

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 Recomm	Mayor	9.96%	\$ 2,750	\$ 300	\$ 100
	Council Members	17.2%	\$ 1,000	None	\$ 75

2021 COUNCIL APPOINTMENTS

Item 3.

Board/ Committee/ Commission	Full Name	Position
Bee Committee	Melissa Smith	Liaison
Camas Youth Advisory Council (CYAC)	Ellen Burton	Liaison
City/School Committee	Don Chaney	Liaison
	Ellen Burton	Liaison
Clark Regional Emergency Services Agency (CRESA)	Don Chaney	Liaison
Columbia River Economic Development Council (CREDC)	Steve Hogan	Liaison
Communication Committee	Bonnie Carter	Liaison
	Ellen Burton	Liaison
Community Development Block Grant	Barry McDonnell	Liaison
C-TRAN	Greg Anderson	Liaison
	Melissa Smith	Alternate
CW Chamber of Commerce	Melissa Smith	Liaison
	Bonnie Carter	Alternate
Design Review Committee	Melissa Smith	Liaison
Downtown Camas Association	Ellen Burton	Liaison
	Bonnie Carter	Alternate
East County Ambulance Advisory Board (ECAAB)	Shannon Roberts	Liaison
	Steve Hogan	Alternate
Economic Development Strategy Committee for Economic Incentives	Greg Anderson	Liaison
	Steve Hogan	Liaison
	Barry McDonnell	Liaison
Finance Committee	Don Chaney	Liaison
	Steve Hogan	Liaison
	Bonnie Carter	Liaison
Fire - Joint Policy Advisory Committee (JPAC)	Don Chaney	Liaison
	Greg Anderson	Liaison
	Ellen Burton	Liaison
Fire/Emergency Medical Services Partnership	Greg Anderson	Liaison
	Barry McDonnell	Liaison

GP Mill Advisory Committee	Steve Hogan	Liaison
	Shannon Roberts	Liaison
	Barry McDonnell	Liaison
LEOFF Disability Board	Melissa Smith	Board Member
	Don Chaney	Board Member
Library Board	Bonnie Carter	Liaison
	Ellen Burton	Alternate
Lodging Tax Advisory Committee	Shannon Roberts	Liaison
Lower Columbia Fish Recovery Board - Regional Cities Rep	No assignment	
Mayor Pro-Tem	Ellen Burton	
Parks & Recreation Commission	Ellen Burton	Liaison
	Shannon Roberts	Alternate
Planning Commission	Shannon Roberts	Liaison
	Bonnie Carter	Alternate
Port of Camas-Washougal	Melissa Smith	Liaison
Public Safety Committee	Don Chaney	Liaison
	Greg Anderson	Liaison
	Shannon Roberts	Liaison
Public Works Committee	Bonnie Carter	Liaison
	Steve Hogan	Alternate
Regional Transportation Council (RTC) (Washougal 2020 Liaison)	Melissa Smith	Alternate
Shoreline Management Review Committee	Ellen Burton	Liaison
Sister Cities Committee	Ellen Burton	Liaison
	Barry McDonnell	Alternate

City of Camas
Salary Commission
Annual Review 2020

Council and Mayor Tracked Time - 2020:

- **Council** - Average 7 Hours/Week - Council Meeting related
Average 4 Hours/Week - Boards/Comm. related
Average 3 Hours/Week - Citizen Interaction
Average 1.75 Hours/Week - Training/Webinars

= 15.75 Hours/Week Average Overall

- **Incidentals Not Submitted for Reimbursement:**
Mileage, parking, printing, paper, coffee mtgs.

- **Things Salary Commission should know:**
 - attend & volunteer at other local events
 - post-covid, hours will increase
 - thanks for your efforts
 - covid affecting hours; committee's work backing up
 - time-study timing poor d/t/ covid
 - hours fluctuate greatly week to week
 - covid impacts time study greatly

- **Mayor** - Average 30 Hours/Week

2021 Washington City Salary and Benefit Survey

Source: Association of Washington Cities & by polling

CLARK COUNTY

2021 CPI is 5-5.2%; Social Security 1.3%

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	22,800	Code	Council-Manager	Dep Mayor \$1K, Eligible for health care same rate as employees. No increase for 2022.
Camas	\$ 2,501	\$ 853	26,200	Code	Mayor-Council	Plus \$75 Mayor/\$50 Council mo optional tech stipend. Mayor \$300 vehicle allowance.
La Center	\$ 700	\$ 200	3,960	Code	Mayor-Council	Plus \$50/mtg; Salary Commission decided no 2022 adjustments
Ridgefield	\$ 1,050	\$ 525	11,560	Code	Council-Manager	Comission decided for 2022 - Mayor \$1,200, Council \$600; since no increase was made in 2021
Vancouver	\$ 2,614	\$ 2,045	194,600	First	Council-Manager	Salary Commission April 2020 Decision for No Increases for 2021 & 2022
Washougal	\$ 765	\$ 587	16,950	Code	Council-Manager	Salary Commission meets in November for 2022.
Yacolt	\$ 700	\$ 50	1,835	Town	Mayor-Council	

WASHINGTON CITIES - POPULATION 15,000-50,000

Jurisdiction	Mayor's/Mo	Council/Mo	Population	Class	Form of Government	Add'l Notes
Anacortes	\$ 9,652	\$ 1,200	18,050	Code	Mayor-Council	Mayor set by Council. Council by Personnel Committee. Federal Gov't Social Security annual adjustment
Bonney Lake *	\$ 2,100	\$ 850	22,540	Code	Mayor-Council	Same 2020, 2021, 2022
Bremerton	\$ 9,500	\$ 1,161	42,560	First	Mayor-Council	Mayor's set in Code 2.03, includes Medical and annual COLAs; Pro-Tem Council Member +200
Camas	\$ 2,501	\$ 853	26,200	Code	Mayor-Council	Plus \$75 Mayor/\$50 Council mo optional tech stipend. Mayor \$300 vehicle allowance.
Covington	\$ 980	\$ 780	20,890			
Des Moines	\$ 1,265	\$ 750	32,820			\$350/meeting & \$250/meeting
Edmonds	\$ 10,495	\$ 1,250	42,780	Code	Mayor-Council	Salary Commission Disbanded; HR will apply Non-Rep Colas
Issaquah *	\$ 10,104	\$ 1,250	39,840	Code	Manager-Council	
Kenmore	\$ 994	\$ 883	23,770			
Lake Stevens *	\$ 9,000	\$ 565	35,460	Code	Mayor-Council	Plus \$75/meeting max. 4/mo
Monroe *	\$ 3,600	\$ 800	19,990	Code	Mayor-Council	
Mount Vernon	\$ 9,188	\$ 1,200	36,540	Code	Mayor-Council	
Mountlake Terrace	\$ 1,122	\$ 918	22,640			
Mukilteo	\$ 5,900	\$ 500	21,470	Code	Mayor-Council	
Oak Harbor *	\$ 5,477	\$ 723	23,080	Code	Mayor-Council	
Snoqualmie	\$ 2,500	\$ 500	14,370			
Tukwila *	\$ 9,480	\$ 1,250	21,970	Code	Mayor-Council	
University Place	\$ 1,688	\$ 1,408	33,730			
Wenatchee	\$ 8,900	\$ 665	35,810	Code	Mayor-Council	

* Cities with City Administrators

= Comp cities