



**Salary Commission Meeting Agenda**  
**Tuesday, September 13, 2022, 3:30 PM**  
**Council Chambers, 616 NE 4th AVE**

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

**To Participate Remotely:**

**OPTION 1** – Video & Audio (able to public comment) Use Zoom app and Meeting ID – 869 3965 6743; or click <https://zoom.us/j/86939656743>

**OPTION 2** – Audio-only (able to public comment) By phone: 877-853-5257, Meeting ID – 869 3965 6743

**CALL TO ORDER**

**ROLL CALL**

**APPROVAL OF MINUTES**

1. [Salary Commission Minutes Approval](#)

**COMMITTEE DELIBERATION**

2. [Annual Commission Review Discussion](#)

**CLOSE OF MEETING**



## Salary Commission Public Hearing Minutes - Draft Monday, November 08, 2021, 4:00 PM REMOTE MEETING PARTICIPATION

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

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### **CALL TO ORDER**

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

### **ROLL CALL**

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

Staff: Bernie Bacon and Jennifer Gorsuch

Press: No one from the press was present

### **APPROVAL OF MINUTES**

1. October 7, 2021 Salary Commission Meeting Minutes

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

### **OVERVIEW OF COMMISSION RECOMMENDATIONS**

2. At their October 7, 2021 public Commission meeting, the Commission reviewed comparable data and recommend the following changes:
  - a. Increase the Technology Allowance to \$100 per month for the Mayor and \$75 per month for Council Members.
  - b. Increase the monthly stipend for the Mayor to \$2,750 and \$1,000 for the Council Members.

Ransom provided an overview of the October 7, 2021 meeting. Discussion ensued.

### **PUBLIC HEARING**

2. The Commission will take public comment about proposed increases.

Chair Ransom opened and closed the public hearing at 4:12 p.m. as no members of the public were present.

### **COMMITTEE DELIBERATION**

The members of the Commission deliberated.

**It was moved by Nohr, and seconded, to increase the technology allowance, for 2022, to \$100 per month for the Mayor and \$75 per month for the Council Members. The motion carried unanimously.**

**It was moved by Anderson, and seconded, to increase the monthly stipend, for 2022, to \$2,750 for the Mayor and to \$1,000 for the Council Members.**

## **ADJOURNMENT**

The meeting adjourned at 4:31 p.m.

## COUNCIL APPOINTMENTS MASTER (Current)

Item 2.

Board/ Committee/ Commission	Full Name	Position
Camas Youth Advisory Council (CYAC) <i>(INACTIVE)</i>	Marilyn Boerke Tim Hein	Liaison Alternate
City/School Committee	Don Chaney	Representative
	Marilyn Boerke	Representative
	Leslie Lewallen	Representative
Clark Regional Emergency Services Agency (CRESA)	Don Chaney	Representative
Columbia River Economic Development Council (CREDC)	Steve Hogan	Representative
	Tim Hein	Alternate
Communication Committee	Bonnie Carter	Representative
	Greg Anderson	Representative
Community Development Block Grant Advisory Board	Steve Hogan	Representative
	Leslie Lewallen	Alternate
C-TRAN	Greg Anderson	Representative
	Tim Hein	Alternate
CW Chamber of Commerce	Leslie Lewallen	Representative
	Tim Hein	Alternate
Design Review Committee	Greg Anderson	Representative
	Leslie Lewallen	Representative
Downtown Camas Association	Marilyn Boerke	Liaison
	Leslie Lewallen	Alternate
East County Ambulance Advisory Board (ECAAB)	Greg Anderson	Representative
	Don Chaney	Alternate
Economic Development Strategy Committee for Economic Incentives	Greg Anderson	Representative
	Don Chaney	Representative
	Tim Hein	Representative
Finance Committee	Don Chaney	Representative
	Greg Anderson	Representative
	Bonnie Carter	Representative
Fire - Joint Policy Advisory Committee (JPAC)	Don Chaney	Representative
	Greg Anderson	Representative
	Bonnie Carter	Representative

Fire/Emergency Medical Services Partnership	Greg Anderson	Representative	Item 2.
	Steve Hogan	Representative	
GP Mill Advisory Committee	Steve Hogan	Representative	
	VACANT	Representative	
	Greg Anderson	Representative	
GP Mill Clean Up Advisory Committee	Tim Hein	Representative	
	Leslie Lewallen	Representative	
Homelessness Strategy Ad Hoc Committee	Bonnie Carter	Representative	
	VACANT	Representative	
	Leslie Lewallen	Representative	
LEOFF Disability Board	Marilyn Boerke	Representative	
	Don Chaney	Representative	
Library Board	Bonnie Carter	Representative	
	Marilyn Boerke	Alternate	
Lodging Tax Advisory Committee	VACANT	Representative	
Mayor Pro-Tem	Don Chaney	Appointed	
Parks & Recreation Commission	VACANT	Liaison	
	Tim Hein	Alternate	
Planning Commission	VACANT	Liaison	
	Leslie Lewallen	Alternate	
Port of Camas-Washougal	Bonnie Carter	Liaison	
	Leslie Lewallen	Alternate	
Public Safety Committee	Don Chaney	Representative	
	Steve Hogan	Representative	
	VACANT	Representative	
Public Works Committee	Bonnie Carter	Liaison	
	Tim Hein	Alternate	
Regional Transportation Council (RTC) (C-W 2022-23 Representative)	Leslie Lewallen	Representative	
City of Washougal	VACANT	Alternate	
Sister Cities Committee	Tim Hein	Representative	
	Marilyn Boerke	Alternate	

## 2023 Washington City Salary and Benefit Survey

Source: Association of Washington Cities & by polling

**CLARK COUNTY** 2023 projected CPI 8.3% (4.5% for union contract caps), 2023 Projected Social Security COLA %age increase 8.6-10% due to inflation.

Jurisdiction	Mayor's/Mo	Council/Mo	Population	Class	Form of Government	Add'l Notes/ Other Consid's/Job Descr./Salary Commission/Medical/Years of Service?
Battle Ground	\$1,100	\$900	21,780	Code	Council-Manager	Dep Mayor \$1K, Eligible for health care same rate as employees. No increase for 2022.
<b>Camas*</b>	<b>\$2,750</b>	<b>\$1,000</b>	<b>27,250</b>	<b>Code</b>	<b>Mayor-Council</b>	<b>Plus \$100 Mayor/\$75 Council mo optional tech stipend. Mayor \$300 vehicle allowance.</b>
La Center	\$625	\$200	3,835	Code	Mayor-Council	Plus \$50/mtg; Salary Commission Compensation Schedule goes through 2023
Ridgefield	\$1,200	\$600	13,640	Code	Council-Manager	Salary commission meets in late August to decide on 2023. They do not do annual COLAs for these positions.
Vancouver	\$2,875	\$2,250	195,000	First	Council-Manager	Mayor pro-tem makes \$2,500/mo. Benefits-eligible (premium share required except for dental and Life AD&D). No annual CPOLA raises, salaries stay the same for 2-years at a time, and no increase for 2021-22 so will get one in 2023 and 2024.
Washougal	\$765	\$587	17,390	Code	Council-Manager	Salary Commission meets in September to decide on 2023. COLAs not automatic, commission decides.
Yacolt	\$700	\$50	1,670	Town	Mayor-Council	Council gets \$50 per meeting not per month.

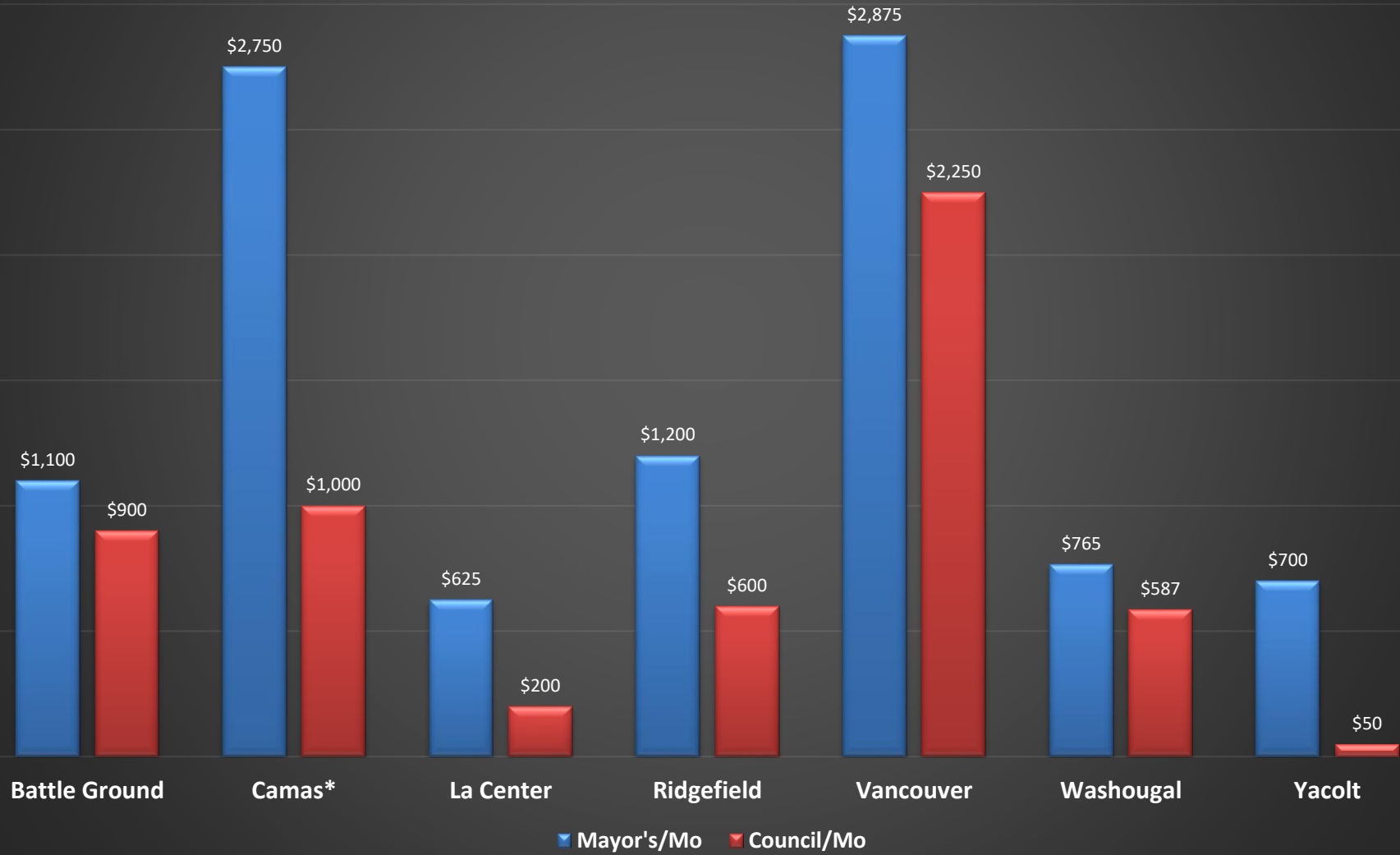
### WASHINGTON CITIES - POPULATION 15,000-50,000

Jurisdiction	Mayor's/Mo	Council/Mo	Population	Class	Form of Government	Add'l Notes
Anacortes	\$ 10,333	\$ 1,200	17,880	Code	Mayor-Council	Med, Dental, Vision 50% of lowest employee only offered medical plan, no dependents or spouses
Bonney Lake *	\$ 2,100	\$ 850	22,990	Code	Mayor-Council	Same 2020, 2021, 2022
Bremerton	\$ 9,500	\$ 1,298	45,220	First	Mayor-Council	Mayor's set in Code 2.03, includes Medical and annual COLAs; Pro-Tem Council Member +200
<b>Camas*</b>	<b>\$ 2,750</b>	<b>\$ 1,000</b>	<b>27,250</b>	<b>Code</b>	<b>Mayor-Council</b>	<b>Plus \$100 Mayor/\$75 Council mo optional tech stipend. Mayor \$300 vehicle allowance.</b>
Covington	\$ 980	\$ 780	21,200	Code	Council-Manager	
Des Moines	\$ 1,265	\$ 750	33,160	Code	Council-Manager	\$350/meeting & \$250/meeting
Edmonds	\$ 10,495	\$ 1,250	42,980	Code	Mayor-Council	Salary Commission Disbanded; HR will apply Non-Rep Colas, In 2019 Council 12,000 base plus 8,735 benefits.
Issaquah *	\$ 10,307	\$ 1,250	40,950	Code	Mayor-Council	
Kenmore	\$ 1,192	\$ 1,059	24,090	Code	Council Manager	
Lake Stevens *	\$ 9,510	\$ 596	40,700	Code	Mayor-Council	Plus \$80/meeting max. 4/mo
Monroe *	\$ 3,600	\$ 800	19,700	Code	Mayor-Council	
Mount Vernon	\$ 9,188	\$ 1,200	35,500	Code	Mayor-Council	
Mountlake Terrace	\$ 1,144	\$ 936	22,070	Code	Council-Manager	
Mukilteo	\$ 5,900	\$ 500	21,590	Code	Mayor-Council	
Oak Harbor *	\$ 4,918	\$ 737	24,760	Code	Mayor-Council	Med, Dental, Vision Council member pays 100% and cover any dependents or spouse
Snoqualmie	\$ 3,000	\$ 500	14,490	Code	Mayor-Council	
Tukwila *	\$ 10,018	\$ 1,250	22,620	Code	Mayor-Council	
University Place	\$ 1,688	\$ 1,408	35,420	Code	Council-Manager	
Wenatchee	\$ 9,206	\$ 1,000	35,650	Code	Mayor-Council	

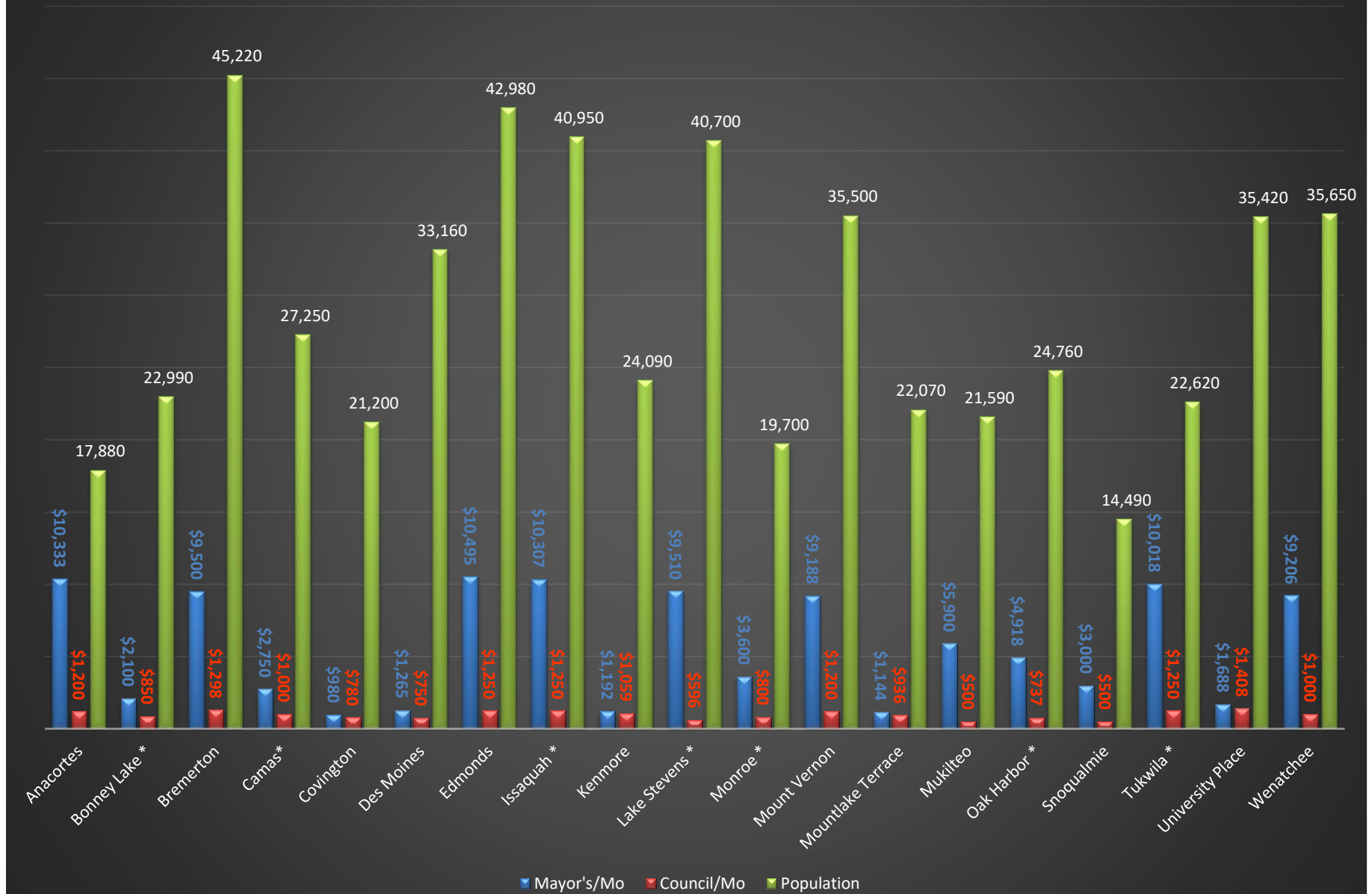
\* Cities with City Administrators

 = Comp cities

## 2023 Clark County Mayor & Council Salaries



## 2023 Statewide Mayor & Council Salaries 15-50K Population





## Salary Commission Actions

Year Affected		Stipend Pct Increase	Stipend	Vehicle Allowance	Technology Allowance
2015	Mayor	Comp Study	\$ 2,200	\$ 200	\$ 75
	Council Members	Comp Study	\$ 750	None	\$ 25
2016	Mayor	None	\$ 2,200	\$ 200	\$ 75
	Council Members	None	\$ 750	None	\$ 25
2017	Mayor	2.5%	\$ 2,255	\$ 300	\$ 75
	Council Members	2.5%	\$ 769	None	\$ 50
2018	Mayor	2%	\$ 2,300	\$ 300	\$ 75
	Council Members	2%	\$ 784	None	\$ 50
2019	Mayor	4%	\$ 2,392	\$ 300	\$ 75
	Council Members	4%	\$ 816	None	\$ 50
2020	Mayor	2.5%	\$ 2,452	\$ 300	\$ 75
	Council Members	2.5%	\$ 836	None	\$ 50
2021	Mayor	2.0%	\$ 2,501	\$ 300	\$ 75
	Council Members	2.0%	\$ 853	None	\$ 50
2022	Mayor	9.96%	\$ 2,750	\$ 300	\$ 100
	Council Members	17.2%	\$ 1,000	None	\$ 75
2023 Recomm	Mayor				
	Council Members				

SALARY COMMISSION 2022						
NAME	ADDRESS	PHONE	E-MAIL	DATE APPOINTED/ TERM START	TERM EXPIRES	TERM LENGTH
Anderson, Allen	116 SE James ST	360-931-5556 360-835-0690	<a href="mailto:allenandersoncamas@gmail.com">allenandersoncamas@gmail.com</a>	March 15, 2021	Dec. 31, 2023 unfulfilled term	1st term remainder
Ransom, Matt	1241 NW Klickitat Lane	360.834.7705 hm 503.928.9376 c	<a href="mailto:Matt.Ransom@rtc.wa.gov">Matt.Ransom@rtc.wa.gov</a>	December 21, 2015 January 1, 2020	Dec. 31, 2023	2nd/final term 4 years
Nohr, John	1710 NE Dallas ST	360.606.9461 c	<a href="mailto:johnNohr@outlook.com">johnNohr@outlook.com</a>	December 6, 2021 January 1, 2022	Dec. 31, 2025	2nd/final term 4 years
Sheila Schmid	621 NE 15th AVE	541-490-3607	<a href="mailto:schmid@gorge.net">schmid@gorge.net</a>	December 6, 2021 January 1, 2020	Dec. 31, 2025	1st full term 4 years
Zach Goodman	1535 NW 34th AVE	503-319-4110	<a href="mailto:zbgood23@yahoo.com">zbgood23@yahoo.com</a>	March 15, 2021 January 1, 2021	Dec. 31, 2024	1st full term 4 years

### Chapter 2.38 - SALARY COMMISSION

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

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