

SALARY COMMISSION MUNICIPAL CODE 2.38 OVERVIEW

A. Salary Commission has been created for the city of Camas. The Commission shall consist of five members who are residents and registered voters of the city, to be appointed by the Mayor with approval of the City Council. For purposes of this section, "residents" shall mean a resident of the City of Camas for a minimum of a period of two (2) years prior to their appointment.

B. 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.

C. No member of the Commission shall be appointed for more than two terms.

D. A member of the Commission shall not be an officer, official, or employee of the city or an immediate family member of an officer, official, or employee of the city. For purposes of this section, "immediate family member" means the parent, spouse, sibling, children, or dependent relative of an officer, official, or employee of the city, whether or not living in the household of the officer, official, or employee.

A. The Commission shall have the duty to review the relationship of salaries to the duties of the Mayor and City Councilmembers. If after such review the Commission determines that the salary paid to any elected city official should be increased or decreased, the Commission shall file a written salary schedule with the City Clerk indicating the increase or decrease in salary.

B. Any increase or decrease in salary established by the Commission shall become effective and incorporated in the city budget without further action of the City Council or the Commission.

C. A new schedule shall be timed to be effective simultaneously and equally to all City Councilmembers. The Commission shall file its initial schedule for elected city officials no later than November 1, 2014. The Commission shall file subsequent schedules on a yearly basis following the effective date of the ordinance codified in this subsection. Each schedule shall be prepared in a form approved by the City Attorney. The signature of the Commission chair shall be affixed to each schedule submitted to the City Clerk. The Commission chair shall certify in writing that the schedule has been adopted in compliance with: (a) the rules and procedures, if any, of the Commission; (b) the provisions of this chapter; and (c) other applicable laws including the State Constitution.

D. The decision to raise or lower salaries shall be by the decision of the majority of the Commission.

E. Salary increases established by the Commission shall be effective as to all elected city officials regardless of their terms of office and shall take effect January 1st of the following year.

F. Salary decreases established by the Commission shall become effective as to an incumbent elected city official at the commencement of their next subsequent term of office.

The meetings and operations of the Commission shall be conducted as follows:

A. All meetings, actions, hearings and business of the salary Commission shall be subject to the Open Public Meetings Act, Chapter 42.30 RCW, and the Public Records Act. Prior to the filing of any salary schedule: (a) The Commission shall first develop a proposed schedule; then (b) publish notices in the same manner as the City Council agendas; and (c) hold at least one public hearing and take testimony thereon, within one month immediately preceding the filing of the salary schedule.

B. Operations. Except as provided hereinafter, the salary Commission shall be solely responsible for its own organization, operations and action, and shall receive the fullest cooperation of all elected and appointed city officials and employees, departments and agencies of the city of Camas. Staff support shall be provided as determined in the city budget and by the Mayor. The members of the Commission shall select a chair from among their membership.