



## Staff Report

June 6, 2022 Council Regular Meeting

Resolution 22-006 Revised Salary Scale for the City Administrator

Presenter: Jennifer Gorsuch, Administrative Services Director

Time Estimate: 5 minutes

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**BACKGROUND:** The City Administrator position will be reposted this week. Prior to posting the position again, the salary was reviewed and will be increased.

### **SUMMARY:**

City staff reviewed the salary range with the Mayor and consultant and determined that while it is in the range for the level of City Administrator we are seeking for Camas, having a slightly higher increase will increase our odds of attracting high caliber candidates.

Currently, the City Administrator salary is about \$165-198k/annually. Staff is proposing an approximate 4% increase – bringing the range to \$173-205k/annually.

This would put the top step of the pay scale just over \$17,000/monthly.

### **EQUITY CONSIDERATIONS:**

**What are the desired results and outcomes for this agenda item?** The desired result is to be competitive in the labor market to recruit an experienced City Administrator.

**What's the data? What does the data tell us?** The data from comparable entities shows that the salary scale is within range, but an increase is merited to attract additional candidates.

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

**Who will benefit from, or be burdened by this agenda item?** N/A

**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 change will result in an increase of approximately \$7k/annually to the Executive budget including a salary and benefits increase.

**RECOMMENDATION:** Staff recommends Resolution 22-006 be adopted by Council.