



City Council Regular Meeting Agenda Monday, December 06, 2021, 7:00 PM REMOTE MEETING 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 so reasonable accommodations can be made (28 CFR 35.102-35.104 ADA Title 1)

How to join meeting:

OPTION 1 -

1. Go to www.zoom.us
 - Download the app
 - Or, click "Join A Meeting" and paste Meeting ID – 953 4137 3715
2. Or, from any device click <https://zoom.us/j/95341373715>
3. Follow the prompts and wait for host to start meeting

OPTION 2 - Join by phone (audio only):

1. Dial 877-853-5257
2. Enter meeting ID #953 4137 3715, and then ##

For Public Comment:

1. Click the raise hand icon in the app
 - By phone, hit *9 to "raise your hand"
2. Or, email to publiccomments@cityofcamas.us (400 word limit)

To simply observe the meeting, go to the City's Public Meetings page - www.cityofcamas.us/meetings and click the "Watch Livestream" on the left of the page.

Emails received by one hour before the start of the meeting are emailed to Council. During public comment, the clerk will read each email's submitter name, subject, and date/time received. Emails received up to one hour after the meeting are emailed to Council and attached to meeting minutes.

CALL TO ORDER

PLEDGE OF ALLEGIANCE

ROLL CALL

PUBLIC COMMENTS

CONSENT AGENDA

NOTE: Consent Agenda items may be removed for general discussion or action.

1. [November 15, 2021 City Council Regular and Workshop Meeting Minutes; November 18, 2021 and November 29, 2021 City Council Special Meeting Minutes](#)
2. Automated Clearing House and Claim Checks Approved by Finance Committee

NON-AGENDA ITEMS

3. Staff
4. Council

MAYOR

5. Mayor Announcements
6. [Mayor's Citizen Appointments](#)
7. Mayor Pro Tem Appointment

MEETING ITEMS

8. [Ordinance No. 21-017 Related to the Discharge and Sale of Fireworks](#)
[Presenter: Nick Swinhart, Fire Chief and Ron Schumacher, Fire Marshal](#)
[Time Estimate: 5 minutes](#)
9. [Resolution 21-015 Adopting 2022 Non-Represented Employee Salary Scales](#)
[Presenter: Jennifer Gorsuch, Administrative Services Director](#)
[Time Estimate: 5 minutes](#)

PUBLIC COMMENTS

ADJOURNMENT



**City Council Workshop Minutes - Draft
Monday, November 15, 2021, 4:30 PM
REMOTE MEETING PARTICIPATION**

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

CALL TO ORDER

Mayor Ellen Burton called the meeting to order at 4:30 p.m.

ROLL CALL

Present: Council Members Greg Anderson, Bonnie Carter, Don Chaney, Steve Hogan, Shannon Roberts and Melissa Smith (joined at 4:50 p.m.)

Staff: Bernie Bacon, Jennifer Gorsuch, Cathy Huber Nickerson, Mitch Lackey, Trang Lam, Robert Maul, Bryan Rachal, Heather Rowley, Ron Schumacher, Jeff Swanson, Nick Swinhart, Connie Urquhart and Steve Wall

Press: Kelly Moyer, Camas-Washougal Post-Record (joined at 5:14 p.m.)

PUBLIC COMMENTS

Dave Lattanzi, 2535 NW Quartz Street, Camas, commented about Crown Park Master Plan and the ERP project.

Molly Coston, Mayor of Washougal, and David Scott, City Manager of Washougal, expressed appreciation for Mayor Burton's term of service to the community.

Randal Friedman, 1187 NW 10th Avenue, Camas, commented about the City of Camas and elected leadership.

Gail Deluke, 1424 NE Birch Street, Camas, commented about the Crown Park Master Plan.

Beth Johnston, 1303 NE Birch Street, Camas, commented about the Crown Park Master Plan.

Additional public comments received via publiccomments@cityofcamas.us are attached to these minutes.

WORKSHOP TOPICS

1. 2018 Crown Park Master Plan - Refresher
Presenter: Trang K. Lam, Parks & Recreation Director

Lam provided an overview of the plan. Discussion ensued. This item will be placed on a future Council agenda.

2. Enterprise Resource Program (ERP) Contract Presentation
Presenter: Cathy Huber Nickerson, Finance Director

Huber Nickerson provided an overview of the ERP contract. This item has also been placed on the November 15, 2021 Council Regular agenda for Council's consideration.

3. 2022 Mayor's Recommended Capital Budget Presentation
Presenter: Cathy Huber Nickerson, Finance Director

Huber Nickerson provided an overview of the budget. This item has also been placed on the November 15, 2021 Council Regular agenda for Council's consideration.

4. Fireworks Draft Ordinance
Presenter: Nick Swinhart, Fire Chief

Swinhart provided an overview of the draft fireworks ordinance options. Discussion ensued. This ordinance will be placed on the December 6, 2021 Council Regular meeting agenda for Council's consideration.

5. Fire Department Update
Presenter: Nick Swinhart, Fire Chief

Swinhart provided a Fire Department update to Council. Discussion ensued.

COUNCIL COMMENTS AND REPORTS

Roberts attended small-group Finance meetings.

Council Members Anderson, Carter and Chaney, with City Administrator Jeff Swanson and Mayor Ellen Burton met to prepare for the joint Special Meeting with the City of Washougal Council Members about the partnership analysis.

the Georgia-Pacific (GP) Mill Cleanup Advisory Group meetings and will attend the next CTRAN meeting.

Carter attended a couple coffee with citizens, the small-group Finance meetings and will attend the next Library Board of Trustees.

Chaney attended the Clark Regional Emergency Services Agency (CRESA) meetings; commented about how to engage citizens in the annual budget process, about the Camas School District athletic teams competing at the state-level, and thanked Mayor Burton for her service at the City.

Burton thanked City staff for their efforts during the recent storm event, and commented about the City's utility bill assistance program, as well as the county rental and utilities assistance programs. Burton attended the City's bond-rating agency presentation; the Downtown Camas Association's (DCA) award ceremony, the Periwinkle's Toy Shoppe ribbon-cutting event, the Clark County Mayor's dinner, and an Association of Washington Cities (AWC) meeting.

PUBLIC COMMENTS

Dave Lattanzi, 2535 NW Quartz Street, Camas, commented about the Crown Park Master Plan.

Gail Deluke, 1424 NE Birch Street, Camas, commented about the Crown Park Master Plan.

Additional public comments received via publiccomments@cityofcamas.us are attached to these minutes.

ADJOURNMENT

The meeting adjourned at 6:26 p.m.



City Council Regular Meeting Minutes - Draft
Monday, November 15, 2021, 7:00 PM
REMOTE MEETING PARTICIPATION

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

CALL TO ORDER

Mayor Ellen Burton called the meeting to order at 7:00 p.m.

PLEDGE OF ALLEGIANCE

ROLL CALL

Present: Council Members Greg Anderson, Bonnie Carter, Don Chaney, Steve Hogan, Shannon Roberts and Melissa Smith

Staff: Bernie Bacon, Jennifer Gorsuch, Cathy Huber Nickerson, Trang Lam, Shawn MacPherson, Robert Maul, Bryan Rachal, Heather Rowley, Jeff Swanson, Nick Swinhart, Connie Urquhart and Steve Wall

Press: No one from the press was present

PUBLIC COMMENTS

Kevin Bergstrom, 1210 NE 277th Avenue, Camas, commented about the IAFF Agreement.

Randal Friedman, 1187 NW 10th Avenue, Camas, commented about the Lake Management Plan Agreement Amendment.

Additional public comments received via publiccomments@cityofcamas.us are attached to these minutes.

CONSENT AGENDA

NOTE: Consent Agenda items may be removed for general discussion or action.

1. November 1, 2021 Camas City Council Workshop and Regular Meeting Minutes
2. \$1,069,541.48 Automated Clearing House and Claim Checks Numbered 149127 - 149271 which includes: CAP program check run which was issued on 11/4/2021 (ARPA funds)
3. \$128,087.50 September 2021 Emergency Medical Services (EMS) Write-off Billings; \$109,926.56 Monthly Uncollectable Balance of Medicare and Medicaid Accounts and \$18,160.94 Ground Emergency Medical Transport funding (Submitted by Cathy Huber Nickerson, Finance Director)

4. \$105,239.64 October 2021 Emergency Medical Services (EMS) Write-off Billings; \$90,975.72 Monthly Uncollectable Balance of Medicare and Medicaid Accounts and \$14,263.92 Ground Emergency Medical Transport funding (Submitted by Cathy Huber Nickerson, Finance Director)
5. Northshore Phase 2 Contract Amendment (Submitted by Robert Maul, Interim Community Development Director)
6. Professional Services Agreement Amendment No. 2, Lake Management Plan, Ph. 2B (Submitted by Steve Wall, Public Works Director)

It was moved by Smith, and seconded, to approve the Consent Agenda. The motion carried unanimously.

NON-AGENDA ITEMS

7. Staff Miscellaneous Updates
Presenter: Jeff Swanson, Interim City Administrator

Wall provided a storm event report to Council and commented about the upcoming holiday garbage service schedule.

Urquhart informed Council about a Library letter-writing to Camas, Spain event and about participating in the Downtown Camas Association's (DCA) upcoming First Friday event.

Lam commented about the upcoming Chamber of Commerce luncheon.

Maul announced the November 16, 2021 Planning Commission meeting and commented about the North Shore Subarea Plan upcoming tasks.

Rachal commented about the Boards & Commissions citizen-application process and about the American Rescue Plan Act (ARPA) citizen survey process.

Swanson thanked Mayor Burton for her service to the City.

8. Council

Anderson, Carter, Smith, Chaney, Roberts, Hogan thanked Mayor Burton for her service to the City.

MAYOR

9. Mayor Announcements

Mayor Burton thanked all the Council Members for their help during her tenure.

MEETING ITEMS

10. Public Hearing for Ordinance No. 21-011 Amending the 2021-2022 Budget
Presenter: Cathy Huber Nickerson, Finance Director

The public hearing that opened at the November 1, 2021 Council Regular meeting was closed at 7:29 p.m. as no one from the public wished to speak.

Emailed public comments are included at the end of the minutes.

It was moved by Carter, and seconded, that Ordinance No. 21-011 be read by title only. The motion carried unanimously.

It was moved by Carter, and seconded, that Ordinance No. 21-011 be adopted and published according to law. The motion carried by the following vote:

**Anderson – Aye
Carter – Aye
Chaney – Aye
Hogan – Aye
Roberts – Aye
Smith - Aye**

11. Resolution No. 21-013 Fee Schedule 2022
Presenter: Cathy Huber Nickerson, Finance Director

It was moved by Roberts, and seconded, that Resolution No. 21-013 be read by title only. The motion carried unanimously.

It was moved by Roberts, and seconded, that Resolution No. 21-013 be adopted. The motion carried unanimously.

12. Public Hearing – Ordinances for Property Tax Levies for General Fund and EMS Fund
Presenter: Cathy Huber Nickerson, Finance Director

Mayor Burton opened and closed the public hearing at 7:37 p.m. as no one from the public wished to speak.

Emailed public comments are included at the end of the minutes.

13. Ordinance No. 21-015 Levying the Ad Valorem Taxes for Obligations of the General Fund for 2022
Presenter: Cathy Huber Nickerson, Finance Director

It was moved by Carter, and seconded, that Ordinance No. 21-015 be read by title only. The motion carried unanimously.

It was moved by Carter, and seconded, to approve Ordinance No. 21-015 to adopt the legal limit of the General Fund Property Tax Levy as authorized by law for 2022, and that it be adopted and published according to law.

The motion carried by the following vote:

**Anderson – Aye
Carter – Aye
Chaney – Nay
Hogan – Aye
Roberts – Nay
Smith - Aye**

14. Ordinance No. 21-016 Levying the Ad Valorem Taxes for the EMS Fund for 2022
Presenter: Cathy Huber Nickerson, Finance Director

It was moved by Anderson, and seconded, that Ordinance No. 21-016 be read by title only. The motion carried by a majority vote.

It was moved by Anderson, and seconded, that Ordinance No. 21-016 be adopted and published according to law. The motion carried by the following vote:

**Anderson – Aye
Carter – Aye
Chaney – Aye
Hogan – Aye
Roberts – Nay
Smith - Aye**

15. Public Hearing - Ordinance No. 21-012 Amending 2021-2022 Budget Ordinance No. 20-011
Presenter: Cathy Huber Nickerson, Finance Director

Mayor Burton opened and closed the public hearing at 7:54 p.m. as no one from the public wished to speak.

Emailed public comments are included at the end of the minutes.

It was moved by Carter, and seconded, that Ordinance No. 21-012 be read by title only. The motion carried unanimously.

It was moved by Carter, and seconded, that Ordinance No. 21-012 be adopted and published according to law. The motion carried by the following vote:

**Anderson – Aye
Carter – Aye
Chaney – Aye
Hogan – Aye
Roberts – Aye
Smith - Aye**

16. Tyler Technologies Software as a Service (SaaS) Agreement
Presenter: Cathy Huber Nickerson, Finance Director

It was moved by Carter, and seconded, to authorize the Mayor, or designee, to sign the agreement with Tyler Technologies. The motion carried unanimously.

17. Collective Bargaining Agreement – City of Camas and IAFF 2021-2023
Presenter: Jennifer Gorsuch, Administrative Services Director

It was moved by Anderson, and seconded, to authorize the Mayor and Interim City Administrator to sign the three-year agreement with IAFF. The motion carried by a majority vote.

18. New Position Descriptions for the Finance Department
Presenter: Jennifer Gorsuch, Administrative Services Director

It was moved by Carter, and seconded, that Resolution No. 21-014 be read by title only. The motion by a majority vote.

It was moved by Carter, and seconded, that Resolution No. 21-014 be adopted. The motion carried by a majority vote.

19. City Clerk Appointment by Mayor
Presenter: Jennifer Gorsuch, Administrative Services Director

It was moved by Hogan, and seconded, to confirm the Mayor's appointment of Bernie Bacon to City Clerk. The motion carried unanimously.

20. Ordinance No. 21-013 Repealing CMC 2.07.010 Relating to City Clerk Position
Presenter: Jennifer Gorsuch, Administrative Services Director

It was moved by Roberts, and seconded, that Ordinance No. 21-013 be read by title only. The motion carried unanimously.

It was moved by Roberts, and seconded, that Ordinance No. 21-013 be adopted and published according to law. The motion carried unanimously.

PUBLIC COMMENTS

No one from the public wished to speak.

Additional public comments received via publiccomments@cityofcamas.us are attached to these minutes.

ADJOURNMENT

The meeting adjourned at 8:13 p.m.



**Camas and Washougal City Council's
Joint Meeting - Draft
Thursday, November 18, 2021, 2:00 PM
REMOTE MEETING PARTICIPATION**

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

SPECIAL MEETING

CALL TO ORDER

Interim City Administrator Jeff Swanson called the meeting to order at 2:01 p.m.

ROLL CALL

City of Camas

Present: Mayor Ellen Burton, Council Members Greg Anderson, Bonnie Carter, Don Chaney, Steve Hogan and Shannon Roberts

Absent: Council Member Melissa Smith

Staff: Cliff Free, Cathy Huber Nickerson, Heather Rowley, Ron Schumacher, Jeff Swanson and Nick Swinhart

City of Washougal

Present: Mayor Molly Coston, Council Members Paul Greenlee, Julie Russell, David Stuebe, Ernie Suggs and Michelle Wagner

Excused: Council Member Alex Yost

Staff: Jennifer Forsberg and David Scott

Press: Kelly Moyer, Camas-Washougal Post-Record

WORKSHOP TOPICS

1. Camas-Washougal Fire Department Existing Partnership Analysis
Presenters: from Merina+CO Rob Moody, Partner; Jordan Henderson, Senior Consultant; and Courtney Seto, Consultant

Moody, Henderson, and Seto reviewed the Camas-Washougal Fire Department Partnership presentation. Discussion ensued. This item will be placed on a future agenda.

ADJOURNMENT

The meeting adjourned at 5:09 p.m.



**City Council Special Meeting Minutes - Draft
Monday, November 29, 2021, 4:00 PM
REMOTE MEETING PARTICIPATION**

NOTE: There were no associated file attachments for this agenda

SPECIAL MEETING

CALL TO ORDER

Mayor Steve Hogan called the meeting to order at 4:00 p.m.

ROLL CALL

Present: Council Members Bonnie Carter, Don Chaney, Leslie Lewallen, Melissa Smith, and Shannon Roberts

Excused: Council Member Anderson

Staff: Bernie Bacon, Shawn MacPherson, Bryan Rachal, Heather Rowley, and Jeff Swanson

Press: Kelly Moyer, Camas-Washougal Post-Record

MEETING ITEMS

1. Council Seat Vacancy

City Attorney Shawn MacPherson provided an overview of the Council Seat Vacancy process and options.

It was moved by Roberts, and seconded, that Resolutions No. 1214 and 20-020, which outline the adopted Council procedures to fill the vacancy of an elected position, be suspended; and for the suspension to be solely applicable to the current Ward 2, Position 2 City Council vacancy.

It was moved by Roberts, and seconded, to appoint Council Member elect Tim Hein to the Ward 2, Position 2 City Council vacancy for the remainder of the term ending December 31, 2021.

Council Member Elect Hein will be sworn in at the City Attorney's office immediately following this meeting on November 29, 2021.

ADJOURNMENT

The meeting adjourned at 4:08 p.m.

2022 Citizen Appointments to Northshore Citizen Advisory Committee

Item 6.

Board/ Committee/ Commission	Term	Full Name	Appointment	Term Expiration
Northshore Citizen Advisory Committee	Indefinite	Daniel Foster	Appointment	Conclusion of Planning Process
	Indefinite	Kimberly Lottig	Appointment	Conclusion of Planning Process
	Indefinite	Marlo Maroon	Appointment	Conclusion of Planning Process
	Indefinite	Vicky Wessling	Appointment	Conclusion of Planning Process
	Indefinite	Rachel North	Appointment	Conclusion of Planning Process
	Indefinite	John Svilarich	Appointment	Conclusion of Planning Process

2022 Citizen Appointments

Item 6.

Board/ Committee/ Commission	Term	Full Name	Appointment	Term Expiration
Clark County Mosquito Control Board	2-year	Matthew McBride	Appointment	12/31/2023
Library Board of Trustees	5-year vacated term	Kerry Ticknor	Appointment	1/31/2023
Parking Advisory Committee	4-year	Joe Keller (2018)	Reappointment	12/31/2025
	4-year	Jennifer Senescu (2014)	Reappointment	12/31/2025
	4-year	Jodi Vaughan (2014)	Reappointment	12/31/2025
Parks & Recreation Commission	3-year vacated term	Ellen Burton	Appointment	12/31/2022
Planning Commission	3-year	Marlo Maroon	Appointment	12/31/2024
	3-year	Geoerl Niles (2019)	Reappointment	12/31/2024
Salary Commission	4-year	John Nohr (2018)	Reappointment	12/31/2025



Staff Report

December 6, 2021 Regular Council Meeting

Ordinance No. 21-017 Related to the Discharge and Sale of Fireworks
Presenter: Nick Swinhart, Fire Chief and Ron Schumacher, Fire Marshal
Time Estimate: 5 minutes

Phone	Email
360.817.1532	nswinhart@cityofcamas.us

BACKGROUND: During the severe fire conditions that existed around July 4, 2021, both Camas and Washougal ultimately banned sales and discharge of fireworks thru emergency order. This process was significantly more difficult in Camas due to differences in our fireworks ordinance. Council has requested staff draft ordinances that would put our fireworks regulations in line with Washougal.

SUMMARY: In the City of Washougal, the Fire Chief has sole discretion to ban the sale and discharge of fireworks in emergency fire conditions. In Camas, only the Mayor has authority to ban discharge and there is no direct statutory provision for banning sales. The City Attorney had created two draft ordinances for discussion. One version allowed the Fire Chief to ban sales and discharge and the alternate version allowed the Mayor to ban sales and discharge. During discussion at the November 15 workshop, Council indicated they preferred the draft ordinance that allows the Fire Chief to ban sales and discharge due to emergency fire conditions.

EQUITY CONSIDERATIONS:

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

Adopt new fireworks ordinance that allows Fire Chief to ban sales and discharge during emergency fire conditions.

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

It was discovered during the July 4, 2021 emergency fire conditions that it was very difficult to prohibit fireworks sales in the City of Camas.

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

This topic has been discussed at several Council meetings during 2021 and also over many previous years.

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

The safety of the community will benefit if we have easier regulatory ability to prohibit sales and discharge of fireworks during emergency fire conditions. Fireworks vendors would be burdened if fireworks sales were prohibited.

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.

This ordinance change would have no known differential impact on underserved populations.

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

N/A

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

Operationally, the department found it can be difficult to enforce fireworks discharge bans and banning sales was problematic under current language. Political support is needed to pass this new ordinance.

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

Fireworks vendors and the community will be engaged and informed as early as possible if sales and discharge need to be banned to ensure public safety.

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

N/A

BUDGET IMPACT: None

RECOMMENDATION: Staff recommends Council adopt Ordinance No. 21-017 and publish according to law.

ORDINANCE NO. 21-017

AN ORDINANCE amending Section 8.58.023 of the Camas Municipal Code, relating to the discharge and sale of fireworks during periods of extreme fire danger

NOW, WHEREFORE, THE COUNCIL OF THE CITY OF CAMAS DO ORDAIN AS FOLLOWS:

I

Camas Municipal Code Section 8.58.023 – Emergencies – Restrictions on use is hereby amended to provide as follows:

8.58.023 Emergencies – Restrictions on use and sale

The fire chief may prohibit the discharge and sale of all fireworks during periods of extreme fire danger. For the purposes of this chapter, the term "extreme fire danger" shall mean a period of hot, dry weather, accompanied by low fuel moistures. It is during this period that wildland fires can be expected, and fire growth will be accelerated. The provisions of this section are intended to supplement, and not replace, the emergency powers otherwise available pursuant to Chapters 2.48 and 8.56 of the Municipal Code.

Section II

This ordinance shall take force and be in effect one year from and after its passage and publication as provided by law.

PASSED BY the Council and APPROVED by the Mayor this 6th day of December, 2021.

SIGNED: _____
Mayor

SIGNED: _____
Clerk

APPROVED as to form:

City Attorney

ORDINANCE NO. 21-017

AN ORDINANCE amending Section 8.58.023 of the Camas Municipal Code, relating to the discharge and sale of fireworks during periods of extreme fire danger

NOW, WHEREFORE, THE COUNCIL OF THE CITY OF CAMAS DO ORDAIN AS FOLLOWS:

I

Camas Municipal Code Section 8.58.023 – Emergencies – Restrictions on use is hereby amended to provide as follows:

8.58.023 Emergencies – Restrictions on use and sale

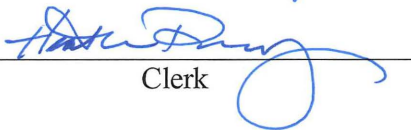
The fire chief may prohibit the discharge and sale of all fireworks during periods of extreme fire danger. For the purposes of this chapter, the term "extreme fire danger" shall mean a period of hot, dry weather, accompanied by low fuel moistures. It is during this period that wildland fires can be expected, and fire growth will be accelerated. The provisions of this section are intended to supplement, and not replace, the emergency powers otherwise available pursuant to Chapters 2.48 and 8.56 of the Municipal Code.

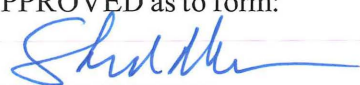
Section II

This ordinance shall take force and be in effect one year from and after its passage and publication as provided by law.

PASSED BY the Council and APPROVED by the Mayor this 6th day of December, 2021.

SIGNED: 
Mayor

SIGNED: 
Clerk

APPROVED as to form:

City Attorney



Staff Report

December 6, 2021 Council Regular Meeting

Resolution 21-015 Adopting 2022 Non-Represented Employee Salary Scales

Presenter: Jennifer Gorsuch, Administrative Services Director

Time Estimate: 5 minutes

Phone	Email
360.817.7013	jgorsuch@cityofcamas.us

BACKGROUND: Each year, typically in November, the Council must pass a resolution if the Non-Represented employees are to receive a cost-of-living adjustment for the following year.

SUMMARY: Former Mayor Burton and Interim City Administrator discussed the cost-of-living adjustment for Non-Represented employees with Council, including Mayor Hogan, and propose that the employees receive a 4.5% adjustment effective January 1, 2022.

The change in the cost-of-living index (CPI-W West Region) from July 2020-July 2021 was 5.9%. It is expected that the union negotiations in 2021 will likely result in agreements providing for 4.5% wage adjustment based on the same CPI.

The Fire Chief and Division Chief scales were increased more than 4.5% to address compression issues between those and the Battalion Chief position in the department.

The seasonal positions are slightly higher due to having to meet the 2022 Washington State minimum wage.

This information was previously shared at the November 1, 2021 Council workshop.

EQUITY CONSIDERATIONS:

What are the desired results and outcomes for this agenda item? The desired result is a cost of living adjustment for the non-represented employees that is equitable to the union contracts and that will keep the city wages competitive for recruitment and retention.

What’s the data? What does the data tell us? The Bureau of Labor Statistics CPI-W West Region July 2020-July 2021 change was 5.9%.

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, by keeping pace with cost of living increases, which will attract and retain quality employees.

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? N/A

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

How will you ensure accountabilities, communicate, and evaluate results? N/A

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

BUDGET IMPACT: This cost-of-living adjustment for non-represented employees will cost approximately \$220k and the compression adjustment for the Fire Management employees will be an additional cost of \$35k. This will be a total budgetary impact of approximately \$255k for 2022.

RECOMMENDATION: Staff recommends that Council approve Resolution 21-015.

RESOLUTION NO. 21-015

A RESOLUTION adopting salary scales for non-represented employees.

BE IT RESOLVED BY THE COUNCIL OF THE CITY OF CAMAS AS FOLLOWS:

I

The salary scales for all non-represented employees, including seasonal employees and interns, shall be as set forth in the salary schedule attached hereto as Exhibit "A" with an effective date of January 1, 2022.

II

PASSED BY the Council and approved by the Mayor this 6th day of December, 2021.

SIGNED: _____
Mayor

ATTEST: _____
Clerk

APPROVED as to form:

City Attorney

Exhibit A
City of Camas Salaries
 Effective 1/1/2022

Item 9.

	Position	1	2	3	4	5	6	7
	Administrative Services Director	10314	10655	10994	11335	11674	12015	12355
	Assistant Finance Director	8937	9232	9525	9820	10115	10410	10704
	Building Division Manager/Building Official	8122	8389	8657	8925	9193	9461	9728
	City Administrator	12487	12899	13311	13723	14134	14546	14958
	City Clerk	7043	7254	7471	7696	7926	8164	8409
	Community Development Director	10314	10655	10994	11335	11674	12015	12355
	Director of Communications	8122	8389	8657	8925	9193	9461	9728
	Director of Parks and Recreation	8937	9232	9525	9820	10115	10410	10704
	Division Chief/Emergency Medical Svcs.	10588	10905	11233	11570	11917	12275	12643
	Division Chief/Fire Marshal	10588	10905	11233	11570	11917	12275	12643
	Engineering Manager	8937	9232	9525	9820	10115	10410	10704
	Executive Assistant	5630	5805	5979	6152	6327	6517	6713
	Finance Director	10314	10655	10994	11335	11674	12015	12355
	Fire Chief	12177	12542	12918	13305	13705	14116	14539
	Human Resources Analyst	7403	7625	7854	8090	8332	8582	8840
	Human Resources Assistant	5282	5456	5630	5805	5979	6152	6327
	Information Technology Director	8937	9232	9525	9820	10115	10410	10704
	Library Director	8937	9232	9525	9820	10115	10410	10704
	Operations Supervisor - W/S	7403	7625	7854	8090	8332	8582	8840
	Operations Supervisor - Wastewater	7403	7625	7854	8090	8332	8582	8840
	Planning Manager	8122	8389	8657	8925	9193	9461	9728
	Police Captain	8937	9232	9525	9820	10115	10410	10704
	Police Chief	10820	11177	11532	11889	12246	12603	12959
	Public Works Director	10314	10655	10994	11335	11674	12015	12355
	Public Works Operations Supervisor	8122	8389	8657	8925	9193	9461	9728
	Technology and Collections Manager	6708	6930	7151	7372	7593	7814	8036
	Utilities Manager	8937	9232	9525	9820	10115	10410	10704
Seasonals	HS Interns	14.50	15.00	15.50				
	College Interns	17.05	18.12	19.19				
	Seasonal Maintenance Worker	16.00	16.52	17.05				
	Summer Maintenance Worker	16.00	16.52	17.05				
	Recreation Leader	16.00	16.52	17.05				
	Recreation Aide	14.50	15.00	15.50				