
PORTLAND METRO	Milwaukie, OR	8,927	11,244
PORTLAND METRO	Tualatin, OR	8,610	10,910

Public Works Director

	City	LOW	HIGH
GEOGRAPHIC COMPS	Vancouver	14,136	(Item 5.)
COMPARABLES	Monroe	11,096	14,340
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Comm. Dev. Director

	City	LOW	HIGH
GEOGRAPHIC COMPS	Vancouver	(outlier)	(<i>Item 5.</i>)
COMPARABLES	Lake Stevens	11,067	14,004
COMPARABLES	Bonney Lake	11,227	13,895
COMPARABLES	Covington	11,580	13,827
COMPARABLES	University Place	10,464	13,770
COMPARABLES	Monroe	10,538	13,657
GEOGRAPHIC COMPS	Clark County	9,665	13,655
COMPARABLES	Maple Valley	10,726	13,572
PORTLAND METRO	Lake Oswego, OR	11,133	13,539
COMPARABLES	Anacortes	10,558	13,198
COMPARABLES	Kenmore	9,550	13,180
COMPARABLES	Snoqualmie	11,383	12,646
PORTLAND METRO	West Linn, OR	9,251	12,626
GEOGRAPHIC COMPS	Ridgefield	9,012	12,617
PORTLAND METRO	Wilsonville, OR	9,355	12,367
	Camas	10,314	12,355
COMPARABLES	Mountlake Terrace	10,384	12,216
COMPARABLES	Mount Vernon	10,443	12,182
COMPARABLES	Mukilteo	9,928	12,068
COMPARABLES	Battle Ground	10,080	11,982
PORTLAND METRO	Milwaukie, OR	9,372	11,960
PORTLAND METRO	Oregon City, OR	9,544	11,919
GEOGRAPHIC COMPS	Washougal	8,705	11,865
PORTLAND METRO	Tualatin, OR	9,116	11,555
GEOGRAPHIC COMPS	Longview	8,372	11,555
COMPARABLES	Des Moines	8,810	10,710

Comm. Dev. Director

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GEOGRAPHIC COMPS	Vancouver	(outlier)	(<i>Item 5.</i>)
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PORTLAND METRO	Oregon City, OR	9,544	11,919
GEOGRAPHIC COMPS	Washougal	8,705	11,865
PORTLAND METRO	Tualatin, OR	9,116	11,775
GEOGRAPHIC COMPS	Longview	8,372	11,684
COMPARABLES	Des Moines	8,810	10,710

Finance Director

	City	LOW	HIGH
GEOGRAPHIC COMPS	Vancouver	(outlier)	(<i>Item 5.</i>)
COMPARABLES	Des Moines	12,637	15,360
COMPARABLES	Lake Stevens		14,004
COMPARABLES	Covington	11,580	13,827
COMPARABLES	University Place	10,464	13,770
COMPARABLES	Monroe	10,568	13,657
COMPARABLES	Maple Valley	10,726	13,572
COMPARABLES	Kenmore	9,680	13,359
COMPARABLES	Bonney Lake	10,666	13,200
COMPARABLES	Anacortes	10,558	13,198
GEOGRAPHIC COMPS	Clark County	9,200	12,998
COMPARABLES	Snoqualmie	11,383	12,646
GEOGRAPHIC COMPS	Ridgefield	9,012	12,617
COMPARABLES	Mount Vernon	10,792	12,592
PORTLAND METRO	Lake Oswego, OR	10,321	12,544
	Camas	10,314	12,355
PORTLAND METRO	Wilsonville, OR	9,127	12,319
COMPARABLES	Mountlake Terrace	10,384	12,216
COMPARABLES	Mukilteo	9,928	12,068
COMPARABLES	Battle Ground	10,080	11,982
PORTLAND METRO	West Linn, OR	8,737	11,925
PORTLAND METRO	Oregon City, OR	9,544	11,919
GEOGRAPHIC COMPS	Washougal	8,728	11,896
PORTLAND METRO	Tualatin, OR	9,116	11, ²⁸
GEOGRAPHIC COMPS	Longview	8,372	11,304

Finance Director

	City	LOW	HIGH
GEOGRAPHIC COMPS	Vancouver	(outlier)	(<i>Item 5.</i>)
COMPARABLES	Des Moines	12,637	13,500
COMPARABLES	Lake Stevens		14,004
COMPARABLES	Covington	11,580	13,827
COMPARABLES	University Place	10,464	13,770
COMPARABLES	Monroe	10,568	13,657
COMPARABLES	Maple Valley	10,726	13,572
COMPARABLES	Kenmore	9,680	13,359
COMPARABLES	Bonney Lake	10,666	13,200
	65th percentile	10,520	13,199
COMPARABLES	Anacortes	10,558	13,198
GEOGRAPHIC COMPS	Clark County	9,200	12,998
COMPARABLES	Snoqualmie	11,383	12,646
GEOGRAPHIC COMPS	Ridgefield	9,012	12,617
COMPARABLES	Mount Vernon	10,792	12,592
PORTLAND METRO	Lake Oswego, OR	10,321	12,544
	Camas	10,314	12,355
PORTLAND METRO	Wilsonville, OR	9,127	12,319
COMPARABLES	Mountlake Terrace	10,384	12,216
COMPARABLES	Mukilteo	9,928	12,068
COMPARABLES	Battle Ground	10,080	11,982
PORTLAND METRO	West Linn, OR	8,737	11,925
PORTLAND METRO	Oregon City, OR	9,544	11,919
GEOGRAPHIC COMPS	Washougal	8,728	11,896
PORTLAND METRO	Tualatin, OR	9,116	11,885
GEOGRAPHIC COMPS	Longview	8,372	11,304

Admin. Svcs. Director

	City	LOW	HIGH
GEOGRAPHIC COMPS	Vancouver	13,462	(outlier)
GEOGRAPHIC COMPS	Vancouver	(outlier)	Item 5. r)
COMPARABLES	University Place	11,805	15,535
COMPARABLES	Kenmore	10,410	14,366
GEOGRAPHIC COMPS	Ridgefield	10,031	14,043
COMPARABLES	Lake Stevens	11,067	14,004
COMPARABLES	Monroe	10,568	13,657
PORTLAND METRO	Lake Oswego, OR	11,133	13,539
COMPARABLES	Mountlake Terrace	12,431	13,248
COMPARABLES	Battle Ground	11,113	13,210
COMPARABLES	Bonney Lake	10,666	13,200
COMPARABLES	Anacortes	10,558	13,198
PORTLAND METRO	Wilsonville, OR	9,589	12,943
COMPARABLES	Snoqualmie	11,383	12,646
PORTLAND METRO	Tualatin, OR	9,973	12,628
PORTLAND METRO	West Linn, OR	9,251	12,626
PORTLAND METRO	Milwaukie, OR	9,840	12,561
GEOGRAPHIC COMPS	Longview	9,235	12,471
COMPARABLES	Anacortes	9,952	12,440
GEOGRAPHIC COMPS	Clark County	8,755	12,371
	Camas	10,314	12,355
GEOGRAPHIC COMPS	Longview	8,896	12,012
PORTLAND METRO	Lake Oswego, OR	9,703	11,794
COMPARABLES	Des Moines	9,603	11,672
PORTLAND METRO	Oregon City, OR	9,003	11,241
PORTLAND METRO	Tualatin, OR	8,610	10,910
PORTLAND METRO	Milwaukie, OR	8,504	10,851
PORTLAND METRO	West Linn, OR	7,899	10,789
COMPARABLES	Mount Vernon	9,217	10,753
COMPARABLES	Maple Valley	8,479	10,729
COMPARABLES	Covington	8,653	10,332
GEOGRAPHIC COMPS	Washougal	7,456	10,301
COMPARABLES	Battle Ground	8,292	9,857
COMPARABLES	Mukilteo	7,665	9,317

Admin. Svcs. Director

	City	LOW	HIGH
GEOGRAPHIC COMPS	Vancouver	13,462	(outlier)
GEOGRAPHIC COMPS	Vancouver	(outlier)	Item 5. er)
COMPARABLES	University Place	11,805	15,535
COMPARABLES	Kenmore	10,410	14,366
GEOGRAPHIC COMPS	Ridgefield	10,031	14,043
COMPARABLES	Lake Stevens	11,067	14,004
COMPARABLES	Monroe	10,568	13,657
PORTLAND METRO	Lake Oswego, OR	11,133	13,539
COMPARABLES	Mountlake Terrace	12,431	13,248
COMPARABLES	Battle Ground	11,113	13,210
COMPARABLES	Bonney Lake	10,666	13,200
COMPARABLES	Anacortes	10,558	13,198
PORTLAND METRO	Wilsonville, OR	9,589	12,943
	65th percentile	10,324	12,780
COMPARABLES	Snoqualmie	11,383	12,646
PORTLAND METRO	Tualatin, OR	9,973	12,628
PORTLAND METRO	West Linn, OR	9,251	12,626
PORTLAND METRO	Milwaukie, OR	9,840	12,561
GEOGRAPHIC COMPS	Longview	9,235	12,471
COMPARABLES	Anacortes	9,952	12,440
GEOGRAPHIC COMPS	Clark County	8,755	12,371
	Camas	10,314	12,355
GEOGRAPHIC COMPS	Longview	8,896	12,012
PORTLAND METRO	Lake Oswego, OR	9,703	11,794
COMPARABLES	Des Moines	9,603	11,672
PORTLAND METRO	Oregon City, OR	9,003	11,241
PORTLAND METRO	Tualatin, OR	8,610	10,910
PORTLAND METRO	Milwaukie, OR	8,504	10,851
PORTLAND METRO	West Linn, OR	7,899	10,789
COMPARABLES	Mount Vernon	9,217	10,753
COMPARABLES	Maple Valley	8,479	10,729
COMPARABLES	Covington	8,653	10,332
GEOGRAPHIC COMPS	Washougal	7,456	31 \$1
COMPARABLES	Battle Ground	8,292	9,857
COMPARABLES	Mukilteo	7,665	9,317

Parks/Rec Director

	City	LOW	HIGH
GEOGRAPHIC COMPS	Vancouver	13,462	14,244
COMPARABLES	Snoqualmie	12,820	14,244
COMPARABLES	Covington	11,580	13,827
COMPARABLES	Monroe	10,568	13,657
COMPARABLES	Maple Valley	10,726	13,572
COMPARABLES	Mountlake Terrace	10,383	12,216
COMPARABLES	Anacortes	9,662	12,078
PORTLAND METRO	Lake Oswego, OR	9,703	11,794
PORTLAND METRO	Wilsonville, OR	8,686	11,725
COMPARABLES	Mount Vernon	9,683	11,298
COMPARABLES	Mukilteo	9,260	11,255
PORTLAND METRO	Oregon City, OR	9,003	11,241
PORTLAND METRO	Tualatin, OR	8,610	10,910
PORTLAND METRO	West Linn, OR	7,899	10,789
	Camas	8,937	10,704
GEOGRAPHIC COMPS	Longview	7,547	10,189
GEOGRAPHIC COMPS	Ridgefield	6,487	8,542
COMPARABLES	Des Moines	6,437	7,825
COMPARABLES	Bonney Lake	6,067	7,507
COMPARABLES	Battle Ground	6,188	7,355

Parks/Rec Director

	City	LOW	HIGH
GEOGRAPHIC COMPS	Vancouver	13,462	14,244
COMPARABLES	Snoqualmie	12,820	14,244
COMPARABLES	Covington	11,580	13,827
COMPARABLES	Monroe	10,568	13,657
COMPARABLES	Maple Valley	10,726	13,572
COMPARABLES	Mountlake Terrace	10,383	12,216
COMPARABLES	Anacortes	9,662	12,078
	65th percentile	9,696	11,979
PORTLAND METRO	Lake Oswego, OR	9,703	11,794
PORTLAND METRO	Wilsonville, OR	8,686	11,725
COMPARABLES	Mount Vernon	9,683	11,298
COMPARABLES	Mukilteo	9,260	11,255
PORTLAND METRO	Oregon City, OR	9,003	11,241
PORTLAND METRO	Tualatin, OR	8,610	10,910
PORTLAND METRO	West Linn, OR	7,899	10,789
	Camas	8,937	10,704
GEOGRAPHIC COMPS	Longview	7,547	10,189
GEOGRAPHIC COMPS	Ridgefield	6,487	8,542
COMPARABLES	Des Moines	6,437	7,825
COMPARABLES	Bonney Lake	6,067	7,507
COMPARABLES	Battle Ground	6,188	7,355

Comms. Director

	City	LOW	HIGH
GEOGRAPHIC COMPS	Vancouver	10,479	13,174 <small>Item 5.</small>
COMPARABLES	University Place	9,555	12,574
PORTLAND METRO	Lake Oswego, OR	9,703	11,794
COMPARABLES	Des Moines	8,878	10,791
	Camas	8,122	9,728
COMPARABLES	Covington	7,477	8,928
COMPARABLES	Snoqualmie	7,893	8,769
COMPARABLES	Maple Valley	6,743	8,533
PORTLAND METRO	Wilsonville, OR	6,173	8,332
PORTLAND METRO	Milwaukie, OR	6,347	8,103
GEOGRAPHIC COMPS	Clark County	5,339	7,542
COMPARABLES	Battle Ground	6,188	7,355
PORTLAND METRO	Oregon City, OR	5,755	7,185
GEOGRAPHIC COMPS	Longview	4,975	6,718

Comms. Director

	City	LOW	HIGH
GEOGRAPHIC COMPS	Vancouver	10,479	13,125 <small>Item 5.</small>
COMPARABLES	University Place	9,555	12,574
PORTLAND METRO	Lake Oswego, OR	9,703	11,794
COMPARABLES	Des Moines	8,878	10,791
	Camas	8,122	9,728
	65th percentile	8,065	9,528
COMPARABLES	Covington	7,477	8,928
COMPARABLES	Snoqualmie	7,893	8,769
COMPARABLES	Maple Valley	6,743	8,533
PORTLAND METRO	Wilsonville, OR	6,173	8,332
PORTLAND METRO	Milwaukie, OR	6,347	8,103
GEOGRAPHIC COMPS	Clark County	5,339	7,542
COMPARABLES	Battle Ground	6,188	7,355
PORTLAND METRO	Oregon City, OR	5,755	7,185
GEOGRAPHIC COMPS	Longview	4,975	6,718

Library Director

	City	LOW	HIGH
GEOGRAPHIC COMPS	Vancouver		14 <small>Item 5.</small>
PORTLAND METRO	Lake Oswego, OR	9,703	11,794
PORTLAND METRO	Wilsonville, OR	8,686	11,725
PORTLAND METRO	West Linn, OR	8,414	11,484
PORTLAND METRO	Oregon City, OR	9,003	11,241
COMPARABLES	Mount Vernon	9,152	11,104
PORTLAND METRO	Tualatin, OR	8,610	10,910
	Camas	8,937	10,704
COMPARABLES	Anacortes	8,335	10,418
PORTLAND METRO	Milwaukie, OR	8,103	10,332
COUNTIES/DISTRICTS	Walla Walla Public Library	8,324	10,127
GEOGRAPHIC COMPS	Longview	(outlier)	8,794
COUNTIES/DISTRICTS	Jefferson County Rural		8,583
COUNTIES/DISTRICTS	Central Skagit Library District		8,133
COUNTIES/DISTRICTS	Asotin County		7,175
COUNTIES/DISTRICTS	Whitman County	(outlier)	7,083

Library Director

	City	LOW	HIGH
GEOGRAPHIC COMPS	Vancouver		14 <small>Item 5.</small>
PORTLAND METRO	Lake Oswego, OR	9,703	11,794
PORTLAND METRO	Wilsonville, OR	8,686	11,725
PORTLAND METRO	West Linn, OR	8,414	11,484
PORTLAND METRO	Oregon City, OR	9,003	11,241
	65th percentile	8,947	11,111
COMPARABLES	Mount Vernon	9,152	11,104
PORTLAND METRO	Tualatin, OR	8,610	10,910
	Camas	8,937	10,704
COMPARABLES	Anacortes	8,335	10,418
PORTLAND METRO	Milwaukie, OR	8,103	10,332
COUNTIES/DISTRICTS	Walla Walla Public Library	8,324	10,127
GEOGRAPHIC COMPS	Longview	(outlier)	8,794
COUNTIES/DISTRICTS	Jefferson County Rural		8,583
COUNTIES/DISTRICTS	Central Skagit Library District		8,133
COUNTIES/DISTRICTS	Asotin County		7,175
COUNTIES/DISTRICTS	Whitman County	(outlier)	7,083

IT Director

	City	LOW	HIGH
COMPARABLES	Lake Stevens	11,067	(c <div>Item 5.</div>)
GEOGRAPHIC COMPS	Vancouver	(outlier)	(outlier)
GEOGRAPHIC COMPS	Clark County	9,429	13,324
COMPARABLES	Snoqualmie	11,383	12,646
COMPARABLES	Battle Ground	10,080	11,982
PORTLAND METRO	Wilsonville, OR	8,686	11,725
COMPARABLES	Mount Vernon	9,683	11,298
PORTLAND METRO	Lake Oswego, OR	9,703	11,234
PORTLAND METRO	Tualatin, OR	8,610	10,910
PORTLAND METRO	West Linn, OR	7,899	10,789
COMPARABLES	Bonney Lake	8,688	10,753
COMPARABLES	Anacortes	8,585	10,731
COMPARABLES	Maple Valley	8,479	10,729
	Camas	8,937	10,704
COMPARABLES	University Place	7,981	10,503
COMPARABLES	Covington	8,653	10,332
COMPARABLES	Des Moines	8,471	10,297
COMPARABLES	Monroe	7,959	10,286
GEOGRAPHIC COMPS	Longview	7,547	10,189
COMPARABLES	Mountlake Terrace	8,654	10,181
PORTLAND METRO	Milwaukie, OR	7,717	9,840
GEOGRAPHIC COMPS	Washougal	7,157	9,755
PORTLAND METRO	Oregon City, OR	7,663	9,5 <div>38</div>
COMPARABLES	Mukilteo	7,310	8,885

IT Director

	City	LOW	HIGH
COMPARABLES	Lake Stevens	11,067	(<i>Item 5.</i>)
GEOGRAPHIC COMPS	Vancouver	(outlier)	(outlier)
GEOGRAPHIC COMPS	Clark County	9,429	13,324
COMPARABLES	Snoqualmie	11,383	12,646
COMPARABLES	Battle Ground	10,080	11,982
PORTLAND METRO	Wilsonville, OR	8,686	11,725
COMPARABLES	Mount Vernon	9,683	11,298
PORTLAND METRO	Lake Oswego, OR	9,703	11,234
PORTLAND METRO	Tualatin, OR	8,610	10,910
PORTLAND METRO	West Linn, OR	7,899	10,789
	65th percentile	8,687	10,787
COMPARABLES	Bonney Lake	8,688	10,753
COMPARABLES	Anacortes	8,585	10,731
COMPARABLES	Maple Valley	8,479	10,729
	Camas	8,937	10,704
COMPARABLES	University Place	7,981	10,503
COMPARABLES	Covington	8,653	10,332
COMPARABLES	Des Moines	8,471	10,297
COMPARABLES	Monroe	7,959	10,286
GEOGRAPHIC COMPS	Longview	7,547	10,189
COMPARABLES	Mountlake Terrace	8,654	10,181
PORTLAND METRO	Milwaukie, OR	7,717	9,840
GEOGRAPHIC COMPS	Washougal	7,157	9,755
PORTLAND METRO	Oregon City, OR	7,663	9,139
COMPARABLES	Mukilteo	7,310	8,885

Asst. Finance Director

	City	LOW	HIGH
GEOGRAPHIC COMPS	Vancouver	(outlier)	(<i>Item 5.</i>)
PORTLAND METRO	Wilsonville, OR	8,273	11,107
COMPARABLES	Des Moines	9,162	11,136
PORTLAND METRO	Lake Oswego, OR	9,011	11,064
	Camas	8,937	10,704
COMPARABLES	Monroe	7,959	10,286
COMPARABLES	Lake Stevens	8,028	10,158
COMPARABLES	Anacortes	8,092	10,115
PORTLAND METRO	Tualatin, OR	7,982	10,106
PORTLAND METRO	Oregon City, OR	8,084	10,096
PORTLAND METRO	Milwaukie, OR	7,717	9,840
GEOGRAPHIC COMPS	Washougal	7,157	9,755
GEOGRAPHIC COMPS	Clark County	6,834	9,655
PORTLAND METRO	West Linn, OR	6,893	9,415
COMPARABLES	Battle Ground	7,521	8,941
COMPARABLES	Mount Vernon	6,878	8,356
COMPARABLES	Mukilteo	6,471	7,866
GEOGRAPHIC COMPS	Longview	5,728	7,733
COMPARABLES	Bonney Lake	6,079	7,523

Asst. Finance Director

	City	LOW	HIGH
GEOGRAPHIC COMPS	Vancouver	(outlier)	(<i>Item 5.</i>)
PORTLAND METRO	Wilsonville, OR	8,273	11,107
COMPARABLES	Des Moines	9,162	11,136
PORTLAND METRO	Lake Oswego, OR	9,011	11,064
	Camas	8,937	10,704
COMPARABLES	Monroe	7,959	10,286
COMPARABLES	Lake Stevens	8,028	10,158
	65th percentile	8,048	10,130
COMPARABLES	Anacortes	8,092	10,115
PORTLAND METRO	Tualatin, OR	7,982	10,106
PORTLAND METRO	Oregon City, OR	8,084	10,096
PORTLAND METRO	Milwaukie, OR	7,717	9,840
GEOGRAPHIC COMPS	Washougal	7,157	9,755
GEOGRAPHIC COMPS	Clark County	6,834	9,655
PORTLAND METRO	West Linn, OR	6,893	9,415
COMPARABLES	Battle Ground	7,521	8,941
COMPARABLES	Mount Vernon	6,878	8,356
COMPARABLES	Mukilteo	6,471	7,866
GEOGRAPHIC COMPS	Longview	5,728	7,733
COMPARABLES	Bonney Lake	6,079	7,523

Asst. Library Director

	City	LOW	HIGH
GEOGRAPHIC COMPS	Vancouver	(outlier)	(<div>Item 5.</div>)
PORTLAND METRO	West Linn, OR	6,198	8,465
	Camas	6,708	8,036
PORTLAND METRO	Lake Oswego, OR	6,553	7,961
PORTLAND METRO	Wilsonville, OR	5,879	7,935
PORTLAND METRO	Oregon City, OR	6,279	7,841
PORTLAND METRO	Milwaukie, OR	6,046	7,717
PORTLAND METRO	Tualatin, OR	5,988	7,583
COMPARABLES	Anacortes	5,194	6,492
COUNTIES/DISTRICTS	Asotin County Library	5,000	6,250

Asst. Library Director

	City	LOW	HIGH
GEOGRAPHIC COMPS	Vancouver	(outlier)	(<i>Item 5.</i>)
PORTLAND METRO	West Linn, OR	6,198	8,465
	Camas	6,708	8,036
PORTLAND METRO	Lake Oswego, OR	6,553	7,961
	65th percentile	6,239	7,948
PORTLAND METRO	Wilsonville, OR	5,879	7,935
PORTLAND METRO	Oregon City, OR	6,279	7,841
PORTLAND METRO	Milwaukie, OR	6,046	7,717
PORTLAND METRO	Tualatin, OR	5,988	7,583
COMPARABLES	Anacortes	5,194	6,492
COUNTIES/DISTRICTS	Asotin County Library	5,000	6,250

PW Ops Manager

	City	LOW	HIGH
GEOGRAPHIC COMPS	Vancouver	11,028	(c Item 5.)
COMPARABLES	Monroe	8,695	11,267
GEOGRAPHIC COMPS	Clark County	7,925	11,193
PORTLAND METRO	Wilsonville, OR	8,273	11,167
PORTLAND METRO	Lake Oswego, OR	9,011	11,064
COMPARABLES	Snoqualmie	9,337	10,374
COMPARABLES	Mountlake Terrace	8,655	10,181
COMPARABLES	Anacortes	7,856	9,820
	Camas	8,122	9,728
COMPARABLES	Lake Stevens	7,597	9,613
COMPARABLES	Covington	7,926	9,464
COMPARABLES	Bonney Lake	7,448	9,170
COMPARABLES	Mount Vernon	7,412	9,083
COMPARABLES	University Place	6,876	9,047
GEOGRAPHIC COMPS	Ridgefield	6,487	8,841
COMPARABLES	Mukilteo	7,221	8,777
GEOGRAPHIC COMPS	Washougal	6,420	8,750
GEOGRAPHIC COMPS	Longview	6,019	8,127
PORTLAND METRO	Milwaukie, OR	6,347	8,103
PORTLAND METRO	West Linn, OR	5,890	8,047
PORTLAND METRO	Oregon City, OR	6,279	7,841
COMPARABLES	Battle Ground	6,497	7,723
PORTLAND METRO	Tualatin, OR	6,082	7,744

PW Ops Manager

	City	LOW	HIGH
GEOGRAPHIC COMPS	Vancouver	11,028	(c Item 5.)
COMPARABLES	Monroe	8,695	11,267
GEOGRAPHIC COMPS	Clark County	7,925	11,193
PORTLAND METRO	Wilsonville, OR	8,273	11,167
PORTLAND METRO	Lake Oswego, OR	9,011	11,064
COMPARABLES	Snoqualmie	9,337	10,374
COMPARABLES	Mountlake Terrace	8,655	10,181
COMPARABLES	Anacortes	7,856	9,820
	Camas	8,122	9,728
	65th percentile	7,926	9,722
COMPARABLES	Lake Stevens	7,597	9,613
COMPARABLES	Covington	7,926	9,464
COMPARABLES	Bonney Lake	7,448	9,170
COMPARABLES	Mount Vernon	7,412	9,083
COMPARABLES	University Place	6,876	9,047
GEOGRAPHIC COMPS	Ridgefield	6,487	8,841
COMPARABLES	Mukilteo	7,221	8,777
GEOGRAPHIC COMPS	Washougal	6,420	8,750
GEOGRAPHIC COMPS	Longview	6,019	8,127
PORTLAND METRO	Milwaukie, OR	6,347	8,103
PORTLAND METRO	West Linn, OR	5,890	8,047
PORTLAND METRO	Oregon City, OR	6,279	7,841
COMPARABLES	Battle Ground	6,497	7,745
PORTLAND METRO	Tualatin, OR	6,082	7,702

Building Official

	City	LOW	HIGH
COMPARABLES	Kenmore	9,550	13,130 <small>Item 5.</small>
COMPARABLES	Covington	10,006	11,947
GEOGRAPHIC COMPS	Vancouver	8,984	11,680
GEOGRAPHIC COMPS	Clark County	7,925	11,193
PORTLAND METRO	Wilsonville, OR	8,273	11,167
COMPARABLES	Des Moines	8,810	10,710
PORTLAND METRO	Lake Oswego, OR	8,668	10,539
COMPARABLES	University Place	7,981	10,503
PORTLAND METRO	Tualatin, OR	7,982	10,106
	Camas	8,122	9,728
COMPARABLES	Bonney Lake	7,840	9,703
COMPARABLES	Lake Stevens	7,641	9,669
PORTLAND METRO	Oregon City, OR	7,663	9,569
COMPARABLES	Snoqualmie	8,517	9,463
PORTLAND METRO	West Linn, OR	6,893	9,415
PORTLAND METRO	Milwaukie, OR	7,349	9,372
COMPARABLES	Anacortes	7,405	9,257
GEOGRAPHIC COMPS	Washougal	6,675	9,097
COMPARABLES	Mountlake Terrace	7,127	8,910
COMPARABLES	Monroe	6,469	8,843
GEOGRAPHIC COMPS	Ridgefield	6,487	8,546 <small>46</small>
COMPARABLES	Mount Vernon	6,878	8,356

Building Official

	City	LOW	HIGH
COMPARABLES	Kenmore	9,550	11,947
COMPARABLES	Covington	10,006	11,947
GEOGRAPHIC COMPS	Vancouver	8,984	11,680
GEOGRAPHIC COMPS	Clark County	7,925	11,193
PORTLAND METRO	Wilsonville, OR	8,273	11,167
COMPARABLES	Des Moines	8,810	10,710
PORTLAND METRO	Lake Oswego, OR	8,668	10,539
COMPARABLES	University Place	7,981	10,503
	65th percentile	8,115	10,483
PORTLAND METRO	Tualatin, OR	7,982	10,106
	Camas	8,122	9,728
COMPARABLES	Bonney Lake	7,840	9,703
COMPARABLES	Lake Stevens	7,641	9,669
PORTLAND METRO	Oregon City, OR	7,663	9,569
COMPARABLES	Snoqualmie	8,517	9,463
PORTLAND METRO	West Linn, OR	6,893	9,415
PORTLAND METRO	Milwaukie, OR	7,349	9,372
COMPARABLES	Anacortes	7,405	9,257
GEOGRAPHIC COMPS	Washougal	6,675	9,097
COMPARABLES	Mountlake Terrace	7,127	8,910
COMPARABLES	Monroe	6,469	8,843
GEOGRAPHIC COMPS	Ridgefield	6,487	8,515
COMPARABLES	Mount Vernon	6,878	8,356

City Engineer

	City	LOW	HIGH
GEOGRAPHIC COMPS	Vancouver	11,028	(<i>Item 5.</i>)
COMPARABLES	Kenmore	9,290	12,821
GEOGRAPHIC COMPS	Clark County	8,965	12,667
PORTLAND METRO	Lake Oswego, OR	10,324	12,544
COMPARABLES	Bonney Lake	9,625	11,912
COMPARABLES	Lake Stevens	9,310	11,781
COMPARABLES	Mukilteo	9,681	11,768
COMPARABLES	Monroe	9,033	11,674
PORTLAND METRO	West Linn, OR	8,414	11,484
COMPARABLES	Anacortes	9,108	11,385
COMPARABLES	Covington	9,439	11,271
PORTLAND METRO	Wilsonville, OR	8,273	11,167
COMPARABLES	Mountlake Terrace	10,368	11,151
PORTLAND METRO	Milwaukie, OR	8,504	10,851
COMPARABLES	Maple Valley	8,479	10,729
	Camas	8,937	10,704
COMPARABLES	Mount Vernon	8,461	10,268
PORTLAND METRO	Tualatin, OR	7,982	10,106
PORTLAND METRO	Oregon City, OR	8,084	10,096
GEOGRAPHIC COMPS	Washougal	7,372	10,047
GEOGRAPHIC COMPS	Ridgefield	7,567	9,964
COMPARABLES	Battle Ground	8,292	9,857
GEOGRAPHIC COMPS	Longview	7,295	9,849
COMPARABLES	Des Moines	7,530	9,448
COMPARABLES	Snoqualmie	8,517	9,463

City Engineer

	City	LOW	HIGH
GEOGRAPHIC COMPS	Vancouver	11,028	(<i>Item 5.</i>)
COMPARABLES	Kenmore	9,290	12,021
GEOGRAPHIC COMPS	Clark County	8,965	12,667
PORTLAND METRO	Lake Oswego, OR	10,324	12,544
COMPARABLES	Bonney Lake	9,625	11,912
COMPARABLES	Lake Stevens	9,310	11,781
COMPARABLES	Mukilteo	9,681	11,768
COMPARABLES	Monroe	9,033	11,674
PORTLAND METRO	West Linn, OR	8,414	11,484
	65th percentile	9,101	11,410
COMPARABLES	Anacortes	9,108	11,385
COMPARABLES	Covington	9,439	11,271
PORTLAND METRO	Wilsonville, OR	8,273	11,167
COMPARABLES	Mountlake Terrace	10,368	11,151
PORTLAND METRO	Milwaukie, OR	8,504	10,851
COMPARABLES	Maple Valley	8,479	10,729
	Camas	8,937	10,704
COMPARABLES	Mount Vernon	8,461	10,268
PORTLAND METRO	Tualatin, OR	7,982	10,106
PORTLAND METRO	Oregon City, OR	8,084	10,096
GEOGRAPHIC COMPS	Washougal	7,372	10,047
GEOGRAPHIC COMPS	Ridgefield	7,567	9,964
COMPARABLES	Battle Ground	8,292	9,857
GEOGRAPHIC COMPS	Longview	7,295	9,840
COMPARABLES	Des Moines	7,530	9,490
COMPARABLES	Snoqualmie	8,517	9,463

Police Chief

	City	LOW	HIGH
GEOGRAPHIC COMPS	Vancouver	(outlier)	(ouItem 5.
COMPARABLES	Lake Stevens	12,522	15,844
COMPARABLES	Monroe	11,651	15,057
COMPARABLES	Snoqualmie	12,820	14,244
PORTLAND METRO	Tualatin, OR	11,012	13,946
COMPARABLES	Bonney Lake	11,227	13,895
COMPARABLES	Anacortes	10,875	13,594
PORTLAND METRO	Lake Oswego, OR	11,133	13,539
GEOGRAPHIC COMPS	Ridgefield	9,508	13,311
COMPARABLES	Mountlake Terrace	12,430	13,248
	Camas	11,037	13,220
COMPARABLES	Battle Ground	11,113	13,210
PORTLAND METRO	Oregon City, OR	10,206	12,746
GEOGRAPHIC COMPS	Washougal	9,268	12,632
PORTLAND METRO	West Linn, OR	9,251	12,626
COMPARABLES	Mount Vernon	10,792	12,592
PORTLAND METRO	Milwaukie, OR	9,840	12,561
COMPARABLES	Des Moines	10,926	12,046
GEOGRAPHIC COMPS	Longview	8,896	12,050
COMPARABLES	Mukilteo	9,426	11,457

Police Chief

	City	LOW	HIGH
GEOGRAPHIC COMPS	Vancouver	(outlier)	(ouItem 5.
COMPARABLES	Lake Stevens	12,522	15,844
COMPARABLES	Monroe	11,651	15,057
COMPARABLES	Snoqualmie	12,820	14,244
PORTLAND METRO	Tualatin, OR	11,012	13,946
COMPARABLES	Bonney Lake	11,227	13,895
COMPARABLES	Anacortes	10,875	13,594
PORTLAND METRO	Lake Oswego, OR	11,133	13,539
	65th percentile	11,113	13,539
GEOGRAPHIC COMPS	Ridgefield	9,508	13,311
COMPARABLES	Mountlake Terrace	12,430	13,248
	Camas	11,037	13,220
COMPARABLES	Battle Ground	11,113	13,210
PORTLAND METRO	Oregon City, OR	10,206	12,746
GEOGRAPHIC COMPS	Washougal	9,268	12,632
PORTLAND METRO	West Linn, OR	9,251	12,626
COMPARABLES	Mount Vernon	10,792	12,592
PORTLAND METRO	Milwaukie, OR	9,840	12,561
COMPARABLES	Des Moines	10,926	12,046
GEOGRAPHIC COMPS	Longview	8,896	12,051
COMPARABLES	Mukilteo	9,426	11,457

Police Captain

	City	LOW	HIGH
GEOGRAPHIC COMPS COMPARABLES	Vancouver	12,822	(ouItem 5.
COMPARABLES	Monroe	10,568	13,657
COMPARABLES	Des Moines	11,234	13,655
GEOGRAPHIC COMPS COMPARABLES	Clark County	9,659	13,647
COMPARABLES	Bonney Lake	10,131	12,540
COMPARABLES	Lake Stevens	9,725	12,306
PORTLAND METRO	Tualatin, OR	9,596	12,163
COMPARABLES	Mountlake Terrace	11,309	12,154
COMPARABLES	Anacortes	9,662	12,078
COMPARABLES	Snoqualmie	10,840	12,044
PORTLAND METRO	Lake Oswego, OR	9,703	11,794
COMPARABLES	Battle Ground	9,600	11,411
PORTLAND METRO	Oregon City, OR	8,844	11,045
	Camas	9,116	10,919
PORTLAND METRO	Milwaukie, OR	8,504	10,851
PORTLAND METRO	West Linn, OR	7,683	10,492
GEOGRAPHIC COMPS COMPARABLES	Washougal	7,481	10,196
COMPARABLES	Mukilteo	8,282	10,067
GEOGRAPHIC COMPS	Longview		8,8352
GEOGRAPHIC COMPS	Ridgefield	6,891	8,792

Police Captain

	City	LOW	HIGH
GEOGRAPHIC COMPS	Vancouver	12,822	(ouItem 5.
COMPARABLES	Monroe	10,568	13,657
COMPARABLES	Des Moines	11,234	13,655
GEOGRAPHIC COMPS	Clark County	9,659	13,647
COMPARABLES	Bonney Lake	10,131	12,540
COMPARABLES	Lake Stevens	9,725	12,306
PORTLAND METRO	Tualatin, OR	9,596	12,163
COMPARABLES	Mountlake Terrace	11,309	12,154
	65th percentile	9,725	12,154
COMPARABLES	Anacortes	9,662	12,078
COMPARABLES	Snoqualmie	10,840	12,044
PORTLAND METRO	Lake Oswego, OR	9,703	11,794
COMPARABLES	Battle Ground	9,600	11,411
PORTLAND METRO	Oregon City, OR	8,844	11,045
	Camas	9,116	10,919
PORTLAND METRO	Milwaukie, OR	8,504	10,851
PORTLAND METRO	West Linn, OR	7,683	10,492
GEOGRAPHIC COMPS	Washougal	7,481	10,196
COMPARABLES	Mukilteo	8,282	10,067
GEOGRAPHIC COMPS	Longview		8,853
GEOGRAPHIC COMPS	Ridgefield	6,891	8,792

Fire Chief

	City	LOW	HIGH
MISC.	Graham (Pierce FD#21)		(ou <small>Item 5.</small>
GEOGRAPHIC COMPS	Vancouver	14,843	19,302
MISC.	Snohomish Regional Fire Dist.		18,342
MISC.	Thurston FD #3 (Lacey)		17,024
MISC.	Bainbridge Island Fire		15,879
MISC.	Northshore Fire/King 16		15,750
MISC.	Clark County Fire & Rescue	13,248	15,391
MISC.	Clark County Fire Dist #3		15,099
	Camas	12,177	14,539
COMPARABLES	Anacortes	10,875	13,594
COMPARABLES	Snoqualmie	12,210	13,565
PORTLAND METRO	Lake Oswego, OR	11,133	13,539
COMPARABLES	Mukilteo	10,558	12,870
COMPARABLES	Mount Vernon	10,792	12,592
GEOGRAPHIC COMPS	Longview	8,896	12,012

Fire Chief

	City	LOW	HIGH
MISC.	Graham (Pierce FD#21)		(ou <small>Item 5.</small>
GEOGRAPHIC COMPS	Vancouver	14,843	19,302
MISC.	Snohomish Regional Fire Dist.		18,342
MISC.	Thurston FD #3 (Lacey)		17,024
MISC.	Bainbridge Island Fire		15,879
MISC.	Northshore Fire/King 16		15,750
	65th percentile	12,194	15,660
MISC.	Clark County Fire & Rescue	13,248	15,391
MISC.	Clark County Fire Dist #3		15,099
	Camas	12,177	14,539
COMPARABLES	Anacortes	10,875	13,594
COMPARABLES	Snoqualmie	12,210	13,565
PORTLAND METRO	Lake Oswego, OR	11,133	13,539
COMPARABLES	Mukilteo	10,558	12,870
COMPARABLES	Mount Vernon	10,792	12,592
GEOGRAPHIC COMPS	Longview	8,896	12,012

Asst/Dep. Fire Chief

	City	LOW	HIGH
MISC.	Graham (Pierce FD#21)		10,074
GEOGRAPHIC COMPS	Vancouver	12,822	10,074
MISC.	Bainbridge Island Fire		15,720
MISC.	Snohomish Regional Fire Dist.		15,008
MISC.	Northshore Fire/King 16	10,404	14,566
MISC.	Clark County Fire Dist #3		13,194
	Camas Division Chiefs	10,588	12,643
COMPARABLES	Anacortes	9,662	12,078
MISC.	Thurston FD #3 (Lacey)		11,570
COMPARABLES	Snoqualmie	10,298	11,442
COMPARABLES	Mukilteo	8,968	9,916
GEOGRAPHIC COMPS	Longview		8,347

Asst/Dep. Fire Chief

	City	LOW	HIGH
MISC.	Graham (Pierce FD#21)		10,504
GEOGRAPHIC COMPS	Vancouver	12,822	10,504
MISC.	Bainbridge Island Fire		15,720
MISC.	Snohomish Regional Fire Dist.		15,008
	65th percentile	10,505	14,765
MISC.	Northshore Fire/King 16	10,404	14,566
MISC.	Clark County Fire Dist #3		13,194
	Camas Division Chiefs	10,588	12,643
COMPARABLES	Anacortes	9,662	12,078
MISC.	Thurston FD #3 (Lacey)		11,570
COMPARABLES	Snoqualmie	10,298	11,442
COMPARABLES	Mukilteo	8,968	9,916
GEOGRAPHIC COMPS	Longview		8,347

Fire Marshall

	City	LOW	HIGH
COMPARABLES	Lake Stevens		(ou Item 5.
GEOGRAPHIC COMPS	Vancouver	10,479	13,620
MISC.	Clark County Fire & Rescue	11,264	13,083
	Camas Division Chief	10,588	12,643
MISC.	Clark County Fire Dist #3		12,584
MISC.	Snohomish Regional Fire Dist.		12,536
MISC.	Northshore Fire/King 16	8,513	11,918
PORTLAND METRO	Lake Oswego, OR	9,703	11,794
GEOGRAPHIC COMPS	Longview	10,129	10,496
GEOGRAPHIC COMPS	Clark County	7,178	10,141
COMPARABLES	Battle Ground	7,521	8,941
COMPARABLES	Mukilteo	6,668	8,105

Fire Marshall

	City	LOW	HIGH
COMPARABLES	Lake Stevens		(on Item 5.
GEOGRAPHIC COMPS	Vancouver	10,479	13,620
MISC.	Clark County Fire & Rescue	11,264	13,083
	Camas Division Chief	10,588	12,643
MISC.	Clark County Fire Dist #3		12,584
	65th percentile	10,304	12,574
MISC.	Snohomish Regional Fire Dist.		12,536
MISC.	Northshore Fire/King 16	8,513	11,918
PORTLAND METRO	Lake Oswego, OR	9,703	11,794
GEOGRAPHIC COMPS	Longview	10,129	10,496
GEOGRAPHIC COMPS	Clark County	7,178	10,141
COMPARABLES	Battle Ground	7,521	8,941
COMPARABLES	Mukilteo	6,668	8,105

Utilities Manager

City	LOW	HIGH
Bellevue Utilities Planning Manager	9,250	12,750
Auburn Utilities Engineering Manager	10,000	12,333
Bellevue Utilities O and M Manager	8,333	11,500
Camas Utilities Manager	8,937	10,704
Bellevue Utilities Admin and Ops Manager	7,583	10,417

Utilities Manager

City	LOW	HIGH
Bellevue Utilities Planning Manager	9,250	12,750
Auburn Utilities Engineering Manager	10,000	12,333
65th percentile	9,219	12,250
Bellevue Utilities O and M Manager	8,333	11,500
Camas Utilities Manager	8,937	10,704
Bellevue Utilities Admin and Ops Manager	7,583	10,417

Planning Manager

	City	LOW	HIGH
MISC	Issaquah	9,416	<div>Item 5.</div> 50
MISC	Lynnwood	(outlier)	12,344
MISC	Bellevue	8,333	11,500
COMPARABLES	Des Moines	9,386	11,409
GEOGRAPHIC COMPS	Clark County	7,925	11,193
COMPARABLES	University Place	8,344	10,979
COMPARABLES	Covington	9,173	10,952
GEOGRAPHIC COMPS	Vancouver	8,107	10,540
PORTLAND METRO	Milwaukie, OR	8,104	10,333
COMPARABLES	Monroe	7,959	10,286
COMPARABLES	Lake Stevens	8,029	10,159
	Camas	8,122	9,728
COMPARABLES	Bonney Lake	7,840	9,703
PORTLAND METRO	Wilsonville, OR	7,147	9,646
PORTLAND METRO	Oregon City, OR	7,663	9,569
COMPARABLES	Anacortes	7,628	9,535
PORTLAND METRO	Lake Oswego, OR	7,833	9,500
PORTLAND METRO	West Linn, OR	6,833	9,416
PORTLAND METRO	Tualatin, OR	7,426	9,405
COMPARABLES	Mukilteo	7,624	9,268
MISC	Mukilteo	7,583	9,250
GEOGRAPHIC COMPS	Longview	(outlier)	<div>62</div> 7
COMPARABLES	Battle Ground	6,823	8,110

Planning Manager

	City	LOW	HIGH
MISC	Issaquah	9,416	10,500
MISC	Lynnwood	(outlier)	12,344
MISC	Bellevue	8,333	11,500
COMPARABLES	Des Moines	9,386	11,409
GEOGRAPHIC COMPS	Clark County	7,925	11,193
COMPARABLES	University Place	8,344	10,979
COMPARABLES	Covington	9,173	10,952
GEOGRAPHIC COMPS	Vancouver	8,107	10,540
	65th percentile	8,105	10,457
PORTLAND METRO	Milwaukie, OR	8,104	10,333
COMPARABLES	Monroe	7,959	10,286
COMPARABLES	Lake Stevens	8,029	10,159
	Camas	8,122	9,728
COMPARABLES	Bonney Lake	7,840	9,703
PORTLAND METRO	Wilsonville, OR	7,147	9,646
PORTLAND METRO	Oregon City, OR	7,663	9,569
COMPARABLES	Anacortes	7,628	9,535
PORTLAND METRO	Lake Oswego, OR	7,833	9,500
PORTLAND METRO	West Linn, OR	6,833	9,416
PORTLAND METRO	Tualatin, OR	7,426	9,405
COMPARABLES	Mukilteo	7,624	9,268
MISC	Mukilteo	7,583	9,250
GEOGRAPHIC COMPS	Longview	(outlier)	8,117
COMPARABLES	Battle Ground	6,823	8,110