



City Council Workshop Agenda Monday, October 05, 2020, 4:30 PM REMOTE PARTICIPATION

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 to enable the City to make reasonable accommodations to ensure accessibility (28 CFR 35.102-35.104 ADA Title 1.).

Participate in this virtual Council Meeting with the online ZOOM application and/or by phone.

OPTION 1 -- Join the virtual meeting from any device:

1. First-time ZOOM users, go to www.zoom.us
 - To download the free ZOOM Cloud Meetings app for your device
 - Or, click the Join Meeting link in the top right corner and paste - 95335667931
2. From any device click the meeting link <https://zoom.us/j/95335667931>
3. Enter your email and name, and then join webinar.
4. Wait for host to start the meeting.

OPTION 2 -- Join the virtual meeting from your phone (audio only):

1. Dial 877-853-5257
2. When prompted, enter meeting ID 935 0771 4003 #, and then ##

During Public Comment periods:

1. Attendees may click the **raise hand icon** in the app and you will be called upon to comment for up to 3 minutes.
 - If listening by phone, hit *9 to "raise your hand" and you will be called upon to comment for up to 3 minutes.
2. Residents can send public comments to publiccomments@cityofcamas.us (limit to 400 words).

These will be entered into the meeting record. Emails received by one hour before the start of the meeting will be emailed to the Council prior to the meeting start time. During the meeting, the clerk will read aloud the submitter's name, the subject, and the date/time it was received. Emails will be accepted until 1 hour received after the meeting and will be emailed to the Council no later than the end of the next business day.

CALL TO ORDER

ROLL CALL

PUBLIC COMMENTS

WORKSHOP TOPICS

1. [Mayor's Recommended 2021-2022 Budget Presentation](#)
Presenter: [Cathy Huber Nickerson, Finance Director](#)

2. [Position Description Title and Salary Change](#)
Presenter: [Jennifer Gorsuch, Administrative Services Director and Jamal Fox, City Administrator](#)

3. Community Development Miscellaneous and Updates
This is a placeholder for miscellaneous or emergent items.
Presenter: Phil Bourquin, Community Development Director

4. Public Works Miscellaneous and Updates
This is a placeholder for miscellaneous or emergent items.
Presenter: Steve Wall, Public Works Director

5. City Administrator Miscellaneous and Updates
This is a placeholder for miscellaneous or emergent items.
Presenter: Jamal Fox, City Administrator

COUNCIL COMMENTS AND REPORTS

PUBLIC COMMENTS

ADJOURNMENT



Staff Report

October 5, 2020 Council Workshop

Mayor’s Recommended 2021-2022 Budget Presentation

Presenter: Cathy Huber Nickerson, Finance Director

Phone	Email
360.817.1537	chuber@cityofcamas.us

BACKGROUND: This presentation is designed to provide a high-level overview of the Mayor’s Recommended 2021-2022 Budget to City Council and the public. This presentation will provide highlights as well as briefly discuss the Mayor’s budget initiatives for the upcoming biennium.

SUMMARY: The Mayor’s Recommended 2021-2022 Biennial Budget was prepared to incorporate his three initiatives for the biennium: Honesty, Land, People. With Honesty, communications and equity are a focus. The use of technology will be key. With the investment in the Legacy Lands in 2019-2020, this next biennium, 2021-2022 will focus on the City’s efforts to be careful stewards of the City’s natural assets This budget will provide funding for trails, care for the historic Leadbetter House, clean-up of Lacamas Lake and support for our existing parks. For the final initiative, the budget will focus on our children and older citizens, by enhancing our parks, library, streets to provide accessibility and safety.

The City’s revenue budget for the 2021-2022 is projected to be slower than in recent years but still stable with modest growth. Camas continues to be a place people desire to move to. The budget is built to address the City’s growing community with several infrastructure projects.

Given the uncertain economic times during the COVID-19 pandemic, the Mayor’s Recommended 2021-2022 Budget has a budget strategy designed to adapt to a changing financial environment. The Recommended Budget appears to be status quo budget with several capital projects, but the implementation of the 2021-2022 Budget is tied to the Washington State’s Phased Approach for Safe Start. As a result, in Phase 1 the budget will be limited in 2020 Budget levels with some line item placed on hold such as staff hires, seasonal help, travel, training and all construction. In Phase 2, the Mayor has discretion to open some expenses and allow capital projects as well. In Phase 3, the 2021-2022 Budget is implemented but may still have some restrictions in place. In Phase 4, the Mayor may opt to implement the fully adopted 2021-2022 Budget.

EQUITY CONSIDERATIONS:

What are the desired results and outcomes for this agenda item? The intent of this budget is to fund City services which benefit the whole community while delivery is inclusive and accessible.

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

How have communities been engaged? Are there opportunities to expand engagement? Prior to the COVID-19 pandemic, the City had planned several public engagement activities during the budget building process. Unfortunately, with the COVID-19 restrictions, the City has one online engagement activity to evaluate capital project decision packages this month and two public hearings which will be scheduled in November. As in prior budget planning efforts, the City will place the whole 2021-2022 budget online which allows the community to drill down into the budget as well as track in real time how the City's resources are spent against the adopted budget.

Who will benefit from, or be burdened by this agenda item? All Camas citizens will benefit from the 2021-2022 Budget.

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. No, the 2021-2022 Budget provides equal access to resources.

Will this agenda item improve ADA accessibilities for people with disabilities? The Mayor's Recommended Budget provides funding to provide more accessible street crossings and more accessibility to the Louis Bloch park and ball fields.

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

How will you ensure accountabilities, communicate, and evaluate results? The Finance Department provides at <https://finance.cityofcamas.us> the City's Open Budget tool for residents to ensure the City is accountable and provides results of the approved budget. The Finance Director also provides quarterly reviews of the budget to actual in an open meeting which is televised online. In addition, the Washington State Auditor's Office audits the City's Annual Financial Report which provides a budget to actual statements.

How does this item support a comprehensive plan goal, policy or other adopted resolution? This item will eventually be adopted by City Ordinance and is compliant with state law, City's municipal code, the City's Strategic Plan and all other City plans and financial policies.

BUDGET IMPACT: This presentation provides the Mayor's Recommended 2021-2022 Budget.

RECOMMENDATION: Presentation only.

October 5, 2020

Dear City of Camas Council Members, Citizens, and Staff,

This year has challenged our community like no other. From the global pandemic to the recent wildfires, the world around us continues to test our resolve. But what I have learned is that we, as Camasonians, will always persevere and always come together – even when we can't in person.

Today, we hope it comes as welcome news to hear that the City of Camas remains strong financially. Through thoughtful planning and careful choices, the City can and will endure whatever comes next.

It is with great pride we share the City's Biennial Budget for 2021-2022.

In connection with this budget, we will be promoting three initiatives over the next two years for achieving the goals laid out in the City of Camas Strategic Plan:

- **LAND** – We must be careful stewards of the City's natural assets. Having acquired this year the last parcel of land on the Lacamas Lake North Shore for protection, we now must ensure it remains protected, nurtured, and wisely developed. To this end, the budget provides funding to build trails, care for the historic Leadbetter House, clean up Lacamas Lake, and support our growing parks system.
- **PEOPLE** – With a special focus on our children and older adults, we have incorporated into this budget programming and services for our growing community. In addition to enhancements for parks, library, street safety, and essential resources such as clean water, you will find funding for improvements including accessible sidewalks and ramps and for bleachers at Louis Bloch Park.
- **HONESTY** – As supported by this budget, we will develop a full communications program built on transparency, engagement, accessibility, and ease; move forward with new technology to better connect with our citizens, council, staff, and stakeholders; grow our work around equity – being fair and impartial; and collaborate with the community on Comprehensive Plan updates.

This budget represents the first steps to a new, bright future for Camas – one that will unite and replenish us.

We are extremely pleased to have new City Administrator Jamal Fox on our side for this journey, and he will be key in implementing these new initiatives while continuing to provide the high level of service our community deserves. We also could not be more grateful for the City of Camas employees who work hard to serve this community, each and every day.

Thank you for exploring the City of Camas Biennial Budget and I welcome you to reach out to me or a member of our team with any questions or feedback.

Sincerely,



Barry McDonnell
Mayor

City of Camas
October 5, 2020

2021-2022 MAYOR'S RECOMMENDED BUDGET

MAYOR'S INITIATIVES

Honesty

- Communication
- Equity

Land

- Legacy Lands
- Facilities
- Climate Change

People

- Programs for young people in the City
- Services for the older adults

City of Camas
Strategic Plan
 2018-2020



OUR MISSION	CITY OF CAMAS 2018-2020 STRATEGIC PRIORITIES			
<p><i>The City of Camas commits to preserving its heritage, sustaining and enhancing a high quality of life for all its citizens and developing the community to meet the challenges of the future.</i></p>	<p>1. Meet COMMUNITY NEEDS with optimal use of community resources</p>	<p>2. Build FINANCIAL SUSTAINABILITY for our City</p>	<p>3. Ensure CORE INFRASTRUCTURE to meet community needs</p>	<p>4. Proactively MANAGE GROWTH in line with our vision & decision principles</p>
OUR VISION	2018-2020 KEY OBJECTIVES			
<p style="text-align: center;">HOME TOWN FEEL</p> <p>Camas is... SAFE</p> <p style="text-align: center;">Great Place to Raise A Family Jobs That Support Our Community</p> <p style="text-align: center;">Great Schools Integrated with Outdoors</p>	<ul style="list-style-type: none"> All community needs & chosen priorities funded at defined service levels by 2020 Improve efficiency: Six (6) process improvements completed annually 	<ul style="list-style-type: none"> Balanced Budget (with reserve funded AND community needs and high priority wants funded) Improve Bond Rating from AA to AAA 	<ul style="list-style-type: none"> Infrastructure capacity Corrective Maintenance/ Preventive Maintenance % 	<ul style="list-style-type: none"> "Jobs" Ready Land/Residential "Ready" Land Green Space per capita Infrastructure capacity
OUR DECISION PRINCIPLES	2018-2020 KEY INITIATIVES			
<p>Are we... </p> <ul style="list-style-type: none"> Providing services in line with community needs & priorities? Maintaining or building financial sustainability for our City? Preserving our integration with the outdoors? Creating an inclusive community that feels like a home town? 	<ol style="list-style-type: none"> Define and prioritize service levels, including performance measures Implement Lean city-wide Develop technology roadmap Evaluate service delivery models Develop community engagement and communications strategy 	<ol style="list-style-type: none"> Update all Financial Policies to GFOA best practices Open and transparent program-based budget Update Utility Rates, Impact Fees, SDC's Revenue Strategy (overall size and diversification) Develop Long-Term Financial Plan, Including Capital Programs 	<ol style="list-style-type: none"> Complete Condition assessment on all core infrastructure and facilities SR500 corridor strategy with a Lake-Everett Intersection plan Infrastructure and facilities capacity plan Asset Management System specified Water & Sewer Level of Service Analysis 	<ol style="list-style-type: none"> Protect Backdrop of Lacamas Lake on North Shore Prioritize, fund & implement an updated Parks Recreation Open Space (PROS) plan Complete Grass Valley subarea plan Transportation Capital Facilities Plan and level of service analysis
OUR INTERNAL VALUES	<p>Enhance tools and processes to improve communications: within departments, across departments, and with Council.</p>			
<ul style="list-style-type: none"> Service Oriented Vision Driven Partnering and Collaboration Accountability Continuous Improvement 				

Updated as of 2017

WASHINGTON'S PHASED APPROACH

Modifying Physical Distancing Measures as we Reopen the State

INDIVIDUALS AND BUSINESSES SHOULD FOLLOW ALL REQUIREMENTS LISTED ABOVE DURING ALL PHASES

	1 Phase 1	2 Phase 2	3 Phase 3	4 Phase 4
High-Risk Populations*	Continue to Stay Home, Stay Healthy	Continue to Stay Home, Stay Healthy	Continue to Stay Home, Stay Healthy	Resume public interactions, with physical distancing
Recreation	Some outdoor recreation (hunting, fishing, golf, boating, hiking)	Outdoor recreation involving 5 or fewer people outside your household (camping, beaches, etc.)	<ul style="list-style-type: none"> Outdoor group rec. sports activities (50 or fewer people) Recreational facilities at <50% capacity (gyms, public pools, etc.) Professional sports without audience participation (horseracing, baseball, etc.) 	Resume all recreational activity
Gatherings (social, spiritual)	<ul style="list-style-type: none"> None Drive-in spiritual service with one household per vehicle 	Gather with no more than 5 people outside your household per week	Allow gatherings with no more than 50 people	Allow gatherings with >50 people
Travel	Essential travel and limited non-essential travel for Phase 1 permissible activities	Essential travel and limited non-essential travel for Phase 1 & 2 permissible activities	Resume non-essential travel	Continue non-essential travel
Business/Employers	<ul style="list-style-type: none"> Essential businesses open Existing construction that meets agreed upon criteria Landscaping Auto/EV/boat/DV sales Retail (curb-side pick-up orders only) Car washes Pet walkers 	<ul style="list-style-type: none"> Remaining manufacturing Additional construction phases In-home domestic services (nannies, housecleaning, etc.) Retail (in-store purchases allowed with restrictions) Real estate Professional services/office-based businesses (deskwork remains strongly encouraged) Hair and nail salons/barbers Pet grooming Restaurants/taverns <50% capacity table size no larger than 5 (no bar-area seating) 	<ul style="list-style-type: none"> Restaurants/taverns <75% capacity/ table size no larger than 10 Bar areas in restaurant/taverns at <25% capacity Movie theaters at <50% capacity Customer-facing government services (deskwork remains strongly encouraged) Libraries Museums All other business activities not yet listed except for nightclubs and events with greater than 50 people 	<ul style="list-style-type: none"> Nightclubs Concert venues Large sporting events Resume unrestricted staffing of worksites, but continue to practice physical distancing and good hygiene

* High-risk populations are currently defined by CDC as: persons 65 years of age and older; people of all ages with underlying medical conditions (particularly not well controlled); including people with chronic lung disease or moderate to severe asthma; people who have serious heart conditions; people who are immunocompromised; people with recent obesity; people with diabetes; people with chronic kidney disease; and people with liver disease; people who live in a long-term care facility.

GOVERNOR INSLEE'S PHASED APPROACH

Following Safe Start Washington's Phased Approach provides a clear path forward



BUDGET GUIDANCE

Governor's Phase	Budget Phase	2020 Service Delivery	2020 Staffing Level	Revenue	2021 Budget Plan Operating	Capital	Revenue	2022 Budget Plan Operating	Capital
PHASE 1									
Stay Home, Stay Safe	Essential	No travel	No hirings	Property Tax Status Quo	No hirings	2020 Essential Capital	Property Tax Status Quo	No hirings	Essential Capital
No Gatherings		Essential capital	No seasonals	2020 Fee Schedule	No seasonals		2020 Fee Schedule	No seasonals	
Only Essential Travel			No OT	No late fees or penalties	No OT		No late fees or penalties	No OT	
Essential Businesses			Work at Home	Limited Com Dev Fees	Work at Home		Limited Com Dev Fees	Work at Home	
Some outdoor recreation				No Recreation Fees/Rentals	Furlough employees		No Recreation Fees/Rentals	Furlough employees	
If a Rollback			Furloughs		No travel		No travel		
			Leave accruals to be used		Essential expenses		Essential expenses		
PHASE 2									
Limited Reopening	Essential + COVID costs	No travel	Hiring exceptions per Mayor	Property Tax 1%	2020 Limited Budget	2020 Essential Capital	Property Tax 1%	2021 Limited Budget	Essential Capital
5 People Gatherings		Essential capital	No seasonals	2020 Fee Schedule	No seasonals		2021 Fee Schedule		
Limited Travel			No OT	No late fees or penalties	Hiring exceptions per Mayor		No late fees or penalties		
New Construction			Work at Home	Com Dev Fees resume	Work at Home		Com Dev Fees resume		
Retail limited			Work onsite permitted	No Recreation Fees/Rentals	Work onsite permitted		No Recreation Fees/Rentals		
50% capacity for restaurants					No travel				
Recreation with fewer than 5					No OT				
PHASE 3									
Moderate Reopening	Limited Budget	Limited travel	Begin hiring	Property Tax 1%	2020 Status Quo Budget	2020 Capital Projects	Property Tax 1%	2021 Status Quo Budget	2022 Capital Budget
Gatherings (of 10 to possibly 50)		Capital Projects	Seasonals	2021 Fee Schedule		Studies	2022 Fee Schedule		Studies
Resume Travel		Studies	Work at Home (compromised)	Late fees and penalties			Late fees and penalties		
Govt, libraries, movie theaters			Work onsite	Com Dev Fees resume			Com Dev Fees resume		
75% capacity for restaurants			Offices open	Recreation Fees/Rentals			Recreation Fees/Rentals		
Outdoor group activities									
PHASE 4									
Resume Public Interaction	Full Budget	Travel permitted	Work onsite	Property Tax 1%	2021 Proposed	2020-2021 Capital Projects	Property Tax 1%	2022 Proposed Budget	2022 Capital Budget
Allow gatherings >50		Studies	Offices open	2021 Fee Schedule	Decision Packages	Studies	2021 Fee Schedule	Decision Packages	Studies
Continue travel				Late fees and penalties			Late fees and penalties		
Resume unrestricted worksites				Comm Dev Fees			Comm Dev Fees		
				Recreation Fees/Rentals			Recreation Fees/Rentals		

- Comprehensive Planning Process with the Community
- Technology Improvements:
 - New System Replacement for financials, permitting, asset management
 - Electronic Patient Care Reporting
- City Communications Program
 - With the hire of a new Communications Director, a new City Communications program will follow

2021-2022 RECOMMENDED
BUDGET
HONESTY HIGHLIGHTS

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- Facilities Maintenance Worker
- Grounds Maintenance Worker
- Hydroseeder
- New HVAC System for the Library
- Lacamas Lake
 - Water Quality Project
 - Dam Improvements
 - Trails around the Lake
 - Improvements to Leadbetter House
 - Improve Boat Launch at Wildlife League site

2019-2020 RECOMMENDED
BUDGET
LAND HIGHLIGHTS

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New Fire Engine

Crown Park Improvements

Community Center Improvements

Grass Valley Tennis Court Resurfacing

Louis Bloch Bleacher and ADA Improvements

Solid Waste Driver and a New Garbage Truck

New Water Reservoir

Astor Street Sidewalk Replacement

Improve intersection at Grand Ridge and Brady

2019-2020
RECOMMENDED BUDGET
PEOPLE HIGHLIGHTS

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DYNAMIC BUDGET PROCESS

- Changes may occur until adoption
 - Revenue collections
 - Economic news
 - Personnel changes
 - COVID-19 and Flu Season
- We adapt until adoption, as an example
 - Revisiting Capital

2021-2022
RECOMMENDED
BUDGET
HIGHLIGHTS

- Revenue Assumptions
 - Property Taxes
 - 2021 Property Tax increased by 1%
 - 2022 Property Tax increased by 1%
 - Fee Schedule
 - 2021 maintain at 2020 levels
 - 2022 increase at CPI (rounded to the nearest \$)
 - Impact Fees
 - Park Impact Fees Increased by CPI
 - Utility Rates – 5 Year Analysis Implemented
 - SDCs – Increased with the City-wide rate

QUESTIONS

Next Meeting

Operating Budget
2021-2022

Property Taxes

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**City of Camas
Mayor's Recommended Budget for 2021-2022**

Fund	Projected				
	Beginning Fund Balance	2021-2022 Revenues	2021-2022 Appropriation	Projected Ending Fund Balance	Change in Fund Balance
General	\$ 8,090,500	\$ 54,011,970	\$ 56,909,944	\$ 5,192,526	\$ (2,897,974)
City Street	\$ 1,200,427	\$ 7,143,797	\$ 6,899,571	\$ 1,444,653	\$ 244,226
Tree Fund	\$ 15,341	\$ 1,000	\$ -	\$ 16,341	\$ 1,000
C/W Fire and EMS	\$ 2,487,891	\$ 23,101,349	\$ 24,238,576	\$ 1,350,664	\$ (1,137,227)
Lodging Tax	\$ 28,782	\$ 26,825	\$ 20,000	\$ 35,607	\$ 6,825
Cemetery	\$ 98,639	\$ 521,127	\$ 494,336	\$ 125,430	\$ 26,791
Unlimited G.O. Bond Debt Service	\$ 50,991	\$ -	\$ -	\$ 50,991	\$ -
Limited G.O. Bond Debt Service	\$ -	\$ 4,862,421	\$ 4,862,421	\$ -	\$ -
Real Estate Excise Tax Capital	\$ 6,777,296	\$ 11,067,599	\$ 11,515,786	\$ 6,329,109	\$ (448,187)
Park Impact Fee Capital	\$ 3,996,198	\$ 3,447,321	\$ 2,266,251	\$ 5,177,268	\$ 1,181,070
Transportation Impact Fee Capital	\$ 2,391,019	\$ 4,139,024	\$ 1,972,922	\$ 4,557,121	\$ 2,166,102
Fire Impact Fee	\$ 1,027,643	\$ 571,397	\$ 360,000	\$ 1,239,040	\$ 211,397
NW 38th Ave Phase 3 Construction	\$ -	\$ 1,279,500	\$ 1,279,500	\$ -	\$ -
Facilities Capital	\$ -	\$ 1,289,874	\$ 1,289,874	\$ -	\$ -
Legacy Lands Project	\$ 3,584,408	\$ 2,072,157	\$ 500,000	\$ 5,156,565	\$ 1,572,157
Lake and Everett	\$ -	\$ 100,000	\$ 100,000	\$ -	\$ -
Storm Water Utility	\$ 2,815,768	\$ 3,969,003	\$ 5,195,659	\$ 1,589,112	\$ (1,226,656)
City Solid Waste	\$ 3,284,744	\$ 6,471,800	\$ 6,212,855	\$ 3,543,689	\$ 258,945
Water-Sewer	\$ 2,968,333	\$ 29,834,128	\$ 29,676,990	\$ 3,125,471	\$ 157,138
Water-Sewer Capital Projects	\$ -	\$ 1,465,000	\$ 1,465,000	\$ -	\$ -
North Shore Sewer Construction Project	\$ 100,000	\$ -	\$ 100,000	\$ -	\$ (100,000)
2019 Water Construction Projects	\$ 8,552,747	\$ 925,000	\$ 5,130,000	\$ 4,347,747	\$ (4,205,000)
Water-Sewer Capital Reserve	\$ 15,925,760	\$ 9,152,492	\$ 1,365,000	\$ 23,713,252	\$ 7,787,492
Water-Sewer Bond Reserve	\$ 1,693,863	\$ 68,088	\$ -	\$ 1,761,951	\$ 68,088
Equipment Rental	\$ 2,329,236	\$ 3,592,918	\$ 4,203,776	\$ 1,718,378	\$ (610,858)
Firefighter's Pension	\$ 1,427,791	\$ 82,367	\$ 86,656	\$ 1,423,502	\$ (4,289)
Retiree Medical	\$ 51,728	\$ 282,993	\$ 282,993	\$ 51,728	\$ -
LEOFF 1 Disability Board	\$ 532,163	\$ 326,593	\$ 326,593	\$ 532,163	\$ -
Total City Budget 2021-2022	\$ 69,431,268	\$ 169,805,743	\$ 166,754,702	\$ 72,482,308	\$ 3,051,040

City of Camas
Summary of Budgeted Revenues, Expenditures and Reserves

	General Fund	Special Revenue Funds	Debt Funds	Capital Funds	Enterprise Funds	Internal Support Funds	Reserve Funds	Total
Estimated Beginning Fund Balance 1/1/2021	\$ 8,090,500	\$ 3,831,080	\$ 50,991	\$ 17,776,564	\$ 35,341,215	\$ 2,329,236	\$ 1,427,791	\$ 68,847,377
Revenues								
Taxes	\$ 39,590,356	\$ 4,835,262	\$ -	\$ 4,417,714				\$ 48,843,332
Licenses and Permits	\$ 1,667,527	\$ 146,676						\$ 1,814,203
Intergovernmental	\$ 1,323,200	\$ 1,273,799		\$ 8,832,275				\$ 11,429,274
Charges for Services	\$ 10,414,133	\$ 10,968,367		\$ 7,818,511	\$ 47,673,503	\$ 3,537,049		\$ 80,411,563
Fines and Forfeitures	\$ 360,095	\$ 35,380						\$ 395,475
Miscellaneous Revenue	\$ 656,659	\$ 170,490		\$ 881,998	\$ 1,822,008	\$ 55,869	\$ 82,367	\$ 3,669,391
Non-Revenues	\$ -			\$ 100,000	\$ -			\$ 100,000
Transfers	\$ -	\$ 13,364,124	\$ 4,862,421	\$ 1,916,374	\$ 2,390,000		\$ 609,586	\$ 23,142,505
Total Revenue	\$ 54,011,970	\$ 30,794,098	\$ 4,862,421	\$ 23,966,872	\$ 51,885,511	\$ 3,592,918	\$ 691,953	\$ 169,805,743
Total Available Resources	\$ 62,102,470	\$ 34,625,178	\$ 4,913,412	\$ 41,743,436	\$ 87,226,726	\$ 5,922,154	\$ 2,119,744	\$ 238,653,120
Expenditures								
Salaries and Benefits	\$ 28,949,262	\$ 21,173,254			\$ 8,803,640	\$ 1,217,938	\$ 616,854	\$ 60,760,948
Supplies and Services	\$ 10,295,503	\$ 6,364,218		\$ 97,704	\$ 17,829,392	\$ 1,354,089		\$ 35,940,906
Intergovernmental	\$ 2,245,299	\$ 423,665			\$ 1,494,672			\$ 4,163,636
Capital	\$ 1,075,069	\$ 3,184,496		\$ 13,474,168	\$ 8,260,250	\$ 1,631,749		\$ 27,625,732
Debt Service		\$ -	\$ 4,862,421		\$ 10,258,550			\$ 15,120,971
Transfers	\$ 14,344,811	\$ 506,850		\$ 5,712,461	\$ 2,499,000		\$ 79,383	\$ 23,142,505
Total Expenditures	\$ 56,909,944	\$ 31,652,483	\$ 4,862,421	\$ 19,284,333	\$ 49,145,504	\$ 4,203,776	\$ 696,237	\$ 166,754,698
Estimated Ending Fund Balance	\$ 5,192,526	\$ 2,972,695	\$ 50,991	\$ 22,459,103	\$ 38,081,222	\$ 1,718,378	\$ 1,423,507	\$ 71,898,422
Total Expenditures and Reserve Balance	\$ 62,102,470	\$ 34,625,178	\$ 4,913,412	\$ 41,743,436	\$ 87,226,726	\$ 5,922,154	\$ 2,119,744	\$ 238,653,120

City of Camas
Revenue Budget Summary for 2021-2022

	2019 Actual	2020 Projected	Change	2021 Budget	Annual % Change	2021 Change	2022 Budget	Annual % Change	2021 Change	Notes
General Fund										
Taxes	\$ 17,416,709	\$ 18,560,676	6.6%	\$ 19,450,582	4.8%	\$ 889,906	\$ 20,139,774	3.5%	\$ 689,192	Residential Growth (lagged rev) with Robust Sales Tax
Licenses and Permits	\$ 1,828,204	\$ 1,339,593	-26.7%	\$ 1,013,512	-24.3%	\$ (326,081)	\$ 654,015	-35.5%	\$ (359,497)	Slower Residential Growth
Intergovernmental	\$ 667,226	\$ 631,226	-5.4%	\$ 652,699	3.4%	\$ 21,473	\$ 670,501	2.7%	\$ 17,802	Stable State and County shared revenues
Charges for Services	\$ 4,927,899	\$ 4,574,239	-7.2%	\$ 5,139,260	12.4%	\$ 565,021	\$ 5,274,873	2.6%	\$ 135,613	New construction fees
Fines and Forfeitures	\$ 207,992	\$ 170,435	-18.1%	\$ 177,736	4.3%	\$ 7,301	\$ 182,359	2.6%	\$ 4,623	Trend Based
Miscellaneous Revenue	\$ 409,869	\$ 323,969	-21.0%	\$ 327,976	1.2%	\$ 4,007	\$ 328,683	0.2%	\$ 707	Adjusted for one-time contributions
Total General Fund	\$ 25,457,899	\$ 25,600,138	0.6%	\$ 26,761,765	4.5%	\$ 1,161,627	\$ 27,250,205	1.8%	\$ 488,440	
Special Revenue Funds										
Street Fund										
Intergovernmental	\$ 534,221	\$ 454,220	-15.0%	\$ 687,662	51.4%	\$ 233,442	\$ 583,557	-15.1%	\$ (104,105)	Grant for Traffic Controllers
Miscellaneous Revenue	\$ 57,979	\$ 49,911	-13.9%	\$ 39,036	-21.8%	\$ (10,875)	\$ 39,796	1.9%	\$ 760	
Transfers from other funds	\$ 2,183,360	\$ 2,469,910	13.1%	\$ 2,879,859	16.6%	\$ 409,949	\$ 2,913,887	1.2%	\$ 34,028	Preservation & GF Subsidy
Total Street Fund	\$ 2,775,560	\$ 2,974,041	7.2%	\$ 3,606,557	21.3%	\$ 632,516	\$ 3,537,240	-1.9%	\$ (69,317)	
Tree Fund										
Licenses and Permits	\$ 15,000		-100.0%			\$ -			\$ -	
Miscellaneous Revenue	\$ 122	\$ 491	302.5%	\$ 500	1.8%	\$ 9	\$ 500	0.0%	\$ -	
Total Tree Fund	\$ 15,122	\$ 491	-96.8%	\$ 500	1.8%	\$ 9	\$ 500	0.0%	\$ -	
C/W Fire and EMS Fund										
Taxes	\$ 2,128,166	\$ 2,241,972	5.3%	\$ 2,356,753	5.1%	\$ 114,781	\$ 2,453,343	4.1%	\$ 96,590	EMS Levy reaches levy limit
Licenses and Permits	\$ 107,158	\$ 76,202	-28.9%	\$ 90,118	18.3%	\$ 13,916	\$ 56,558	-37.2%	\$ (33,560)	Residential construction slows
Intergovernmental	\$ 656,638	\$ 671,678	100.0%	\$ 1,290	-99.8%	\$ (670,388)	\$ 1,290	0.0%	\$ -	No GEMT forecasted
Charges for Services	\$ 5,346,424	\$ 5,190,277	-2.9%	\$ 5,094,369	-1.8%	\$ (95,908)	\$ 5,754,390	13.0%	\$ 660,021	GEMT and firefighter adjustment
Fines and Forfeitures	\$ 16,517	\$ 6,930	-58.0%	\$ 17,446	151.7%	\$ 10,516	\$ 17,934	2.8%	\$ 488	Post COVID-19
Miscellaneous Revenue	\$ 24,889	\$ 44,677	79.5%	\$ 43,296	-3.1%	\$ (1,381)	\$ 44,184	2.1%	\$ 888	
Transfers from other funds	\$ 3,847,391	\$ 3,544,137	-7.9%	\$ 3,459,408	-2.4%	\$ (84,729)	\$ 3,710,970	7.3%	\$ 251,562	GEMT and firefighter adjustment
Total C/W Fire and EMS Fund	\$ 12,127,183	\$ 11,775,873	-2.9%	\$ 11,062,680	-6.1%	\$ (713,193)	\$ 12,038,669	8.8%	\$ 975,989	
Lodging Tax Fund										
Taxes	\$ 16,508	\$ 12,036	-27.1%	\$ 12,397	3.0%	\$ 361	\$ 12,769	3.0%	\$ 372	
Miscellaneous Revenue	\$ 384	\$ 793	106.5%	\$ 817	3.0%	\$ 24	\$ 842	3.1%	\$ 25	
Total Lodging Tax Fund	\$ 16,892	\$ 12,829	-24.1%	\$ 13,214	3.0%	\$ 385	\$ 13,611	3.0%	\$ 397	
Cemetery Fund										
Charges for Services	\$ 41,443	\$ 62,265	50.2%	\$ 64,258	3.2%	\$ 1,993	\$ 55,350	-13.9%	\$ (8,908)	Population
Miscellaneous Revenue	\$ 727	\$ 737	1.4%	\$ 752	2.0%	\$ 15	\$ 767	2.0%	\$ 15	Grant in 2020
Transfers from other funds	\$ 180,000	\$ 200,000	11.1%	\$ 200,000	0.0%	\$ -	\$ 200,000	0.0%	\$ -	
Total Cemetery Fund	\$ 222,170	\$ 263,002	18.4%	\$ 265,010	0.8%	\$ 2,008	\$ 256,117	-3.4%	\$ (8,893)	
Debt Funds										
Unlimited GO Debt Service Fund										
Taxes	\$ 606,512	\$ 610,000	0.6%	\$ -	-100.0%	\$ (610,000)			\$ -	2020 last yr of levy and debt payments
Total Unlimited GO Debt Srv Fund	\$ 606,512	\$ 610,000	0.6%	\$ -	-100.0%	\$ (610,000)	\$ -		\$ -	
Limited Debt Service Fund										
Transfers from other funds	\$ 1,850,801	\$ 2,223,679	20.1%	\$ 2,449,298	10.1%	\$ 225,619	\$ 2,413,123	-1.5%	\$ (36,175)	Based on DS schedules
Total Debt Service Fund	\$ 1,850,801	\$ 2,223,679	20.1%	\$ 2,449,298	10.1%	\$ 225,619	\$ 2,413,123	-1.5%	\$ (36,175)	

	2019 Actual	2020 Projected	Change	2021 Budget	Annual % Change	2021 Change	2022 Budget	Annual % Change	2021 Change	Notes
Capital Fund										
Real Estate Excise Tax Fund										
Taxes	\$ 2,363,791	\$ 2,047,555	-13.4%	\$ 2,166,927	5.8%	\$ 119,372	\$ 2,250,787	3.9%	\$ 83,860	New Construction and Population Growth
Intergovernmental	\$ 474,897	\$ 27,574	-94.2%	\$ 3,172,118	11404.0%	\$ 3,144,544	\$ 2,800,000	-11.7%	\$ (372,118)	State Grant for Bridge and RCO Grant
Miscellaneous Revenue	\$ 123,761	\$ 251,294	103.0%	\$ 256,320	2.0%	\$ 5,026	\$ 261,447	2.0%	\$ 5,127	
Transfers from other funds	\$ 44,392	\$ 18,126	-59.2%	\$ 160,000	782.7%	\$ 141,874	\$ -	-100.0%	\$ (160,000)	Matching funds from GF and W/S Fund
Total Real Estate Excise Tax Fund	\$ 3,006,841	\$ 2,344,549	-22.0%	\$ 5,755,365	145.5%	\$ 3,410,816	\$ 5,312,234	-7.7%	\$ (443,131)	
Park Impact Fee Fund										
Charges for Services	\$ 1,572,667	\$ 1,326,798	-15.6%	\$ 2,004,394	51.1%	\$ 677,596	\$ 1,257,958	-37.2%	\$ (746,436)	Multi-Family Development and slowing of new constr.
Miscellaneous Revenue	\$ 44,302	\$ 89,774	102.6%	\$ 91,569	2.0%	\$ 1,795	\$ 93,400	2.0%	\$ 1,831	
Total Park Impact Fee Fund	\$ 1,616,969	\$ 1,416,572	-12.4%	\$ 2,095,963	48.0%	\$ 679,391	\$ 1,351,358	-35.5%	\$ (744,605)	
Transportation Impact Fee Fund										
Charges for Services	\$ 1,046,318	\$ 1,639,920	56.7%	\$ 2,477,427	51.1%	\$ 837,507	\$ 1,554,833	-37.2%	\$ (922,594)	Multi-Family Development and slowing of new constr.
Miscellaneous Revenue	\$ 26,718	\$ 51,613	93.2%	\$ 52,645	2.0%	\$ 1,032	\$ 54,119	2.8%	\$ 1,474	
Total Transportation Impact Fee Fund	\$ 1,073,036	\$ 1,691,533	57.6%	\$ 2,530,072	49.6%	\$ 838,539	\$ 1,608,952	-36.4%	\$ (921,120)	
Fire Impact Fee Fund										
Charges for Services	\$ 333,517	\$ 213,070	-36.1%	\$ 321,884	51.1%	\$ 108,814	\$ 202,015	-37.2%	\$ (119,869)	Multi-Family Development and slowing of new constr.
Miscellaneous Revenue	\$ 11,177	\$ 23,053	106.3%	\$ 23,514	2.0%	\$ 2,547	\$ 23,984	2.0%	\$ 470	
Total Fire Impact Fee Fund	\$ 344,694	\$ 236,123	-31.5%	\$ 345,398	46.3%	\$ 111,361	\$ 225,999	-34.6%	\$ (119,399)	
NW 38th Ave Phase 3 Construction										
Intergovernmental	\$ -	\$ -		\$ -		\$ -	\$ 813,000	100.0%	\$ 813,000	State Grant for Design and ROW
Transfers from other funds	\$ -	\$ -		\$ 466,500	100.0%	\$ 466,500	\$ -	-100.0%	\$ (466,500)	Transfers from TIF and REET
Total NW 38th Ave Phase 3 Construction	\$ -	\$ -		\$ 466,500	100.0%	\$ 466,500	\$ 813,000	74.3%	\$ 346,500	
Facilities Capital Fund										
Miscellaneous Revenue	\$ 8									
Transfers from other funds	\$ 45,631	\$ 42,761	-6.3%	\$ 1,289,874	2916.5%	\$ 1,247,113				Transfers from REET and General Fund
Total Facilities Capital Fund	\$ 45,639	\$ 42,761	-6.3%	\$ 1,289,874	2916.5%	\$ 1,247,113				
Legacy Lands Project Fund										
Intergovernmental	\$ 532,843		-100.0%	\$ 2,047,157	100.0%	\$ 2,047,157				Conservation Futures Funds
Miscellaneous Revenue	\$ 106,643	\$ 61,110	-42.7%	\$ 25,000	-59.1%	\$ (36,110)				Interest Earnings
Debt Proceeds		\$ 10,483,757	1.0%		-100.0%	\$ (10,483,757)				2020 LTGO Bond
Transfers from other funds		\$ 4,012	1.0%		-100.0%	\$ (4,012)				Transfer from REET
Total Legacy Lands Project Fund	\$ 639,486	\$ 10,548,879	1549.6%	\$ 2,072,157	-80.4%	\$ (10,519,867)				
Lake And Everett Project Fund										
Intergovernmental		\$ 57,432	100.0%	\$ -	-100.0%	\$ (57,432)				State Grant
Debt Proceeds	\$ 57,363	\$ 6,150,000	10621.2%	\$ 100,000	-98.4%	\$ (6,050,000)				2019 PWTF Loan
Transfers from other funds	\$ 36,948	\$ 58,046	57.1%		-100.0%	\$ (58,046)				Transfer from General Fund
Total Lake and Everett Project Fund	\$ 94,311	\$ 6,265,478	6543.4%	\$ 100,000	-98.4%	\$ (6,050,000)				
Enterprise Funds										
Storm Water Fund										
Intergovernmental	\$ 50,000	\$ 7,324	-85.4%		-100.0%	\$ (7,324)				DOE Grants
Charges for Services	\$ 1,650,765	\$ 1,745,600	5.7%	\$ 1,854,980	6.3%	\$ 109,380	\$ 1,964,127	5.9%	\$ 109,147	Rate Model and increase in Population
Miscellaneous Revenue	\$ 60,277	\$ 72,751	20.7%	\$ 74,206	2.0%	\$ 1,455	\$ 75,690	2.0%	\$ 1,484	
Transfer from other funds	\$ 134	\$ -	-100.0%		100.0%	\$ -				
Total Storm Drainage Fund	\$ 1,761,042	\$ 1,825,675	3.7%	\$ 1,929,186	5.7%	\$ 103,511	\$ 2,039,817	5.7%	\$ 110,631	
Solid Waste Fund										
Charges for Services	\$ 2,806,308	\$ 2,907,472	3.6%	\$ 3,075,524	5.8%	\$ 168,052	\$ 3,240,680	5.4%	\$ 165,156	Rate Increase 2.5% + Population
Miscellaneous Revenue	\$ 47,298	\$ 75,517	59.7%	\$ 77,028	2.0%	\$ 1,511	\$ 78,568	2.0%	\$ 1,540	
Total Solid Waste Fund	\$ 2,853,606	\$ 2,982,989	4.5%	\$ 3,152,552	5.7%	\$ 169,563	\$ 3,319,248	5.3%	\$ 166,696	

	2019 Actual	2020 Projected	Change	2021 Budget	Annual % Change	2021 Change	2022 Budget	Annual % Change	2021 Change	Notes
Water/Sewer Fund										
Charges for Services	\$ 12,612,123	\$ 12,995,400	3.0%	\$ 14,134,352	8.8%	\$ 1,138,952	\$ 14,984,192	6.0%	\$ 849,840	Rate Model and increase in population
Miscellaneous Revenue	\$ 474,015	\$ 360,067	-24.0%	\$ 354,299	-1.6%	\$ (5,768)	\$ 361,285	2.0%	\$ 6,986	
Non-Revenues	\$ 115,747	\$ 205,545	77.6%							
Transfer from other funds	\$ 10,589,785									
Total Water/Sewer Fund	\$ 23,791,670	\$ 13,561,012	-43.0%	\$ 14,488,651	6.8%	\$ 1,133,184	\$ 15,345,477	5.9%	\$ 856,826	
Water/Sewer Construction Fund										
Miscellaneous Revenue		\$ 5	100.0%		-100.0%	\$ (5)				
Debt Proceeds	\$ 97,872		-100.0%			\$ -				
Non-Revenues	\$ 65,150		-100.0%			\$ -				
Transfer from other funds	\$ 2,274,820	\$ 1,186,184	-47.9%	\$ 1,040,000	-12.3%	\$ (146,184)	\$ 425,000	-59.1%	\$ (615,000)	SDC Contributions & Rates
Total W/S Capital Fund	\$ 2,437,842	\$ 1,186,189	-51.3%	\$ 1,040,000	-12.3%	\$ (146,189)	\$ 425,000	-59.1%	\$ (615,000)	
North Shore Sewer Construction Project										
Miscellaneous Revenue	\$ 100,625	\$ 21,682	-78.5%		-100.0%	\$ (21,682)			\$ -	Project scheduled to be completed 2020
Transfer from other funds	\$ 31,152	\$ 63,608	104.2%							
Total North Shore Sewer Construction	\$ 131,777	\$ 85,290	-35.3%	\$ -	-100.0%	\$ (85,290)	\$ -		\$ -	
2019 Water Projects Construction Fund										
Miscellaneous Revenue	\$ 99,202	\$ 189,566	91.1%	\$ -	-100.0%	\$ (189,566)				
Debt Proceeds	\$ 21,531,894	\$ 1,239,980	-94.2%		-100.0%	\$ (1,239,980)				
Transfer from other funds	\$ 963	\$ 12,988	1248.7%	\$ 925,000	7022.0%	\$ 912,012		-100.0%	\$ (925,000)	
Total 2019 Water Proj Construction	\$ 21,632,059	\$ 202,554	-99.1%	\$ 925,000	356.7%	\$ 722,446	\$ -	-100.0%	\$ (925,000)	
Water/Sewer Capital Reserve Fund										
Charges for Services	\$ 4,107,875	\$ 3,424,270	-16.6%	\$ 5,173,045	51.1%	\$ 1,748,775	\$ 3,246,603	-37.2%	\$ (1,926,442)	Multi-Family Development and slowing of new constr.
Miscellaneous Revenue	\$ 185,246	\$ 350,492	89.2%	\$ 361,007	3.0%	\$ 10,515	\$ 371,837	3.0%	\$ 10,830	
Total Water/Sewer Cap. Fund	\$ 4,293,121	\$ 3,774,762	-12.1%	\$ 5,534,052	46.6%	\$ 1,759,290	\$ 3,618,440	-34.6%	\$ (1,915,612)	
Water/Sewer Bond Reserve Fund										
Miscellaneous Revenue	\$ 30,072	\$ 19,268	-35.9%	\$ 33,541	74.1%	\$ 14,273	\$ 34,547	3.0%	\$ 1,006	
Total Water/Sewer Bond Res. Fund	\$ 30,072	\$ 19,268	-35.9%	\$ 33,541	74.1%	\$ 14,273	\$ 34,547	3.0%	\$ 1,006	
Internal Support Funds										
Equipment Rental Fund										
Charges for Services	\$ 1,593,309	\$ 1,824,063	14.5%	\$ 1,744,107	-4.4%	\$ (79,956)	\$ 1,792,942	2.8%	\$ 48,835	ERR Model
Miscellaneous Revenue	\$ 147,666	\$ 54,177	-63.3%	\$ 27,522	-49.2%	\$ (26,655)	\$ 28,347	3.0%	\$ 825	
Total Equipment Rental Fund	\$ 1,740,975	\$ 1,878,240	7.9%	\$ 1,771,629	-5.7%	\$ (106,611)	\$ 1,821,289	2.8%	\$ 49,660	
Reserve Funds										
Firefighter's Pension Fund										
Miscellaneous Revenue	\$ 33,617	\$ 39,393	17.2%	\$ 40,575	3.0%	\$ 1,182	\$ 41,792	3.0%	\$ 1,217	
Total Firemen's Pension Fund	\$ 33,617	\$ 39,393	17.2%	\$ 40,575	3.0%	\$ 1,182	\$ 41,792	3.0%	\$ 1,217	
Retiree Medical Fund										
Transfers from other funds	\$ 154,822	\$ 168,759	9.0%	\$ 137,375	-18.6%	\$ (31,384)	\$ 145,618	6.0%	\$ 8,243	
Total Retiree Medical Fund	\$ 154,822	\$ 168,759	9.0%	\$ 137,375	-18.6%	\$ (31,384)	\$ 145,618	6.0%	\$ 8,243	
LEOFF 1 Disability Board										
Transfer from other funds	\$ 219,164	\$ 215,218	-1.8%	\$ 158,540	-26.3%	\$ (56,678)	\$ 168,053	6.0%	\$ 9,513	
Total LEOFF 1 Disability Fund	\$ 219,164	\$ 215,218	-1.8%	\$ 158,540	-26.3%	\$ (56,678)	\$ 168,053	6.0%	\$ 9,513	

City of Camas
Budget Appropriation Summary for 2021-2022

	2019 Actual	2020 Projected	Change	2021 Budget	Annual % Change	2021 Change	2022 Budget	Annual % Change	2022 Change	Notes
General Fund										
Salaries and Benefits	\$ 12,422,423	\$ 12,821,535	3.2%	\$ 14,304,749	11.6%	\$ 1,483,214	\$ 14,644,513	2.4%	\$ 339,764	Filled vacant positions, 2 new positions, seasonals
Supplies and Services	\$ 3,339,356	\$ 3,681,785	10.3%	\$ 5,904,964	60.4%	\$ 2,223,179	\$ 4,390,539	-25.6%	\$ (1,514,425)	ERP system, planning contracts,
Intergovernmental	\$ 777,195	\$ 835,760	7.5%	\$ 1,109,509	32.8%	\$ 273,749	\$ 1,135,790	2.4%	\$ 26,281	Increases from Clark Co. and State
Capital	\$ 608,572	\$ 401,221	-34.1%	\$ 711,205	77.3%	\$ 309,984	\$ 363,864	-48.8%	\$ (347,341)	Vehicle, Mower, and playground/park equipment
Transfers to other funds	\$ 6,697,685	\$ 6,144,066	-8.3%	\$ 7,653,559	24.6%	\$ 1,509,493	\$ 6,691,252	-12.6%	\$ (962,307)	Annex Bldg, Lib HVAC, EPCR platform,
Total General Fund	\$ 23,845,231	\$ 23,884,367	0.2%	\$ 29,683,986	24.3%	\$ 5,799,619	\$ 27,225,958	-8.3%	\$ (2,458,028)	
Special Revenue Funds										
Street Fund										
Salaries and Benefits	\$ 612,659	\$ 782,550	27.7%	\$ 813,547	4.0%	\$ 30,997	\$ 835,406	2.7%	\$ 21,859	Positions filled, seasonals
Supplies and Services	\$ 1,049,574	\$ 1,032,274	-1.6%	\$ 1,295,648	25.5%	\$ 263,374	\$ 1,175,587	-9.3%	\$ (120,061)	Transportation Plan, CDP 3 ERP
Intergovernmental	\$ 31,923	\$ 35,573	11.4%	\$ 38,504	8.2%	\$ 2,931	\$ 39,378	2.3%	\$ 874	Striping Program
Capital	\$ 754,027	\$ 1,156,526	53.4%	\$ 1,420,609	22.8%	\$ 264,083	\$ 913,887	-35.7%	\$ (506,722)	Preservation Prog, Traf signal controller upg, Brady & Grand Ridge, NW 6th Ave diet
Transfers to other funds	\$ 181,854	\$ 183,261	0.8%	\$ 183,451	0.1%	\$ 190	\$ 183,554	0.1%	\$ 103	Debt Service
Total Street Fund	\$ 2,630,037	\$ 3,190,184	21.3%	\$ 3,751,759	17.6%	\$ 561,575	\$ 3,147,812	-16.1%	\$ (603,947)	
Tree Fund										
Supplies and Services										
Total Tree Fund										
C/W Fire and EMS Fund										
Salaries and Benefits	\$ 9,200,707	\$ 8,541,440	-7.2%	\$ 9,540,689	11.7%	\$ 999,249	\$ 9,729,472	2.0%	\$ 188,783	4 firefighters, 1 Fire Marshal
Supplies and Services	\$ 1,849,544	\$ 1,482,506	-19.8%	\$ 1,868,792	26.1%	\$ 386,286	\$ 1,763,995	-5.6%	\$ (104,797)	SCBAs and Turnouts
Intergovernmental	\$ 165,732	\$ 148,843	-10.2%	\$ 170,951	14.9%	\$ 188,250	\$ 174,832	2.3%	\$ 3,881	CRESA rates
Capital	\$ 260,610	\$ 150,000	-42.4%	\$ 250,000	100.0%	\$ 100,000	\$ 600,000	140.0%	\$ 350,000	Brush Truck, Ambulance
Transfer to other funds	\$ 95,388	\$ 73,534	-22.9%	\$ 68,945	100.0%	\$ (4,589)	\$ 70,900	2.8%	\$ 1,955	Retiree Medical reduced in 2020
Total C/W Fire and EMS Fund	\$ 11,571,981	\$ 10,396,323	-10.2%	\$ 11,899,377	14.5%	\$ 1,503,054	\$ 12,339,199	3.7%	\$ 439,822	
Lodging Tax Fund										
Supplies and Services										
Total Lodging Tax Fund	\$ 11,779	\$ 10,300	-12.6%	\$ 10,000	-2.9%	\$ (300)	\$ 10,000	0.0%	\$ -	Conservative with changing economic conditions
Cemetery Fund										
Salaries and Benefits	\$ 121,541	\$ 124,477	2.4%	\$ 126,060	1.3%	\$ 1,583	\$ 128,080	1.6%	\$ 2,020	Seasonal Help
Supplies and Services	\$ 103,923	\$ 69,335	-33.3%	\$ 119,869	72.9%	\$ 50,534	\$ 120,327	0.4%	\$ 458	
Total Cemetery Fund	\$ 225,464	\$ 193,812	-14.0%	\$ 245,929	26.9%	\$ 52,117	\$ 248,407	1.0%	\$ 2,478	
Debt Fund										
Unlimited GO Debt Service Fund										
Principal	\$ 579,000	\$ 603,000	4.1%	\$ -	-100.0%	\$ (603,000)	\$ -	\$ -	\$ -	Last Payment in 2020
Interest	\$ 43,734	\$ 22,311	-49.0%	\$ -	-100.0%	\$ (22,311)	\$ -	\$ -	\$ -	
Total Unlimited GO Debt Srv Fund	\$ 622,734	\$ 625,311	0.4%	\$ -	-100.0%	\$ (625,311)	\$ -	\$ -	\$ -	
Limited GO Debt Service Fund										
Principal	\$ 1,019,317	\$ 1,180,626	15.8%	\$ 1,334,101	13.0%	\$ 153,475	\$ 1,341,730	0.6%	\$ 7,629	1 maturity in 2021
Interest	\$ 831,484	\$ 1,043,051	25.4%	\$ 1,115,197	6.9%	\$ 72,146	\$ 1,071,393	-3.9%	\$ (43,804)	
Total Unlimited GO Debt Srv Fund	\$ 1,850,801	\$ 2,223,677	20.1%	\$ 2,449,298	10.1%	\$ 225,621	\$ 2,413,123	-1.5%	\$ (36,175)	
Capital Fund										
Real Estate Excise Tax Fund										
Supplies and Services	\$ 6,789	\$ 40,489	496.4%	\$ 48,130	18.9%	\$ 7,641	\$ 49,574	3.0%	\$ 1,444	
Capital	\$ 1,119,345	\$ 206,654	-81.5%	\$ 5,800,043	2706.6%	\$ 5,593,389	\$ 3,665,000	-36.8%	\$ (2,135,043)	Comm Center, Fallen Leaf Lake, Heritage Park upgrades, Currie Trail ,trails.
Transfers to other funds	\$ 454,546	\$ 2,815,780	519.5%	\$ 1,262,073	-55.2%	\$ (1,553,707)	\$ 690,966	-45.3%	\$ (571,107)	Annex Building, Debt Service, Matching funds for NW 38th Ave
Total Real Estate Excise Tax Fund	\$ 1,580,680	\$ 3,062,923	93.8%	\$ 7,110,246	132.1%	\$ 4,047,323	\$ 4,405,540	-38.0%	\$ (2,704,706)	

	2019 Actual	2020 Projected	Change	2021 Budget	Annual % Change	2021 Change	2022 Budget	Annual % Change	2022 Change	Notes
Park Impact Fee Fund										
Capital	\$ 3,715	\$ 2,213	-40.4%	\$ 539,751	24290.0%	\$ 537,538	\$ 300,000	-44.4%	\$ (239,751)	Wildlife League Prop, East Lake Trail, Parklands to Heritage Trail
Transfers to other funds	\$ 431,876	\$ 43,229	-90.0%	\$ 713,580	1550.7%	\$ 670,351	\$ 712,920	-0.1%	\$ (660)	Lacamas Lodge and North Shore Debt Service
Total Park Impact Fee Fund	\$ 435,591	\$ 45,442	-89.6%	\$ 1,253,331	2658.1%	\$ 1,207,889	\$ 1,012,920	-19.2%	\$ (240,411)	
Transportation Impact Fee Fund										
Transfers to other funds	\$ 771,559	\$ 775,385	0.5%	\$ 1,171,563	51.1%	\$ 396,178	\$ 801,359	-31.6%	\$ (370,204)	Debt Service for Transportation and Matching for NW 38th Ave. Phase 3
Total Transportation Impact Fee Fund	\$ 771,559	\$ 775,385	0.5%	\$ 1,171,563	51.1%	\$ 396,178	\$ 801,359	-31.6%	\$ (370,204)	
Fire Impact Fee Fund										
Transfers to other funds	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 360,000	100.0%	\$ 360,000	Debt Service for Fire Truck
Total Fire Impact Fee Fund	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 360,000	100.0%	\$ 360,000	
NW 38th Ave Phase 3 Construction										
Capital	\$ -	\$ -	\$ -	\$ 466,500	100.0%	\$ 466,500	\$ 813,000	74.3%	\$ 346,500	Design and Right of Way
Total NW 38th Ave Phase 3 Construction	\$ -	\$ -	\$ -	\$ 466,500	100.0%	\$ 466,500	\$ 813,000	74.3%	\$ 346,500	
Facilities Capital Fund										
Capital	\$ 73,134	\$ 35,126	-52.0%	\$ 1,289,874	3572.1%	\$ 1,254,748				City Hall Generator, Annex Building, and Library HVAC
Total Facilities Capital Fund	\$ 73,134	\$ 35,126	-52.0%	\$ 1,289,874	3572.1%	\$ 1,254,748				
Legacy Lands Project Fund										
Capital	\$ 4,001,029	\$ 9,685,965	100.0%	\$ 500,000	-94.8%	\$ (9,185,965)				Land Acquisitions and Rehabilitation of Leadbetter House
Total Legacy Lands Project Fund	\$ 4,001,029	\$ 9,685,965	100.0%	\$ 500,000	-94.8%	\$ (9,185,965)				
Lake And Everett Project Fund										
Capital	\$ 892,322	\$ 6,150,000	589.2%	\$ 100,000	-98.4%	\$ (6,050,000)				Completion of the Lake and Everett Intersection
Total Lake and Everett Project Fund	\$ 892,322	\$ 6,150,000	589.2%	\$ 100,000	-98.4%	\$ (6,050,000)				
Enterprise Funds										
Storm Water Fund										
Salaries and Benefits	\$ 521,020	\$ 679,167	30.4%	\$ 758,936	11.7%	\$ 79,769	\$ 783,752	3.3%	\$ 24,816	Seasonals
Supplies and Services	\$ 841,186	\$ 585,251	-30.4%	\$ 1,189,474	103.2%	\$ 604,223	\$ 1,160,317	-2.5%	\$ (29,157)	Hydroseeder, addtl maint activities
Intergovernmental	\$ 31,695	\$ 73,796	132.8%	\$ 67,023	-9.2%	\$ (6,773)	\$ 68,499	2.2%	\$ 1,476	DOE Permit
Capital	\$ 231,324	\$ 297,000	28.4%	\$ 770,750	159.5%	\$ 473,750	\$ 277,000	-64.1%	\$ (493,750)	Wetland Mitigation
Debt Service Payments	\$ 56,519	\$ 63,638	12.6%	\$ 60,037	100.0%	\$ (3,601)	\$ 59,871	-0.3%	\$ (166)	Wetland Mitigation Debt Service
Total Storm Water Fund	\$ 1,681,744	\$ 1,698,852	1.0%	\$ 2,846,220	67.5%	\$ 1,147,368	\$ 2,349,439	-17.5%	\$ (496,781)	
Solid Waste Fund										
Salaries and Benefits	\$ 481,085	\$ 471,249	-2.0%	\$ 580,081	23.1%	\$ 108,832	\$ 592,509	2.1%	\$ 12,428	New driver in 2021
Supplies and Services	\$ 1,808,177	\$ 1,867,192	3.3%	\$ 2,138,736	14.5%	\$ 271,544	\$ 2,130,857	-0.4%	\$ (7,879)	CDP 3 ERP System
Capital	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 500,000	100.0%	\$ 500,000	CDP 47 New Truck
Intergovernmental	\$ 118,659	\$ 118,523	-0.1%	\$ 133,817	12.9%	\$ 15,294	\$ 136,855	2.3%	\$ 3,038	
Total Solid Waste Fund	\$ 2,407,921	\$ 2,456,964	2.0%	\$ 2,852,634	16.1%	\$ 395,670	\$ 3,360,221	0.3%	\$ 7,587	
Water/Sewer Fund										
Salaries and Benefits	\$ 2,502,883	\$ 2,580,563	3.1%	\$ 3,001,211	16.3%	\$ 420,648	\$ 3,087,151	2.9%	\$ 85,940	Open positions filled
Supplies and Services	\$ 4,293,168	\$ 3,991,022	-7.0%	\$ 5,676,013	42.2%	\$ 1,684,991	\$ 5,533,995	-2.5%	\$ (142,018)	CDP 3 ERP
Intergovernmental	\$ 646,669	\$ 383,587	-40.7%	\$ 538,131	40.3%	\$ 154,544	\$ 550,347	2.3%	\$ 12,216	
Capital	\$ 229,992	\$ 2,836,882	1133.5%	\$ 17,500	-99.4%	\$ (2,819,382)	\$ -	\$ -	\$ (17,500)	CDP 16 Trailer Mounted Attenuator
Debt Service Payments	\$ 4,512,371	\$ 4,771,517	5.7%	\$ 4,534,608	-5.0%	\$ (236,909)	\$ 5,604,034	23.6%	\$ 1,069,426	Debt Service Schedules
Transfers to other funds	\$ 2,155,918	\$ 2,643,450	22.6%	\$ 709,000	-73.2%	\$ (1,934,450)	\$ 425,000	-40.1%	\$ (284,000)	Matching funds for CDBG
Total Water/Sewer Fund	\$ 14,341,001	\$ 17,207,021	20.0%	\$ 14,476,463	-15.9%	\$ (2,730,558)	\$ 15,200,527	5.0%	\$ 724,064	
W/S Capital Projects Fund										
Capital	\$ 1,749,030	\$ 1,406,298	-19.6%	\$ 1,040,000	-26.0%	\$ (366,298)	\$ 425,000	-59.1%	\$ (615,000)	CDP 49,50,54,55,56
Total W/S Capital Projects	\$ 1,749,030	\$ 1,406,298	-19.6%	\$ 1,040,000	-26.0%	\$ (366,298)	\$ 425,000	-59.1%	\$ (615,000)	
North Shore Sewer Construction Project										
Capital	\$ 503,649	\$ 4,116,320	717.3%	\$ 100,000	-97.6%	\$ (4,016,320)	\$ -	-100.0%	\$ (100,000)	Lacamas Creek Pump Station
Total North Shore Construction	\$ 503,649	\$ 4,116,320	717.3%	\$ 100,000	-97.6%	\$ (4,016,320)	\$ -	-100.0%	\$ (100,000)	

	2019 Actual	2020 Projected	Change	2021 Budget	Annual % Change	2021 Change	2022 Budget	Annual % Change	2022 Change	Notes
2019 Water Construction Projects										
Capital	\$ 622,481	\$ 3,333,215	435.5%	\$ 4,630,000	38.9%	\$ 1,296,785	\$ 500,000	-89.2%	\$ (4,130,000)	CDP 48,51,52,53
Transfers to other funds	\$ 10,589,785		-100.0%							
Total 2019 Water Construction Projects	\$ 11,212,266	\$ 3,333,215	-70.3%	\$ 4,630,000	38.9%	\$ 1,296,785	\$ 500,000	-100.0%	\$ (4,130,000)	
Water/Sewer Capital Reserve Fund										
Transfers to other funds	\$ 255,143	\$ -	-100.0%	\$ 1,365,000	100.0%	\$ 1,365,000	\$ -	-100.0%	\$ (1,365,000)	CDP 48, 49
Total Water/Sewer Cap. Fund	\$ 255,143	\$ -	-100.0%	\$ 1,365,000	100.0%	\$ 1,365,000	\$ -	-100.0%	\$ (1,365,000)	
Water/Sewer Bond Reserve Fund										
Transfers to other funds	\$ -	\$ -	0.0%	\$ -	0.0%	\$ -	\$ -	0.0%	\$ -	
Total Water/Sewer Bond Res. Fund	\$ -	\$ -	0.0%	\$ -	0.0%	\$ -	\$ -	0.0%	\$ -	
Internal Support Funds										
Equipment Rental Fund										
Salaries and Benefits	\$ 483,361	\$ 481,208	-0.4%	\$ 602,507	25.2%	\$ 121,299	\$ 615,431	2.1%	\$ 12,924	Mechanic FTE
Supplies and Services	\$ 524,771	\$ 510,429	-2.7%	\$ 725,084	42.1%	\$ 214,655	\$ 629,005	-13.3%	\$ (96,079)	Improvements, Technology and Equipment
Capital	\$ 602,501	\$ 543,564	-9.8%	\$ 346,992	-36.2%	\$ (196,572)	\$ 1,284,757	270.3%	\$ 937,765	Replacement Schedule
Total Equipment Rental Fund	\$ 1,610,633	\$ 1,535,201	-4.7%	\$ 1,674,583	9.1%	\$ 139,382	\$ 2,529,193	51.0%	\$ 854,610	
Reserve Funds										
Firefighter's Pension Fund										
Salary and Benefits	\$ 1,200	\$ 3,500	100.0%	\$ 3,596	2.7%	\$ 96	\$ 3,677	2.3%	\$ 81	
Transfers to other funds	\$ 376,040	\$ 257,728	-31.5%	\$ 38,683	-85.0%	\$ (219,045)	\$ 40,700	5.2%	\$ 2,017	
Total Firefighters's Pension Fund	\$ 377,240	\$ 261,228	-30.8%	\$ 42,279	-83.8%	\$ (218,949)	\$ 44,377	5.0%	\$ 2,098	
Retiree Medical Benefits Fund										
Salary and Benefits	\$ 139,375	\$ 129,599	-7.0%	\$ 137,375	6.0%	\$ 7,776	\$ 145,618	6.0%	\$ 8,243	
Total Retiree Medical Fund	\$ 139,375	\$ 129,599	-7.0%	\$ 137,375	6.0%	\$ 7,776	\$ 145,618	6.0%	\$ 8,243	
LEOFF 1 Disability Board										
Salary and Benefits	\$ 304,578	\$ 149,566	-50.9%	\$ 158,540	100.0%	\$ 8,974	\$ 168,053	6.0%	\$ 9,513	
Total LEOFF 1 Disability Fund	\$ 304,578	\$ 149,566	-50.9%	\$ 158,540	100.0%	\$ 8,974	\$ 168,053	6.0%	\$ 9,513	

City of Camas
General Fund Expenditure Budget Summary for 2021-2022

	2019 Actual	2020 Projected	Change	2021 Budget	Annual % Change	2021 Change	2022 Budget	Annual % Change	2022 Change	Notes
Legislative										
Salaries and Benefits	\$ 163,512	\$ 166,145	1.6%	\$ 178,289	7.3%	\$ 12,144	\$ 182,211	2.2%	\$ 3,922	COVID-19 Impact on temp staffing
Supplies and Services	\$ 15,157	\$ 8,025	-47.1%	\$ 14,134	76.1%	\$ 6,109	\$ 14,456	2.3%	\$ 322	COVID-19 impact travel & mtg exp
Total Legislative	\$ 178,669	\$ 174,170	-2.5%	\$ 192,423	10.5%	\$ 18,253	\$ 196,667	2.2%	\$ 4,244	
Judicial										
Salaries and Benefits	\$ 210,536	\$ 230,665	9.6%	\$ 241,783	4.8%	\$ 11,118	\$ 247,637	2.4%	\$ 5,854	New Ct Clerk hired in 2019
Supplies and Services	\$ 189,786	\$ 145,505	-23.3%	\$ 223,306	53.5%	\$ 77,801	\$ 158,375	-29.1%	\$ (64,931)	Security Upgrades delayed to 2021
Intergovernmental	\$ 95,808	\$ 91,032	-5.0%	\$ 93,517	2.7%	\$ 2,485	\$ 95,640	2.3%	\$ 2,123	County costs remain status quo
Total Judicial	\$ 496,130	\$ 467,202	-5.8%	\$ 558,606	19.6%	\$ 91,404	\$ 501,652	-10.2%	\$ (56,954)	
Executive										
Salaries and Benefits	\$ 315,694	\$ 332,374	5.3%	\$ 442,824	33.2%	\$ 110,450	\$ 457,114	3.2%	\$ 14,290	New Communications Director
Supplies and Services	\$ 52,006	\$ 166,783	220.7%	\$ 107,997	-35.2%	\$ (58,786)	\$ 45,381	-58.0%	\$ (62,616)	Com Contract, Assmt 20, Survey 21
Intergovernmental	\$ 16,651	\$ 8,443	-49.3%	\$ 21,562	155.4%	\$ 13,119	\$ 22,052	2.3%	\$ 490	Community Outreach
Total Executive	\$ 384,351	\$ 507,600	32.1%	\$ 572,383	12.8%	\$ 64,783	\$ 524,547	-8.4%	\$ (47,836)	
Finance										
Salaries and Benefits	\$ 1,156,364	\$ 1,145,863	-0.9%	\$ 1,228,104	7.2%	\$ 82,241	\$ 1,252,768	2.0%	\$ 24,664	Staffing changes
Supplies and Services	\$ 219,310	\$ 238,994	9.0%	\$ 822,085	244.0%	\$ 583,091	\$ 294,848	-64.1%	\$ (527,237)	CDP 3 ERP
Intergovernmental	\$ 39,245	\$ 63,500	61.8%	\$ 65,234	2.7%	\$ 1,734	\$ 66,714	2.3%	\$ 1,480	State Auditor Increases
Total Finance	\$ 1,414,919	\$ 1,448,357	2.4%	\$ 2,115,423	46.1%	\$ 667,066	\$ 1,614,330	-23.7%	\$ (501,093)	
Legal										
Supplies and Services	\$ 145,837	\$ 143,731	-1.4%	\$ 168,040	16.9%	\$ 24,309	\$ 172,722	2.8%	\$ 4,682	Contract increases and travel
Total Legal	\$ 145,837	\$ 143,731	-1.4%	\$ 168,040	16.9%	\$ 24,309	\$ 172,722	2.8%	\$ 4,682	
Human Resources										
Salaries and Benefits	\$ 170,734	\$ 174,707	2.3%	\$ 279,638	60.1%	\$ 104,931	\$ 291,065	4.1%	\$ 11,427	Staff Allocation
Supplies and Services	\$ 15,756	\$ 46,077	192.4%	\$ 110,124	139.0%	\$ 64,047	\$ 112,624	2.3%	\$ 2,500	FML Placeholder
Total Human Resources	\$ 186,490	\$ 220,784	18.4%	\$ 389,762	76.5%	\$ 168,978	\$ 403,689	3.6%	\$ 13,927	
Administrative Services										
Salaries and Benefits	\$ 149,850	\$ 154,502	3.1%	\$ 159,780	3.4%	\$ 5,278	\$ 163,343	2.2%	\$ 3,563	
Supplies and Services	\$ 204,067	\$ 168,842	-17.3%	\$ 199,254	18.0%	\$ 30,412	\$ 203,778	2.3%	\$ 4,524	Retirement hold
Intergovernmental	\$ 56,800	\$ 42,447	-25.3%	\$ 63,655	50.0%	\$ 21,208	\$ 65,100	2.3%	\$ 1,445	
Total Administrative Services	\$ 410,717	\$ 365,791	-10.9%	\$ 422,689	15.6%	\$ 56,898	\$ 432,221	2.3%	\$ 9,532	
Law Enforcement										
Salaries and Benefits	\$ 4,478,192	\$ 4,804,650	7.3%	\$ 5,025,466	4.6%	\$ 220,816	\$ 5,110,964	1.7%	\$ 85,498	SRO & OT for Rec Clerk Support
Supplies and Services	\$ 629,225	\$ 650,723	3.4%	\$ 766,706	17.8%	\$ 115,983	\$ 775,530	1.2%	\$ 8,824	New Vehicles rental rates
Intergovernmental	\$ 271,368	\$ 275,023	1.3%	\$ 358,696	30.4%	\$ 83,673	\$ 366,839	2.3%	\$ 8,143	SWAT/CRESA Costs
Capital	\$ 57,962	\$ 174,300		\$ -	100.0%	\$ (174,300)	\$ -	-100.0%	\$ -	
Total Law Enforcement	\$ 5,436,747	\$ 5,904,696	8.6%	\$ 6,150,868	4.2%	\$ 246,172	\$ 6,253,333	1.7%	\$ 102,465	

	2019 Actual	2020 Projected	Change	2021 Budget	Annual % Change	2021 Change	2022 Budget	Annual % Change	2022 Change	Notes
Detention and Correction										
Salaries and Benefits	\$ 100,646	\$ 92,854	-7.7%	\$ 107,503	15.8%	\$ 14,649	\$ 110,328	2.6%	\$ 2,825	
Supplies and Services	\$ 54,143	\$ 62,610	15.6%	\$ 82,900	32.4%	\$ 20,290	\$ 84,781	2.3%	\$ 1,881	
Intergovernmental	\$ 141,184	\$ 121,360	-14.0%	\$ 255,801	110.8%	\$ 134,441	\$ 261,607	2.3%	\$ 5,806	Jail Costs
Total Detention and Correction	\$ 295,973	\$ 276,824	-6.5%	\$ 446,204	61.2%	\$ 169,380	\$ 456,716	2.4%	\$ 10,512	
Information Services										
Salaries and Benefits	\$ 547,945	\$ 552,978	0.9%	\$ 581,624	5.2%	\$ 28,646	\$ 595,167	2.3%	\$ 13,543	
Supplies and Services	\$ 239,671	\$ 304,366	27.0%	\$ 317,756	4.4%	\$ 13,390	\$ 324,968	2.3%	\$ 7,212	
Capital	\$ 27,987	\$ 50,000	100.0%	\$ 150,000	200.0%	\$ 100,000	\$ 50,000	-66.7%	\$ (100,000)	Phone System & Voicemail in 2021
Total Information Services	\$ 815,603	\$ 907,344	11.2%	\$ 1,049,380	15.7%	\$ 142,036	\$ 970,135	-7.6%	\$ (79,245)	
Engineering										
Salaries and Benefits	\$ 1,329,511	\$ 1,403,924	5.6%	\$ 1,630,801	16.2%	\$ 226,877	\$ 1,682,641	3.2%	\$ 51,840	Eng III, .5 Adm Support
Supplies and Services	\$ 110,556	\$ 89,612	-18.9%	\$ 191,150	113.3%	\$ 101,538	\$ 189,006	-1.1%	\$ (2,144)	Temps
Intergovernmental	\$ 21,721	\$ -		\$ -		\$ -	\$ -		\$ -	
Total Engineering	\$ 1,461,788	\$ 1,493,536	2.2%	\$ 1,821,951	22.0%	\$ 328,415	\$ 1,871,647	2.7%	\$ 49,696	
Community Development										
Salaries and Benefits	\$ 284,777	\$ 120,222	-57.8%	\$ 304,701	153.4%	\$ 184,479	\$ 314,405	3.2%	\$ 9,704	Fill vacant position
Supplies and Services	\$ 16,469	\$ 16,024	-2.7%	\$ 472,813	2850.7%	\$ 456,789	\$ 56,255	-88.1%	\$ (416,558)	CDP 3 ERP
Total Community Development	\$ 301,246	\$ 136,246	-54.8%	\$ 777,514	470.7%	\$ 641,268	\$ 370,660	-52.3%	\$ (406,854)	
Planning										
Salaries and Benefits	\$ 576,910	\$ 600,257	4.0%	\$ 617,742	2.9%	\$ 17,485	\$ 636,768	3.1%	\$ 19,026	
Supplies and Services	\$ 74,222	\$ 119,987	61.7%	\$ 424,571	253.8%	\$ 304,584	\$ 168,306	-60.4%	\$ (256,265)	ODP 8 Comp Plan
Intergovernmental	\$ 48,121	\$ 104,774	117.7%	\$ 107,634	2.7%	\$ 2,860	\$ 110,078	2.3%	\$ 2,444	
Total Planning	\$ 699,253	\$ 825,018	18.0%	\$ 1,149,947	39.4%	\$ 324,929	\$ 915,152	-20.4%	\$ (234,795)	
Animal Control										
Supplies and Services	\$ 140	\$ 512	265.7%	\$ 526	2.7%	\$ 14	\$ 538	2.3%	\$ 12	
Intergovernmental	\$ 108,018	\$ 120,900	11.9%	\$ 128,000	5.9%	\$ 7,100	\$ 132,000	3.1%	\$ 4,000	New Humane Soc Contract
Total Animal Control	\$ 108,158	\$ 121,412	12.3%	\$ 128,526	5.9%	\$ 7,114	\$ 132,538	3.1%	\$ 4,012	
Parks and Recreation										
Salaries and Benefits	\$ 437,922	\$ 431,542	-1.5%	\$ 460,698	6.8%	\$ 29,156	\$ 468,972	1.8%	\$ 8,274	
Supplies and Services	\$ 376,302	\$ 429,389	14.1%	\$ 484,269	12.8%	\$ 54,880	\$ 346,829	-28.4%	\$ (137,440)	Parks Comp Plan
Total Parks and Recreation	\$ 814,224	\$ 860,931	5.7%	\$ 944,967	9.8%	\$ 84,036	\$ 815,801	-13.7%	\$ (129,166)	
Parks Maintenance										
Salaries and Benefits	\$ 550,874	\$ 693,005	25.8%	\$ 833,695	20.3%	\$ 140,690	\$ 858,307	3.0%	\$ 24,612	ODP 5 Maint Worker
Supplies and Services	\$ 459,988	\$ 382,146	-16.9%	\$ 668,586	75.0%	\$ 286,440	\$ 627,514	-6.1%	\$ (41,072)	ODP 12 Hydroseeder, CDP Tennis Cr
Intergovernmental	\$ -	\$ 8,281	100.0%	\$ 15,410	86.1%	\$ 7,129	\$ 15,759	2.3%	\$ 349	
Capital	\$ 324,436	\$ 20,000	-93.8%	\$ 375,000	1775.0%	\$ 355,000	\$ 149,000	-60.3%	\$ (226,000)	CDP 33, CDP 34, CDP 35
Total Parks Maintenance	\$ 1,335,298	\$ 1,103,432	-17.4%	\$ 1,892,691	71.5%	\$ 789,259	\$ 1,650,580	-12.8%	\$ (242,111)	

	2019 Actual	2020 Projected	Change	2021 Budget	Annual % Change	2021 Change	2022 Budget	Annual % Change	2022 Change	Notes
Building										
Salaries and Benefits	\$ 648,084	\$ 684,513	5.6%	\$ 716,929	4.7%	\$ 32,416	\$ 732,974	2.2%	\$ 16,045	
Supplies and Services	\$ 38,943	\$ 52,216	34.1%	\$ 63,789	22.2%	\$ 11,573	\$ 65,237	2.3%	\$ 1,448	
Capital	\$ 21,721	\$ -	-100.0%							Vehicle in 2019
Total Building	\$ 708,748	\$ 736,729	3.9%	\$ 780,718	6.0%	\$ 43,989	\$ 798,211	2.2%	\$ 17,493	
Central Services										
Salaries and Benefits	\$ 95,565	\$ 116,798	22.2%	\$ 201,164	72.2%	\$ 84,366	\$ 204,820	1.8%	\$ 3,656	ODP 2 Maint Worker and Reclass
Supplies and Services	\$ 146,132	\$ 123,114	-15.8%	\$ 181,428	47.4%	\$ 58,314	\$ 185,547	2.3%	\$ 4,119	Facilities Condition Assessment
Vehicle				\$ 25,000	100.0%	\$ 25,000		-100.0%	\$ (25,000)	ODP 2 Truck
Total Central Services	\$ 241,697	\$ 239,912	-0.7%	\$ 407,592	69.9%	\$ 167,680	\$ 390,367	-4.2%	\$ (17,225)	
Library										
Salaries and Benefits	\$ 1,205,308	\$ 1,116,535	-7.4%	\$ 1,294,008	15.9%	\$ 177,473	\$ 1,335,031	3.2%	\$ 41,023	Positions filled
Supplies and Services	\$ 351,647	\$ 533,125	51.6%	\$ 605,532	13.6%	\$ 72,407	\$ 563,845	-6.9%	\$ (41,687)	Repairs, Sec Sys, ODP 7
Capital	\$ 154,752	\$ 156,921	0.0%	\$ 161,205	2.7%	\$ 4,284	\$ 164,864	2.3%	\$ 3,659	
Total Library	\$ 1,711,707	\$ 1,806,581	5.5%	\$ 2,060,745	14.1%	\$ 254,164	\$ 2,063,740	0.1%	\$ 2,995	
Support to Other Funds										
Transfers to Other Funds	\$ 6,697,685	\$ 6,144,066	-8.3%	\$ 7,636,641	24.3%	\$ 1,492,575	\$ 6,719,729	-12.0%	\$ (916,912)	Firefighters, SCBAs, Truck, Amb
Total Support to Other Funds	\$ 6,697,685	\$ 6,144,066	-8.3%	\$ 7,636,641	24.3%	\$ 1,492,575	\$ 6,719,729	-12.0%	\$ (916,912)	
TOTAL GENERAL FUND	\$ 23,845,240	\$ 23,884,362	0.2%	\$ 29,667,070	24.2%	\$ 5,782,708	\$ 27,254,437	-8.1%	\$ (2,412,633)	

City of Camas 2021-2022 Revenue Budget

Fund	Taxes	Licenses & Permits	Inter-governmental Revenue	Charges For Services	Fines & Forfeits	Misc. Revenue	Other Financing Sources	Interfund Transfers	Beginning Fund Balance	Total
General Government Operations										
General Fund	\$ 39,590,356	\$ 1,667,527	\$ 1,323,200	\$ 10,414,133	\$ 360,095	\$ 656,659		\$ -	\$ 8,090,500	\$ 62,102,470
Special Revenue										
Street Fund			1,271,219	-		78,832		5,793,746	1,200,427	8,344,224
Tree Fund		-				1,000			-	1,000
Camas/Washougal Fire and EMS	4,810,096	146,676	2,580	10,848,759	35,380	87,480	-	7,170,378	2,487,891	25,589,240
Lodging Tax	25,166					1,659			28,782	55,607
Cemetery				119,608		1,519		400,000	98,639	619,766
Sub Total	4,835,262	146,676	1,273,799	10,968,367	35,380	170,490	-	13,364,124	3,815,739	34,609,837
Debt Service										
Unlimited G.O. Bond Debt Service	-								50,991	50,991
Limited G.O. Bond Debt Service								4,862,421	-	4,862,421
Sub Total	-	-	-	-	-	-	-	4,862,421	50,991	4,913,412
Capital Projects										
Real Estate Excise Tax Capital	4,417,714		5,972,118			517,767		160,000	6,777,296	17,844,895
Park Impact Fee Capital				3,262,352		184,969			3,996,198	7,443,519
Transportation Impact Fee Capital				4,032,260		106,764		-	2,391,019	6,530,043
Fire Impact Fee				523,899		47,498			1,027,643	1,599,040
NW 38th Ave Phase 3 Construction			813,000					466,500	-	1,279,500
Facilities Capital Fund			-					\$ 1,289,874	-	1,289,874
Legacy Lands Project			2,047,157			25,000			3,584,408	5,656,565
Lake and Everett Construction							100,000		-	100,000
Sub Total	4,417,714	-	8,832,275	7,818,511	-	881,998	100,000	1,916,374	17,776,564	41,743,436
Enterprise										
Storm Water Utility			-	3,819,107		149,896		-	2,815,768	6,784,771
City Solid Waste				6,316,204		155,596			3,284,744	9,756,544
Water-Sewer				29,118,544		715,584		-	2,968,333	32,802,461
Water-Sewer Capital Projects								1,465,000	-	1,465,000
North Shore Sewer Construction Project									100,000	100,000
2019 Water Construction Projects								925,000	8,552,747	8,552,747
Water-Sewer Capital Reserve				8,419,648		732,844		-	15,925,760	25,078,252
Water-Sewer Bond Reserve						68,088			1,693,863	1,761,951
Sub Total	-	-	-	47,673,503	-	1,822,008	-	2,390,000	35,341,215	86,301,726
Internal Support										
Equipment Rental				3,537,049		55,869			2,329,236	5,922,154
Reserves										
Firefighter's Pension						82,367			1,427,791	1,510,158
Retiree Medical								282,993	51,728	334,721
LEOFF 1 Disability Board								326,593	532,163	858,756
Sub Total	-	-	-	-	-	82,367	-	609,586	2,011,682	2,703,635
Total	\$ 48,843,332	\$ 1,814,203	\$ 11,429,274	\$ 80,411,563	\$ 395,475	\$ 3,669,391	\$ 100,000	\$ 23,142,505	\$ 69,415,927	\$ 238,296,670

City of Camas 2021-2022 Expenditure Budget

Fund	Salaries & Wages	Personnel Benefits	Supplies	Other Services & Charges	Inter-governmental Services/Taxes	Interfund Transfers	Debt Services	Capital Outlay	Total	Ending Fund Balance
General Government Operations										
General Fund	\$ 20,396,019	\$ 8,553,243	\$ 961,532	\$ 9,333,971	\$ 2,245,299	\$ 14,856,370	\$ -	\$ 1,075,069	\$ 57,421,503	\$ 5,192,526
Special Revenue										
Street Fund	1,128,434	520,519	154,162	2,317,073	77,882	366,035		2,334,496	6,898,601	1,444,653
Tree Fund				-					-	16,341
Camas/Washougal Fire and EMS	14,328,720	4,941,441	850,427	2,782,360	345,783	134,017		850,000	24,232,748	1,350,664
Lodging Tax				20,000					20,000	35,607
Cemetery	171,371	82,769	43,973	196,223					494,336	125,430
Sub Total	15,628,525	5,544,729	1,048,562	5,315,656	423,665	500,052	-	3,184,496	31,645,685	2,972,695
Debt Service										
Unlimited G.O. Bond Debt Service									-	50,991
Limited G.O. Bond Debt Service							4,862,421		4,862,421	-
Sub Total							4,862,421		4,862,421	50,991
Capital Projects										
Real Estate Excise Tax Capital				97,704		1,953,039		9,465,043	11,515,786	6,329,109
Park Impact Fee Capital				-		1,426,500		839,751	2,266,251	5,177,268
Transportation Impact Fee Capital						1,972,922			1,972,922	4,557,121
Fire Impact Fee						360,000			360,000	1,239,040
NW 38th Ave Phase 3 Construction								1,279,500	1,279,500	-
Facilities Capital Fund								1,289,874	1,289,874	-
Legacy Lands Project								500,000	500,000	5,156,565
Lake and Everett Construction								100,000	100,000	-
Sub Total	-	-	-	97,704	-	5,712,461	-	13,474,168	19,284,333	22,459,103
Enterprise										
Storm Water Utility	1,009,991	532,697	77,018	2,272,773	135,522		119,908	1,047,750	5,195,659	1,589,112
City Solid Waste	799,636	372,954	137,194	4,132,399	270,672			500,000	6,212,855	3,543,689
Water-Sewer	4,199,777	1,888,585	1,931,747	9,278,261	1,088,478	1,134,000	10,138,642	17,500	29,676,990	3,125,471
Water-Sewer Capital Projects								1,465,000	1,465,000	-
North Shore Sewer Construction Project								100,000	100,000	-
2019 Water Construction Projects								5,130,000	5,130,000	4,347,747
Water-Sewer Capital Reserve						1,365,000			1,365,000	23,713,252
Water-Sewer Bond Reserve										1,761,951
Sub Total	6,009,404	2,794,236	2,145,959	15,683,433	1,494,672	2,499,000	10,258,550	8,260,250	49,145,504	38,081,222
Internal Support										
Equipment Rental	864,937	353,001	561,518	792,571				1,631,749	4,203,776	1,718,378
Reserves										
Firefighter's Pension		7,273				79,383			86,656	1,423,502
Retiree Medical		282,993							282,993	51,728
LEOFF 1 Disability Board		326,593							326,593	532,163
Sub Total	-	616,859	-	-	-	79,383	-	-	696,242	2,007,393
Total	\$ 42,898,885	17,862,068	4,717,571	31,223,335	4,163,636	23,647,266	15,120,971	27,625,732	167,259,464	71,898,417

Job Roster

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Position Ctrl	Title	Department	Employee
ADM.FTE.01	Admin Services Director	Other Governmental Services	Jennifer Gorsuch
ADM.FTE.02	Admin Asst/Deputy City Clerk	Other Governmental Services	Bernice Bacon
ADM.FTE.03	Administrative Support Asst II	Other Governmental Services	Heather Rowley
BLD. PTE.08	Permit Tech	Building 60%	TBD
BLD.FTE.01	Building Official	Building	Robert Cunningham
BLD.FTE.02	Building Inspector I	Building	John McLean
BLD.FTE.03	Building Inspector I	Building	Scott Abernathy
BLD.FTE.04	Plans Examiner	Building	Jeffrey Noga
BLD.FTE.05	Plans Examiner	Building	David Corbett
BLD.FTE.06	Sr Permit Tech	Planning	Kari Murphy
BLD.FTE.07	Permit Tech	Building	Aireanna Baldwin
CDV.FTE.01	Community Development Director	Community Dev Admin	Phillip Bourquin
CEM.FTE.01	Sr Grounds Worker	Cemetery	Edward Senchyna
CSV.FTE.01	Facilities Op Specialist	Central Services	Ryan Hickey
CSV.FTE.02	Facilities Maintenance Worker	Central Services	2021 POSITION ODP 2
DNC.PTE.01	Offender Crew Leader	Detention & Corrections	Dick Golladay
DNC.PTE.02	Offender Crew Leader	Detention & Corrections	Ruben Vela
DNC.TMP.03	Sub Offender Crew Leader	Detention & Corrections	OPEN
EMS.FTE.01	Fire Chief	EMS	Dominick Swinhart
EMS.FTE.02	Div Chief of Emerg Med Service	EMS	Cliff Free
EMS.FTE.03	Sr Admin Support Asst	EMS	Kacie Jones
EMS.FTE.04	Firefighter/Paramedic	EMS	Quinn Murray
EMS.FTE.05	Firefighter/Paramedic	EMS	Paul Bennett
EMS.FTE.06	Firefighter/Paramedic	EMS	Gary Horst
EMS.FTE.07	Firefighter/Paramedic	EMS	Trevor Guay
EMS.FTE.08	Firefighter/Paramedic	EMS	Gary Stallings
EMS.FTE.09	Firefighter/Paramedic	EMS	Mark Widlund
EMS.FTE.10	Firefighter/Paramedic	EMS	Adam Brice
EMS.FTE.11	Firefighter/Paramedic	EMS	Stephen Carter
EMS.FTE.12	Firefighter/Paramedic	EMS	Andrew Nichols
EMS.FTE.13	Firefighter/Paramedic	EMS	Shayne Bradley
EMS.FTE.14	Firefighter/Paramedic	EMS	Erik Miller
EMS.FTE.15	Firefighter/Paramedic	EMS	Darr Soli
EMS.FTE.16	Firefighter/Paramedic	EMS	Kekoa Paakaula
EMS.FTE.17	Firefighter/Paramedic	EMS	Jeffrey Martizia
EMS.FTE.18	Firefighter/Paramedic	EMS	Phillip E Gebhardt
EMS.FTE.19	Firefighter/Paramedic	EMS	Ross Bucklew
EMS.FTE.20	Firefighter/Paramedic	Fire	Gavin M. Horst
ENG.FTE.01	Engineering Manager	Engineering	James Carothers
ENG.FTE.02	Project Manager	Engineering	James Hodges
ENG.FTE.03	Project Manager	Engineering	Anita Ashton
ENG.FTE.04	Engineer III	Engineering	Allen Westersund
ENG.FTE.05	Engineer II	Engineering	Jackie Caldwell
ENG.FTE.07	Engineer II	Engineering	Norman Wurzer
ENG.FTE.08	Engineer I	Engineering	Jeff Englund
ENG.FTE.09	Engineer I	Engineering	Justin Monsrud

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ENG.FTE.10	Engineer I	Engineering	Ahmed Yanka
ENG.FTE.11	Sr Engineering Tech	Engineering	Chris Lopez
ENG.FTE.12	Engineering Tech	Engineering	Eric Dugger
ENG.FTE.13	Sr Admin Support Asst	Engineering	Ronda Syverson
ENG.INT.15	Student Intern - Engineering	Engineering	
ENG.INT.16	Student Intern - Engineering	Engineering	
ENG.PTE.14	Admin Support Asst	Engineering	2020 FTE .6
ENG.TMP.17	Temp Engineering Technician	Engineering	
ENG.TMP.18	Temp Engineering Technician	Engineering	
ERR.FTE.01	Sr Admin Support Asst	Equipment Rental	Susan Wilde
ERR.FTE.02	Lead Mechanic	Equipment Rental	Keith Mabry
ERR.FTE.03	Mechanic	Equipment Rental	Paul Hamllik
ERR.FTE.04	Mechanic	Equipment Rental	Tim Jorgensen
ERR.FTE.05	Mechanic	Equipment Rental	TBD
ERR.PTE.06	Custodial Aide	Equipment Rental	Jeremiah Johnson
EXE.ELC.01	Mayor	Executive	Barry McDonnell
EXE.FTE.02	City Administrator	Executive	Jamal Fox
EXE.FTE.03	Communications Director	Executive	Proposed 2020 Addition
FIN.FTE.01	Finance Director	Finance	Catherine Huber Nickerson
FIN.FTE.03	Accountant	Finance	Leona Langlois
FIN.FTE.04	Financial Analyst	Finance	Debra Brooks
FIN.FTE.05	Accounting Asst	Finance	Nicolle Sorensen
FIN.FTE.07	Financial Assistant	Finance	Amee Rasmussen
FIN.FTE.08	Financial Assistant	Finance	Wendy Easter
FIN.FTE.09	Financial Assistant	Finance	Breanna Grable
FIN.FTE.11	Accounting Asst	Finance	Stephanie Hite
FIN.FTE.12	Accounting Asst	Finance	Martiel Heller
FIN.FTE.13	Assistant Finance Director	Finance	Catrina Galicz
FIN.INT.10	Student Intern-Finance	Finance	
FIR.FTE.02	Battalion Chief	Fire	Mark Ervin
FIR.FTE.03	Battalion Chief	Fire	Kevin Villines
FIR.FTE.04	Battalion Chief	Fire	Gregory Payne
FIR.FTE.05	Div Chief Fire Marshal	Fire	Ronald Schumacher
FIR.FTE.06	Deputy Fire Marshal	Fire	Randall Miller
FIR.FTE.07	Deputy Fire Marshal	Fire	Kevin Bergstrom
FIR.FTE.08	Administrative Support Asst II	Fire	Sherri Myers-Breitner
FIR.FTE.10	Fire Captain	Fire	Brooks Cooper
FIR.FTE.11	Fire Captain	Fire	Brad Delano
FIR.FTE.13	Fire Captain/Paramedic	Fire	Michael Brown
FIR.FTE.14	Fire Captain/Paramedic	Fire	Benjamin Silva
FIR.FTE.15	Fire Captain/Paramedic	Fire	Ben Porter
FIR.FTE.16	Fire Captain/Paramedic	Fire	Wade Faircloth
FIR.FTE.17	Fire Captain/Paramedic	Fire	James Tierney
FIR.FTE.18	Firefighter/Paramedic	Fire	Steven Pozagai
FIR.FTE.19	Firefighter/Paramedic	Fire	David Pike II
FIR.FTE.20	Firefighter/Paramedic	Fire	Lance Long
FIR.FTE.21	Firefighter/Paramedic	Fire	Nickolas Ober
FIR.FTE.22	Firefighter/Paramedic	Fire	Cassandra Knierim

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FIR.FTE.23	Firefighter/Paramedic	Fire	Matthew Peterson
FIR.FTE.24	Firefighter/Paramedic	Fire	Christian Ruddell
FIR.FTE.26	Firefighter	Fire	Gene Marlow
FIR.FTE.28	Firefighter	Fire	Aron Black
FIR.FTE.29	Firefighter	Fire	Terry Slocum
FIR.FTE.30	Firefighter	Fire	Victor Compher
FIR.FTE.31	Firefighter	Fire	William Steigmann
FIR.FTE.32	Firefighter/Paramedic	Fire	Aaron J Cliburn
FIR.FTE.33	Firefighter	Fire	Christopher Kassel
FIR.FTE.36	Firefighter	Fire	Kathleen Linton
FIR.FTE.37	Firefighter	Fire	Matthew Baldwin
FIR.FTE.38	Firefighter/Paramedic	Fire	Steve Harrington
FIR.FTE.39	Fire Captain	Fire	Dane Hammond
FIR.FTE.40	Firefighter/Paramedic	Fire	Michaela Young
FIR.FTE.41	Firefighter/Paramedic	Fire	John Squire
FIR.FTE.42	Firefighter/Paramedic	Fire	Jason Summers
FIR.FTE.43	Firefighter/Paramedic	Fire	Thomas Meacham
FIR.FTE.44	Firefighter/Paramedic	Fire	Liben Wondemu
FIR.FTE.45	Firefighter/Paramedic	Fire	Christopher Richardson
FIR.FTE.46	Fire Captain/Paramedic	Fire	Michael Coyle
FIR.FTE.47	Firefighter/Paramedic	Fire	Josh Procter
FIR.FTE.48	Battalion Chief	Fire	Kevin West
HRS.FTE.01	Human Resources Assistant	Human Resources	Leisha Copsey
LEG.ELC.01	Council Member	Legislative	Gregory Anderson
LEG.ELC.02	Council Member	Legislative	Melissa Smith
LEG.ELC.03	Council Member	Legislative	Steven Hogan
LEG.ELC.04	Council Member	Legislative	Donald Chaney
LEG.ELC.05	Council Member	Legislative	Shannon Roberts
LEG.ELC.06	Council Member	Legislative	Ellen Burton
LEG.ELC.07	Council Member	Legislative	Bonita Carter
LEG.INT.08	Student Intern - Legislative	Legislative	Madora Doremus
LIB.TMP.26	Sub Library Associate	Library	Karen Nicholson
LIB.FTE.01	Library Director	Library	Connie Urquhart
LIB.FTE.02	Tech & Collections Manager	Library	Danielle Reynolds
LIB.FTE.03	Program & Outreach Coord	Library	Ellen Miles
LIB.FTE.04	Circulation Service Specialist	Library	John Goaring
LIB.FTE.06	Library Associate	Library	OPEN
LIB.FTE.07	Library Associate	Library	Rebel Martin
LIB.FTE.08	Library Associate	Library	Leah Burch
LIB.FTE.11	Library Support Assistant	Library	Christopher Knipes
LIB.FTE.12	Library Associate	Library	OPEN
LIB.FTE.13	Library Associate	Library	Vanessa Perger
LIB.FTE.14	Library Associate	Library	Elliot Stapleton
LIB.PTE.12	Library Aide	Library	Nancy Renner
LIB.PTE.13	Library Aide	Library	Colleen Kawamura
LIB.PTE.14	Library Aide	Library	Lindsey Zoller
LIB.PTE.15	Library Aide	Library	Haley Zach
LIB.PTE.16	Library Aide	Library	OPEN

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LIB.PTE.17	Library Aide	Library	OPEN
LIB.PTE.18	Library Aide	Library	OPEN
LIB.TMP.19	Sub Library Associate	Library	Suzanne Gilman
LIB.TMP.20	Sub Library Associate	Library	Jaclyn Spencer
LIB.TMP.21	Sub Aide	Library	Gail Wayper
LIB.TMP.22	Sub Library Associate	Library	Laura Felter
LIB.TMP.23	Sub Aide	Library	Megan Purkeypyle
LIB.TMP.24	Sub Aide	Library	Sheila Britschgi
LIB.TMP.25	Sub Aide	Library	Julia Watson
LIB.TMP.27	Sub Library Associate	Library	Jana Grote
MCT.FTE.01	Lead Court Clerk	Municipal Court	Lindsay Loveland
MCT.FTE.02	Court Clerk	Municipal Court	Tawna Hobensack
MCT.PTE.02	Court Security Officer	Municipal Court	Larry Linne'
PLN.FTE.01	Planning Manager	Planning	Robert Maul
PLN.FTE.02	Sr Planner	Planning	Sarah Fox
PLN.FTE.03	Sr Planner	Planning	Lauren Hollenbeck
PLN.FTE.04	Assistant Planner	Planning	Madeline Sutherland
PLN.INT.06	Planning Intern	Planning	
PMT.FTE.01	Lead Grounds Worker	Parks Department	Nicholas MacQuarrie
PMT.FTE.02	Sr Grounds Worker	Parks Department	Eric Nickelsen
PMT.FTE.04	Grounds Worker I	Parks Department	Michael Clapp
PMT.FTE.05	Grounds Worker I	Parks Department	Eric Youngblood
PMT.FTE.06	Grounds Worker I	Parks Department	Chris Price
PMT.FTE.07	Grounds Worker I	Parks Department	Sean Alix
PMT.FTE.08	Grounds Worker II	Parks Department	Sanbae Lee
PMT.FTE.09	Grounds Worker 1	Parks Department	2021 POSITION ODP 5
PNR.FTE.01	Parks & Rec Manager	Parks & Rec	Gerald Acheson
PNR.FTE.02	Rec Facilities Coordinator	Parks & Rec	Susan Newlove
PNR.FTE.03	Rec Coordinator	Parks & Rec	Krista Bashaw
PNR.PTE.04	Rec Coordinator	Parks & Rec	Tammy Connolly
PNR.TMP.05	Recreation Leader	Parks & Rec	Jennifer Wood
PNR.TMP.06	Recreation Leader	Parks & Rec	
PNR.TMP.07	Recreation Leader	Parks & Rec	Patricia Hines
PNR.TMP.08	Recreation Leader	Parks & Rec	Kathryn Danne
PNR.TMP.09	Recreation Leader	Parks & Rec	Brianna Reed
PNR.TMP.10	Recreation Leader	Parks & Rec	William Maniscalco
PNR.TMP.11	Recreation Leader	Parks & Rec	Jean Collins
PNR.TMP.12	Recreation Leader	Parks & Rec	Cassidy Hines
PNR.TMP.13	Recreation Leader	Parks & Rec	Marilyn Hughes-Reed
PNR.TMP.14	Recreation Leader	Parks & Rec	Caden Werlich
PNR.TMP.15	Recreation Leader	Parks & Rec	
PNR.TMP.16	Recreation Leader	Parks & Rec	
PNR.TMP.17	Recreation Aide	Parks & Rec	Jordan Sorensen
PNR.TMP.18	Recreation Aide	Parks & Rec	Josephine Underwood
PNR.TMP.19	Recreation Aide	Parks & Rec	Brekelle Werlich
POL.FTE.01	Police Chief	Police	Mitchel Lackey
POL.FTE.02	Police Captain	Police	Shyla Nelson
POL.FTE.03	Police Sergeant	Police	David Chaney

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POL.FTE.04	Police Sergeant	Police	Chuck Nadgwick
POL.FTE.05	Police Sergeant	Police	Walter Boyles
POL.FTE.06	Police Sergeant	Police	Brett Robison
POL.FTE.07	Police Sergeant	Police	Brie Bieber
POL.FTE.08	Police Sergeant	Police	Stefan Hausinger
POL.FTE.09	Police Officer	Police	Debrah Riedl
POL.FTE.10	Police Officer	Police	Tim McNall
POL.FTE.11	Police Officer	Police	Anthony Braunstein
POL.FTE.12	Police Officer	Police	Tyson Simmons
POL.FTE.13	Police Officer	Police	Carlos Gonzalez
POL.FTE.14	Police Officer	Police	Henry Scott
POL.FTE.15	Police Officer - SRO	Police	Brent Mayhugh
POL.FTE.16	Police Officer	Police	Tessa Vanderpool
POL.FTE.17	Police Officer - SRO	Police	Jason Langman
POL.FTE.18	Police Officer	Police	Timothy Fellows
POL.FTE.19	Police Officer	Police	David Garcia
POL.FTE.20	Police Officer	Police	Brian Salwasser
POL.FTE.21	Police Officer	Police	Elliott Sundby
POL.FTE.22	Police Officer	Police	Matthew White
POL.FTE.23	Police Officer	Police	Ward Kruse
POL.FTE.24	Police Officer	Police	Gary Manning
POL.FTE.25	Police Officer	Police	Steven Forgette
POL.FTE.26	Code Enforcement	Police	Charrie Kafouros
POL.FTE.27	Lead Police Records Clerk	Police	Daniel Lim
POL.FTE.28	Police Records Clerk/Disp II	Police	Alicia Stevens
POL.FTE.29	Police Records Clerk/Disp II	Police	Teresa Duey
POL.FTE.30	Police Officer	Police	Casey Handley
POL.FTE.31	Police Officer	Police	Taylor Thune
POL.FTE.32	Police Officer	Police	Wade Ramsey
POL.FTE.33	Police Officer	Police	Kevin Hermann
POL.FTE.34	Police Officer	Police	OPEN
POL.PTE.35	Police Records Clerk/Disp II	Police	Sydney Baker
POL.PTE.36	Parking Enforcement	Police	Tamera Strunk
POL.TMP.34	Sub Records Clerk	Police	Angela Bunda
SAN.FTE.01	Lead Sanitation Worker	Solid Waste	Garry Reed
SAN.FTE.02	Sanitation Worker	Solid Waste	Kevin Kunkel
SAN.FTE.03	Sanitation Worker	Solid Waste	Kyle Autry
SAN.FTE.04	Sanitation Worker	Solid Waste	Charles Buchanan
SAN.FTE.05	Sanitation Worker	Solid Waste	2022 Position - ODP 13
STM.FTE.02	Maintenance Worker I	Storm Water	Darrell Burk
STM.FTE.03	Maintenance Worker II	Storm Water	Matt Persons
STM.FTE.04	Lead Maintenance Worker	Storm Water	Steven Klopman-Baerselman
STM.FTE.05	Senior Maintenance Worker	Storm Water	TJ Crawford
STR.FTE.01	Public Works Op Supervisor	Street	Denis Ryan
STR.FTE.02	Lead Maintenance Worker	Street	Clinton Purkeypyle
STR.FTE.03	Maintencane Worker I	Street	Gage McAtee
STR.FTE.04	Sr Maintenance Worker	Street	Brian Walton
STR.FTE.05	Maintenance Worker II	Street	OPEN

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STR.FTE.06	Maintenance Worker II	Street	Rick Copsey
STR.FTE.07	Maintenance Worker I	Street	Alice Braden
STR.FTE.08	Maintenance Worker I	Street	Tyler Snoen
TEC.FTE.01	Information Tech Director	Information Technology	Sherry Coulter
TEC.FTE.02	IT Network Administrator	Information Technology	Anthony Collver
TEC.FTE.03	IT Support Specialist	Information Technology	Melinda Pruett
TEC.FTE.04	IT Systems Analyst/Programmer	Information Technology	Joe Vrtiska
TEC.INT.05	Student Intern - IT	Information Technology	Nick Barnes
WSW.FTE.01	Public Works Director	Water/Sewer	Steven Wall
WSW.FTE.02	Utilities Manager	Water/Sewer	Sam Adams
WSW.FTE.03	Operations Supervisor W/S	Water/Sewer	OPEN
WSW.FTE.04	Sr Admin Support Asst	Water/Sewer	OPEN
WSW.FTE.05	Lead Utility Mtc Worker	Water/Sewer	Tobin Reed
WSW.FTE.06	Water Supply Operator	Water/Sewer	Allen Nelson
WSW.FTE.07	Sr Utility Mtc Worker	Water/Sewer	Brandonn Prather
WSW.FTE.08	Sr Utility Mtc Worker	Water/Sewer	Derek Engler
WSW.FTE.10	Utility Mtc Worker II	Water/Sewer	Jay Martell
WSW.FTE.11	Utility Mtc Worker II	Water/Sewer	William Weglage
WSW.FTE.12	Utility Mtc Worker I	Water/Sewer	2020
WSW.FTE.13	Utility Mtc Worker I	Water/Sewer	Nicholas Mettler
WSW.FTE.14	Utility Mtc Worker I	Water/Sewer	Dale Figley
WSW.FTE.15	Utility Mtc Worker I	Water/Sewer	Allen Dickerson
WSW.FTE.16	Utility Mtc Worker I	Water/Sewer	Colby Goin
WSW.FTE.17	Utility Mtc Worker I	Water/Sewer	Daryl Keenan
WSW.FTE.18	Utility Mtc Worker I	Water/Sewer	OPEN
WSW.FTE.19	Utility Mtc Worker I	Water/Sewer	2020
WSW.FTE.20	Sewer Maintenance Worker	Water/Sewer	Michael Katzer
WWT.FTE.01	Operations Supervisor - WWTP	Sewer Treatment Plant	Robert Busch
WWT.FTE.02	WW Treatment Plant Operator	Sewer Treatment Plant	Ole Helland
WWT.FTE.03	WW Treatment Plant Operator	Sewer Treatment Plant	Steven Carroll
WWT.FTE.04	WW Treatment Plant Operator	Sewer Treatment Plant	Kenneth Murray
WWT.FTE.05	WW Treatment Plant Operator	Sewer Treatment Plant	Joe Calderone
WWT.FTE.06	WW Treatment Plant Operator	Sewer Treatment Plant	Matthew Golphenee
WWT.FTE.07	WW Treatment Plant Operator	Sewer Treatment Plant	Jacob Taylor
WWT.FTE.09	Lead WW Treatment Plant Operator	Sewer Treatment Plant	William Blake
	Admin Support Asst	PW/ADMIN	TBD
Positions that have been replaced:			
FIN.FTE.06	Accounting Asst	Finance	Replaced with .11
LIB.FTE.09	Library Associate	Library	Replaced with .12
PMT.FTE.03	Grounds Worker I	Parks Department	Replaced with .06
WSW.FTE.09	Sewer Maintenance Worker	Water/Sewer	Replaced with .20
FIR.FTE.09	Fire Captain	Fire	Replaced with .40
FIR.FTE.12	Fire Captain/Paramedic	Fire	Replaced with .46

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Updated 9/24/2020

Item 1.

FIR.FTE.35	Firefighter	Fire	Replaced with .43
FIN.FTE.02	Accounting Manager	Finance	Replaced with .13
LIB.FTE.10	Library Associate	Library	Replaced with .13
LIB.FTE.05	Library Associate	Library	Replaced with .14
FIR.FTE.25	Firefighter	Fire	Replaced with .48
CDV.FTE.02	Sr Admin Support Asst	Community Dev Admin	Replaced with Permint tech/ASA



Staff Report

October 5, 2020 Council Workshop

Position Description Title and Salary Change

Presenter: Jennifer Gorsuch, Administrative Services Director and Jamal Fox, City Administrator

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BACKGROUND: Due to the pending retirement of the Parks and Recreation Manager, the job description and salary scale were reviewed and updates are necessary. The job description is outdated and does not reflect the expectations of the next head of that City department.

SUMMARY: The position description title for the Parks and Recreation Manager should be revised to Director of Parks and Recreation. The expectations of the new Director are at a higher level than the prior description reflected. Professional certification and an advanced degree are preferred as are increased years of experience.

Upon review of comparable data, the salary for this position is approximately 25% lower than it should be, to be equal with other like department directors and will be part of the Senior Leadership Team. The proposed salary increase places the position in line with external and internal comparators. Revising the position description and increasing the salary will also ensure an applicant pool with the qualifications and expertise that the City desires moving into the future.

EQUITY CONSIDERATIONS:

What are the desired results and outcomes for this agenda item? The desired result is an updated and accurate position description as well as an equitable salary based on the revisions and future expectations.

What’s the data? What does the data tell us? A review of 2020 salaries from comparable Washington cities show that the salary for the position is low.

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

Who will benefit from, or be burdened by this agenda item? The City will benefit, internally and externally, from having an executive level professional leading the department as the City continues looking at acquisitions and management of the City’s parks and recreation facilities.

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? This position will work with City departments to ensure accessibility for all to City parks and recreation facilities.

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

How will you ensure accountabilities, communicate, and evaluate results? The Director of Parks and Recreation will report to the City Administrator, receive regular evaluations and will fulfill the policy decisions of Council.

How does this item support a comprehensive plan goal, policy or other adopted resolution? The Director of Parks and Recreation will be key to carrying out the goals and visions outlined in the Camas 2035 Comprehensive Plan for Parks and Recreation Facilities.

BUDGET IMPACT: The approximate 25% pay increase will require an additional budget allocation of approximately \$40k in salary and benefits.

RECOMMENDATION: Staff recommends that Council adopt Resolution 20-012.

~~PARKS & RECREATION MANAGER~~ DIRECTOR OF PARKS AND RECREATION

Class specifications are intended to present a descriptive list of the range of duties performed by employees in the class. Specifications are not intended to reflect all duties performed within the job.

JOB OBJECTIVES

Under general administrative direction from the City Administrator, to plan, direct, manage, supervise and coordinate the operations and activities of the City's Parks and Recreation Department, including acquisitions of facilities and grounds, aquatics programs, community recreation activities and safety and awareness; to coordinate assigned activities with other departments and outside agencies; and to provide highly responsible and complex administrative support to the City Administrator.

ESSENTIAL FUNCTION STATEMENTS

The following tasks are typical for positions in this classification. Any single position may not perform all of these tasks and/or may perform similar related tasks not listed here:

Assume full management responsibility for all assigned services and activities of the Parks and Recreation Department including acquisitions and maintenance of facilities and grounds, aquatics programs, community recreation activities and safety and awareness.

Serve as a member of the City's leadership team. Participate fully and effectively in the development and achievement of collective goals for the betterment of the City organization; engage in the decision-making process, speak with one voice as a team when communicating those decisions, including difficult or unpopular ones.

Demonstrate department leadership by engaging, motivating and guiding staff to work toward the common purpose and vision of the City through leading by example, listening, knowing how and when to delegate, showing flexibility and exhibiting effective communication of decisions and changes.

Manage the development and implementation of departmental goals, objectives, policies and priorities for each assigned service area; recommend and administer policies and procedures.

Continuously mMonitor and evaluate the efficiency and effectiveness of service delivery methods and procedures; establish and recommend, with in City policy, appropriate staffing and service levels; allocate resources accordingly.

Plan, direct and coordinate, through subordinate level staff, the Parks and Recreation Department's work plan; assign projects and programmatic areas of responsibility; review and evaluate work methods and procedures; meet with key staff to identify and resolve problems.

Assess and monitor ~~work load~~workload, administrative and support systems, and internal reporting relationships; identify opportunities for improvement; direct and implement changes.

Develop and administer City-widecitywide recreation programs, social services and activities for children, youth and senior citizens to include parks, pools, community center and other organized leisure time activities.

Negotiate contracts and agreements for professional services and property transactions; oversee the administration of contracts.

Direct the development of long-range plans for all assigned areas of responsibility.

Direct the development of site and building master plans; participate in the preparation of construction bids and plan; oversee construction management.

Monitor and inspect City recreation facilities; determine safety and maintenance needs; schedule maintenance as needed.

Review preliminary plats for subdivisions and developments for conformity to Parks and Recreation Comprehensive Plan, and Trails and Bikeways Plan.

Coordinate the recruitment, selection, hiring and training of seasonal employees for various recreation programs; assign staff to appropriate program area.

Select, train, motivate and evaluate assigned personnel; provide or coordinate staff training; work with employees to correct deficiencies; implement discipline and termination procedures.

Oversee and participate in the development and administration of the department budget including budget development for aquatics, and recreation programs; approve the forecast of funds needed for staffing, equipment, materials and supplies; approve expenditures and implement budgetary adjustments as appropriate and necessary.

Explain, justify and defend department programs, policies and activities; negotiate and resolve sensitive and controversial issues; develop and submit proposals to obtain grant funds related to Parks and Recreation Programs.

Represent the Parks and Recreation Department to other departments, elected officials and outside agencies; coordinate assigned activities with those of other departments and outside agencies and organizations.

Provide staff assistance to the City Administrator; participate on a variety of boards, commissions and committees; prepare and present staff reports and other necessary correspondence.

Provide leadership to a variety of boards and commissions; Aattend and participate in professional group meetings; stay abreast of new trends and innovations in the field of recreation and leisure services.

Respond to and resolve difficult and sensitive citizen inquiries and complaints.

AUXILIARY FUNCTION STATEMENTS

Follow all safety rules and procedures established for work area.

Perform related duties and responsibilities as required.

QUALIFICATIONS

Knowledge of:

Operations, services and activities of a comprehensive parks and recreation program including aquatics programs and facilities management.

Organization and management practices as applied to the analysis and evaluation of programs, policies and operational needs.

Modern and complex Ppprinciples and practices of recreation program development and administration.

Methods and techniques of aquatics safety and maintenance.

Methods and techniques of directing social and recreational activities and programs.

Landscape architecture and land use planning.

Various community needs related to the provision of recreation and leisure services.

Methods of change management to meet the needs of an evolving city ensuring sensitivity, respect and culture of inclusion.

Marketing theories, principles, practices, and their application to a wide variety of community facilities and services.

Effective, efficient and equitable investment of public, financial and human resources to achieve policy goals.

Proactively pursue new funding tools leveraging public-private partnerships.

Principles and practices of municipal budget preparation and administration.

Principles of supervision, training and performance evaluation.

Principles in asset management.

Pertinent Federal, State and local laws, codes and regulations.

Recent developments, current literature, and sources of information related to recreation services planning and administration.

Ability to:

Manage and direct a comprehensive recreation and leisure services program.

Develop and administer departmental goals, objectives and procedures.

Analyze and assess programs, policies and operational needs and make appropriate adjustments.

Identify and respond to sensitive City Council, community and organizational issues, concerns and needs.

Lead equity in strategic and daily operations.

Lead organizational change and measure success.

Serve diverse underserved communities and stakeholders.

Navigate difficult conversations and identify solutions.

Select, Mmanage, train, direct, evaluate Plan, organize, direct and coordinate the work of professional and technical personnel~~lower level staff.~~

Build and retain diverse teams and manage a workforce including union-represented employees, inspiring organizational development and community action.

Prioritize transparency and accountability in administration of programs.

Demonstrate outcomes quantitatively through data.

Foster a culture of creativity and innovation.

Identify opportunities to carry out the organizations core functions efficiently.

Delegate authority and responsibility.

~~Select, supervise, train and evaluate staff.~~

Research, analyze and evaluate new service delivery methods and techniques.

Adapt the City's recreational programs to meet community needs and requirements.

Oversee the maintenance of recreation facilities.

Negotiate and administer contracts.

Prepare clear and concise administrative and financial reports.

Prepare and administer large and complex budgets.

Establish and maintain effective relationships and collaborative systems in a complex organization ~~with those contacted in the course of work.~~

Understand and carry out oral and written instructions.

Communicate clearly and concisely, both orally and in writing.

Interpret and apply applicable Federal, State and local policies, laws and regulations.

Education and Experience Guidelines

Any combination of education and experience that would likely provide the required knowledge and abilities is qualifying. A typical way to obtain the knowledge and abilities would be:

Education:

Equivalent to a Bachelors degree from an accredited college or university with major course work in business administration, public administration, recreation administration or a related field.

A Master's degree in recreation administration, business administration, public administration or a related field is preferred.

Experience:

~~Six-Ten~~ years of increasingly responsible recreation program administration experience including three years of management and administrative responsibility.

License or Certificate

Possession of an appropriate, valid driver's license.

Certified Park and Recreation Executive (CPRE) certification preferred.

~~**POSSESSION OF AN APPROPRIATE, VALID CERTIFIED LEISURE PROFESSIONAL CERTIFICATION.**~~

PHYSICAL DEMANDS AND WORKING CONDITIONS

The physical demands herein are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform these essential job functions.

Environment: Normal office setting with some travel to attend meetings; some work in outdoor settings; exposure to adverse weather and pool chemicals.

Mobility: Incumbents require sufficient mobility to work in an office setting, operating office equipment.

Vision: Vision sufficient to read computer screens and other printed documents, and to operate assigned equipment.

Other Factors: Incumbents may be required to work extended hours including evenings and weekends. Incumbents may be required to travel outside City boundaries to attend meetings.

2020 Salary Schedule

Position							
	1	2	3	4	5	6	7
Director of Parks and Recreation	9676	9996	10314	10634	10952	11272	11591

2020 Salary Review
9/28/2020

Organization	Job Title	Minimum salary	Maximum salary
City of Tumwater	Parks and Recreation Director	\$9,116	\$11,111
City of Monroe	Parks and Recreation Director	\$8,164	\$12,830
City of Moses Lake	Parks and Recreation Director	\$8,890.33	\$11,664.80
City of Mountlake Terrace	Recreation and Parks Director	\$9,933	\$11,686
City of Mukilteo	Recreation and Cultural Services Director	\$9,260	\$11,256
		AVG	\$9,073
			\$11,710