



SALARY COMMISSION PUBLIC HEARING MINUTES - DRAFT
Wednesday, November 20, 2019 at 7:00 p.m.
Camas City Hall, 616 NE 4th Avenue

SPECIAL MEETING

I. CALL TO ORDER

Chair Ransom called the meeting to order at 7:00 p.m.

II. ROLL CALL

Present: Matt Ransom, Matthew McBride, and John Nohr
Excused: Erika Cox
Staff: Bernie Bacon and Pete Capell

Chair Ransom commented about Barry Barnum's passing and expressed the Commissions' heartfelt thanks for his service.

III. APPROVAL OF THE MINUTES

It was moved by Nohr, and seconded, to accept the agenda as presented. The motion carried unanimously.

It was moved by Nohr, and seconded, to approve the November 27, 2018 Salary Commission Public Hearing Meeting minutes and the October 10, 2019 Salary Commission Meeting minutes. The motion carried unanimously.

IV. PUBLIC HEARING - SALARY COMMISSION'S RECOMMENDATIONS

- a. 2.5% Cost of Living Adjustment (COLA) increase in the Mayor and Council Members monthly stipend. No increase was recommended for automobile or technology allowance.

Chair Ransom opened the public hearing at 7:03 p.m.

The following members of the Public commented:

Randy Harrison commented that the percentage of increase should be more reflective of the increase to the Social Security benefits COLA.

Margaret Tweet – commented about salary vs. remuneration and whether the elected receive a W2 form; about the rate of citizen's raises; and about Mayor's rate of increase vs. Council Members' rate of increase. Tweet commented about comparing with salaries of other Mayors and about the Social Security benefits COLA.

The public hearing closed at 7:08 p.m.

V. COMMITTEE DELIBERATION

McBride commented about Mayor and Council Members' rate of stipend. Capell provided further details of the allotted stipend.

Nohr stated the Commission will review more current data during their 2020 review. He further stated that the elected are not required to submit timesheets and they do receive W2 forms.

Ransom stated that the Commission regularly polls the remuneration provided to the elected of other cities. He further stated that public service is as a volunteer.

McBride commented about mileage reimbursements and Capell provided details.

Bacon stated that the data studies are available to the public.

McBride commented and Capell provided that the City of Camas Salary Commission was established in 2014. Previous to its formation, the Commission had noted it had been many years since any increases in remunerations.

Previous Commission increase decisions didn't occur at the rate of other comparable cities. The current Commission increases to date were gradual and the City's elected salaried are not at the highest of other comparable cities.

The Commission did not recommend increasing the Mayor's vehicle allowance or any of the electeds' technology allowance.

It was moved by Nohr, and seconded, to accept the Salary Commission's recommendations of a 2.5% increase of the Mayor and Council Members monthly stipend. The motion carried unanimously.

This change takes effect January 1, 2020.

Nohr and Ransom commented about considering the Social Security benefits COLAs and whether other cities take this into consideration; what other factors like this do the other cities we survey consider.

Ransom stated that the Commission will continue to consider vehicle, technology and medical allowances. Historically, the Commission has not supported adding medical. Ransom recommends conducting another time study of the Mayor and Council Members time.

VI. ADJOURNMENT

Ransom stated that the Commission appreciates the work of the Mayor and the Council Members. Citizens are better for their efforts and having a stipend is a simple recognition of that as a modest consideration of their time.

The meeting adjourned at 7:25 p.m.