



**Salary Commission Meeting Agenda
Tuesday, September 19, 2023, 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 observe the meeting

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

To observe the meeting via Zoom Please go to: <https://us06web.zoom.us/j/85104007219>,
Meeting ID - 851 0400 7219

CALL TO ORDER

APPROVAL OF MINUTES

1. Approval of November 3, 2022, Salary Commission Public Hearing Minutes
Presenter: Matt Ransom, Chair
Time Estimate: 5 minutes

COMMITTEE DELIBERATION

2. Annual Commission Review Discussion

CLOSE OF MEETING



**Salary Commission Public Hearing Meeting Minutes
DRAFT
Thursday, November 03, 2022, 4:00 PM
Camas City Hall 616 NE 4th Ave**

CALL TO ORDER

Chair Matt Ransom called the meeting to order at 4:00 p.m.

ROLL CALL

Present: Commission Members Allen Anderson, Sheila Schmid, Zach Goodman

Absent: *John Nohr

***John was appointed to the City Council on October 11, 2022.**

Staff: Carrie Davis, Jennifer Gorsuch

Press: No one from the press was present

APPROVAL OF MINUTES

1. September 13, 2022, Salary Commission Meeting Minutes

It was moved by Anderson and seconded, that the minutes be approved as presented. The motion carried unanimously.

OVERVIEW OF COMMISSION RECOMMENDATIONS

Ransom provided an overview of the September 13, 2022, Commission meeting. Discussion ensued.

2. At their September 13, 2022, Salary Commission Meeting, the Commission reviewed comparable data and recommend the following changes:
 - a. No changes to the Technology Allowance for the Mayor and Council Members.
 - b. No changes to the Car Allowance for the Mayor.
 - c. Increase the monthly stipend for the Mayor to \$2,874 and \$1,045 for the Council Members.

PUBLIC HEARING

3. The Commission will take comments from the public about proposed increases.

Chair Ransom opened the public hearing at 4:05 p.m. and closed the meeting at 4:05 p.m. as no members of the public were present in person or virtually.

COMMITTEE DELIBERATION

It was moved by Goodman and seconded, to increase the monthly stipend, for 2023, to \$2,874 for the Mayor and to \$1,045 for the Council Members. No changes were made to the technology allowance for Council and Mayor or to the car allowance for the Mayor. The motion carried unanimously.

CLOSE OF MEETING

The meeting closed at 4:08 p.m.

SALARY COMMISSION 2023						
NAME	ADDRESS	PHONE	E-MAIL	DATE APPOINTED/ TERM START	TERM EXPIRES	TERM LENGTH
Anderson, Allen	116 SE James ST	360-931-5556 360-835-0690	allenandersoncamas@gmail.com	March 15, 2021	Dec. 31, 2023 unfulfilled term	1st term remainder
Goodman, Zach	1535 NW 34th AVE	503-319-4110	zbgood23@yahoo.com	March 15, 2021 January 1, 2021	Dec. 31, 2024	1st full term 4 years
Ransom, Matt	1241 NW Klickitat Lane	360.834.7705 hm 503.928.9376 c	Matt.Ransom@rtc.wa.gov	December 21, 2015 January 1, 2020	Dec. 31, 2023	2nd/final term 4 years
Schmid, Sheila	621 NE 15th AVE	541-490-3607	schmid@gorge.net	December 6, 2021 January 1, 2020	Dec. 31, 2025	1st full term 4 years
Wimer, Robert		(503) 308-0121	robert.w.wimer@gmail.com	December 6, 2021 January 1, 2023	Dec. 31, 2025	1st Term 4 years

Chapter 2.38 - SALARY COMMISSION

A member of the commission shall serve for a four-year term without compensation. The initial membership shall be appointed for staggered terms with one member serving a two-year term, two members serving three-year terms and two members serving four-year terms. No member of the commission shall be appointed for more than two terms. (Note: Thereafter, every person appointed to such committee shall serve a four-year term; this is not included on adopted ordinance)

In the event of a vacancy in the office of a commissioner, the mayor shall appoint, subject to approval of the city council, a person to serve the unexpired portion of the term of the expired position.

2023 Citizen Appointments

Item 2.

Board/ Committee/ Commission	Term	Full Name	Appointment	Term Expiration
Civil Service Commission	6-year	Gary Perman	Appointment	12/31/2028
Clark County Mosquito Control Board	2-year	Matthew McBride	Reappointment	12/31/2024
Design Review Committee	Indefinite	Ed Fischer	Appointment	Indefinite
Library Board of Trustees	5-year	Kerry Ticknor	Reappointment	12/31/2027
	5-year	Samantha Horner	Appointment	12/31/2027
Parks & Recreation Commission	3-year	David Dewey	Reappointment	12/31/2025
	3-year	Jason Irving	Reappointment	12/31/2025
Planning Commission	3-year	Mahsa Esghi	Reappointment	12/31/2025
	3-year	Warren Montgomery	Reappointment	12/31/2025
Salary Commission	4-year UNFULFILLED TERM	Robert Wimer	Appointment	12/31/2025

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	2.0%	\$ 2,300	\$ 300	\$ 75
	Council Members	2.0%	\$ 784	None	\$ 50
2019	Mayor	4.0%	\$ 2,392	\$ 300	\$ 75
	Council Members	4.0%	\$ 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 Recomm	Mayor				
	Council Members				

Washington City Salary and Benefit Survey (2023 Data to be used for changes effective 2024)

Source: Association of Washington Cities & by polling

CLARK COUNTY

Jurisdiction	Mayor's/Mo 2023	Mayor's/Mo 2022	Council/Mo 2023	Council/Mo 2022	Population 2023	Population 2022	Form of Government	Additional Notes and Considerations
Battle Ground	\$1,133	\$1,100	\$927	\$900	21,910	21,780	Council-Manager	Dep Mayor \$1K, Eligible for health care same rate as employees.
Camas*	\$2,874	\$2,750	\$1,045	\$1,000	27,420	27,250	Mayor-Council	Plus \$100 Mayor/\$75 Council mo optional tech stipend. Mayor \$300 vehicle allowance.
La Center	\$700	\$625	\$200	\$200	3,890	3,835	Mayor-Council	Plus \$65/mtg; Salary Commission Compensation.
Ridgefield	\$1,300	\$1,200	\$650	\$600	15,180	13,640	Council-Manager	Salary commission meets in late August. They do not do annual COLAs for these positions.
Vancouver	\$2,875	\$2,875	\$2,250	\$2,250	190,915	195,000	Council-Manager	Mayor pro-tem makes \$2,500/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 2023.
Washougal	\$800	\$765	\$606	\$587	17,490	17,390	Council-Manager	Salary Commission meets in September to decide on 2023. COLAs not automatic, commission decides.
Yacolt	\$1,000	\$700	*\$50	\$50	1,670	1,670	Mayor-Council	*Council gets \$50 per meeting not per month.

WASHINGTON CITIES - POPULATION 15,000-50,000

Jurisdiction	Mayor's/Mo 2023	Mayor's/Mo 2022	Council/Mo 2023	Council/Mo 2022	Population 2023	Population 2022	Form of Government	Add'l Notes
Anacortes	\$ 11,232	\$ 10,333	\$ 1,200	\$ 1,200	18,020	17,880	Mayor-Council	Med, Dental, Vision 50% of lowest employee only offered medical plan, no dependents or spouses
Bonney Lake *	\$ 2,100	\$ 2,100	\$ 850	\$ 850	23,250	22,990	Mayor-Council	
Bremerton	\$ 9,500	\$ 9,500	\$ 1,875	\$ 1,298	44,640	45,220	Mayor-Council	The Council President is paid an additional \$452.00 per month.
Camas*	\$ 2,874	\$ 2,750	\$ 1,045	\$ 1,000	27,420	27,250	Mayor-Council	Plus \$100 Mayor/\$75 Council mo optional tech stipend. Mayor \$300 vehicle allowance.
Covington	\$ 980	\$ 980	\$ 780	\$ 780	21,600	21,200	Council-Manager	
Des Moines	\$ 14,000	\$ 1,265	\$ 600	\$ 750	33,260	33,160	Council-Manager	Mayor \$350/meeting (40 per year max), Council \$600/month
Edmonds	Non-rep COLAs	\$ 10,495	Non-rep COLAs	\$ 1,250	45,593	42,980	Mayor-Council	Salary Commission Disbanded; HR will apply Non-Rep Colas
Issaquah *	\$ 10,307	\$ 10,307	\$ 1,250	\$ 1,250	41,290	40,950	Mayor-Council	An annual salary of \$123,690.72.
Lake Stevens *	\$ 9,890	\$ 9,510	\$ 937	\$ 596	41,260	40,700	Mayor-Council	Plus \$80/meeting max. 4/mo
Monroe *	\$ 3,600	\$ 3,600	\$ 800	\$ 800	20,590	19,700	Mayor-Council	
Mountlake Terrace	\$ 1,167	\$ 1,144	\$ 955	\$ 936	23,810	22,070	Council-Manager	
Mukilteo	\$ 5,900	\$ 5,900	\$ 500	\$ 500	21,590	21,590	Mayor-Council	
Oak Harbor *	\$ 5,016	\$ 4,918	\$ 752	\$ 737	24,780	24,760	Mayor-Council	Med, Dental, Vision Council member pays 100% and cover any dependents or spouse
Snoqualmie	\$ 3,000	\$ 3,000	\$ 500	\$ 500	14,500	14,490	Mayor-Council	
Tukwila *	\$ 10,875	\$ 10,018	\$ 1,250	\$ 1,250	22,780	22,620	Mayor-Council	
University Place	\$ 1,688	\$ 1,688	\$ 1,408	\$ 1,408	35,580	35,420	Council-Manager	
Wenatchee	\$ 10,005	\$ 9,206	\$ 1,000	\$ 1,000	35,850	35,650	Mayor-Council	

2024 Projected CPI 3.1% {City of Camas unions cap CPI at 4.5%} 2024 Projected Social Security COLA 3.0%

City of Camas Elected Officials Stipend Report

	2019	2020	2021	2022	2023 (Est Full)
Payroll/Monthly Stipend	\$ 96,695	\$ 99,648	\$ 96,190	\$ 114,500	\$ 118,685
Tech Reimbursement	\$ 4,525	\$ 5,100	\$ 4,366	\$ 7,313	\$ 7,243
Car Allowance (Mayor)	\$ 3,642	\$ 3,600	\$ 3,600	\$ 3,600	\$ 3,600
Mileage Reimbursement	\$ 195	\$ -	\$ -	\$ -	\$ -
Total	\$104,862	\$ 108,348	\$ 104,156	\$ 125,413	\$ 129,528



Council and Mayor Tracked Time For 2023

City Council Members

Average 10 Hours/Week – Council Meeting Related

Average 4 Hours/Week - Boards and Commissions

Average 5 Hours/Week - Citizen Interaction

Average 3 Hours/Week - Training and Webinars

22 Hours Per Week On Average Overall in 2023

15.75 Hours Per Week On Average Overall in 2020*

Mayor

Average 8 Hours/Week – Council Meeting Related

Average 8 Hours/Week - Boards and Commissions

Average 15 Hours/Week - Citizen Interaction

Average 12 Hours/Week – Training, Webinars, Citizen Interaction, In-person Meetings with Staff/Council/Businesses and Organizations/Email/Phone

43 Hours Per Week On Average Overall in 2023

30 Hours Per Week On Average Overall in 2020*

**2020 was the last time the Salary Commission requested tracked time from the Council and Mayor*

**The City was without a full-time City Administrator till January 2023*