



**Application for - CITY COUNCIL - Ward- #1**

*Please Print Clearly-*

Name (Full) GARY WAYNE PERMAN

Address [REDACTED]

Contact Phone [REDACTED] Other Phone [REDACTED]

E-Mail Address [REDACTED]

**Eligibility Requirements, Notification and Signature**

*A Council Member for the City of Camas must reside within City limits and be a registered voter in Camas, Washington. To be eligible for appointment to a Council vacancy, applicants must have lived in the City of Camas for 12 consecutive months prior to being appointed to office.*

*As an applicant, I declare that I am qualified for appointment to this public office and acknowledge the information provided on this application will be available to the public.*

Signature [Signature] Date 8-22-22

**Additional Information**

Are you a registered voter in Camas, WA?	<input checked="" type="radio"/> YES	<input type="radio"/> NO
Are you a resident of Ward 1 in the City of Camas?	<input checked="" type="radio"/> YES	<input type="radio"/> NO
How long have you been a resident of the City of Camas?	55 years	
How long have you lived at your current address?	27 years	
If you have lived at your current address for less than 12 months, please list your previous address:		
Previous address & length of time at address -		
Do you or any family member residing in your household, have a financial interest in, or are you an employee or officer of any business or agency that conducts business with the City of Camas?	<input type="radio"/> YES	<input checked="" type="radio"/> NO
I confirm that I am legally qualified to serve in this capacity.	<input checked="" type="radio"/> YES	<input type="radio"/> NO

*Please return this form, your cover letter, resume and answers to the supplemental questions to the City of Camas City Hall (616 NE 4<sup>th</sup> Avenue) no later than 5:00 pm on September 2, 2022. Applications received after 5:00 pm will not be accepted.*

The application and attachments should be sent to:

**Clerk's Office**  
**Camas City Hall**  
 616 NE 4<sup>th</sup> Avenue  
 Camas, WA 98607  
 Contact Phone: (360) 834-6864 Email Address: [administration@cityofcamas.us](mailto:administration@cityofcamas.us)

August 22, 2022

Ms. Bernie Bacon  
Office of the Camas City Clerk  
City of Camas Council  
616 NE 4<sup>th</sup> Ave  
Camas, WA. 98607

RE: Declaration of Candidacy to Fill Camas City Council, Ward 1, Position 1 Vacancy

The purpose of this correspondence is to officially declare my candidacy for the Ward 1, Position 1 vacancy on the Camas City Council. Last year, I ran for Ward 1, Position 2 on Camas City Council. I was humbled and honored that the citizens of Camas voted me through the August 2021 Primary. In the General Election, I narrowly came in second place, supported by 48.5% of the voters of Camas, or stated differently, earned 3,700 votes – only 220 shy of winning last year's Ward 1 election. It was the narrowest voting margin of all Camas' races in November 2021.

Having been thoroughly vetted and examined by Camasonians during the last election process, I believe I can be a valuable asset to the Council and the city in representing Ward 1. During my recent campaign, I heard from many Camas citizens about what is most important to them, their families, and their community. My six-month campaign journey afforded me a unique perspective and insight as to what is of utmost concern to our electorate right now. My current, comprehensive, and deeply personal perspective of our electorate is unlike any other candidate in the vacancy appointment process. Whether on a porch step, family room couch or dining room table while I was door-knocking throughout Camas, I actively heard the hopes, excitement, and vision for the Camas our citizens want in the future. The common thread weaved throughout all the different feedback during the campaign was: "**Move Forward.**"

Camas clearly wants to move beyond its' recent turbulent past and move towards a better tomorrow. A tomorrow that brings smart, sustainable growth that provides affordable housing, thoughtful transportation, and infrastructure planning and brings new and long-lasting living wage jobs to our community. A future that protects and celebrates the heritage of our small-town roots, but also embraces intelligent growth opportunities and redevelopment plans where they make sense for our community. A future created collaboratively between elected officials, city staff and the citizens in a transparent and effective manner.

The Camas I shared time with during the past year knows we have significant challenges that face us on a multitude of fronts, but believes that together we can successfully navigate those challenges to create a community we all can be proud of for decades to come. On behalf of all Camasonians, that is an impactful, powerful legacy I am willing to tirelessly work for.

Thank you, in advance, for your careful consideration of my application for Camas City Council, Ward 1, Position 1.

Respectfully submitted,



Gary Perman  
142 NE Whitney St  
Camas, WA. 98607  
360-835-2205 (home office)  
gary@permantech.com

### Question 1: Why do you want to serve on the City Council?

1) **I Have Deep Roots With a Vested Interest in Effectively Representing Ward 1:** Over the past 55 years, I have been a lifelong resident of Camas and Washougal. I grew up in Ward 1, and over the course of many decades I have developed deep relationships with my Ward 1 community and have become well-known in Ward 1 as a positive and supportive neighbor. With my deep roots and long-standing relationships with many Ward 1 constituents, I will effectively represent and advocate for the needs and well-being of all people living in Ward 1.

2) **I Have Recent Election Experience That Can Make City Government More Effective:** While my deep history with Ward 1 is important to be effective on City Council, I understand that Camas City Councilors must look at issues through (at least) two sets of glasses – one set that focuses on the needs and concerns of the Ward of which they represent, but also a second set that comprehensively looks at issues on behalf of all Camasonians to ensure each and every one of its citizens are fairly represented. Last year, I ran for the Ward 1, Position 2 on Camas City Council. ***In the General Election I narrowly came in second place, supported by 48.5% of the voters of Camas, earning 3,700 votes – only 200 shy of winning last year's Ward 1 election.*** During my recent campaign, I heard from many Camas citizens throughout all three Wards about what is most important to them, their families and their community. My six-month campaign journey afforded me unique perspective and insight as to what is of utmost concern to our entire electorate right now. My current, comprehensive, and deeply personal perspective of our electorate is unlike any other candidate in the vacancy appointment process. Whether on a porch step, family room couch or dining room table while I was door knocking throughout Camas, I actively heard the hopes, excitement and vision for the Camas our citizens want in the future. I strongly believe that the comprehensive and most up-to-date feedback I received during my campaign will be highly beneficial to the Camas City Council as, together, we tackle the many challenges that lie ahead of us.

3) **Being Appointed as Ward 1 Counselor Affords the City Council a Unique, Unprecedented Opportunity to Fully Represent the Entire 2021 Electorate:** It is certainly worth noting that appointing me to the Ward 1, Position 1 vacancy gives the Camas City Council a very rare opportunity to have Ward 1 representation that reflects the votes and will of almost the entire Camas city electorate. In November 2021, Councilor Boerke received 51.28% of the general election vote and I received 48.42%. ***By appointing me to fill this vacant seat next to Councilor Boerke, Camas City Council would ensure that 99.7% the citizens' 2021 Ward 1 general election votes would be represented on the Council. In other words, the will of 7,682 voters will be collectively represented in Ward 1.*** I cannot recall a time in my 55-year history here where Camas held a general election with two or more candidates and the final result ended with 99.7% of the electorate getting their preferred candidate installed as City Councilor. Camasonians want better trust and collaboration between themselves and our local city government. Camas City Council, by using its 7 votes to fully represent and act upon the will of 7,682 citizens who have already voted on this issue, would go a long way to helping rebuild that trust our community so desperately needs right now.

4) **The Future of Camas is Bright and Worth Working Hard For:** Camas clearly wants to move beyond its' recent turbulent past and move towards a better tomorrow. I heard that everyday while on the campaign trail. ***Collectively, citizens regularly told me that they wanted to "Move Forward"*** and NOT elect or appoint officials who helped create or vocally supported the past issues that have led to mistrust or frustration throughout the electorate like the pool bond. Instead, they wanted to focus on a better tomorrow for Camas. A tomorrow that brings smart, sustainable growth that provides affordable housing, thoughtful transportation and infrastructure planning, and brings new, long-lasting living wage jobs to our community. A future that protects and celebrates the heritage of our small-town roots, but also embraces intelligent growth opportunities and redevelopment plans where they make sense for our community. A future created collaboratively between elected officials, city staff and the citizens in a transparent and effective manner. ***The Camas I shared time with during the past year knows we have significant challenges that face us, but believes that together we can successfully navigate those challenges to create a community we all can be proud of for decades to come.*** On behalf of all Camasonians, that is an impactful, powerful legacy I that am willing to tirelessly work for.

5) **30 Years of Small Business Experience Brings Diversity of Thought to Camas City Council:** I bring three decades of Camas-grown, private-sector, small business experience to City Council. I bring real world experience in economic development strategy and attracting, retaining and developing labor. My experience owning a small business in Camas would be a very beneficial perspective to bring to Camas City Council. I personally know the challenges the pandemic brought to the small business community. I know how each of our small businesses throughout Camas are the lifeblood of our local economy and foundational to the heritage we have created and the future we will construct for tomorrow. I know with my small business experience I can be an effective sounding board and advocate for our Camas Chamber of Commerce and Downtown Camas Association. I believe the Camas City Council needs diversity of thought, backgrounds and experiences in order to truly represent the citizens of Camas. I also believe that I bring a diversity of thought and experience that would help the Council be more effective in its work.

### Question 2: What experiences, talents or skills would you bring to the Council and community?

Refer to paragraphs 1-5 above to answer part of this question. However, more specifically, as a national executive recruiter and business owner for the past 27 years, my job requires me to be diversified in thought, ideas and cultures, and utilize a skillset to "think out of the box" in order to propose solutions that can encourage a diverse group of people to make the best decision for the common good of an organization. I will bring these skills to Camas to represent the people of Camas as well.

Also, I learned that I cannot be a successful business owner without understanding the need of teamwork, collaboration and helping others before helping myself – certainly throughout the pandemic which hit our community and small businesses so hard. ***I heard a saying a long while back that stuck with me, "A rising tide raises all boats." What that meant to me was that if I can help make others successful in their work around me, then I too would be successful in my work.*** We all rise to become better, more successful together. I think this work-ethic that I believe in would be very valuable to the Camas City Council. I understand that I cannot work alone, must collaborate, support and learn from my fellow Councilors and that together we will effectively and successfully manage the challenges ahead of us.

In working with and representing many different clients throughout my 27-year professional career, ***I have learned the important skill and ability to interact with many different types of people from all sorts of stations in life.*** I can easily have a complex business discussion with a CEO of a Fortune 500 company and then switch to having a plumbing discussion with a local custodian. Having the competency to effectively listen and communicate in many different types of situations and connect personally with many different people in many different environments is an important part of being a successful elected official.

As a business owner, I am task-oriented and results-driven. ***I hold myself and others accountable for achieving results, not the amount of activity or discussion generated.*** I think that is what the citizens of Camas hold local government accountable for as well. Camasonians expect and deserve results – completing projects on time and on or under budget, making timely policy decisions, and progressing forward towards a better, brighter tomorrow in a cadenced and reliable manner. I will do my part to make sure we achieve results together as a Council and do so in a timely manner that meets or beats the high expectations of our citizens.

**Question 3: Explain your views on how the City of Camas should address budgetary difficulties.**

As a Councilor, I would likely have access to the minute details of the budget. However, I am not a Councilor yet, so it's difficult to answer this question with a definitive answer. Honestly, I would collaborate with and learn from our City Staff who are the experts on our city budget, as well as learn from the other City Councilors and the City Administrator. I couldn't make fully informed budgetary decisions without first taking the time to learn from them, ask questions and be actively engaged. That said, below is an attempt to address this question from a citizen's point of view:

My initial assumption, from the question asked, is that the city is facing many large, critical capital expenses (like, for example, constructing new fire stations, wastewater treatment upgrades), evaluating many parks and recreation projects/upgrades (like, for example, the Crown Park upgrade, Legacy Lands Master Planning, T3 trailhead construction) and still having enough money left over to pay for important transportation and road improvements throughout the city. This is only a snapshot of the multitude of items before the Council for consideration in its bi-annual 2023-2024 Budget planning. So, a challenge may be that the Council has to balance these important needs with a current revenue base that might not adequately fund all the needs. Here are a few items that I would consider after careful consultation and in collaboration with City Staff and the Council:

1) Categorize all the needed and wanted cost items into prioritized buckets (Mission Critical, Compliance-Driven, and Nice to Have – or something like that, there may be other buckets or other terminology used as well). Then use those buckets to create a short-term, medium-term and long-term budget calendar. That long-term budget calendar could, for example, be viewed in 1, 6 or 20 year increments and help inform the Council on whether revenues need to be raised in the short, medium or long term to meet the agreed-upon budget calendar. I believe that strategy fails without structure. Develop the short, medium and long-term strategy for executing these cost items and then build the bi-annual revenue structure to execute the strategy. Sometimes, that means revenue needs to increase, but sometimes it means it can hold constant or even go down if these cost items are spread out over time and properly sequenced. In short, prioritize the cost items, build a short, medium and long-term strategy to complete those cost items, and then build a revenue structure to effectively execute the strategy.

2) To develop new revenue, we should encourage and incentivize new businesses to come to Camas. It is common knowledge that businesses have left Camas in the recent past. We should consider, to the extent it isn't happening now, actively recruiting companies to relocate to Camas. I am a professional recruiter; I can definitely help with those efforts. And, as part of our recruiting efforts, we should consider using municipal incentives to encourage businesses to call Camas their new home like Tax Incremental Financing (TIFs) or any national or state grants that would help subsidize or incentivize relocating businesses to Washington State. Adding more businesses and creating new jobs here in Camas is an effective way to organically increase revenue in Camas.

3) To increase revenue, we should at least explore logical, common-sense revenue sources that many other cities in Washington already utilize. One example would be considering the implementation of a Transportation Benefit District (TBD) in Camas. TBDs are quasi-municipal or independent taxing districts that could impose a sales tax or vehicle license fee within Camas' boundaries to directly help pay for various transportation and road improvement projects in Camas. We could also consider Excess Property taxes and Local Improvement Districts, among other things. As a citizen and not a Councilor at this point, I am not in a position to say whether these should be implemented or not. However, as an "out of the box" problem solver and thinker, these are the types of things I would reasonably evaluate with my fellow Councilors to potentially help pay for the needed projects to help Camas achieve its vision for a better tomorrow.

4) As dedicated as I would be to finding reasonable and common-sense sources of revenue, I would work equally as hard to find ways to legally and reasonably cut city expenses. I would meet with the Financial Director, other City Staff and all Councilors to review our current expenditures and see where the city could legally and reasonably reduce costs or eliminate obsolete programs. But, again, I'm not a Councilor yet, so it is hard to evaluate whether such cuts exist and how they might impact city employees and the level of city services provided to its citizens. So, it would be premature to say what those cuts might be, if any.

5) Consider forming a finance/budget committee to liaison and communicate with citizens to better explain the process, why it is important and what the bi-annual budgets contain. I would consider inviting outside financial experts from the community to join this group – which would be limited in size and time (such as a 6 month to one year term limit. I've found that people are much more likely to volunteer for something if their term has short and clear start and end dates)

6) Consider reaching out to other cities of similar size and learn from them about how they have successfully dealt with similar budget issues. Also, leverage state associations where we could learn from as well like the Association of Washington Cities (policy insight) and the Municipal Research Service Center (legal insight).

**Question 4: In your opinion, excluding finances, what are the most significant challenges facing the City of Camas today?**

**Future growth.** Growth is coming and it is a critical part of the Camas of tomorrow. If we do not have a sound strategy for supporting infrastructure (streets, traffic lights, utilities) to accommodate that growth while listening and acting upon the will of the citizens, that is a problem.

**Possible solutions:** 1) Northshore Sub-Area Plan. Ensure that the locally preferred design has the appropriate infrastructure to support the growth while also protecting the Legacy lands so that Camasonians can enjoy those lands/parks for decades to come. 2) Update to the Downtown Sub-Area Plan. There are many opportunities for smart, sustainable growth there. The Downtown can be home to a lot of affordable housing and mixed-use development and it already has roads and public transportation resources it can rely upon.

**Problem - Economic Development.** Businesses have left Camas and lowered our tax base. That is a problem.

**Possible Solutions:** 1) Bringing well-paying, sustainable and diversified jobs to Camas will boost our tax base. I believe the city would be well-served to focus on attracting a diversified commercial and industry base. Business industries fluctuate with economies. Example: Sharp, Sharp labs, UL, HP and Karcher. One solution to long-term economic growth in Camas is to encourage a diversified commercial and industry base so that short-term economic conditions/factors would not devastate a large portion of Camas' tax base. 2) Reduce our dependence on CREDC and other Economic Groups to attract companies to Camas. Camas needs to focus on someone who can recruit FOR Camas. Don't wait for companies to come to us; target specific companies and get on a plane and recruit them (this worked for Texas). Travel to those companies and actively recruit them. Bring them to Camas for tours and visioning workshops. Consider appointing a Staff Director or hire a Business Recruiter (base + commission) working hand in hand with the Marketing Director, Mayor, Administrator and Council.

**For answers to Question 5 & 6: Please see resume for volunteer and elected official experience.**

GARY PERMAN



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**EDUCATION:**

- **Stanford University**, Palo Alto, CA, *Lecturer*
- **Eastern Washington University**, Cheney, WA, *Bachelor of Arts, Communications*
- **Washington State University**, Pullman, WA, *Business and Music*
- **Camas High School**, Camas, WA

**CERTIFICATIONS:**

- **Certified Recruiting Personnel Consultant**, U.S. Recruiters' Association

**WORK EXPERIENCE:**

- **Owner & President**, PermanTech Search Group, Camas, WA  
November 1996 to Present
  - 26-year small business owner in Camas that specializes in in Engineering, Operations & Business Development talent: Commercial Vehicles & Accessories, Intelligent Transportation Systems (ITS), Trucks, Bus, Equipment OEM's. Hybrids, ICE, Electric (EV), Hydrogen (H2), Natural Gas (RNG, NGV) Fuel Cells and ALT Energy.
- **Recruiter**, Management Recruiters Inc., (1995-1996)
- **Manufacturing Manager**, Westchester Hill (1989-1995)
- **Talent Development Manager**, United Artists Management (1984-1989)

**PUBLIC SERVICE / VOLUNTEER EXPERIENCE (Supplemental Question #5):**

- **Volunteer, IMPACT Camas Washougal** (Community Food collection and distribution), 2021 to Present
- **Director**, St. Matthew Lutheran Church. 2019 to present
- **Volunteer**, REFUEL Fridays (Washougal meal service) 2015 to present
- **Volunteer**, National Truck Equipment Association
- **Volunteer**, SHARE (Vancouver-based non-profit)
- Past Member Rotary International

**ELECTED OFFICE EXPERIENCE (Supplemental Question #6):**

- **President and Director**, Board of Directors, St. Matthew Lutheran Church, 2021 to Present
- **Primary & General Election Candidate**, Camas City Council, Ward 1, Position 2. Earned 3700 votes or 48.5% of electorate in general
- **Chairman of the Board of Directors**, St. Matthew Lutheran Church, 2012-2019
- **Candidate**, Port of Camas Washougal Commission
- **Past Elected Chairman of the Board**, Institute of Electrical and Electronics Engineers (IEEE), a 4,300-member trade group in Southwest Washington and Oregon

GARY PERMAN



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**SUMMARY OF QUALIFICATIONS FOR VACANCY:**

**1. DEEP CAMAS ROOTS** - I am a lifelong resident of Camas and Washougal. Over the past 55 years, my experiences in here in Camas make me uniquely qualified for the Ward 1, Position 1 vacancy. With my deep roots and long-standing relationships with many Ward 1 constituents, *I will effectively represent and advocate for the needs and well-being of all people living in Ward 1.*

**2. RECENT ELECTION EXPERIENCE** - Last year, I ran for the Ward 1, Position 2 on Camas City Council. *In the General Election I narrowly came in second place, supported by 48.5% of the voters of Camas, or stated differently, earned 3,700 votes – only 200 shy of winning last year’s Ward 1 election.* It was the narrowest voting margin of all Camas’ races in November 2021. While I was door knocking throughout Camas, I actively heard the hopes, excitement and vision for the Camas our citizens want in the future. I strongly believe that the comprehensive and most up-to-date feedback I received during my campaign will be highly beneficial to the Camas City Council as, together, we tackle the many challenges that lie ahead of us.

**3. UNIQUE OPPORTUNITY TO UNIFY CAMAS ELECTORATE** - This vacancy gives the Camas City Council a very rare opportunity to have Ward 1 representation that reflects the votes and will of almost the entire Camas city electorate. *By appointing me to fill this vacant seat next to Councilor Boerke, Camas City Council would ensure that 99.7% the citizens’ 2021 Ward 1 general election votes would be represented on the Council. In other words, the will of 7,682 voters will be collectively represented in Ward 1.*

**4. MOVE FORWARD TOWARDS A BETTER FUTURE FOR CAMAS** - Camas clearly wants to move beyond its’ recent turbulent past and move towards a better tomorrow. *Collectively, citizens regularly told me that they wanted to “Move Forward.”* Instead, they wanted to focus on a better tomorrow for Camas. A future created collaboratively between elected officials, city staff and the citizens in a transparent and effective manner. *The Camas I shared time with during the past year knows we have significant challenges that face us, but believes that together we can successfully navigate those challenges to create a community we all can be proud of for decades to come.* On behalf of all Camasonians, that is an impactful, powerful legacy I that am willing to tirelessly work for.

**5. 30 YEARS OF LOCAL BUSINESS EXPERIENCE WILL BE VALUABLE TO CAMAS CITY COUNCIL** - I bring three decades of Camas-grown, private-sector, small business experience to City Council. My experience owning a small business in Camas would be a very beneficial perspective to bring to Camas City Council. I personally know the challenges the pandemic brought to the small business community. I know how each of our small businesses throughout Camas are the lifeblood of our local economy and foundational to the heritage we have created and the future we will construct for tomorrow.

**DECLARATION AND AFFIDAVIT OF CANDIDACY**

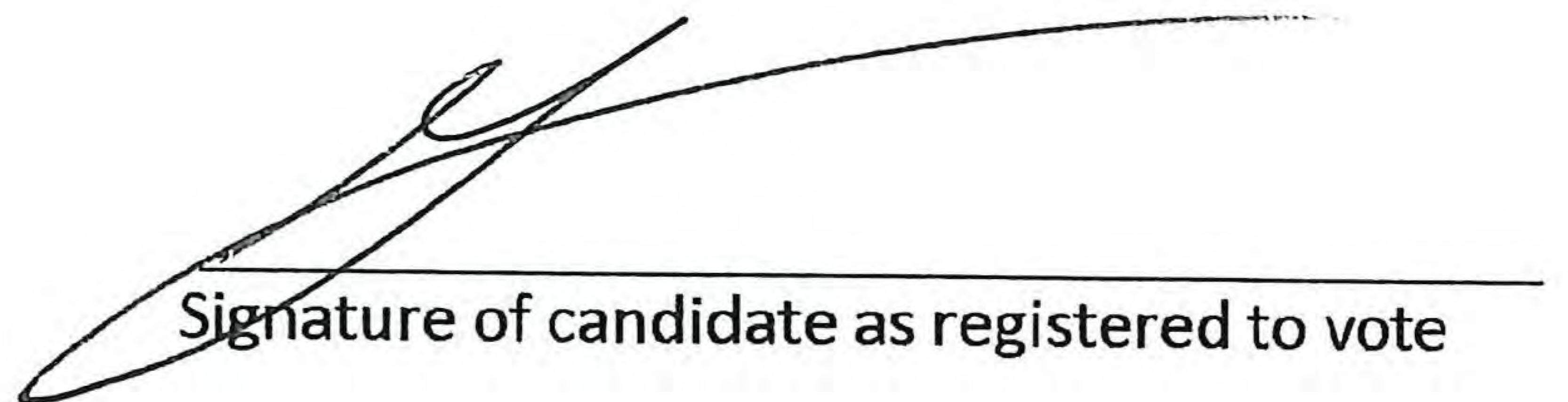
State of Washington }  
County of Clark } ss.  
City of Camas }

**DECLARATION**

I, Gary Wayne Perman, declare that I am a registered voter residing at [REDACTED], City of Camas, Clark County, State of Washington. I further declare that I am legally qualified to assume the office of COUNCIL MEMBER, if selected. I hereby request that my name be placed before the City Council, as a candidate.

**AFFIDAVIT**

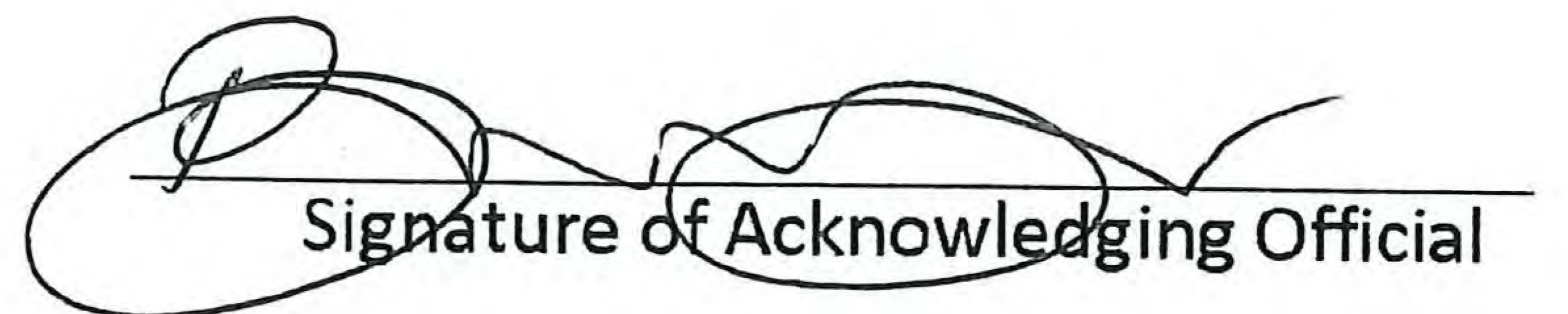
FURTHER, I do solemnly swear, or affirm, that I will support the Constitution and laws of the United States and the Constitution and laws of the State of Washington, and the Ordinances of the City of Camas.

  
Signature of candidate as registered to vote

Subscribed and sworn to before me this 22 day of August, 2022.

(SEAL)

BREANNA GRABLE  
NOTARY PUBLIC  
STATE OF WASHINGTON  
COMMISSION NUMBER 179795  
COMMISSION EXPIRES JUNE 10, 2023

  
Signature of Acknowledging Official

Finance Assistant  
Title of Acknowledging Official