



## **CITY COUNCIL REGULAR MEETING AGENDA**

**Monday, July 17, 2017, 7:00 PM**  
**City Hall, 616 NE 4th Avenue**

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NOTE: There are two public comment periods included on the agenda. Anyone wishing to address the City Council may come forward when invited; please state your name and address. Public comments are typically limited to three minutes, and written comments may be submitted to the City Clerk. Special instructions for public comments will be provided at the meeting if a public hearing or quasi-judicial matter is scheduled on the agenda.

### **I. CALL TO ORDER**

### **II. PLEDGE OF ALLEGIANCE**

### **III. ROLL CALL**

### **IV. PUBLIC COMMENTS**

### **V. CONSENT AGENDA**

- A. Approve the July 3, 2017 Camas City Council Regular and Workshop Meeting minutes.

 [July 3, 2017 Camas City Council Regular Meeting Minutes - Draft](#)  
[July 3, 2017 Camas City Council Workshop Meeting Minutes - Draft.pdf](#)

- B. Approve the automated clearing house and claim checks as approved by the Finance Committee.

- C. Authorize the write-off of the June 2017 Emergency Medical Services (EMS) billings in the amount of \$94,685.96. This is the monthly uncollectable balance of Medicare and Medicaid accounts that are not collectable after receiving payments from Medicare, Medicaid and secondary insurance. (Submitted by Pam O'Brien)

NOTE: Any item on the Consent Agenda may be removed from the Consent Agenda for general discussion or action.

### **VI. NON-AGENDA ITEMS**




- A. Staff  
B. Council

### **VII. MAYOR**


- A. Announcements  
B. Mayor's Volunteer Spirit Award

 [July 2017 Richard Mancini](#)

## VIII. MEETING ITEMS

- A. Public Hearing Regarding Ordinance No. 17-010 Parks Annexation  
Details: The City of Camas Parks Department wishes to annex unincorporated land into the city limits to allow for an extension of trails around Lacamas Lake.  
Presenter: Robert Maul, Planning Manager  
Recommended Action: Staff recommends Council conduct a public hearing and move to adopt Ordinance No. 17-010 and publish according to law.  
 [Ordinance No. 17-010 - Parks Annexation](#)  
[Exhibit A](#)  
[Exhibit B](#)  
[CC Staff Report July 17](#)
- B. 2018-2020 City of Camas Strategic Plan  
Details: The work on the City of Camas Strategic Plan began at the Planning Conference on January 27th. Numerous meetings have been held with Council Members, Focus Groups, staff and the Strategic Planning Team. Staff appreciates all of the people who have assisted during this time, including the consulting team who have facilitated the process. The Council created Our Decision Principles, which will guide the City's decision making process well beyond the three year Strategic Plan time frame. The Council also created the four Strategic Priorities that will be the focus of the efforts over the next three years. Staff is asking Council to approve the Strategic Plan tonight. Approval means that the City's Mission, Vision, Decision Principles, Internal Values and four Strategic Priorities will not change without Council approval. In the process of implementation, City Administration may adjust the Key Objectives and Initiatives, if necessary to better achieve the Strategic Priorities. That would not require Council approval, but staff will keep Council informed of any revisions. The Strategic Planning Team plans to report to Council, during Workshop meetings, on a quarterly basis to inform Council of the progress.  
Presenter: Pete Capell, City Administrator  
Recommended Action: Staff recommends Council approve the 2018-2020 City of Camas Strategic Plan.  
 [City of Camas Strategic Plan](#)
- C. HR Answers Compensation Study  
Details: The study is complete and the results have been discussed with Council. The City is prepared to resume salary impact negotiations with the bargaining groups.  
Presenter: Pete Capell, City Administrator and Jennifer Gorsuch, Administrative Services Director  
Recommended Action: Staff recommends that Council move to accept the results of the HR Answers Compensation Study.  
 [2017 HR Answers Compensation Study](#)
- D. Resolution No. 17-009 Adopting Salary Scales for Non-Represented Employees  
Details: This resolution will create the 2017 salary scales for non-represented employees as a result of the salary study that was conducted for the City. This resolution includes hourly wages for seasonals, temporary employees and interns who work for the City.  
Presenter: Jennifer Gorsuch, Administrative Services Director  
Recommended Action: Staff recommends Council move to adopt Resolution No.


17-009.

 [Resolution No. 17-009 Adopting Salary Scales - Non-Represented Employees](#)  
[Appendix A Non-Represented Positions Salary Schedule](#)

- E. Resolution No. 17-010 Adopting Salary Scales for Non-Represented Employees  
Details: This resolution will create the 2017 salary scales for non-represented employees with an increase of 2% over 2016 wages. This resolution also includes hourly wages for seasonals, temporary employees and interns who work for the City.  
Presenter: Jennifer Gorsuch, Administrative Services Director  
Recommended Action: Staff recommends Council move to adopt Resolution No. 17-010.

 [Resolution 17-010 Adopting Salary Scales for Non-Represented Employees](#)  
[Appendix A Non-Represented Positions Salary Schedule](#)

- F. Resolution No. 17-011 Revising Speed Limits on NE Goodwin Road, NE 28th Street, and NE Ingle Road  
Details: Based on engineering investigation and judgment, this resolution lowers the speed limit from 50 miles per hour to 40 miles per hour on NE Goodwin Road, NE 28th Street and NE Ingle Road within the city limits of Camas.  
Presenter: James Carothers, Engineering Manager  
Recommended Action: Staff recommends Council move to adopt Resolution No. 17-011.

 [Resolution No. 17-011 - Speed Limit Changes](#)  
[Goodwin, 28th and Ingle Speed Zone Change Map](#)  
[Goodwin, 28th and Ingle 40 MPH Report](#)

## **IX. PUBLIC COMMENTS**

## **X. ADJOURNMENT**

NOTE: The City welcomes participation of its citizens in the public meeting process. Effort will be made to ensure anyone with special needs can participate. For more information call 360.834.6864.



## **CITY COUNCIL REGULAR MEETING MINUTES - DRAFT**

**Monday, July 3, 2017, 7:00 PM**

**City Hall, 616 NE 4th Avenue**

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### **I. CALL TO ORDER**

Mayor Pro Tem Hogan called the meeting to order at 7:00 p.m.

### **II. PLEDGE OF ALLEGIANCE**

### **III. ROLL CALL**

Present: Greg Anderson, Bonnie Carter, Don Chaney, Tim Hazen, Steve Hogan and Shannon Turk

Excused: Melissa Smith

Staff: Bernie Bacon, Pete Capell, Jennifer Gorsuch, Cathy Huber Nickerson, Shawn MacPherson, Steve Wall and Alicia Pacheco (intern)

Press: No one from the press was present

### **IV. PUBLIC COMMENTS**


No one from the public wished to speak.

### **V. ITEMS REMOVED FROM THE CONSENT AGENDA**

Mayor Pro Tem Hogan announced that Item H. regarding the Compensation Study will be removed from the Consent Agenda.

### **VI. CONSENT AGENDA**

- A. Approved the minutes of the June 19, 2017, City Council Workshop and Meeting.

 [June 19, 2017 Camas City Council Workshop Meeting Minutes - Draft](#)  
[June 19, 2017 Camas City Council Regular Meeting Minutes - Draft](#)

- B. Approved automated clearing house and claim checks numbered 133628 to 133739 in the amount of \$1,026,698.74. Approved automated clearing house, direct deposit and payroll checks numbered 7373 to 7409 and payroll accounts payable checks numbered 133614 through 133627 in the amount of \$1,847,127.72. Approved electronic payments for the month of June in the amount of \$2,807,131.16.
- C. Awarded the 2017 Citywide Asphalt Overlay project to Brix Paving Northwest, Inc. in the amount of \$208,514.37 and authorized administrative execution of change orders up to

10% of the total bid. This contract provides for the preparation and full width overlay of asphalt as a preservation method on City streets. (Submitted by Denis Ryan)

 [2017 Overlay Bid Tab](#)

- E. Authorized the Final Pay Estimate to Haag and Shaw, Inc. for the Franklin Street Neighborhood Improvements North Project in the amount of \$16,809.15 and accepted the project as complete. This project is financed through the Community Development Block Grant (CDBG) Program with funds obtained from the U.S. Department of Housing and Urban Development (HUD) and water and sewer funds. (Submitted by Steve Wall)

 [Final Pay Estimate for Franklin Street Improvements](#)

**It was moved by Council Member Carter, seconded by Council Member Anderson, to approve the Consent Agenda. The motion carried unanimously.**

## **VII. NON-AGENDA ITEMS**

- A. Staff

There were no comments from staff.

- B. Council

Carter reminded everyone about Downtown Camas Association (DCA) First Friday.

Hazen reminded everyone about Farmer's Market on Wednesday.

Turk announced Concerts for a Cause at Camas Meadows.

Chaney commended Doug Norcross for his years of service to the City of Camas.

Anderson announced the DCA Car Show on Saturday.

## **VIII. MAYOR**

- A. Announcements


Mayor Pro Tem wished everyone a safe July 4th holiday.

## **IX. MEETING ITEMS**

- A. Ordinance No. 17-009 Wireless Communication Facilities

Detail: An ordinance repealing and replacing Camas Municipal Code (CMC) 18.35 relating to wireless communication facilities. The City adopted a moratorium related to wireless communication facilities through Ordinance No. 16-015, together with a work plan for review and adoption of new or amended regulations. The work plan was completed with the final hearing before City Council on June 19, 2017, and Ordinance No. 17-009 reflects Council's decision. New applications for wireless communication facilities under Ordinance No. 17-009 may be submitted on or after August 7, 2017.


Presenter: Pete Capell, City Administrator

 [ORD No. 17-009 Wireless Communication Facilities](#)  
[Exhibit A Camas Municipal Code Chapter 18.35](#)  
[ORD No. 16-015 Wireless Communication Facilities](#)  
[Moratorium](#)

**It was moved by Council Member Turk, seconded by Council Member Carter, that Ordinance No. 17-009 be read by title only. The motion carried unanimously.**

**It was moved by Council Member Turk, seconded by Council Member Carter, that Ordinance No. 17-009 be adopted. The motion carried unanimously.**

- B. Resolution No. 17-008 Adopting Changes to Positions Within the Library Department  
Details: This resolution creates a new non-represented position titled Technology and Collections Manager and revises the titles for two represented positions within the department. Youth Services Librarian will become Programming and Outreach Coordinator and the Library Support Assistant will become Administrative Support Assistant. This item was presented at the June 19, 2017 Workshop meeting by Connie Urquhart, Library Director.  
Presenter: Jennifer Gorsuch, Administrative Services Director

 [Resolution No. 17-008 Regarding Library](#)  
[Department Position Revisions](#)  
[Appendix A - Technology & Collections Mgr. Job](#)  
[Description & Salary Scale](#)  
[Appendix B - Programming & Outreach Coordinator](#)  
[Job Description](#)  
[Appendix C - Administrative Support Assistant Job](#)  
[Description](#)

**It was moved by Council Member Carter, seconded by Council Member Anderson, that Resolution No. 17-008 be read by title only. The motion carried unanimously.**

**It was moved by Council Member Carter, seconded by Council Member Anderson, that Resolution No. 17-008 be adopted. The motion carried unanimously.**

Item C. about non-represented employees salary scales was removed.

## **X. PUBLIC COMMENTS**

No one from the public wished to speak.

## **XI. ADJOURNMENT**

The meeting adjourned at 7:09 p.m.

Camas welcomes participation and ensures everyone can be accommodated. Call 360.834.6864.



## **CITY COUNCIL WORKSHOP MEETING MINUTES - DRAFT**

**Monday, July 3, 2017, 4:30 PM**

**City Hall, 616 NE 4th Avenue**

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### **I. CALL TO ORDER**

Mayor Pro Tem Hogan called the meeting to order at 4:32 p.m.

### **II. ROLL CALL**

Present: Greg Anderson, Bonnie Carter, Don Chaney, Tim Hazen, Steve Hogan, Melissa Smith and Shannon Turk

Staff: Bernie Bacon, Pete Capell, James Carothers, Jennifer Gorsuch, Cathy Huber Nickerson, Mitch Lackey, Leona Langlois, Steve Wall and Alicia Pacheco (intern).

Press: No one from the press was present

### **III. PUBLIC COMMENTS**

Adam Kluka, 7021 NW Friberg-Strunk Street, Camas, commented about the Innovation Partnership Zone (IPZ).

### **IV. WORKSHOP TOPICS**

#### **A. HR Answers Compensation Study Report**

Details: The Citywide Compensation Study, which began at the end of 2016, has been completed and the final report has been prepared, taking into account the guidance received from Council during the process. The City will be meeting with the bargaining groups to negotiate the impacts of the study. The final report was also on the July 3, 2017 Consent Agenda, but was removed.

Presenter: Pete Capell, City Administrator and Jennifer Gorsuch, Administrative Services Director

 [Memorandum to Council](#)  
[2017 HR Answers Compensation Study](#)

Capell and Gorsuch provided an overview of the report; discussion ensued. This item was also on the July 3, 2017 Consent Agenda; Council directed for it to be removed in order for further discussion to occur.

Council directed staff to draft a resolution adjusting the wage scale of non-represented employees 2% and for it be placed on the July 17, 2017 Regular Agenda for Council's consideration.

B. State Route (SR) 500 Posted Speed Revision Proposal

Details: The Camas School District is preparing to construct a northern access on NE Garfield Street to Camas High School. The intent is to have this access opened by the start of the 2017-2018 school year. The high school traffic will enter and exit SR 500, also known as NE Everett Street, at NE Everett Drive just south of SE 8th Street. The current posted speed at this intersection is 50 miles per hour. With the increase in school traffic at this location, staff is recommending that the posted speed limit be lowered to 35 miles per hour. Washington State Department of Transportation (WSDOT) is responsible for setting the posted speed on this state route. The southwest region of WSDOT is currently conducting a study in anticipation that this reduced speed will be warranted. In order for the southwest region to forward this request to the state traffic engineer for approval, Council must adopt an ordinance in support of this reduced speed limit. Attached is a map depicting the area of the recommended speed limit change and the proposed Camas High School access location. Staff sought consensus that an ordinance making this speed limit change was supported by Council.

Presenter: James Carothers, Engineering Manager


 [SR-500 Posted Speed Change Proposal Map](#)

Council directed the City Attorney to draft an ordinance to be placed on the July 17, 2017 Regular Agenda for Council's consideration.

C. Posted Speed Limits on NE Goodwin Road and NE Ingle Road

Details: Based on road construction related to developments in the Green Mountain area and the anticipated increase in motorists due to several hundred new residents, staff has conducted a report about the posted speed limit for NE Goodwin Road, NE 28th Street and NE Ingle Road within the Camas city limits. Staff recommends lowering the posted speed limit on these roads from 50 miles per hour to 40 miles per hour. Justification for this proposed speed reduction is in the attached report. Staff sought consensus from Council to have a resolution prepared that would set the posted speed limit at 40 miles per hour.

Presenter: James Carothers, Engineering Manager

 [Goodwin & Ingle Proposed Speed Zone Change Map](#)  
[Goodwin & Ingle Speed Report](#)

Council directed the City Attorney to draft a resolution to be placed on the July 17, 2017 Regular Agenda for Council's consideration.

D. Public Works Miscellaneous and Updates

Details: This is a placeholder for miscellaneous or emergent items.

Presenter: Steve Wall, Public Works Director

There were no Public Works updates.

E. Community Development Miscellaneous and Updates

Details: This is a placeholder for miscellaneous or emergent items.

Presenter: Phil Bourquin, Community Development Director

There were no Community Development updates.



- F. City Administrator Miscellaneous Updates and Scheduling  
Details: This is a placeholder for miscellaneous or scheduling items.  
Presenter: Peter Capell, City Administrator

Capell attended the Association of Washington Cities (AWC) conference and the Lodging Tax Advisory Commission meeting.

## **V. COUNCIL COMMENTS AND REPORTS**

Hazen commented about the upcoming Camas Days Parade.

Chaney wished everyone a wonderful Independence Day holiday celebration.

Turk commented about the Lodging Tax Advisory Committee meeting.

Anderson will attend the C-TRAN Board meeting.

Carter stated that there will not be a July Library Board of Trustees meeting. She commented about the upcoming Downtown Camas Association (DCA) First Friday and Annual Car Show events.

Smith attended the AWC conference.

Chaney commented he had a discussion with Dave Fuller, Director of Clark Regional Emergency Services Agency (CRESA), about the four minute dispatch time from CRESA, which exceeds the national standard of one minute, that was discussed in the Camas Washougal Fire Department Emergency Management Services (EMS) Assessment. CRESA will be looking into the issue. Capell responded that we will be holding a future Council Workshop Agenda to discuss the recommendations from the EMS Assessment. He also indicated that he will be attending the July 5, 2017 East County Fire and Rescue Commission meeting to discuss the EMS Assessment.

## **VI. PUBLIC COMMENTS**

No one from the public wished to speak.

## **VII. ADJOURNMENT**

The meeting adjourned at 5:13 p.m.

NOTE: The City welcomes participation of its citizens in the public meeting process. Effort will be made to ensure anyone with special needs can participate. For more information call 360.834.6864.



Mayor's  
**VOLUNTEER SPIRIT AWARD**

in the City of Camas, presented to

**RICHARD MANCINI**

For his outstanding leadership and commitment to the Camas High School Bands, which provides amazing opportunities for students to learn discipline, dedication and cooperation. The students' experience is further heightened with biennial trips to Disney and participation in community concerts and the Camas Days parade.



Dated this 17th day of July, 2017

Scott Higgins, Mayor





## ORDINANCE NO. 17-010

AN ORDINANCE annexing an area adjoining Lacamas Lake, pursuant to the provisions of RCW 35A.14.300, Annexation for Municipal Purposes.

THE COUNCIL OF THE CITY OF CAMAS DO ORDAIN AS FOLLOWS:

### Section I

The Council of the City of Camas makes that the following findings:

- A. The City is currently undertaking a trail project adjoining Lacamas Lake.
- B. A section of the trail that the City proposes is within an area owned by the City but within Clark County Jurisdiction is a boundary between the City of Camas and Clark County.
- C. Clark County has previously quitclaimed to the City any ownership rights it has in and to the area that the City proposes to annex.
- D. By annexing the area as described, the City of Camas will be the sole governmental agency in the permitting and management of the trail project. This will enable the project to proceed more efficiently.
- E. RCW 35A.14.300 permits code cities by a majority vote to annex territory outside of the city limits of such city for any municipal purpose when such territory is owned by the city.

### Section II

Pursuant to RCW 35A.14.300, that area described in Exhibit A attached hereto, and illustrated in Exhibit B attached hereto and by this reference incorporated herein, being a portion of Clark County not heretofore incorporated as a city or town, and lying contiguous to the City of Camas, is hereby annexed to the City of Camas and made a part thereof.

### Section III

The City Clerk is hereby directed to file with the Board of Clark County Commissioners of Clark County, Washington, a certified copy of this ordinance. The City Clerk is further directed to file with the Office of Financial Management a certificate as required by RCW 35A.14.700 within thirty (30) days of the effective date of this annexation. The City Clerk is further directed to take all other steps and to inform all other agencies of said annexation as may be necessary and proper.

### Section IV

This ordinance shall take force and be in effect five (5) days from and after its publication according to law. The annexation of the aforescribed real property shall be effective as of the effective date of this ordinance.

PASSED by the Council and APPROVED by the Mayor this 17<sup>th</sup> day of July, 2017.

SIGNED: \_\_\_\_\_  
Mayor

ATTEST: \_\_\_\_\_  
Clerk

APPROVED as to form:

\_\_\_\_\_  
City Attorney



# Property Fact Sheet for Account 178099000

April 25, 2017

## General Information

Property Account	178099000
Site Address	
Owner	CITY OF CAMAS
Mail Address	616 NE 4TH AVE CAMAS WA , 98607 US
Land Use	UNUSED OR VACANT LAND - NO IMPROVEMENTS
Property Status	Active
Tax Status	TOTAL EXEMPTION
1st Line Legal	#1 SEC 35 T2NR3EWM 45A
Area (approx.)	1,960,200 sq. ft. / 45 acres

## Assessment (2016 Values for 2017 Taxes)

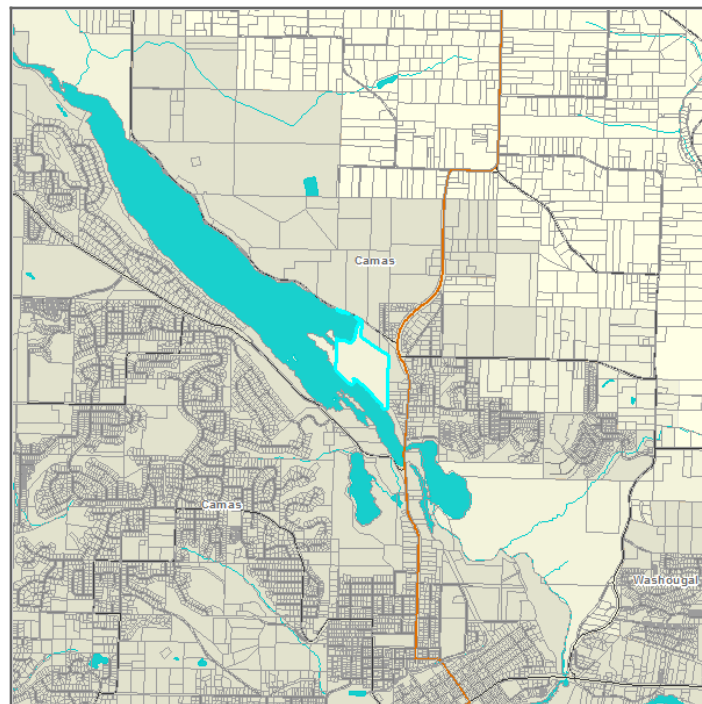
Land Value	\$135,147.00
Building Value	\$0.00
Total Property Value	\$135,147.00
Total Taxable Value	\$0.00

## Most Recent Sale

Sale Date	06/12/2012
Document Type	D-QCD
Sale Number	687875
Sale Amount	\$0.00

## Administrative

Zoning Designation	Parks/Open Space (P/OS)
Zoning Overlay(s)	Urban Holding - 20 (UH-20)
Comprehensive Plan	Parks/Open Space
Comp. Plan Overlay(s)	Urban Holding
Census Tract	406.05
Jurisdiction	Clark County
Fire District	East County Fire
Park District	n/a
School District	Camas
Elementary	Helen Baller
Middle School	Liberty
High School	Camas
Sewer District	Rural/Resource
Water District	Camas
Neighborhood	n/a
Section-Township-Range	SW 1/4,S35,T2N,R3E
Urban Growth Area	Camas
C-Tran Benefit Area	No
School Impact Fee	Camas
Transportation Impact Fee	Rural
Transportation Analysis Zone	483
Waste Connections	Thursday
Garbage Collection Day	
Last Street Sweeping	n/a
CPU Lighting Utility District	0
Burning Allowed	No
Wildland Urban Interface/Intermix	No



## Wetlands and Soil Types

Wetland Class	PAB/EMFH PEMA PFOC
Wetland Inventory	Presence
Flood Hazard Area	Outside Flood Area Floodway Fringe
Shoreline Designation	Aquatic Urban Conservancy
Soil Types / Class	Non-Hydric / HcB Hydric / OdB Non-Hydric / VaB Non-Hydric / WgB Water / WAT
Critical Aquifer Recharge Area	Category 2 Recharge Areas
FEMA Map / FIRM Panel	53011C0531D
Watershed	Lacamas Creek
Sub Watershed	Lacamas Lake

## Geological Hazards

Slope Stability	
Geological Hazard	
NEHRP Class	C WATER
Liquefaction	Low to Moderate Very Low to Low Water

## Habitat and Cultural Resources

Priority Habitat	Riparian Habitat Conservation Area
Habitat Area Buffer	
Species Area Buffer	
Archaeological Probability	Moderate Moderate-High High
Archaeological Site Buffer	Yes
Historic Site	No Mapping Indicators



# Property Fact Sheet for Account 177896000

April 25, 2017

## General Information

Property Account	177896000
Site Address	
Owner	CITY OF CAMAS
Mail Address	616 NE 4TH AVE CAMAS WA , 98607 US
Land Use	FORESTRY OPERATIONS
Property Status	Active
Tax Status	TOTAL EXEMPTION
1st Line Legal	#20 SEC 34 T2NR3EWM 12.00A
Area (approx.)	522,720 sq. ft. / 12 acres

## Assessment (2016 Values for 2017 Taxes)

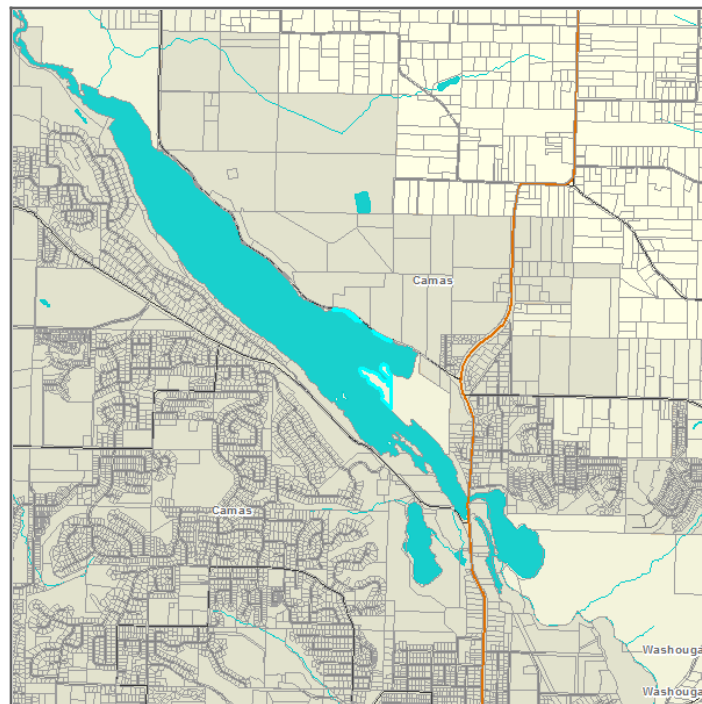
Land Value	\$70,311.00
Building Value	\$0.00
Total Property Value	\$70,311.00
Total Taxable Value	\$0.00

## Most Recent Sale

Sale Date	06/12/2012
Document Type	D-QCD
Sale Number	687875
Sale Amount	\$0.00

## Administrative

Zoning Designation	Parks/Open Space (P/OS)
Zoning Overlay(s)	Urban Holding - 20 (UH-20)
Comprehensive Plan	Parks/Open Space
Comp. Plan Overlay(s)	Urban Holding
Census Tract	406.05
Jurisdiction	Clark County
Fire District	East County Fire
Park District	n/a
School District	Camas
Elementary	Helen Baller
Middle School	Liberty
High School	Camas
Sewer District	Rural/Resource
Water District	Camas
Neighborhood	n/a
Section-Township-Range	SE 1/4,S34,T2N,R3E NE 1/4,S34,T2N,R3E
Urban Growth Area	Camas
C-Tran Benefit Area	No
School Impact Fee	Camas
Transportation Impact Fee	Rural
Transportation Analysis Zone	483
Waste Connections	Thursday
Garbage Collection Day	
Last Street Sweeping	n/a
CPU Lighting Utility District	0
Burning Allowed	No
Wildland Urban Interface/Intermix	No



## Wetlands and Soil Types

Wetland Class	PAB/EMFH PFOC PFOCH PSSCH
Wetland Inventory	Presence
Flood Hazard Area	Floodway Fringe
Shoreline Designation	Aquatic Urban Conservancy
Soil Types / Class	Hydric / OdB Non-Hydric / OID Non-Hydric / VaB Non-Hydric / WgB
Critical Aquifer Recharge Area	Category 2 Recharge Areas
FEMA Map / FIRM Panel	53011C0531D
Watershed	Lacamas Creek
Sub Watershed	Lacamas Lake

## Geological Hazards

Slope Stability	
Geological Hazard	
NEHRP Class	B C
Liquefaction	Low to Moderate Bedrock

## Habitat and Cultural Resources

Priority Habitat	Riparian Habitat Conservation Area
Habitat Area Buffer	
Species Area Buffer	
Archaeological Probability	Moderate-High High
Archaeological Site Buffer	Yes
Historic Site	No Mapping Indicators



## CITY OF CAMAS STAFF REPORT

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To: City Council  
From: Robert Maul, Planning Manager  
Date: July 17<sup>th</sup>, 2017  
Proceeding Type: Public Hearing / Ordinance 17-010  
Subject: Lacamas Lake Park Land Annexation (ANNEX17-01)

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### Legislative History:

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- |                               |                              |
|-------------------------------|------------------------------|
| • First Presentation:         | May 1 <sup>st</sup> , 2017   |
| • Second presentation/Action: | July 17 <sup>th</sup> , 2017 |
- 

### Background:

The 2014 Parks, Recreation and Open Space plan anticipates the development of a trail system along Lacamas Lake's eastern end on approximately 57 acre of land owned by the City (See figure 1). Parks and Recreation Department manager, Jerry Acheson, has advised the Planning Department that he will be seeking permits and approvals for the trail construction in 2017. In order to develop the project area under City review and permitting authority the site must first be annexed within the city limits of Camas (See figure 2).

Staff presented this back on May 1<sup>st</sup>, 2017 and received direction from Council to return with an Ordinance to formally annex the properties in question.

### Process:

Because the land is currently owned by the City and surrounded by existing city limit lines, the City can use the following RCW provision to incorporate the land:

RCW 35A.14.300

Annexation for municipal purposes.

Legislative bodies of code cities may by a majority vote annex territory outside the limits of such city whether contiguous or noncontiguous for any municipal purpose when such territory is owned by the city.

This same process was used to incorporate public rights of way into the city limits in 2014 for a pathway along 18<sup>th</sup> and Payne Road. Staff will return with an adoptive ordinance if desired by the City Council.

Recommendation:

Staff recommends that council set a date for a public hearing on June 5<sup>th</sup>, 2017.

**Figure 1 Regional Trail Map**

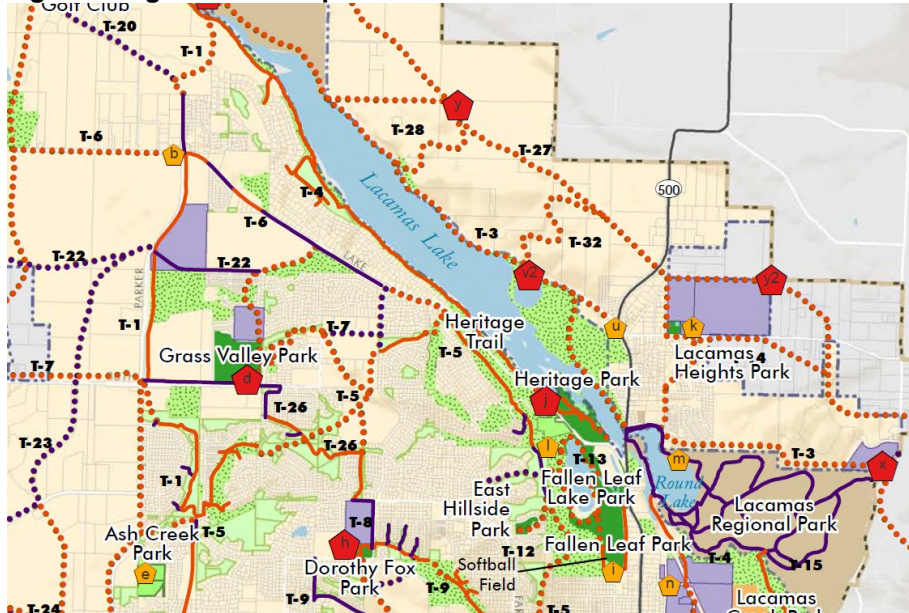
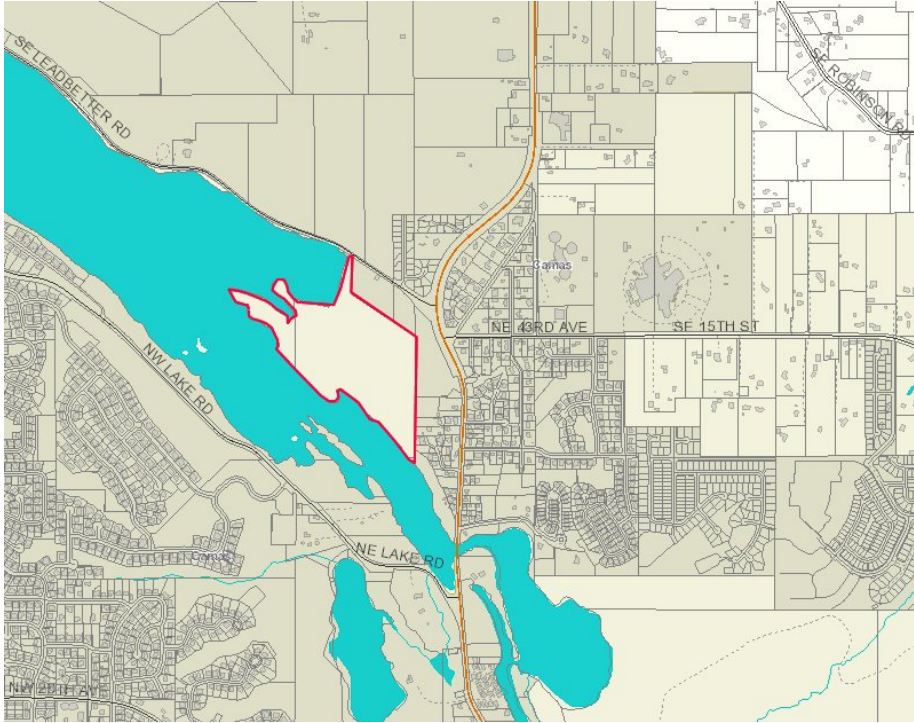


Figure 1: Lacamas Lake Park Land Annexation Area





OUR MISSION		CITY OF CAMAS 2018-2020 STRATEGIC PRIORITIES			
<p><i>The City of Camas commits to preserving its heritage, sustaining and enhancing a high quality of life for all its citizens and developing the community to meet the challenges of the future.</i></p>		1. Meet <b>COMMUNITY NEEDS</b> with optimal use of community resources	2. Build <b>FINANCIAL SUSTAINABILITY</b> for our City	3. Ensure <b>CORE INFRASTRUCTURE</b> to meet community needs	4. Proactively <b>MANAGE GROWTH</b> in line with our vision & decision principles
OUR VISION		2018-2020 KEY OBJECTIVES			
<p>Camas is... <b>HOME TOWN FEEL</b> <b>SAFE</b></p> <p>Great Place to Raise A Family <b>Jobs That Support Our Community</b></p> <p><b>Great Schools</b> <b>Integrated with Outdoors</b></p>		<ul style="list-style-type: none"> <li>All community needs &amp; chosen priorities funded at defined service levels by 2020</li> <li>Improve efficiency: Six (6) process improvements completed annually</li> </ul>	<ul style="list-style-type: none"> <li>Balanced Budget (with reserve funded AND community needs and high priority wants funded)</li> <li>Improve Bond Rating from AA to AAA</li> </ul>	<ul style="list-style-type: none"> <li>Infrastructure capacity</li> <li>Corrective Maintenance/ Preventive Maintenance %</li> </ul>	<ul style="list-style-type: none"> <li>"Jobs" Ready Land/Residential "Ready" Land</li> <li>Green Space per capita</li> <li>Infrastructure capacity</li> </ul>
OUR DECISION PRINCIPLES		2018-2020 KEY INITIATIVES			
<p>Are we... <b>Providing services in line with community needs &amp; priorities?</b></p> <p><b>Maintaining or building financial sustainability for our City?</b></p> <p><b>Preserving our integration with the outdoors?</b></p> <p><b>Creating an inclusive community that feels like a small town?</b></p>		<ol style="list-style-type: none"> <li>Define and prioritize service levels, including performance measures</li> <li>Implement Lean city-wide</li> <li>Develop technology roadmap</li> <li>Evaluate service delivery models</li> <li>Develop community engagement and communications strategy</li> </ol>	<ol style="list-style-type: none"> <li>Update all Financial Policies to GFOA best practices</li> <li>Open and transparent program-based budget</li> <li>Update Utility Rates, Impact Fees, SDC's</li> <li>Revenue Strategy (overall size and diversification)</li> <li>Develop Long-Term Financial Plan, Including Capital Programs</li> </ol>	<ol style="list-style-type: none"> <li>Complete Condition assessment on all core infrastructure and facilities</li> <li>SR500 corridor strategy with a Lake-Everett Intersection plan</li> <li>Infrastructure and facilities capacity plan</li> <li>Asset Management System specified</li> <li>Water &amp; Sewer Level of Service Analysis</li> </ol>	<ol style="list-style-type: none"> <li>Protect Backdrop of Lacamas Lake on North Shore</li> <li>Prioritize, fund &amp; implement an updated Parks Recreation Open Space (PROS) plan</li> <li>Complete Grass Valley subarea plan</li> <li>Transportation Capital Facilities Plan and level of service analysis</li> </ol>
OUR INTERNAL VALUES		Enhance tools and processes to improve communications: within departments, across departments, and with Council.			
<ul style="list-style-type: none"> <li><b>Service Oriented</b></li> <li><b>Vision Driven</b></li> <li><b>Partnering and Collaboration</b></li> <li><b>Accountability</b></li> <li><b>Continuous Improvement</b></li> </ul>					

# **City of Camas**

## **COMPENSATION STUDY REPORT**

**Prepared by: HR Answers, Inc.**

**June 2017**



**City of Camas  
Compensation Study Report**

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## **Introduction**

HR Answers, Inc. was engaged by City of Camas to conduct a market study and design new pay structures to provide an externally equitable wage scale. The study covered both Exempt and Non-Exempt positions. The project began in November 2016, and included Market Research, Structure Development and Impact Analysis.

With this report, we are providing copies of the salary study documents which went through several reviews throughout the compensation study. The information on the following pages outlines the project activities, methodology, materials, and recommendations.

## **PROJECT ACTIVITIES**

The steps and scope of this project included:

- ❖ Conducted salary data research from published surveys;
- ❖ Revised survey matches per City feedback;
- ❖ Constructed draft pay structures and suggested position placements in pay grades;
- ❖ City revised draft pay structures to align with internal equity and job hierarchy; and,
- ❖ Provided impact analysis.

## **PROJECT STEPS**

### **External Market Survey**

Data for the market pay study was obtained from published survey sources and 68 positions were benchmarked through this process. Salary survey information was collected for the organization's positions ensuring a reasonable match to City of Camas job descriptions regarding duties, education, and experience. These job summaries were reviewed and approved by the City Administrator, Administrative Services Director and City Department Heads to ensure a 70% or better match between the survey data and the City of Camas positions.

Salary data collected from each survey source includes (when available) weighted average, number of organizations and incumbents, and average salary ranges or percentiles. The position summaries from each survey source are also included on the salary data summary page.

A review of the position summary from each source to ensure appropriate matches was completed. The position titles of the comparison jobs were not used to determine whether the matches are accurate. The position summaries were compared to the City's job descriptions to make the assessment. If there were concerns about the matches or if they misinterpreted the scope of the position, we reviewed the survey source for a closer match or did not use the source, if no comparable position existed.

After collecting the salary data, we aged the data to January 2017. Each year we determine the appropriate aging factor based on the most recent major forecasts of salary structure movement. Based on these forecasts, we applied a factor of 2.2% for data from 2016 and 2.0% for data from 2015.

Geographic adjustments may be made to adjust the data so that it matches the scope/labor market pay level for the position being surveyed. Any such adjustments can be seen in the salary survey results. We use a service of the Economic Research Institute, which is the nation's leading resource for this type of geographic adjustment. Where a geographic adjustment is de minimis, i.e. less than 2%, it is omitted from the calculations. This is a commonly accepted practice among compensation professionals. The Individual Job Salary Summaries in Appendix A indicate where geographic adjustment was not needed.

Geographic adjust is based on the Cost of Labor. This should not be confused with the Cost of Living. The difference between "cost of living" and "cost of labor" is a critical one, particularly when it comes to compensation philosophy and compensation communication. **Cost of living** reflects the cost of goods utilized by a typical consumer, including items such as housing, groceries and transportation. **Cost of labor** reflects what a geographic market offers as compensation for a specific type of work. The Individual Salary Surveys are a reflection of market and therefore the appropriate adjustments, when the data comes from different geographic markets, is Cost of Labor.

Once we have produced an aging factor and applied necessary geographic adjustments, we determine a weighted average salary by multiplying the average salary from each survey source by the number of incumbents reported for the position, summing the totals, and dividing by the total number of incumbents for all survey sources. This calculation considers the influence on the marketplace by organizations with many incumbents in one position.

Lastly, we averaged the accumulation of results from the surveys used and presented this information at the bottom of each salary survey results page on the line titled, "DATA ADJUSTED TO: January 2017."

HR Answers obtained data for the City of Camas surveys from the following sources:

**Bureau of Labor Statistics State Occupational Employment and Wage Estimates for Washington State 2016**

These occupational employment and wage estimates are calculated with data collected from employers in all industry sectors in metropolitan and nonmetropolitan areas of Washington.

**Economic Research Institute (ERI) Salary Assessor 2017**

ERI provides compensation data (mean, median, percentiles) for both base pay and incentive for more than 6200 position titles in private and public sectors. Data is reported by location, industry, and size, and is updated quarterly.

**Compdata Benchmark Pro West 2016**

This survey provides cross-industry salary data for more than 500 general staff position titles, as well as comprehensive benefit and pay practices information. Data was collected from nearly 30,000 organizations with 23 million employees across the country.

**(Milliman) Washington Public Employers 2016**

The eleventh annual survey conducted by Milliman reports pay, benefit, and trend information compiled from 39 public sector employers. Salary data is provided on 196 industry-specific positions. Information is summarized by all agencies in addition to region and agency category.

**Wage Access Compensation & Benefits Survey 2016**

The online survey reports data submitted by 3,200+ participating organizations across the United States. Data is updated quarterly for the 900+ benchmark and industry-specific positions.

**Washington City & County Employee Salary & Benefit Survey (AWC) 2016**

This survey is published by the Association of Washington Cities in cooperation with the Washington State Association of Counties. A survey of local government salaries and benefits in Washington State, presents a compilation of salaries paid for more than 120 position classifications in city and county governments. Pay data was reported by 269 cities and 38 counties.

**Fort Vancouver Regional Library System (used for library positions only)**

Direct market survey

**State of Washington Secretary of State Archives Library Statistics (used for library positions only)**

Direct market survey

When the results of salary survey data are used, it should be kept in mind that market pricing is only one of the factors in determining pay levels for an organization. Survey data provides an indication of external market pay. Other important considerations include:

- Recruitment and retention of job candidates;
- Actual degree of responsibility and accountability of the specific job as compared to others in the organization;
- Performance and job experience of the current incumbent; and,
- Present internal pay levels.

**Structural Development**

Following the survey research, a pay structure was constructed based upon the market data collected. The following is a brief explanation of the process involved in developing pay grades and ranges.

The first step in developing pay ranges is to determine the point in the market data that will be used for comparison. The city already has a policy that the 65<sup>th</sup> percentile of the range is the comparison point. This did not change because of the study. The 65<sup>th</sup> percentile of the market comparators mid points was used as basis for the structure. The next step was to determine the appropriate midpoint to midpoint progression for the structure. The smaller the difference between midpoints the more pay grades that will be required for a set of jobs and vice versa. The greater the difference between pay rates, the easier it is for jobholders to understand differences in worth between jobs. Based on the survey results, we determined the appropriate midpoint progressions to be 5.0% for all positions. This is consistent with most structures that combine both Exempt and Non-Exempt work in a single structure.

After identifying market midpoints and midpoint progressions, the next step is to determine range spreads. A range spread is the difference between the minimum of a range and the maximum of a range expressed as a percentage. The range spread reflects a 9% growth to the



mid point of each range and a 9 % growth beyond the mid point of each range. This allows for the market to lead each parameter of the structure. Each grade has seven (7) steps with 3% between each step, as it is today in the City salary structure

Once the structure was complete surveyed jobs were then tentatively placed in pay grades based upon the market 65%ile of the mid point. Positions without survey data were placed in preliminary pay grades based on their hierarchical relationship to a job with salary survey data.

Following the initial placement of positions, the city provided review. Instructions for the review included the ability to move a job up or down one grade without impact to the market relationship and to keep a close eye on the hierarchy of work as defined in the job descriptions. The review resulted in a completed draft of job placement and within the proposed structure. It is noted on the bottom of the individual salary survey sheets in Appendix A if a position was adjusted by the City upon their review.

### **Impact Analysis**

Following the review of the draft pay structures, HR Answers, Inc. performed an analysis of employee's current pay rates in comparison to proposed pay grade assignments and provided a salary only impact summary. Once the City completed the alignment of position placement for internal equity and job hierarchy they identified the impact to each employee. To provide an equitable implementation for employees, the following wage adjustments for employees will occur upon completion of the study; If a current pay rate was below the proposed range minimum, that pay be increased to the minimum step. If a current rate of pay was within the grade, 2% would be added to their current rate of pay and the incumbent would be placed at the step in the new scale which is not less than that amount. The employee's next step increase would occur on the employee's anniversary date. Finally, if a current pay was above the proposed range maximum, that pay would be red-circled and frozen until the pay structure caught up through COLA adjustment processes. Any impacts to represented employees because of this study will be negotiated with the applicable bargaining unit. This process allows employees to remain whole and not be penalized by implementation of a new pay structure.

HRA also recommends adjusting the pay structures on a regular schedule by a flat percentage in order to remain current with market pay movement. We anticipate this will occur with union negotiation and budgeting processes. We further suggest the City of Camas resurvey the market for its positions prior to successor negotiation or other pay setting process to maintain competitiveness with the area labor market.

### **Summary**

Our hardest thanks for choosing HR Answers for this important work. We enjoy working with organizations who understand the importance of making decisions based on factual and defensible information. The Administrative Services Director and City Administrator have been true partners in accomplishing this work and they are to be applauded for the good questions,

timely feedback and true support to find reasonable solution that will support the city and their employees.

HR Answers, Inc  
June 2017

# APPENDIX A

## Individual Job Salary Surveys

**POSITION: Custodial Aide**

	<b>WEIGHTED AVERAGE</b>	<b>NO. ORGANIZATIONS</b>	<b>NO. INCUMBENTS</b>	<b>MINIMUM</b>	<b>SALARY RANGE MIDPOINT</b>	<b>MAXIMUM</b>
<b>Survey Source/Date:</b> Economic Resource Institute 2017 ^*	median			10th Percentile		90th Percentile
<b>Job Title:</b> Custodian	\$31,144	not reported	459	\$27,840	\$31,144	\$35,982
<b>Scope:</b> City Support Services, Portland OR~						
<b>Job Summary:</b> "Cleans and keeps hotel, office building, apartment house, or similar building in an orderly condition. Sweeps, mops, scrubs, and vacuums hallways, stairs, and office space. Empties trash and garbage containers. Notifies supervisor concerning need for major repairs or additions to lighting, heating, and ventilating equipment. May perform minor and routine painting, plumbing, electrical wiring, and other related maintenance activities, using hand tools. May replace air-conditioner filters. May clean snow and debris from sidewalk and mow lawn, trim shrubbery, and cultivate flowers, using hand tools and power tools. May tend furnace, air-conditioner, and boiler to provide heat, cool air, and hot water. May regulate flow of fuel into automatic furnace."						
<b>Survey Source/Date:</b> Washington State Public Employers 2015						
<b>Job Title:</b> Custodial Worker	\$32,725	11	793	\$34,081	\$38,251	\$42,420
<b>Scope:</b> All Responses adj to Camas WA						
<b>Job Summary:</b> "Performs janitorial duties involving the dusting, cleaning, waxing, and/or polishing of the organization's facilities, equipment, and furnishings. Performs limited maintenance and repair duties as assigned. Irregular working hours, shift rotations, and the lifting of heavy or bulky objects may be required. This job is the intermediate level which typically requires 6 month's previous janitorial experience."						
<b>Survey Source/Date:</b> Wage Access 2016						
<b>Job Title:</b> Janitor/Custodian 1	\$29,798	7	126	\$23,959	\$28,760	\$33,802
<b>Scope:</b> Nat'l public administration data adj to Camas WA						
<b>Job Summary:</b> "Keeps premises of commercial building in clean and orderly condition. Cleans and polishes lighting fixtures, hard surfaces and trim. Removes marks and scuffs from walls, baseboards and doors. Vacuums and pre-spots carpeted surfaces. Shampoos carpets with the appropriate cleaning equipment. Replenishes rest room supplies. May scrub lavatories, floors, walls, mirrors and fixtures. Complexity - Performs routine activities. Tasks are easily mastered and clearly defined. Autonomy - Under direct supervision, exercises no independent judgment or discretion. Knowledge - Knowledge to perform simple tasks; requires little/no previous education/training."						
<b>Survey Source/Date:</b> WA Cities & Counties (AWC) 2016	median					
<b>Job Title:</b> Custodial Worker	\$38,112	2	7	\$35,016	\$38,112	\$41,208
<b>Scope:</b> Selected Washington Cities+						
<b>Job Summary:</b> "Performs entry level work of a general custodial nature including mopping, dusting, sweeping, vacuuming, emptying waste baskets, washing windows, walls and woodwork; changes light bulbs and unplugs drains; cleans walks, driveways or grounds. Work may involve the use of mechanical equipment in stripping, waxing and washing floors. Employee works from specific instructions and assignments and is expected to perform duties independently. Typically requires minimal experience. Excludes supervisory positions."						
<b>AVERAGES</b>	\$31,962	20	1,385	\$30,224	\$34,067	\$38,353

**DATA ADJUSTED TO: January 2017    \$32,846                      20                      1,385                      \$30,727                      \$34,634                      \$38,991**

**Adjusted 65th percentile    \$38,392**

^ Median salary provided in lieu of Weighted Average, which was not available

\* Salary percentiles provided in lieu of salary ranges which were not available

~ Geographic adjustments of less than 2% not required.

+Position exists in the following cities: Anacortes and Moses Lake.

**CITY NOTE**

**maintain current wage**

**POSITION: Facilities Operations Specialist**

	<b>WEIGHTED AVERAGE</b>	<b>NO. ORGANIZATIONS</b>	<b>NO. INCUMBENTS</b>	<b>MINIMUM</b>	<b>SALARY RANGE MIDPOINT</b>	<b>MAXIMUM</b>
<b>Survey Source/Date:</b> Economic Resource Institute 2017 ^*	median			10th Percentile		90th Percentile
<b>Job Title:</b> Building Maintenance Worker	\$48,125	Not Reported	226	\$42,788	\$48,125	\$55,316
<b>Scope:</b> City Support Services, Portland OR~						
<b>Job Summary:</b>	"Repairs and keeps physical structures of commercial and industrial establishments, such as factories, office buildings, apartment houses, and logging and mining constructions, maintained using hand tools and power tools. Replaces defective electrical switches and other fixtures. Paints structures and repairs woodwork with carpenters' tools. Repairs plumbing fixtures. Repairs plaster and lays brick. Builds sheds and other outbuildings"					
<b>Survey Source/Date:</b> Washington State Public Employers 2015						
<b>Job Title:</b> Facilities Maintenance Technician	\$48,855	23	82	\$44,150	\$50,315	\$56,480
<b>Scope:</b> All Responses adj to Camas WA						
<b>Job Summary:</b>	"Provides general maintenance support to office building that may include replacing and adjusting lighting; controlling building temperature; storing, monitoring, and transferring equipment, furniture, and fixtures; and repairing general plumbing, carpentry, and electrical problems. May perform custodial work at times, but not on a full time basis. Typically requires a basic knowledge of electrical systems, plumbing, HVAC, and wiring for telephones and/or personal computers."					
<b>Survey Source/Date:</b> Compdata Benchmark Pro 2016						
<b>Job Title:</b> Maintenance Worker II Senior	\$54,900	49	256	\$37,500	\$47,300	\$57,100
<b>Scope:</b> Western region~						
<b>Job Summary:</b>	"Performs semi-skilled maintenance activities on building facilities and equipment. Able to follow written instructions for assigned tasks such as assembling/disassembling furniture or installing lighting fixtures. Completes and maintains work order paperwork. High school education required and three years experience."					
<b>AVERAGES</b>	\$51,306	72	564	\$41,479	\$48,580	\$56,299
<b>DATA ADJUSTED TO: January 2017</b>	<b>\$52,102</b>	<b>72</b>	<b>564</b>	<b>\$42,291</b>	<b>\$49,530</b>	<b>\$57,400</b>
				<b>Adjusted 65th percentile</b>	<b>\$49,736</b>	

^ Median salary provided in lieu of Weighted Average, which was not available

\* Salary percentiles provided in lieu of salary ranges which were not available

~ Geographic adjustments of less than 2% not required.

**CITY NOTE**                    **increased 3 grades due to internal equity**

**POSITION: Grounds Worker I**

	<b>WEIGHTED AVERAGE</b>	<b>NO. ORGANIZATIONS</b>	<b>NO. INCUMBENTS</b>	<b>MINIMUM</b>	<b>SALARY RANGE MIDPOINT</b>	<b>MAXIMUM</b>
<b>Survey Source/Date:</b> Economic Resource Institute 2017 ^*	median			10th Percentile		90th Percentile
<b>Job Title:</b> Grounds Keeper	\$32,356	Not Reported	121	\$28,542	\$32,356	\$37,857
<b>Scope:</b> City Support Services, Portland OR~						
<b>Job Summary:</b> "Sustains grounds of industrial, commercial, or public property. Cuts lawns, using hand mower or power mower. Trims and edges around walks, flowerbeds, and walls, using clippers, weed cutters, and edging tools. Prunes shrubs and trees to shape and improve growth or remove damaged leaves, branches, or twigs, using shears, pruners, or chain saw. Sprays lawn, shrubs, and trees with fertilizer, herbicides, and insecticides, using hand or automatic sprayer. Rakes and bags or burns leaves, using rake. Cleans grounds and removes litter, using spiked stick or broom. Shovels snow from walks and driveways. Spreads salt on public passage ways to prevent ice buildup. Plants grass, flowers, trees, and shrubs, using gardening tools. Waters lawn and shrubs, using hose or by activating fixed or portable sprinkler system. May repair fences, gates, walls, and walks, using carpentry and masonry tools. May paint fences and outbuildings. May clean out drainage ditches and culverts, using shovel and rake. May perform ground maintenance duties, using tractor equipped with attachments, such as mowers, lime or fertilizer spreaders, lawn roller, and snow removal equipment. May sharpen tools, such as weed cutters, edging tools, and shears, using file or knife sharpener. May make minor repairs on equipment, such as lawn mower, spreader, and snow removal equipment, using hand tools and power tools. May perform variety of laboring duties, common to type of employing establishment."						
<b>Survey Source/Date:</b> Washington State Public Employers 2015						
<b>Job Title:</b> Park Maintenance Worker	\$57,169	11	93	\$43,521	\$49,078	\$54,634
<b>Scope:</b> All Responses adj to Camas WA						
<b>Job Summary:</b> "Cares for and maintains park and recreational grounds and facilities • Ensures safety, cleanliness, and operability of park grounds and facilities • Performs the full range of grounds maintenance; mows, rakes, edges and trims lawns, greens; ground trims trees; operates power movers, edgers, and other small grounds maintenance equipment; waters and weeds lawns, shrubs, and flower beds; assists in gardening work • Mixes chemicals and fertilizers according to predetermined formula and operates hand sprayers to apply chemicals and fertilizers to grass for the control of weeds and grass diseases • Cleans, paints, and performs minor repairs on facilities, equipment and appurtenances; requests work orders for larger repair • Typically requires a pesticide applicator license."						
<b>Survey Source/Date:</b> Wage Access 2016						
<b>Job Title:</b> Park Maint Worker 2	\$32,770	6	162	\$28,512	\$35,154	\$42,413
<b>Scope:</b> Nat'l data adj to Camas WA						
<b>Job Summary:</b> "Maintains park and recreational grounds and facilities. Mows, trims and maintains lawns, shrubs and trees. Installs new lawns, trees, shrubs, or flowers. Repairs and paints benches, tables, and guardrails, and notifies need for repair of parking lots, walks, trails, buildings and mechanical equipment. * Complexity - Performs varied activities. Tasks are involved and occasionally not clearly defined. * Autonomy - Under general supervision, exercises some discretion in routine situations. * Knowledge - Knowledge of commonly used procedures; requires some previous training."						
<b>AVERAGES</b>	<b>\$38,672</b>	<b>17</b>	<b>376</b>	<b>\$33,525</b>	<b>\$38,863</b>	<b>\$44,968</b>
<b>DATA ADJUSTED TO: January 2017</b>	<b>\$39,332</b>	<b>17</b>	<b>376</b>	<b>\$34,140</b>	<b>\$39,575</b>	<b>\$45,793</b>

^ Median salary provided in lieu of Weighted Average, which was not available

\* Salary percentiles provided in lieu of salary ranges which were not available

~ Geographic adjustments of less than 2% not required.

**Adjusted 65th percentile \$40,052****CITY NOTE****increased 5 grades to maintain same scale as MWI, UMWI - internal equity**

**POSITION: Maintenance Worker I**

	WEIGHTED AVERAGE	NO. ORGANIZATIONS	NO. INCUMBENTS	MINIMUM	SALARY RANGE MIDPOINT	MAXIMUM
<b>Survey Source/Date:</b> Washington State Public Employers 2015						
<b>Job Title:</b> Street Maint Wrkr Journey	\$54,533	9	75	\$46,015	\$51,207	\$56,399
<b>Scope:</b> All Responses adj to Camas WA						
<b>Job Summary:</b> "Responsible for performing various maintenance, repair, and minor construction on pavements such as roads, sidewalks, and parking lots. Must be able to use a variety of equipment including graders, dozers, backhoes, front-end loaders, asphalt spreaders, rollers, pumps, jackhammers and snow equipment. Does not require a commercial drivers license."						
<b>Survey Source/Date:</b> Wage Access 2016						
<b>Job Title:</b> Public Wks Maint Wrkr 1	\$31,558	7	284	\$29,310	\$35,778	\$42,980
<b>Scope:</b> Nat'l data adj to Camas WA						
<b>Job Summary:</b> "Performs construction, maintenance and repair of streets, roads, bridges, parks, storm drains, utilities or other community development projects. May operate light or heavy equipment. May specialize in specific building or maintenance industry trade. Complexity - Performs routine activities. Tasks are easily mastered and clearly defined. Autonomy - Under direct supervision, exercises no independent judgment or discretion. Knowledge - Knowledge to perform simple tasks; requires little/no previous education/training. "						
<b>Survey Source/Date:</b> WA Cities & Counties (AWC) 2016 median						
<b>Job Title:</b> Maint Worker - Entry Level	\$48,308	10	51	\$42,001	\$48,308	\$54,614
<b>Scope:</b> Selected Washington Cities+						
<b>Job Summary:</b> "Performs entry level manual labor work in the streets/roads, utilities, or parks divisions requiring entry level skills in the use of hand tools and operation of simple power tools. Typically works as a crew member under frequent supervision in installation, repair and maintenance work in area of assignment. May operate light equipment on occasion."						
AVERAGES	\$37,844	26	410	\$39,109	\$45,098	\$51,331
DATA ADJUSTED TO: January 2017	\$38,644	26	410	\$39,977	\$46,099	\$52,471

^ Median salary provided in lieu of Weighted Average, which was not available

\* Salary percentiles provided in lieu of salary ranges which were not available

~ Geographic adjustments of less than 2% not required.

+Position exists in the following cities: Arlington, Battle Ground, Bonney Lake, Mill Creek, Moses Lake, Mukilteo, Tumwater, Washougal, Ridgefield, and Vancouver.

Adjusted 65th percentile \$50,269

**POSITION: Mechanic****Insufficient Data - Informational Purposes Only**

	<b>WEIGHTED AVERAGE</b>	<b>NO. ORGANIZATIONS</b>	<b>NO. INCUMBENTS</b>	<b>MINIMUM</b>	<b>SALARY RANGE MIDPOINT</b>	<b>MAXIMUM</b>
<b>Survey Source/Date:</b> WA Cities & Counties (AWC) 2016	median					
<b>Job Title:</b> Mechanic	\$57,097	10	20	\$50,695	\$57,097	\$63,498
<b>Scope:</b> Selected Washington Cities+						
<b>Job Summary:</b> "Inspects, diagnoses, overhauls, repairs and maintains gasoline, diesel and mechanical equipment and machinery such as backhoes, graders, automobiles, dump trucks, pumps (including water, hydraulic and air pumps), generators and air compressors. Removes disassembles and overhauls automatic manual transmission. Performance reports in the field as required. May do some arc and gas welding, and fabricate parts, frames and other related items as required. Typically requires completion of vocational training program and three years experiences. Excludes tune-up specialists and those who are not fully skilled mechanics."						
<b>AVERAGES</b>	\$57,097	10	20	\$50,695	\$57,097	\$63,498
<b>DATA ADJUSTED TO: January 2017</b>	<b>\$63,535</b>	<b>10</b>	<b>20</b>	<b>\$51,283</b>	<b>\$57,759</b>	<b>\$64,235</b>
				<b>Adjusted 65th percentile</b>	<b>\$57,759</b>	

^ Median salary provided in lieu of Weighted Average, which was not available

\* Salary percentiles provided in lieu of salary ranges which were not available

~ Geographic adjustments of less than 2% not required.

+Position exists in the following cities: Vancouver, Anacortes, Battle Ground, Bonney Lake, Monroe, Moses Lake, Mountlake Terrace, Tumwater, Washougal, and Ridgefield.



**POSITION: Sanitation Worker**

	WEIGHTED AVERAGE	NO. ORGANIZATIONS	NO. INCUMBENTS	MINIMUM	SALARY RANGE MIDPOINT	MAXIMUM
<b>Survey Source/Date:</b> Washington State Public Employers 2015						
<b>Job Title:</b> Truck Driver	\$55,871	8	152	\$41,412	\$45,224	\$49,037
<b>Scope:</b> All Responses adj to Camas WA						
<b>Job Summary:</b> "Responsible for driving a variety of trucks ranging in size from pick-up to tractor-trailers to perform various maintenance and hauling duties. Truck types include pick-up trucks with automatic transmission, one-ton automatic transmission flatbed truck, dump truck hauling tilt bed trailer, and semi-truck with trailer. Must have the ability to handle (load/unload) various types of material such as lumber, rebar, pipes, automotive supplies or any other types of material needed for maintenance or construction projects. Requires commercial driver's license."						
<b>Survey Source/Date:</b> Economic Resource Institute 2017 ^*						
<b>Job Title:</b> Garbage Truck Driver	median \$47,849	Not Reported	55	10th Percentile \$41,171	90th Percentile \$47,849	\$56,377
<b>Scope:</b> City Support Services, Portland OR~						
<b>Job Summary:</b> "Drives packer-type truck, dump truck, or truck equipped with hydraulic lifting device to collect garbage and trash. Picks up refuse at designated locations. Transports load to disposal area. Requires a commercial driver's license. Records mileage and fuel consumption."						
<b>Survey Source/Date:</b> WA Cities & Counties (AWC) 2016						
<b>Job Title:</b> Refuse Collector	median \$58,434	1	3	\$55,260	\$58,434	\$61,608
<b>Scope:</b> Selected Washington Cities+						
<b>Job Summary:</b> "Collects refuse on designated route and dumps refuse from containers into truck. Alternates between driving the collection truck and emptying refuse containers; maintains records as required. Works under infrequent supervision. Typically requires commercial driver's license and one year experience. Excludes laborers and part-time refuse collectors."						
<b>AVERAGES</b>	<b>\$53,807</b>	<b>9</b>	<b>210</b>	<b>\$45,948</b>	<b>\$50,502</b>	<b>\$55,674</b>

**DATA ADJUSTED TO: January 2017 \$55,222      9      210      \$46,678      \$51,305      \$56,559**

^ Median salary provided in lieu of Weighted Average, which was not available

\* Salary percentiles provided in lieu of salary ranges which were not available

~ Geographic adjustments of less than 2% not required.

+Position exists in the following cities: Anacortes

**CITY NOTE      increased 1 grade - internal equity**

**Adjusted 65th percentile      \$51,836**

**POSITION: Utility Maintenance Worker II**

	<b>WEIGHTED AVERAGE</b>	<b>NO. ORGANIZATIONS</b>	<b>NO. INCUMBENTS</b>	<b>MINIMUM</b>	<b>SALARY RANGE MIDPOINT</b>	<b>MAXIMUM</b>
<b>Survey Source/Date:</b> Washington State Public Employers 2015						
<b>Job Title:</b> Wastewater Maintenance Oper	\$66,302	4	31	\$59,969	\$59,299	\$64,719
<b>Scope:</b> All Responses adj to Camas WA						
<b>Job Summary:</b> "Installs, maintains, operates and repairs all types of industrial machinery including pumps, piping, boilers, compressors, conveyors, tanks, sweeps, blowers, mixers, gear boxes, fans, blowers, de-watering equipment, hydraulic systems, treatment plant facilities, heating, ventilating and air-conditioning systems, and related equipment. Operates, repairs and maintains sewage collection pump stations. Plans, coordinates and executes maintenance						
<b>Survey Source/Date:</b> WA Cities & Counties (AWC) 2016	median					
<b>Job Title:</b> Maintenance Worker - Journey	\$73,528	13	177	\$48,385	\$55,352	\$62,319
<b>Scope:</b> Selected Washington Cities+						
<b>Job Summary:</b> "Performs the more complex troubleshooting, installation, repair and maintenance work of the streets/roads or parks divisions, requiring the application of considerable knowledge of departmental equipment, facilities and operations and use of a wide variety of equipment. Proficiently operates equipment such as dump trucks, vacuum sweepers, backhoes, grinders, and roadside mowers. May occasionally operate heavier equipment. Typically requires 2-3 years experience. Excludes supervisors."						
<b>AVERAGES</b>	<b>\$72,451</b>	<b>17</b>	<b>208</b>	<b>\$54,177</b>	<b>\$57,325</b>	<b>\$63,519</b>
<b>DATA ADJUSTED TO: January 2017</b>	<b>\$73,556</b>	<b>17</b>	<b>208</b>	<b>\$55,469</b>	<b>\$58,692</b>	<b>\$65,034</b>
				<b>Adjusted 65th percentile</b>	<b>\$59,299</b>	

+Position exists in the following cities: Vancouver, Anacortes, Arlington, Battle Ground, Bonney Lake, Maple Valley, Mill Creek, Monroe, Moses Lake, Mukilteo, Tumwater, Washougal, and Ridgefield.

**CITY NOTE**                      **decreased 1 grade - city data not appropriate for our position  
internal equity**

**POSITION: Water Supply Operator****Insufficient Data - Informational Purposes Only**

	<b>WEIGHTED AVERAGE</b>	<b>NO. ORGANIZATIONS</b>	<b>NO. INCUMBENTS</b>	<b>MINIMUM</b>	<b>SALARY RANGE MIDPOINT</b>	<b>MAXIMUM</b>
<b>Survey Source/Date:</b> Economic Resource Institute 2017 ^	median			10th Percentile		90th Percentile
<b>Job Title:</b> Water Treatment Operator	\$56,354	not reported	25	\$49,194	\$56,354	\$66,061
<b>Scope:</b> City Support Services, Portland OR~						
<b>Job Summary:</b> "Operates and controls treatment plant machines and equipment to purify and clarify water for human consumption and for industrial use. Regulates flow of raw water into treatment plant by operating and controlling electric motors, pumps, and valves. Dumps specified amounts of chemicals, such as chlorine, ammonia, and lime into water or makes adjustments to automatic devices that admit specified amounts of chemicals into tanks to disinfect, deodorize, and clarify water. Starts agitators to mix chemicals and allows impurities to settle to bottom of tank. Turns valves to regulate water through filter beds to remove impurities. Pumps purified water into water mains. Monitors panelboard and adjusts controls to regulate flow rates, loss of head pressure and water elevation, and distribution of water. Cleans tanks and filter beds, using backwashing. Repairs and lubricates machines and equipment, using hand tools and power tools. Tests water samples to determine acidity, color, and impurities, using colorimeter, turbidimeter, and conductivity meter. Adds chemicals, such as alum, into tanks to coagulate impurities and to reduce acidity. Records data, such as residual content of chemicals, water turbidity, and water pressure. May operate portable water-purification plant to supply drinking water."						
<b>Survey Source/Date:</b> WA Cities & Counties (AWC) 2016	median					
<b>Job Title:</b> Water Plant Operator	\$61,193	5	16	\$52,097	\$61,193	\$70,289
<b>Scope:</b> Selected Washington Cities+						
<b>Job Summary:</b> "Operates and monitors water treatment plant and distribution pumping and storage equipment and controls. Performs laboratory tests for water purity, and administers chemicals to meet water purification standards. May operate filter plant. Typically requires 2-3 years experience and certification as a water distribution manager. Excludes supervisors and part-time operators. For combined water/wastewater plant operators, report in job code 497 and note combined duties."						
<b>AVERAGES</b>	<b>\$58,242</b>	<b>5</b>	<b>41</b>	<b>\$50,645</b>	<b>\$58,773</b>	<b>\$68,175</b>
<b>DATA ADJUSTED TO: January 2017</b>	<b>\$58,506</b>	<b>5</b>	<b>41</b>	<b>\$50,939</b>	<b>\$59,114</b>	<b>\$68,570</b>
				<b>Adjusted 65th percentile</b>	<b>\$59,844</b>	

^ Median salary provided in lieu of Weighted Average, which was not available

\* Salary percentiles provided in lieu of salary ranges which were not available

~ Geographic adjustments of less than 2% not required.

+Position exists in the following cities: Vancouver, Anacortes, Arlington, Moses Lake, Washougal

**CITY NOTE**      **increased 1 grade - internal equity**

**POSITION: Wastewater Treatment Plant Operator**

	WEIGHTED AVERAGE	NO. ORGANIZATIONS	NO. INCUMBENTS	MINIMUM	SALARY RANGE MIDPOINT	MAXIMUM
<b>Survey Source/Date:</b> Economic Resource Institute 2017 ^*	median			10th Percentile		90th Percentile
<b>Job Title:</b> Wastewater Treat Plant Operator	\$54,096	Not Reported	14	\$47,289	\$54,096	\$63,318
<b>Scope:</b> City Support Services, Portland OR~						
<b>Job Summary:</b> "Operates sewage treatment, sludge processing, and disposal equipment in wastewater treatment plant to control flow and processing of sewage. Monitors control panels and adjusts valves and gates manually or by remote control to regulate flow of sewage. Observes variations in operating conditions and reads meters, gauges, and tests results to determine load requirements. Starts and stops pumps, engines, and generators to control flow of raw sewage through filtering, settling, aeration, and sludge digestion processes. Maintains log of operations and records meter and gauge readings. Gives directions to wastewater treatment plant attendants in performing routine operations and maintenance."						
<b>Survey Source/Date:</b> Washington State Public Employers 2015						
<b>Job Title:</b> Wastewater Treat Plant Op	\$70,626	10	42	\$58,913	\$64,435	\$69,977
<b>Scope:</b> All Responses adj to Camas WA						
<b>Job Summary:</b> "Operates wastewater treatment and sludge processing equipment to control flow and processing of wastewater, sludge, and effluent such as pumps, motors, air compressors, blowers, thickeners, valves and gates. Observes variations in operating conditions and logs, and interprets readings from meters, charts, instruments and gauges. Obtains wastewater samples, and performs routine laboratory analyses. Maintains logs and records. Performs routine maintenance on plant equipment. May have pretreatment responsibilities. Typically requires 2-3 years experience and certification as a wastewater treatment plant operator. NOTE: Excludes supervisors and part-time operators. Report combined water/wastewater plant operators in this category, noting combined duties."						
<b>Survey Source/Date:</b> Wage Access 2016						
<b>Job Title:</b> 27.130.21 Water Treat Plant Op	\$49,447	8	120	\$34,480	\$46,531	\$59,198
<b>Scope:</b> Nat'l data adj to Camas WA						
<b>Job Summary:</b> "Controls treatment plant equipment to purify and clarify water for human consumption and for industrial use. Operates and controls electric motors, pumps, and valves to regulate flow of raw water into treating plant. Adds chemicals to tanks to disinfect, deodorize and clarify water. Adjusts valves to regulate water through filter beds to remove impurities. Adjusts controls to regulate flow rates, loss of head pressure and water elevation and distribution of water. Repairs and lubricates machines and equipment. Tests water samples to determine acidity, color and impurities. Complexity - Performs varied activities. Tasks are involved and occasionally not clearly defined. Autonomy - Under general supervision, exercises some discretion in routine situations. Knowledge - Knowledge of commonly used procedures; requires some previous training."						
<b>Survey Source/Date:</b> WA Cities & Counties (AWC) 2016	median					
<b>Job Title:</b> Wastewater Treat Plant Op	\$59,476	5	16	\$50,602	\$59,476	\$68,350
<b>Scope:</b> Selected Washington Cities+						
<b>Job Summary:</b> "Operates wastewater treatment and sludge processing equipment to control flow and processing of wastewater, sludge, and effluent. Interprets readings from meters, charts, instruments and gauges. Obtains wastewater samples, and performs routine laboratory analyses. Maintains logs and records. May have pretreatment responsibilities. Typically requires 2-3 years experience and certification as a wastewater treatment plant operator. Excludes supervisors. May be combination water/wastewater plant operator."						
AVERAGES	\$55,255	23	192	\$47,821	\$56,134	\$65,211
<b>DATA ADJUSTED TO: January 2017</b>	<b>\$56,397</b>	<b>23</b>	<b>192</b>	<b>\$48,617</b>	<b>\$57,069</b>	<b>\$66,296</b>

^ Median salary provided in lieu of Weighted Average, which was not available

\* Salary percentiles provided in lieu of salary ranges which were not available

~ Geographic adjustments of less than 2% not required.

+Position exists in the following cities: Anacortes, Arlington, Monroe, Moses Lake, Ridgefield.

**Adjusted 65th percentile \$60,192****CITY NOTE****decreased 1 grade - internal equity**

**POSITION: Accountant**

	<b>WEIGHTED AVERAGE</b>	<b>NO. ORGANIZATIONS</b>	<b>NO. INCUMBENTS</b>	<b>MINIMUM</b>	<b>SALARY RANGE MIDPOINT</b>	<b>MAXIMUM</b>
<b>Survey Source/Date:</b> Economic Resource Institute 2017 ^* median				10th Percentile		90th Percentile
<b>Job Title:</b> Accountant	\$76,310	Not Reported	141	\$66,039	\$76,310	\$90,158
<b>Scope:</b> City Support Services, 175 EEs Portland OR~						
<b>Job Summary:</b> "Analyzes past and present financial data, and provides a variety of other accounting services to the general public, utilizing principles of accounting. Researches records of present and past operations, trends and costs, estimated and realized revenues, administrative commitments, and obligations incurred. Advises clients regarding matters, such as effective use of resources and methods for preventing capital from being frozen. Interprets accounts and records to client. Estimates expenditures expected. Positions covered by this definition are characterized by the inclusion of work that requires an understanding of other accounting theories and principles. Excludes paraprofessional positions."						
<b>Survey Source/Date:</b> Washington State Public Employers 2015						
<b>Job Title:</b> Accountant, Intermediate	\$66,799	22	256	\$52,980	\$60,933	\$68,957
<b>Scope:</b> All Responses adj to Camas WA						
<b>Job Summary:</b> "Performs moderately complex accounting activities relating to the maintenance of a complete and accurate general ledger and resulting managerial reports and financial statements. Keeps comprehensive and complex accounts requiring the analysis of accounting transactions and the establishment or maintenance of accounting controls. Prepares monthly financial statements and operating reports for distribution to management and other personnel. This is the intermediate level position typically requiring a bachelor's degree, or experience equivalent to a degree in accounting or business administration, and 2-4 years of significant accounting experience."						
<b>Survey Source/Date:</b> Wage Access 2016						
<b>Job Title:</b> Accountant 2	\$68,206	6	79	\$54,412	\$71,227	\$89,350
<b>Scope:</b> Nat'l public administration data adj to Camas WA						
<b>Job Summary:</b> "Applies principles of accounting to compile financial information and maintain accounts according to recognized accounting standards. Analyzes financial information detailing assets, liabilities and capital, and prepares balance sheet, profit and loss statement and other reports to summarize current and projected financial position. Audits contracts, orders and vouchers, and prepares reports to substantiate individual transactions prior to settlement. Performs complex, specialized and diverse activities. Work assignments are complicated and often vaguely defined. Under minimal supervision, frequently exercises independent judgment within scope of job and makes decisions with no existing guidelines. Knowledge of specialized, complicated, techniques. BA/BS degree or experience."						
<b>Survey Source/Date:</b> WA Cities & Counties (AWC) 2016 median						
<b>Job Title:</b> Accountant, Senior Level	\$78,569	6	7	\$70,886	\$78,569	\$86,252
<b>Scope:</b> Anacortes, Battleground, Bonney Lake, Maple Valley, Mukilteo & Vancouver+						
<b>Job Summary:</b> "Performs complex accounting activities requiring full professional competency. Recommends policies and procedures to ensure compliance with accounting practices, laws, and regulations, and analyzes and audits financial Records for completeness and conformance to policies and procedures. Designs new systems or modifies existing systems to provide Records of assets, liabilities, and financial transactions of the jurisdiction. Monitors and analyzes revenue and expenditure accounts. Prepares a variety of complex reports, statements, and documents for major financial projects. Makes effective recommendations to hire, fire, transfer and discipline employees and may supervise lower-level accounting employees. Typically requires a four year degree in accounting or related field and 3-5 years experience."						
<b>AVERAGES</b>	\$69,976	34	483	\$61,079	\$71,760	\$83,679
<b>DATA ADJUSTED TO: January 2017</b>	<b>\$71,543</b>	<b>34</b>	<b>483</b>	<b>\$62,096</b>	<b>\$72,955</b>	<b>\$85,073</b>
				<b>Adjusted 65th percentile</b>	<b>\$77,322</b>	

^ Median salary provided in lieu of Weighted Average, which was not available

\* Salary percentiles provided in lieu of salary ranges which were not available

~ Geographic adjustments of less than 2% not required.

+ Position does not exist in all cities

**CITY NOTE****decreased 1 grade -internal equity**

**POSITION: Accounting Assistant**

	<b>WEIGHTED AVERAGE</b>	<b>NO. ORGANIZATIONS</b>	<b>NO. INCUMBENTS</b>	<b>MINIMUM</b>	<b>SALARY RANGE MIDPOINT</b>	<b>MAXIMUM</b>
<b>Survey Source/Date:</b> Economic Resource Institute 2017 ^*	median			10th Percentile		90th Percentile
<b>Job Title:</b> Accountant Assistant	\$55,872	Not Reported	141	\$49,577	\$55,872	\$64,647
<b>Scope:</b> City Support Services, 175 EEs Portland OR~						
<b>Job Summary:</b> "Aides in the application of principles of accounting and, with experience, may handle complex tasks. Utilizes knowledge of accounting principles related to classifying, recording, and summarizing data and making computations to compile and keep financial records. Finalizes accounting reports. Studies and analyzes accounting records for purposes of preparing statements and reports. Includes such activities as keeping and verifying records of transactions; receiving and disbursing money; computing and verifying amounts; preparing records; combining data and performing computations to create statistical records; and computing costs, verifying bills, invoices, rates, tariff, duties, and amounts due. This position may exist in any of the accounting functions such as payroll, accounts payable, accounts receivable, credit, collections, budgets, financial planning, general accounting billing, etc. This is a paraprofessional level position and does not require a four-year degree in accounting."						
<b>Survey Source/Date:</b> Washington State Public Employers 2015						
<b>Job Title:</b> Accounting Clerk, Senior	\$56,615	9	62	\$47,058	\$52,409	\$57,760
<b>Scope:</b> WA cities adj to Camas WA						
<b>Job Summary:</b> "Performs complex clerical duties related to accounting. Analyzes accounting documents for accuracy, traces and investigates transactions to resolve questionable data and takes corrective action when necessary. Prepares moderately complex financial reports and analysis. May assist less senior clerks with reconciliation of complex problems. May be responsible for a specific accounting function such as accounts receivable or accounts payable. This is a senior level position typically requiring 2-4 years of related experience or equivalent background."						
<b>Survey Source/Date:</b> Wage Access 2016*				10th Percentile		90th Percentile
<b>Job Title:</b> Accounting Clerk 3	\$44,576	5	77	\$42,463	\$45,842	\$63,279
<b>Scope:</b> Nat'l public administration data adj to Camas WA						
<b>Job Summary:</b> "Performs calculating, posting and verifying duties to obtain financial data for use in producing and maintaining accounting records. Verifies, posts and reconciles details of business transactions. Computes and records charges, refunds, cost of lost or damaged goods and freight charges. May prepare vouchers, invoices, checks, account statements, reports and other records. May reconcile bank statements. Performs advanced activities. Tasks are demanding and generally not clearly defined. Under limited supervision, exercises discretion in defined situations. Knowledge of standardized procedures. Requires considerable training or experience."						
<b>Survey Source/Date:</b> WA Cities & Counties (AWC) 2016	median					
<b>Job Title:</b> Payroll Clerk	\$51,246	7	7	\$45,658	\$51,246	\$56,834
<b>Scope:</b> Selected Washington Cities+						
<b>Job Summary:</b> "Performs accounting and calculation tasks necessary to process payroll and associated reports and tax filings using an automated system. Applies state and federal laws and contract provisions related to payroll, and salary and benefit plans to calculate overtime rates and other variations to pay; maintains accounting of all leave balances. Responds to employee inquiries regarding calculations pertaining to paychecks. Typically requires a two-year degree and two years experience."						
<b>AVERAGES</b>	\$52,889	21	287	\$46,189	\$51,342	\$60,630
<b>DATA ADJUSTED TO: January 2017</b>	<b>\$53,585</b>	<b>21</b>	<b>287</b>	<b>\$46,958</b>	<b>\$52,197</b>	<b>\$61,639</b>
				<b>Adjusted 65th percentile</b>	<b>\$53,223</b>	

^ Median salary provided in lieu of Weighted Average, which was not available

\* Salary percentiles provided in lieu of salary ranges which were not available

~ Geographic adjustments of less than 2% not required.

+ Battleground, Mill Creek, Monroe, Moses Lake, Mukilteo, Tumwater &amp; Vancouver

**CITY NOTE****increased 2 grades - internal equity**

**POSITION: Administrative Assistant II**

Fire Marshal, Administrative Services, Public Works

	<b>WEIGHTED AVERAGE</b>	<b>NO. ORGANIZATIONS</b>	<b>NO. INCUMBENTS</b>	<b>MINIMUM</b>	<b>SALARY RANGE MIDPOINT</b>	<b>MAXIMUM</b>
<b>Survey Source/Date:</b> Economic Resource Institute 2017 ^*	median			10th Percentile		90th Percentile
<b>Job Title:</b> Administrative Assistant	\$48,358	Not Reported	575	\$41,375	\$48,358	\$57,190
<b>Scope:</b> City Support Services, 175 EEs Portland OR~						
<b>Job Summary:</b> "Supports an organization or department by performing administrative services. Assists management with administrative tasks such as tracking and compiling information of interest. Prepares various reports detailing the administrative information handled by the position. Reads and answers correspondence. May handle confidential information."						
<b>Survey Source/Date:</b> Washington State Public Employers 2015						
<b>Job Title:</b> Office Support Specialist, Senior	\$47,797	25	173	\$41,319	\$48,161	\$55,060
<b>Scope:</b> All Responses adj to Camas WA						
<b>Job Summary:</b> "Performs complex clerical and secretarial duties requiring judgment in solving problems and making routine recommendations. Requires knowledge of practices and procedures of the division and organization. Usually reports to a manager or director. Sets up and administers filing system, transcribes dictation, types letters, memos, and correspondence. Typing may be from rough draft. Initiates required administrative reports. Arranges meetings and makes appointments. Generally takes responsibility for handling details for an individual manager or managers. Works under general supervision. May direct the work of lower level secretaries and/or clerical employees. This is the senior level position typically requiring advanced secretarial skills, with 2-4 years secretarial experience. Excludes legal and executive secretaries."						
<b>Survey Source/Date:</b> Wage Access 2016						
<b>Job Title:</b> Administrative Assistant 3	\$48,014	10	525	\$41,732	\$51,047	\$61,835
<b>Scope:</b> Nat'l public administration data adj to Camas WA						
<b>Job Summary:</b> "Provides administrative support and assistance to management and departments. Answers telephones, types correspondence and schedules appointments. Reviews and routes incoming mail. Composes and types routine correspondence. Arranges travel schedules and reservations. Compiles and prepares reports and presentations. Records minutes for meetings. Performs varied activities. Tasks are demanding and generally not clearly defined. Under limited supervision, exercises discretion in defined situations. Knowledge of standardized procedures. Requires considerable training or experience."						
<b>Survey Source/Date:</b> WA Cities & Counties (AWC) 2016	median					
<b>Job Title:</b> Clerical, Journey Level	\$50,201	9	35	\$46,187	\$50,201	\$54,215
<b>Scope:</b> Selected Washington Cities+						
<b>Job Summary:</b> "Performs a variety of the more complex and diverse clerical or administrative support work based on a knowledge of specialized functional or department procedures. Performs varied clerical, statistical, data gathering and compilation, typing and/or word processing duties. May independently compose routine correspondence, prepares reports. Requires some independent judgement, interpretation, or analysis of data, policies and procedures. Typically requires 3-4 years experience."						
<b>AVERAGES</b>	\$48,195	44	1,308	\$42,653	\$49,442	\$57,075
<b>DATA ADJUSTED TO: January 2017</b>	<b>\$48,806</b>	<b>44</b>	<b>1,308</b>	<b>\$43,363</b>	<b>\$50,265</b>	<b>\$58,025</b>
				<b>Adjusted 65th percentile</b>	<b>\$50,943</b>	

^ Median salary provided in lieu of Weighted Average, which was not available

\* Salary percentiles provided in lieu of salary ranges which were not available

~ Geographic adjustments of less than 2% not required.

+Aberdeen, Anacortes, Battleground, Bonney Lake, lake Stevens, Mill Creek, Moses Lake, Mountlake Terrace, Mukilteo, Tumwater, Washougal &amp; Vancouver

**POSITION: Building Inspector II**

	<b>WEIGHTED AVERAGE</b>	<b>NO. ORGANIZATIONS</b>	<b>NO. INCUMBENTS</b>	<b>MINIMUM</b>	<b>SALARY RANGE MIDPOINT</b>	<b>MAXIMUM</b>
<b>Survey Source/Date:</b> Economic Resource Institute 2017 ^*    median				10th Percentile		90th Percentile
<b>Job Title:</b> Construction Inspector	\$65,406	Not Reported	57	\$56,304	\$65,406	\$77,594
<b>Scope:</b> City Support Services, 175 EEs Portland OR~						
<b>Job Summary:</b>	<p>"Inspects construction of bridges, buildings, dams, highways, and other types of construction work to ensure that procedures and materials comply with plans and specifications. Measures distances to verify accuracy of dimensions of structural installations and layouts. Verifies levels, alignment, and elevation of installations, using surveyor's level and transit. Observes work in progress to ensure that procedures followed and materials used conform to specifications. Examines workmanship of finished installations for conformity to standard and approves installation. Interprets blueprints and specifications for contractor and discusses deviations from specified construction procedures to ensure compliance with regulations governing construction."</p>					
<b>Survey Source/Date:</b> Washington State Public Employers 2015						
<b>Job Title:</b> Building Inspector	\$80,359	16	72	\$61,984	\$70,080	\$78,032
<b>Scope:</b> All Responses adj to Camas WA						
<b>Job Summary:</b>	<p>"Inspects all levels of residential, commercial and industrial installations for compliance with all building, mechanical, manufactured home specialty codes and applicable fire code requirements including structural/mechanical, fire-life safety, plumbing, fire sprinkler and fire alarm. Reviews materials, designs, plans and specifications. This is not a lead position. Requires appropriate state certification."</p>					
<b>Survey Source/Date:</b> Wage Access 2016*				10th Percentile		90th Percentile
<b>Job Title:</b> Building Code Enforce. Officer 2	\$46,171	7	28	\$25,142	\$46,053	\$53,437
<b>Scope:</b> Nat'l data adj to Camas WA						
<b>Job Summary:</b>	<p>"Inspects new and existing buildings and structures to enforce conformance to building, grading, and zoning laws and approved plans, specifications, and standards. Observes conditions and issues notices for corrections, and recommends compliance procedures to contractors and owners. May inspect existing buildings to determine lack of prescribed maintenance, housing violations or hazardous conditions. May review requests for and issue building permits. Performs moderately complex and specialized activities. Tasks are involved and occasionally not clearly defined. Under general supervision, makes assessments and exercises some discretion in routine situations. Knowledge of standardized procedures. Requires considerable training or experience."</p>					
<b>Survey Source/Date:</b> WA Cities & Counties (AWC) 2016    median						
<b>Job Title:</b> Building Inspector	\$61,862	13	16	\$55,092	\$61,862	\$68,633
<b>Scope:</b> Selected Washington Cities+						
<b>Job Summary:</b>	<p>"Inspects residential and commercial buildings in the process of construction or alteration for compliance with code requirements, application of safe construction practices and other regulations or ordinances. May have additional duties enforcing mechanical, plumbing, electrical, and energy codes. In smaller jurisdictions, may issue permits and collect fees. Typically requires 2 - 3 years experience and certification as a building inspector."</p>					
<b>AVERAGES</b>	\$68,188	36	173	\$49,630	\$60,850	\$69,424
<b>DATA ADJUSTED TO: January 2017</b>	<b>\$69,494</b>	<b>36</b>	<b>173</b>	<b>\$50,457</b>	<b>\$61,863</b>	<b>\$70,580</b>
				<b>Adjusted 65th percentile</b>	<b>\$66,315</b>	

^ Median salary provided in lieu of Weighted Average, which was not available

\* Salary percentiles provided in lieu of salary ranges which were not available

~ Geographic adjustments of less than 2% not required.

+ Arlington, Battleground, Bonney Lake, Maple Valley, Mill Creek, Moses Lake, Monroe, Moses Lake, Mount Terrace, Mukilteo, Ridgefield, Tumwater, Washougal &amp; Vancouver



**POSITION: Code Enforcement Officer**

	WEIGHTED AVERAGE	NO ORGANIZATIONS	NO. INCUMBENTS	MINIMUM	SALARY RANGE MIDPOINT	MAXIMUM
<b>Survey Source/Date:</b> Bureau of Labor & Statistics 2016*				10th Percentile		90th Percentile
<b>Job Title:</b> Parking Enforcement Worker	\$49,306	Not Reported	30	\$34,152	\$52,338	\$59,914
<b>Scope:</b> State of Washington, adj to Camas WA						
<b>Job Summary:</b> "Patrol assigned area, such as public parking lot or city streets to issue tickets to overtime parking violators and illegally parked vehicles."						
<b>Survey Source/Date:</b> Washington State Public Employers 2015						
<b>Job Title:</b> Code Enforcement Officer	\$75,706	12	19	\$56,210	\$63,182	\$70,227
<b>Scope:</b> All Responses adj to Camas WA						
<b>Job Summary:</b> "Responds to and investigates code complaints and violations regarding nuisances, zoning and land use, new development, building, abandoned vehicles, erosion and floodplain related issues. Seeks and assures compliance from responsible parties and testifies in court presenting all aspects of code violation cases. May or may not be responsible for abandoned vehicles. Reports to a program manager. Typically requires a minimum of 2 years experience in code or regulation compliance, law enforcement, zoning investigation, planning or related field and the ability to obtain Law Enforcement Data Systems (LEDS) certification within 6 months of employment."						
<b>Survey Source/Date:</b> Wage Access 2016*				10th Percentile		90th Percentile
<b>Job Title:</b> Parking Enforcement Officer	\$35,250	6	40	\$31,270	\$35,997	\$38,871
<b>Scope:</b> Nat'l data adj to Camas WA						
<b>Job Summary:</b> "Patrols assigned area, such as public parking lot or section of city, to issue tickets to overtime parking violators. May chalk tires of vehicles parked in unmetered spaces, record time, and return at specified intervals to ticket vehicles remaining in spaces illegally. Performs moderately complex, specialized and diverse activities. Work assignments are demanding and generally not clearly defined. Under limited supervision, routinely exercises independent judgment within scope of job and makes some decisions with no existing guidelines. Knowledge of extensive procedures in an occupational field to perform a wide variety of tasks. Undergraduate study or experience."						
AVERAGES	\$48,621	18	89	\$40,544	\$50,506	\$56,337
DATA ADJUSTED TO: January 2017	\$49,719	18	89	\$41,543	\$51,750	\$57,725
				Adjusted 65th percentile	\$56,961	

^ Median salary provided in lieu of Weighted Average, which was not available  
\* Salary percentiles provided in lieu of salary ranges which were not available  
~ Geographic adjustments of less than 2% not required.

**POSITION: Court Clerk**

	WEIGHTED AVERAGE	NO. ORGANIZATIONS	NO. INCUMBENTS	MINIMUM	SALARY RANGE MIDPOINT	MAXIMUM
<b>Survey Source/Date:</b> Economic Resource Institute 2017 ^*	median			10th Percentile		90th Percentile
<b>Job Title:</b> General Clerk, Level 3	\$41,637	Not Reported	189	\$36,300	\$41,637	\$47,703
<b>Scope:</b> City Support Services, 175 EEs Portland OR~						
<b>Job Summary:</b> "Assists department, performing any combination of clerical duties requiring general knowledge and application of various work methods and procedures that may be complex. Types or enters information into computer to prepare correspondence. Prepares, issues, and sends out receipts, bills, policies, invoices, statements, and checks. Conducts limited research. Operates various office machines, opens and routes incoming mail, answers correspondence, and prepares outgoing mail. Answers telephones, conveys messages, and runs errands. Stamps or numbers forms by hand or machine, and photocopies documents."						
<b>Survey Source/Date:</b> Washington State Public Employers 2015						
<b>Job Title:</b> Court Operations Specialist	\$53,657	9	88	\$41,311	\$46,469	\$51,583
<b>Scope:</b> All Responses adj to Camas WA						
<b>Job Summary:</b> "Responsible for clerical duties, including accepting and recording documents; accepting and receipting money; responding to general questions from the public, attorneys, etc. regarding court procedures, court calendars, etc.. Processes documents; extensive data entry; may do support courtroom duties like operating tape recording equipment, swearing in witnesses, marking exhibits, etc. Typically requires 2-4 years court experience."						
<b>Survey Source/Date:</b> WA Cities & Counties (AWC) 2016	median					
<b>Job Title:</b> Court Clerk	\$48,446	3	9	\$42,652	\$48,446	\$54,240
<b>Scope:</b> Anacortes, Battleground& Bonney Lake+						
<b>Job Summary:</b> " Performs specialized clerical work in support of municipal, district or superior court operations, including the preparation and maintenance of court Records. Coordinates court docket and provides related secretarial services for the court. Typically requires 1-2 years of general secretarial/clerical experience."						
AVERAGES	\$45,552	12	286	\$40,088	\$45,517	\$51,175

**DATA ADJUSTED TO: January 2017 \$46,075****12****286****\$40,725****\$46,241****\$51,989****Adjusted 65th percentile \$47,810**

^ Median salary provided in lieu of Weighted Average, which was not available

\* Salary percentiles provided in lieu of salary ranges which were not available

~ Geographic adjustments of less than 2% not required.

+ Position does not exist in all cities

**POSITION: Engineer III**

	<b>WEIGHTED AVERAGE</b>	<b>NO. ORGANIZATIONS</b>	<b>NO. INCUMBENTS</b>	<b>MINIMUM</b>	<b>SALARY RANGE MIDPOINT</b>	<b>MAXIMUM</b>
<b>Survey Source/Date:</b> Economic Resource Institute 2017 ^*	median			10th Percentile		90th Percentile
<b>Job Title:</b> Civil Engineer	\$91,706	Not Reported	89	\$77,035	\$91,706	\$110,627
<b>Scope:</b> City Support Services, 175 EEs Portland OR~						
<b>Job Summary:</b>	"Plans, designs, and oversees civil engineering projects, such as airports, bridges, buildings, channels, dams, harbors, irrigation systems, pipelines, power plants, railroads, roads, sewage systems, tunnels, and water supply. Analyzes reports, maps, drawings, blueprints, tests, and aerial photographs on soil composition, terrain, hydrological characteristics, and other topographical and geologic data to plan and design project. Calculates cost and determines feasibility of project based on analysis of collected data, applying knowledge and techniques of engineering, and advanced mathematics."					
<b>Survey Source/Date:</b> Washington State Public Employers 2015						
<b>Job Title:</b> Civil Engineer, intermediate	\$89,746	13	120	\$69,072	\$79,851	\$90,514
<b>Scope:</b> All Responses adj to Camas WA						
<b>Job Summary:</b>	"Plans, designs, and oversees construction and maintenance of structures and facilities. May perform technical research and utilize computers as aids in developing solutions to engineering projects. This is an intermediate level journey engineer requiring a degree and 3-5 years of experience."					
<b>Survey Source/Date:</b> Wage Access 2016						
<b>Job Title:</b> Civil Engineer 3	\$74,643	10	61	\$55,776	\$72,369	\$88,217
<b>Scope:</b> Nat'l data adj to Camas WA						*
<b>Job Summary:</b>	"Plans and designs civil engineering projects. Analyzes reports, maps, drawings, blueprints and aerial photographs on topographical and geologic data to plan and design project. Calculates cost and determines feasibility of project, and prepares specifications, plans, construction schedules, environmental impact studies and designs for project. Inspects construction site to monitor progress and ensure conformance to engineering plans and specifications. Performs complex, specialized and diverse activities. Work assignments are complicated and often vaguely defined. Under minimal supervision, frequently exercises independent judgment within scope of job and makes decisions with no existing guidelines. Knowledge of specialized, complicated, techniques. BA/BS degree or experience."					
<b>Survey Source/Date:</b> WA Cities & Counties (AWC) 2016	median					
<b>Job Title:</b> Engineer, Journey Level	\$78,117	4	13	\$69,375	\$78,117	\$86,859
<b>Scope:</b> Battleground, Bonney Lake, Tumwater & Vancouver+						
<b>Job Summary:</b>	"Applies civil engineering principles and practices in the preparation of plans, specifications and estimates related to the design, construction and maintenance of public works projects, within established civil engineering practices and procedures. Works on routine projects or specific construction and maintenance of public works projects, within established civil engineering practices and procedures. Works on routine projects or specific areas of more complex projects under the supervision of a senior project engineer. Typically requires a four-year degree and 2-3 years experience."					
<b>AVERAGES</b>	<b>\$86,573</b>	<b>27</b>	<b>283</b>	<b>\$67,814</b>	<b>\$80,511</b>	<b>\$94,054</b>

**DATA ADJUSTED TO: January 2017 \$88,297****27****283****\$68,943****\$81,851****\$95,620****Adjusted 65th percentile \$81,092**

^ Median salary provided in lieu of Weighted Average, which was not available

~ Geographic adjustments of less than 2% not required.

\* Salary percentiles provided in lieu of salary ranges which were not available

+ Position does not exist in all cities

**POSITION: Financial Analyst**

	WEIGHTED AVERAGE	NO. ORGANIZATIONS	NO. INCUMBENTS	MINIMUM	SALARY RANGE MIDPOINT	MAXIMUM
<b>Survey Source/Date:</b> Economic Resource Institute 2017 ^*	median			10th Percentile		90th Percentile
<b>Job Title:</b> Accounting Technician	\$54,339	Not Reported	75	\$48,255	\$54,339	\$62,834
<b>Scope:</b> City Support Services, 175 EEs Portland OR~						
<b>Job Summary:</b> "Aides in the application of principles of accounting and, with experience, may handle complex tasks. Utilizes knowledge of accounting principles related to classifying, recording, and summarizing data and making computations to compile and keep financial records. Finalizes accounting reports. Studies and analyzes accounting records for purposes of preparing statements and reports. Includes such activities as keeping and verifying records of transactions; receiving and disbursing money; computing and verifying amounts; preparing records; combining data and performing computations to create statistical records; and computing costs, verifying bills, invoices, rates, tariff, duties, and amounts due. This position may exist in any of the accounting functions such as payroll, accounts payable, accounts receivable, credit, collections, budgets, financial planning, general accounting, billing, etc. This is a paraprofessional level position and does not require a four-year degree in accounting."						
<b>Survey Source/Date:</b> Comp Data Benchmark Pro 2016						
<b>Job Title:</b> Accounting Specialist	\$48,571	45	104	\$41,574	\$51,815	\$62,057
<b>Scope:</b> Western Region, adj to Camas WA						
<b>Job Summary:</b> "Performs various analytical and review functions to ensure accounting accuracy. Assists with monthly closing process. Records general ledger entries. Compiles reconciliations. Assists in preparing budgets and forecasts. Codes and processes payables and receivables. Associate's degree required and two years experience."						
<b>Survey Source/Date:</b> Wage Access 2016						
<b>Job Title:</b> Financial Analyst 2	\$57,329	41	163	\$45,489	\$57,846	\$71,064
<b>Scope:</b> Nat'l data adj to Camas WA						
<b>Job Summary:</b> "Prepares and conducts financial analyses of organization's assets, liabilities and capital. Analyzes company performance with regard to cash flow, income statement, balance sheet and profit and loss statement. Prepares reports for management on current and projected performance of company. Complexity - Performs moderately complex, specialized and diverse activities. Work assignments are demanding and generally not clearly defined. Autonomy - Under limited supervision, routinely exercises independent judgment within scope of job and makes some decisions with no existing guidelines. Knowledge - Knowledge of extensive procedures in an occupational field to perform a wide variety of tasks. Undergraduate study or experience."						
<b>Survey Source/Date:</b> WA Cities & Counties (AWC) 2016	median					
<b>Job Title:</b> Accounting Clerk - Journey Level	Not Reported	11	25	\$46,872	\$52,610	\$58,348
<b>Scope:</b> Selected Washington Cities+						
<b>Job Summary:</b> "Performs at a fully skilled level a variety of responsible duties to prepare and maintain, and reconcile accounting, budget and other fiscal records and data, e.g., such as bank statements, accounts payable, accounts receivable, general receipts ledger, labor and material ledgers. Classifies and codes entries and transactions in accordance with BARS or other procedures. May specialize in portions of the accounting function such as utility accounting, LID accounting or accounts payable, but is expected to have knowledge sufficient to assist in any function. May assist with the training and supervision of lower-level accounting clerks. Typically requires a two year degree and 2-4 years experience. Advanced level bookkeeping and maintenance of records work as opposed to financial analysis work requiring knowledge of accounting theories and performed by professional level accountants. Excludes positions where supervision is the primary responsibility."						
AVERAGES	\$54,010	97	367	\$45,547	\$54,153	\$63,576
DATA ADJUSTED TO: January 2017	\$54,852	97	367	\$46,152	\$54,871	\$64,420

^ Median salary provided in lieu of Weighted Average, which was not available

\* Salary percentiles provided in lieu of salary ranges which were not available

Adjusted 65th percentile \$54,973

~ Geographic adjustments of less than 2% not required.

+ Vancouver, Anacortes, Arlington, Battle Ground, Bonney Lake, Mill Creek, Moses Lake, Mukilteo Tumwater, Washougal and Ridgefield

**CITY NOTE**

increased 4 grades - internal equity

**POSITION: Financial Assistant II**

	<b>WEIGHTED AVERAGE</b>	<b>NO. ORGANIZATIONS</b>	<b>NO. INCUMBENTS</b>	<b>MINIMUM</b>	<b>SALARY RANGE MIDPOINT</b>	<b>MAXIMUM</b>
<b>Survey Source/Date:</b> Economic Resource Institute 2017 ^*	median			10th Percentile		90th Percentile
<b>Job Title:</b> Billing Clerk	\$43,746	Not Reported	73	\$37,851	\$43,746	\$50,498
<b>Scope:</b> City Support Services, 175 EEs Portland OR						
<b>Job Summary:</b> "Compiles records of charges for services rendered or goods sold. Calculates and records amount of these services and goods, and prepares invoices to be sent to customers or insurance providers. Applies applicable discounts, special rates, or credit terms."						
<b>Survey Source/Date:</b> Milliman NW Utilities						
<b>Job Title:</b> Customer Service Rep	\$49,724	29	646	\$36,336	\$44,480	\$52,624
<b>Scope:</b> Washington data adj to Camas WA						
<b>Job Summary:</b> "Responsible for responding to customer credit and collection inquiries and requests including application for service and disconnect orders, account and billing questions, equal pay and landlord agreements."						
<b>Survey Source/Date:</b> Wage Access 2016						
<b>Job Title:</b> Billing Clerk	\$41,140	25	478	\$28,774	\$33,335	\$39,614
<b>Scope:</b> Nat'l data adj to Camas WA						
<b>Job Summary:</b> "Compiles sales data and prepares invoices or bills. Reviews purchase orders, sales tickets and charge slips to ascertain monthly costs, schedule of work completed, and type of work performed for customer. Computes costs and percentage of work completed. Prepares invoices or bills and posts transactions to accounting records. Performs varied activities. Tasks are involved and occasionally not clearly defined. Under general supervision, exercises some discretion in routine situations. Knowledge of commonly used procedures; requires some previous training."						
<b>Survey Source/Date:</b> WA Cities & Counties (AWC) 2016	median					
<b>Job Title:</b> Accounting Clerk, Entry level	\$46,457	6	15	\$41,546	\$46,457	\$51,368
<b>Scope:</b> Anacortes, Arlington, Battleground, Bonney Lake, Ridgefield & Vancouver+						
<b>Job Summary:</b> "Performs basic posting, filing, and calculating duties. May assists in the preparation of financial reports, documents, memoranda, and the monthly closing of the books as required. Operates within established department policies and procedures and within a limited section of the accounting function, such as accounts payable, accounts receivable, or utility accounting."						
<b>AVERAGES</b>	\$45,938	60	1,212	\$36,127	\$42,004	\$48,526

**DATA ADJUSTED TO: January 2017**    **\$46,615**    **60**    **1,212**    **\$36,523**    **\$42,465**    **\$49,058**  
**Adjusted 65th percentile**    **\$44,931**

^ Median salary provided in lieu of Weighted Average, which was not available

\* Salary percentiles provided in lieu of salary ranges which were not available

~ Geographic adjustments of less than 2% not required.

+ Position does not exist in all cities

**CITY NOTE**      **increased 4 grades -internal equity**

**POSITION: IT Network Administrator**

	<b>WEIGHTED AVERAGE</b>	<b>NO. ORGANIZATIONS</b>	<b>NO. INCUMBENTS</b>	<b>MINIMUM</b>	<b>SALARY RANGE MIDPOINT</b>	<b>MAXIMUM</b>
<b>Survey Source/Date:</b> Economic Resource Institute 2017 ^^ median				10th Percentile		90th Percentile
<b>Job Title:</b> IT Systems Administrator	\$91,413	Not Reported	73	\$76,714	\$91,413	\$110,402
<b>Scope:</b> City Support Services, 175 EEs Portland OR~						
<b>Job Summary:</b> "Administers, develops, runs tests on, implements, and maintains operating system and related software. Establishes and implements standards for computer operations for compatibility between hardware and software, according to specifications and parameters. Troubleshoots and resolves software, operating system, and networking problems. Schedules, performs, and monitors system backups and, when necessary, performs data recoveries. Responsibilities differ from those of an Operating Systems Programmer in that the Systems Administrator is not responsible for altering operating system's software codes."						
<b>Survey Source/Date:</b> Washington State Public Employers 2015						
<b>Job Title:</b> Network Engineer	\$91,781	14	21	\$70,826	\$82,448	\$94,118
<b>Scope:</b> All Responses adj to Camas WA						
<b>Job Summary:</b> "Performs planning, forecasting, and implementing network systems (wireless and/or VoIP) of moderate complexity. Participates in network planning, architecture design and engineering, including communication architectures, topologies, hardware, software, transmission and signaling links and protocols. Work product is a complete network configuration. Evaluates and tests new products and develops documentation of technical standards and interface applications. Performs system tuning and makes recommendations for improvement. Typically has a Bachelor's Degree in Computer Science or other related field and at least 3 years of IT work experience in infrastructure/network environments performing network engineering work."						
<b>Survey Source/Date:</b> Wage Access 2016						
<b>Job Title:</b> Network Administrator	\$76,236	69	139	\$59,473	\$75,153	\$90,952
<b>Scope:</b> Nat'l data adj to Camas WA						
<b>Job Summary:</b> "Coordinates and manages data communications hardware and software. Identifies areas of operation which need upgraded equipment, modems, cables and wires. Tests and evaluates hardware and software to determine efficiency, reliability and compatibility with existing system, and recommends network hardware or software for purchase. Monitors system performance and assists users to identify and solve data communication problems. Performs complex, specialized and diverse activities. Work assignments are complicated and often vaguely defined. Under minimal supervision, frequently exercises independent judgment within scope of job and makes decisions with no existing guidelines. Knowledge of specialized, complicated, techniques. BA/BS degree or experience."						
<b>Survey Source/Date:</b> WA Cities & Counties (AWC) 2016 median						
<b>Job Title:</b> Network Administrator	\$73,636	3	3	\$66,608	\$73,636	\$80,664
<b>Scope:</b> Mountlake Terrace, Mukilteo, Tumwater+						
<b>Job Summary:</b> "Installs, configures, and maintains software and hardware connected to the local area network. Works with departments, vendors, and consultants to assess needs and products, plan hardware and software upgrades, diagnose problems and coordinate repair efforts. Maintains and performs back up and security operations. Recommends and implements standards and policies. May provide training or individual assistance to users. May serve as lead worker for network support and/or personal computer support personnel. Typically requires a four year degree and four years experience plus certification as a network engineer."						
<b>AVERAGES</b>	<b>\$82,281</b>	<b>86</b>	<b>236</b>	<b>\$68,405</b>	<b>\$80,663</b>	<b>\$94,034</b>

**DATA ADJUSTED TO: January 2017    \$83,473                      86                      236                      \$69,544                      \$82,006                      \$95,600**

**Adjusted 65th percentile    \$83,450**

\* Salary percentiles provided in lieu of salary ranges which were not available

~ Geographic adjustments of less than 2% not required.

**POSITION: IT Support Specialist**

	<b>WEIGHTED AVERAGE</b>	<b>NO. ORGANIZATIONS</b>	<b>NO. INCUMBENTS</b>	<b>MINIMUM</b>	<b>SALARY RANGE MIDPOINT</b>	<b>MAXIMUM</b>
<b>Survey Source/Date:</b> Economic Resource Institute 2017 ^*	median			10th Percentile		90th Percentile
<b>Job Title:</b> Computer Support Specialist	\$58,431	Not Reported	185	\$49,945	\$58,431	\$69,769
<b>Scope:</b> City Support Services, 175 EEs Portland OR~						
<b>Job Summary:</b> "Installs, changes, and repairs minor problems of personal computer hardware and software systems, and gives technical assistance and training to system users. Answers client's inquiries concerning systems operation; diagnoses system hardware, software, and operator problems; and recommends or performs remedial actions to correct problems based on knowledge of system operation. Requires excellent working knowledge of personal computers and peripherals."						
<b>Survey Source/Date:</b> Washington State Public Employers 2015						
<b>Job Title:</b> Help Desk Specialist	\$59,439	20	37	\$49,520	\$56,970	\$64,419
<b>Scope:</b> All Responses adj to Camas WA						
<b>Job Summary:</b> "Provides support services to internal and/or external users of the organization's computer systems and network. Acts as first-level problem identifier and resolver. Coordinates user problems resolution with appropriate resource if necessary. Typically a senior level nonexempt or entry level exempt position requiring 2 years of experience."						
<b>Survey Source/Date:</b> Wage Access 2016						
<b>Job Title:</b> Help Desk Rep 2	\$46,121	70	426	\$37,070	\$46,055	\$55,613
<b>Scope:</b> Nat'l data adj to Camas WA						
<b>Job Summary:</b> "Investigates and resolves computer software, hardware and network communications problems of users. Speaks with users to learn source of error. Determines cause and researches problem to find solution. Communicates with programming staff to explain software errors or recommend changes to programs. Contacts software and hardware vendors to request service for defective products. Performs moderately complex and specialized activities. Tasks are involved and occasionally not clearly defined. Under general supervision, makes assessments and exercises some discretion in routine situations. Knowledge of standardized procedures. Requires considerable training or experience."						
<b>Survey Source/Date:</b> WA Cities & Counties (AWC) 2016	median					
<b>Job Title:</b> Computer Support Specialist	\$59,332	11	18	\$56,097	\$59,332	\$62,568
<b>Scope:</b> Battleground, Vancouver & Washougal+						
<b>Job Summary:</b> "Provides user support, technical assistance and training to desktop computer users and performs routine maintenance to computer systems. Installs hardware and software, diagnoses problems, and determines corrective action. Serves as first contact for users experiencing computer problems. Works independently with little supervision; refers complex problems or network problems to higher level employees. May support computerized telephone systems. Typically requires a two-year degree and two years experience."						
<b>AVERAGES</b>	<b>\$50,637</b>	<b>101</b>	<b>666</b>	<b>\$48,158</b>	<b>\$55,197</b>	<b>\$63,092</b>

**DATA ADJUSTED TO: January 2017    \$51,367                      101                      666                      \$48,960                      \$56,116                      \$64,143**  
**Adjusted 65th percentile    \$59,330**

^ Median salary provided in lieu of Weighted Average, which was not available

\* Salary percentiles provided in lieu of salary ranges which were not available

**CITY NOTE****increased 1 grade - internal equity**

~ Geographic adjustments of less than 2% not required.

+ Anacortes, Battleground, Bonney Lake, Maple Valley, Monroe, , Moses Lake, Mountlake Terrace, Mukilteo, Tumwater, Washougal &amp; Vancouver

**POSITION: IT Systems Analyst/Programmer**

	<b>WEIGHTED AVERAGE</b>	<b>NO. ORGANIZATIONS</b>	<b>NO. INCUMBENTS</b>	<b>MINIMUM</b>	<b>SALARY RANGE MIDPOINT</b>	<b>MAXIMUM</b>
<b>Survey Source/Date:</b> Economic Resource Institute 2017 ^*	median			10th Percentile		90th Percentile
<b>Job Title:</b> Database Analyst	\$94,634	Not Reported	73	\$80,374	\$94,634	\$113,017
<b>Scope:</b> City Support Services, 175 EEs Portland OR~						
<b>Job Summary:</b> "Analyzes business procedures and problems to refine data for database management. Analyzes, designs and implements accurate, secure, efficient, logical and physical data bases and coordinates database development applying knowledge of database design standards and database management system. Identifies and resolves production and/or applications development problems related to the use of the database management system software or utilities. Reviews project request describing database user needs. Studies existing data handling systems to evaluate effectiveness, and develops new systems to improve production or workflow as required. Excludes paraprofessional positions."						
<b>Survey Source/Date:</b> Washington State Public Employers 2015						
<b>Job Title:</b> Database Administrator	\$105,115	17	58	\$73,993	\$88,560	\$103,172
<b>Scope:</b> All Responses adj to Camas WA						
<b>Job Summary:</b> "Oversees the technical design and development of IT databases and associated master files. Coordinates efforts with systems, operations and technical support staff to establish and modify databases and master files, and ensures database quality, integrity and performance. Plans, establishes and maintains allocation control over the availability of disk space for existing and projected requirements. May supervise Database Analysts. Typically requires a degree and in-depth knowledge and experience with database management systems and associated utility software."						
<b>Survey Source/Date:</b> Wage Access 2016						
<b>Job Title:</b> Database Programmer/Analyst 4	\$88,876	19	64	\$69,100	\$88,383	\$109,287
<b>Scope:</b> Nat'l data adj to Camas WA						
<b>Job Summary:</b> "Designs logical and physical databases and coordinates database development. Revises data definitions as stored data dictionary and determines changes to data dictionary, including type, structure and intended use of data. Develops data models describing data elements and their usage. Writes description of data accesses methodology. Develops physical database description, including location, space requirements and access method. Performs highly complex, specialized and diverse activities. Work assignments are challenging and generally ambiguous. Exercises independent judgment and makes decisions with no existing guidelines. May have authority over a project, functional area or department. - Knowledge of a wide range of concepts/principles. BA/BS degree and graduate study or experience."						
<b>Survey Source/Date:</b> WA Cities & Counties (AWC) 2016	median					
<b>Job Title:</b> Systems Analyst/Programmer	\$79,112	3	3	\$68,832	\$79,112	\$89,392
<b>Scope:</b> Arlington, Tukwila & Vancouver+						
<b>Job Summary:</b> "Performs both system analysis and programming tasks for complex computer systems. Confers with city departments to assess needs, analyze existing systems, and recommends modifications or development of new systems. Develops design specifications and designs, codes, tests, debugs documents, and maintains those programs. Works with little to no supervision. May lead and/or train employees in lower level information systems job classifications. Typically requires a four-year degree and 3-4 years experience."						
<b>AVERAGES</b>	\$95,608	39	198	\$73,075	\$87,672	\$103,717
<b>DATA ADJUSTED TO: January 2017</b>	<b>\$97,220</b>	<b>39</b>	<b>198</b>	<b>\$74,291</b>	<b>\$89,132</b>	<b>\$105,444</b>
				<b>Adjusted 65th percentile</b>	<b>\$90,025</b>	

^ Median salary provided in lieu of Weighted Average, which was not available

~ Geographic adjustments of less than 2% not required.

\* Salary percentiles provided in lieu of salary ranges which were not available

+ Position does not exist in all cities



**POSITION: Senior Permit Technician**

	<b>WEIGHTED AVERAGE</b>	<b>NO. ORGANIZATIONS</b>	<b>NO. INCUMBENTS</b>	<b>MINIMUM</b>	<b>SALARY RANGE MIDPOINT</b>	<b>MAXIMUM</b>
<b>Survey Source/Date:</b> Economic Resource Institute 2017 ^* <b>Job Title:</b> Doc Control Clerk, Engineering <b>Scope:</b> City Support Services, 175 EEs Portland OR~	median \$45,912	Not Reported	156	10th Percentile \$40,743	90th Percentile \$45,912	\$52,297
<b>Job Summary:</b> "Compiles and keeps up maintenance of control records and related files to release blueprints, drawings, and engineering documents to manufacturing and other operating departments. Arranges and files a variety of drawings, manuals, blueprints, electrical drawings, and software in a variety of filing systems and databases, and retrieves that information as requested. Examines documents, such as blueprints, drawings, change orders, and specifications to verify completeness and accuracy of data."						
<b>Survey Source/Date:</b> Washington State Public Employers 2015 <b>Job Title:</b> Building Permit Specialist <b>Scope:</b> All Responses adj to Camas WA	\$59,522	11	27	\$47,720	\$54,358	\$60,995
<b>Job Summary:</b> "Performs technical and administrative duties that support building department functions. Accepts permit applications, reviews them for completeness and errors, enters data into computerized tracking system, and routes them for review. Accepts, reviews, and issues permits for simple and over-the-counter permit applications. Answers questions about building codes and provides copies of plans, maps, and other documents to customers. Tracks progress of permit applications. May perform simple plan review. May include limited clerical work. Typically requires 1-2 years experience and reports to the building official."						
<b>Survey Source/Date:</b> WA Cities & Counties (AWC) 2016 <b>Job Title:</b> Building Permit Specialist <b>Scope:</b> Selected Washington Cities+	median \$51,789	12	23	\$45,961	\$51,789	\$57,616
<b>Job Summary:</b> "Performs technical and administrative duties that support building department functions. Accepts permit applications, reviews them for completeness and errors, enters data into computerized tracking system, and routes them for review. Accepts, reviews, and issues permits for simple and over-the-counter permit applications. Answers questions about building codes and provides copies of plans, maps, and other documents to customers. Tracks progress of permit applications. May perform simple plan review. May include limited clerical work. Typically requires two years experience."						
<b>AVERAGES</b>	\$48,348	23	206	\$44,808	\$50,686	\$56,969
<b>DATA ADJUSTED TO: January 2017</b>	<b>\$48,639</b>	<b>23</b>	<b>206</b>	<b>\$45,521</b>	<b>\$51,492</b>	<b>\$57,875</b>
				<b>Adjusted 65th percentile</b>	<b>\$53,395</b>	

^ Median salary provided in lieu of Weighted Average, which was not available

\* Salary percentiles provided in lieu of salary ranges which were not available

~ Geographic adjustments of less than 2% not required.

+Anacortes, Maple Valley, Mill Creek, Moses Lake, Mount Terrace, Mukilteo, Tumwater &amp; Vancouver

**CITY NOTE**                    **increased 2 grades - internal equity**

**POSITION: Sr Plans Examiner**

	<b>WEIGHTED AVERAGE</b>	<b>NO. ORGANIZATIONS</b>	<b>NO. INCUMBENTS</b>	<b>MINIMUM</b>	<b>SALARY RANGE MIDPOINT</b>	<b>MAXIMUM</b>
<b>Survey Source/Date:</b> Washington State Public Employers 2015						
<b>Job Title:</b> Plans Examiner Commercial	\$82,938	7	23	\$66,241	\$73,725	\$81,126
<b>Scope:</b> All Responses adj to Camas WA						
<b>Job Summary:</b> "Reviews construction plans for commercial, industrial and multifamily buildings for compliance with all standards, codes, ordinances and zoning requirements including structural/mechanical plans, fire-life safety plans, plumbing plans, fire sprinkler plans and fire alarm plans. Approves or denies plans. Attends pre-design and plan review meetings with developers and contractors. May conduct field inspections. Typically requires a 2 year degree and 2-3 years experience, plus certification as a plans examiner."						
<b>Survey Source/Date:</b> Wage Access 2016*						
<b>Job Title:</b> Building Plan Examiner	\$56,990	6	98	10th Percentile \$39,875	\$54,799	90th Percentile \$66,932
<b>Scope:</b> Nat'l data adj to Camas WA						
<b>Job Summary:</b> "Review residential, commercial and industrial construction plans for compliance with building and mechanical codes, industry standards, ordinances and zoning requirements. Checks for appropriate engineering and building safety requirements. Approves plans or works with contractor to suggests plan modifications to achieve conformance to permit requirements. Performs complex and specialized activities. Tasks are demanding and generally not clearly defined. Under limited supervision, makes assessments and exercises discretion in defined situations. Knowledge of extensive procedures in an						
<b>Survey Source/Date:</b> WA Cities & Counties (AWC) 2016 median						
<b>Job Title:</b> Plans Examiner	\$68,894	6	6	\$61,348	\$68,894	\$76,440
<b>Scope:</b> Selected Washington Cities+						
<b>Job Summary:</b> "Reviews commercial and residential plans and specifications for compliance with building, mechanical, plumbing and related code requirements and other regulations. Typical duties include conducting pre-application meetings with design professionals, documenting plan review issues, conducting code research. May include field inspections. Typically requires a two year degree and three years experience plus certification as a building inspector and/or plans examiner."						
<b>AVERAGES</b>	\$62,252	19	127	\$55,821	\$65,806	\$74,833
<b>DATA ADJUSTED TO: January 2017</b>	<b>\$63,601</b>	<b>19</b>	<b>127</b>	<b>\$57,061</b>	<b>\$67,267</b>	<b>\$76,494</b>
				<b>Adjusted 65th percentile</b>	<b>\$71,905</b>	

\* Salary percentiles provided in lieu of salary ranges which were not available

+Vancouver, Anacortes, Arlington, Bonney Lake, Moses Lake, Tumwater

**POSITION: Police Records Clerk/Dispatch II**

	<b>WEIGHTED AVERAGE</b>	<b>NO. ORGANIZATIONS</b>	<b>NO. INCUMBENTS</b>	<b>MINIMUM</b>	<b>SALARY RANGE MIDPOINT</b>	<b>MAXIMUM</b>
<b>Survey Source/Date:</b> Washington State Public Employers 2015						
<b>Job Title:</b> Police Records Specialist	\$53,827	12	55	\$41,546	\$46,564	\$51,582
<b>Scope:</b> All Responses adj to Camas WA						
<b>Job Summary:</b> "This journey level position typically performs a variety of duties related to police records, including data entry, data inquiry and specialized administrative assistance in support of the police operations. Typically requires 2 years clerical experience including some experience in a criminal justice environment. Must be Law Enforcement Data System (LEDS) certified within sixty days of hire."						
<b>Survey Source/Date:</b> Compdata Benchmark Pro 2015						
<b>Job Title:</b> Clerk II Senior	\$38,625	188	1,128	\$30,076	\$38,110	\$46,144
<b>Scope:</b> Western Region adj to Camas WA						
<b>Job Summary:</b> "Performs moderately complex clerical functions including receiving, classifying, reconciling, consolidating, and summarizing documents and information. Maintains records or logs. Verifies completeness and accuracy of information. Sets-up and maintains files and records. Uses PC, calculator, and other standard office equipment for recording, storing, retrieving, and compiling information. Compiles regular and special reports using established formats and procedures. Possesses knowledge of organization or department procedures. High school education or equivalent required and two years experience."						
<b>Survey Source/Date:</b> Wage Access 2016						
<b>Job Title:</b> Emergency Dispatcher/911 Oper.	\$43,533	18	439	\$35,862	\$46,037	\$56,456
<b>Scope:</b> Nat'l data adj to Camas WA						
<b>Job Summary:</b> "Receives incoming calls for assistance and dispatches personnel and equipment to scene of emergency. Questions caller to determine nature of problem and number of personnel and equipment needed. Monitors alarm system signals that indicate location of fire or other emergency. Dispatches police, fire, medical, and other personnel and equipment and relays instructions or information to units. May provide prearrival instructions to caller, utilizing knowledge of emergency medical techniques. May activate alarm system to notify fire stations. Complexity - Performs complex and specialized activities. Tasks are demanding and generally not clearly defined. Autonomy - Under limited supervision, makes assessments and exercises discretion in defined situations. Knowledge - Knowledge of extensive procedures in an occupational field to perform a wide variety of tasks. Undergraduate study or experience."						
<b>Survey Source/Date:</b> WA Cities & Counties (AWC) 2016	median					
<b>Job Title:</b> Police Records Clerk Sherrif's Office	\$48,410	9	18	\$43,159	\$48,410	\$53,661
<b>Scope:</b> Selected Washington Cities+						
<b>Job Summary:</b> "Performs a variety of specialized clerical duties to support police department/sheriff's office operations. Maintains and updates computerized police records, issues permits and licenses, prepares reports. May receive certain types of crime and citizen reports and respond to requests for routine police information from the public. May process, identify and record found property and case evidence. Excludes employees who spend more than 10% of their time dispatching."						
<b>AVERAGES</b>	\$40,556	227	1,640	\$37,661	\$44,780	\$51,961

**DATA ADJUSTED TO: January 2017**    **\$41,446**    **227**    **1,640**    **\$38,500**    **\$45,779**    **\$53,120**  
**Adjusted 65th percentile**    **\$47,576**

+ Anacortes, Arlington, Battle Ground, Mill Creek, Moses Lake, Mukilteo, Tumwater, Washougal, Ridgefield

**CITY NOTE**

**increased 1 grade - internal equity**

**POSITION: Project Manager**

	<b>WEIGHTED AVERAGE</b>	<b>NO. ORGANIZATIONS</b>	<b>NO. INCUMBENTS</b>	<b>MINIMUM</b>	<b>SALARY RANGE</b>	
					<b>MIDPOINT</b>	<b>MAXIMUM</b>
<b>Survey Source/Date:</b> Economic Resource Institute 2017 ^^	median			10th Percentile		90th Percentile
<b>Job Title:</b> Construction Engineer Mgr, 5 yrs. expr	\$98,223	Not Reported	26	\$88,679	\$98,223	\$111,762
<b>Scope:</b> City Support Services, 175 EEs Portland OR~						
<b>Job Summary:</b> "Manages, coordinates, and utilizes functional authority for planning, organization, control, integration, and completion of engineering project within area of assigned responsibility. Plans and oversees engineering program and organizes project staff according to project requirements. Assigns project personnel to specific phases or aspects of project, such as technical studies, design, preparation of specifications and technical plans, and testing, in accordance with engineering disciplines of staff."						
<b>Survey Source/Date:</b> Comp Data Benchmark Pro 2015						
<b>Job Title:</b> Construction Manager	\$108,656	29	38	\$82,582	\$99,676	\$116,654
<b>Scope:</b> Western Region adj to Camas WA						
<b>Job Summary:</b> "Manages project and insures compliance with design, budget, and schedule. Contributes to design as needed. Directs development of budget and schedule. Negotiates with subcontractors. Maintains liaison with client. Bachelor's degree preferred and four years experience."						
<b>Survey Source/Date:</b> Wage Access 2016						
<b>Job Title:</b> Civil Engineering Manager	\$107,160	11	47	\$84,914	\$105,803	\$127,466
<b>Scope:</b> Nat'l data adj to Camas WA						
<b>Job Summary:</b> "Manages activities involved in planning and designing civil engineering projects. Reviews project plans and designs, and determines feasibility of projects. Directs preparation of specifications, plans, construction schedules, environmental impact studies and designs for project. Ensure progress and conformance to engineering plans and specifications. May be licensed or certified by State. Manages a project, functional area or department within a division at a single location. Job performance significantly impacts department operations and may impact profitability of organization. Receives broadly defined goals and objectives. Exercises independent judgment and makes decisions with some existing guidelines. Usually has budget and/or hiring authority. May supervise activities of supervisors and/or non-management employees."						
<b>Survey Source/Date:</b> WA Cities & Counties (AWC) 2016	median					
<b>Job Title:</b> Engineer, Senior level	\$88,235	5	18	\$77,690	\$88,235	\$98,779
<b>Scope:</b> Selected Washington Cities+						
<b>Job Summary:</b> "Serves as project leader and applies civil engineering principles and practices in the preparation of plans, specifications and estimates related to the design, construction and maintenance of public works projects. Oversees assigned projects to ensure contractor compliance with time schedule and budget. may make effective recommendations to hire, fire, transfer and discipline employees. Typically requires a four year degree and 4-5 years experience."						
<b>AVERAGES</b>	<b>\$103,173</b>	<b>45</b>	<b>129</b>	<b>\$83,466</b>	<b>\$97,984</b>	<b>\$113,665</b>
<b>DATA ADJUSTED TO: January 2017</b>	<b>\$104,741</b>	<b>45</b>	<b>129</b>	<b>\$84,574</b>	<b>\$99,285</b>	<b>\$115,174</b>
				<b>Adjusted 65th percentile</b>	<b>\$100,926</b>	

^ Median salary provided in lieu of Weighted Average, which was not available

~ Geographic adjustments of less than 2% not required.

\* Salary percentiles provided in lieu of salary ranges which were not available

+ Maple Valley, Monroe, Mountlake Terrace, Tumwater &amp; Vancouver

**CITY NOTE decreased 3 grades- internal equity, some comp data not accurate (ie budget auth)**

**POSITION: Recreation Coordinator**

	WEIGHTED AVERAGE	NO. ORGANIZATIONS	NO. INCUMBENTS	MINIMUM	SALARY RANGE MIDPOINT	MAXIMUM
<b>Survey Source/Date:</b> Economic Resource Institute 2017 ^*	median			10th Percentile		90th Percentile
<b>Job Title:</b> Events & Promotions Coordinator	\$48,161	Not Reported	57	\$40,962	\$48,161	\$57,469
<b>Scope:</b> City Support Services, 175 EEs Portland OR~						
<b>Job Summary:</b> "Arranges and facilitates promotions and events. Leads the promotion or event from concept to clean up. Assesses promotions and events to ensure employee understanding, guest satisfaction, budget alignment and profitability. Proposes improvements or new programs to stimulate business or increase efficiency and efficacy of operations."						
<b>Survey Source/Date:</b> Washington State Public Employers 2015						
<b>Job Title:</b> Recreation Coordinator	\$69,728	9	51	\$55,105	\$62,047	\$69,059
<b>Scope:</b> All Responses adj to Camas WA						
<b>Job Summary:</b> "Plans, organizes, leads and instructs assigned recreational, sport, social or cultural activities such as craft programs, dance instruction, sports tournaments, swimming, excursions, social events and other related functions for individuals and groups of all ages. Performs independently in accordance with departmental policies and procedures under general supervision. Directs work activities of part-time and contract instructors, seasonal workers and volunteers. Typically requires a 4 year degree and 2 years experience. Typically reports to a recreation supervisor/manager. NOTE: Excludes supervisors of other recreation leaders."						
<b>Survey Source/Date:</b> WA Cities & Counties (AWC) 2016	median					
<b>Job Title:</b> Recreation Coordinator	\$53,024	8	26	\$47,085	\$53,024	\$58,964
<b>Scope:</b> Selected Washington Cities+						
<b>Job Summary:</b> "Plans, organizes, leads and instructs assigned recreational, sport, social or cultural activities such as craft programs, dance instruction, sports tournaments, swimming, excursions, social events and other related functions for individuals and groups of all ages. Performs independently in accordance with departmental policies & procedures under general supervision. Directs work activities of part time and contract instructors, seasonal workers and volunteers. Typically requires four-year degree and two years experience."						
AVERAGES	\$57,313	17	134	\$47,717	\$54,411	\$61,830

**DATA ADJUSTED TO: January 2017 \$58,230****17****134****\$48,476****\$55,276****\$62,814****Adjusted 65th percentile \$56,617**

^ Median salary provided in lieu of Weighted Average, which was not available

\* Salary percentiles provided in lieu of salary ranges which were not available

~ Geographic adjustments of less than 2% not required.

+ Anacortes, Battleground, Bonney Lake, lake Stevens, Mill Creek, Moses Lake, Mountlake Terrace, Mukilteo, Tumwater, Washougal &amp; Vancouver

**POSITION: Recreation Facilities Coordinator**

	<b>WEIGHTED AVERAGE</b>	<b>NO. ORGANIZATIONS</b>	<b>NO. INCUMBENTS</b>	<b>MINIMUM</b>	<b>SALARY RANGE MIDPOINT</b>	<b>MAXIMUM</b>
<b>Survey Source/Date:</b> Economic Resource Institute 2017 ^*      median				10th Percentile		90th Percentile
<b>Job Title:</b> Coordinator	\$52,585	Not Reported	40	\$46,799	\$52,585	\$60,809
<b>Scope:</b> City Support Services, 175 EEs Portland OR~						
<b>Job Summary:</b> "Arranges schedules and regulates flow of work within or between organizational units or businesses. Checks master schedule and work orders, establishes priorities, and changes schedule according to projects, work order specifications, established priorities, and availability or capability of workers, parts, material, machines, and equipment."						
<b>Survey Source/Date:</b> Washington State Public Employers 2015						
<b>Job Title:</b> Office Support Specialist, Interm.	\$48,159	24	204	\$37,038	\$42,283	\$47,540
<b>Scope:</b> All Responses adj to Camas WA						
<b>Job Summary:</b> "Performs moderately complex clerical and secretarial duties. Assignments require a basic knowledge of practices and procedures of the function. Sets up and maintains files, prepares reports, agendas, memos and correspondence. May prepare documents from rough draft to final form. Transcribes dictation, answers routine correspondence, arranges meetings, makes appointments, screens calls and takes messages. Works under limited supervision. This is the intermediate level position typically requiring demonstrated secretarial skills and a working knowledge of office equipment, including word processing and spreadsheet software, with 1-2 years of secretarial experience."						
<b>Survey Source/Date:</b> Wage Access 2016						
<b>Job Title:</b> Administrative Assistant 3	\$48,014	10	525	\$41,732	\$51,047	\$61,835
<b>Scope:</b> Nat'l public administration data adj to Camas WA						
<b>Job Summary:</b> "Provides administrative support and assistance to management and departments. Answers telephones, types correspondence and schedules appointments. Reviews and routes incoming mail. Composes and types routine correspondence. Arranges travel schedules and reservations. Compiles and prepares reports and presentations. Records minutes for meetings. Performs varied activities. Tasks are demanding and generally not clearly defined. Under limited supervision, exercises discretion in defined situations. Knowledge of standardized procedures. Requires considerable training or experience."						
<b>Survey Source/Date:</b> WA Cities & Counties (AWC) 2016      median						
<b>Job Title:</b> Clerical, Journey Level	\$50,201	9	35	\$46,187	\$50,201	\$54,215
<b>Scope:</b> Selected Washington Cities+						
<b>Job Summary:</b> "Performs a variety of the more complex and diverse clerical or administrative support work based on a knowledge of specialized functional or department procedures. Performs varied clerical, statistical, data gathering and compilation, typing and/or word processing duties. May independently compose routine correspondence, prepares reports. Requires some independent judgement, interpretation, or analysis of data, policies and procedures. Typically requires 3-4 years experience."						
<b>AVERAGES</b>	\$48,373	43	804	\$42,939	\$49,029	\$56,100
<b>DATA ADJUSTED TO: January 2017</b>	<b>\$49,438</b>	<b>43</b>	<b>804</b>	<b>\$43,654</b>	<b>\$49,845</b>	<b>\$57,034</b>
				<b>Adjusted 65th percentile</b>	<b>\$51,854</b>	

^ Median salary provided in lieu of Weighted Average, which was not available

\* Salary percentiles provided in lieu of salary ranges which were not available

~ Geographic adjustments of less than 2% not required.

+Anacortes, Battleground, Bonney Lake, Maple Valley, Mill Creek, Moses Lake, Mountlake Terrace, Mukilteo, Tumwater &amp; Vancouver

**POSITION: Senior Planner**

	<b>WEIGHTED AVERAGE</b>	<b>NO. ORGANIZATIONS</b>	<b>NO. INCUMBENTS</b>	<b>MINIMUM</b>	<b>SALARY RANGE MIDPOINT</b>	<b>MAXIMUM</b>
<b>Survey Source/Date:</b> Economic Resource Institute 2017 ^*	median			10th Percentile		90th Percentile
<b>Job Title:</b> Urban Planner, level 3	\$77,463	Not Reported	73	\$67,082	\$77,463	\$91,362
<b>Scope:</b> City Support Services, 175 EEs Portland OR~						
<b>Job Summary:</b> "Plans and develops short- and long-term comprehensive programs and plans for development, growth, revitalization, and utilization of land and physical facilities of cities, counties, and metropolitan areas to maximize quality of life for the community and its residents. Collects and analyzes data on economic, social, and physical factors affecting land use, projects future community needs, and prepares or requisitions graphic and narrative reports on data."						
<b>Survey Source/Date:</b> Washington State Public Employers 2015						
<b>Job Title:</b> Planner, Senior	\$90,231	16	136	\$69,199	\$80,104	\$91,056
<b>Scope:</b> All Responses adj to Camas WA						
<b>Job Summary:</b> "Researches and analyzes technical data to apply planning and zoning regulations to complex and/or highly sensitive development, construction, and land use issues. Supervises short-term and long-range planning programs and projects, including serving as lead worker for assigned staff. Participates in the formulation of departmental goals and objectives. Interprets and prepares data for planning studies, reports and recommendations. Supervises grant-funded projects as assigned, including publicity, public relations, purchasing, record-keeping, utilization of subordinate work force and progress reports to sponsoring agency. Provides staff support to a variety of planning boards, commissions, and committees, and presents reports and recommendations to them. May supervise lower-level employees. Typically requires a 4 year degree and 4 years experience. Usually distinguished from the journey level planner by project management and supervisory responsibilities. Typically reports to a planning manager (in larger organizations) or director of planning and community development (in smaller organizations)."						
<b>Survey Source/Date:</b> WA Cities & Counties (AWC) 2016	median					
<b>Job Title:</b> Planner, Senior	\$80,227	10	17	\$71,754	\$80,227	\$88,699
<b>Scope:</b> Selected Washington Cities+						
<b>Job Summary:</b> "Researches and analyzes technical data to apply planning and zoning regulations to complex and/or highly sensitive development, construction, and land use issues. Supervises short-term and long-range planning programs and projects, including serving as lead worker for assigned staff. Participates in the formulation of departmental goals and objectives. Interprets and prepares data for planning studies, reports and recommendations. Supervises grant-funded projects as assigned, including publicity, public relations, purchasing, record-keeping, utilization of subordinate work force and progress reports to sponsoring agency. Provides staff support to a variety of planning boards, commissions, and committees, and presents reports and recommendations to them. May supervise lower-level employees. Typically requires a 4 year degree and 4 years experience. Usually distinguished from the journey level planner by project management and supervisory responsibilities. Typically reports to a planning manager (in larger organizations) or director of planning and community development (in smaller organizations)."						
<b>AVERAGES</b>	<b>\$85,354</b>	<b>26</b>	<b>226</b>	<b>\$69,345</b>	<b>\$79,264</b>	<b>\$90,372</b>

**DATA ADJUSTED TO: January 2017 \$87,283****26****226****\$70,448****\$80,525****\$91,809****Adjusted 65th percentile \$81,415**

^ Median salary provided in lieu of Weighted Average, which was not available

\* Salary percentiles provided in lieu of salary ranges which were not available

~ Geographic adjustments of less than 2% not required.

+ Anacortes, Battleground, Bonney Lake, Maple Valley, Mill Creek, Moses Lake, Mountlake Terrace, Mukilteo, Tumwater &amp; Vancouver



Fire

**City of Camas Washington  
Salary Survey  
(Dollars per Year)**

**POSITION: Battalion Chief**

	WEIGHTED AVERAGE	NO. ORGANIZATIONS	NO. INCUMBENTS	MINIMUM	SALARY RANGE MIDPOINT	MAXIMUM
<b>Survey Source/Date:</b> Bureau of Labor Statistics 2015 *^	Median			10th%	50th%	90th%
<b>Job Title:</b> 1st Line Sup of Fire Fight & Prevention Wrkrs	\$89,622	not reported	27	\$60,470	\$89,622	\$117,946
<b>Scope:</b> Washington adj to Camas WA						
<b>Job Summary:</b> "Directly supervise and coordinate activities of workers engaged in fire fighting and fire prevention and control."						
<b>Survey Source/Date:</b> Washington State Public Employers 2015						
<b>Job Title:</b> Fire Battalion Chief	\$112,471	7	49	\$94,416	\$100,441	\$106,466
<b>Scope:</b> All Responses adj to Camas WA						
<b>Job Summary:</b> "Supervises and coordinates the fire department or major geographical area during an assigned shift; directs subordinate personnel to control and extinguish fires for the preservation of life and property. Typically responsible for response to hazardous spills. May direct investigation of causes of incendiary and arson cases. Conducts training programs as directed. Plans for purchase of new equipment and use of new techniques in rescue, first-aid and firefighting operations. Responsible for applying sound supervisory principles and techniques. Typically reports to the fire chief."						
<b>Survey Source/Date:</b> Washington Cities & Counties (AWC) 2016						
<b>Job Title:</b> Fire Battalion Chief	\$102,728	3	13	\$95,892	\$102,728	\$109,564
<b>Scope:</b> Moses Lake, Tukwila & Vancouver+						
<b>Job Summary:</b> "Supervises and coordinates all or a major portion of fire department activities during an assigned shift. Directs subordinate personnel to control and extinguish fires. May direct investigation of arson cases. Plans for purchase of new equipment and use of new techniques."						
AVERAGES	\$104,116	10	89	\$83,593	\$97,597	\$111,325
<b>DATA ADJUSTED TO: January 2017</b>	<b>\$107,502</b>	<b>10</b>	<b>89</b>	<b>\$85,928</b>	<b>\$100,323</b>	<b>\$114,435</b>
				<b>Adjusted 65th percentile</b>	<b>\$103,952</b>	

^ Median salary provided in lieu of Weighted Average, which was not available

\* Salary percentiles provided in lieu of salary ranges which were not available

~ Geographic adjustments of less than 2% not required.

+Position does not exist in all cities

**CITY NOTE**

**increased approx. 5% using comps  
not an exact grade fit  
used Tent Agreement wage proposal to compute**

Fire

City of Camas Washington  
Salary Survey  
(Dollars per Year)

POSITION: Deputy Fire Marshal

Insufficient Data - Informational Purposes Only

	WEIGHTED AVERAGE	NO. ORGANIZATIONS	NO. INCUMBENTS	MINIMUM	SALARY RANGE MIDPOINT	MAXIMUM
<b>Survey Source/Date:</b> Bureau of Labor Statistics 2015 *^	Median					
<b>Job Title:</b> Fire Inspector and Investigator	\$86,910	not reported	220	\$64,372	\$86,910	\$116,724
<b>Scope:</b> Washington adj to Camas WA						
<b>Job Summary:</b> "Inspect buildings to detect fire hazards and enforce local ordinances and State laws, or investigate and gather facts to determine cause of fires and explosions."						
<b>Survey Source/Date:</b> Business & Legal Resources 2016 ^^				10th%	50th%	90th%
<b>Job Title:</b> Fire Inspector and Investigator	\$70,054	not reported	220	\$46,606	\$68,718	\$97,352
<b>Scope:</b> Local Government, SW Washington						
<b>Job Summary:</b> "Inspect buildings to detect fire hazards and enforce local ordinances and State laws. Investigate and gather facts to determine cause of fires and explosions."						
AVERAGES	\$78,482	0	440	\$55,489	\$77,814	\$107,038
DATA ADJUSTED TO: January 2017	\$80,354	0	440	\$56,812	\$79,670	\$109,591

^ Median salary provided in lieu of Weighted Average, which was not available

\* Salary percentiles provided in lieu of salary ranges which were not available

~ Geographic adjustments of less than 2% not required.

CITY NOTE      increased approx. 12.5% using comps  
not an exact grade fit  
used Tent Agreement wage proposal to compute

Adjusted 65th percentile      \$82,464

Fire

City of Camas Washington  
Salary Survey  
(Dollars per Year)

POSITION: Fire Captain

Insufficient Data - Informational Purposes Only

	WEIGHTED AVERAGE	NO. ORGANIZATIONS	NO. INCUMBENTS	MINIMUM	SALARY RANGE MIDPOINT	MAXIMUM
Survey Source/Date: Washington Cities & Counties (AWC) 2016						
Job Title: Fire Captain	\$98,019	4	92	\$93,375	\$98,019	\$102,663
Scope: Arlington, Moses Lake, Tumwater & Vancouver+						
Job Summary: "Supervises personnel and equipment within an assigned area. Coordinate activities among shifts and administer fire company policy. May relieve subordinate officers of command at an emergency scene. May include responsibility for EMS."						
AVERAGES	\$98,019	4	92	\$93,375	\$98,019	\$102,663
DATA ADJUSTED TO: January 2017	\$99,156	4	92	\$94,458	\$99,156	\$103,854

^ Median salary provided in lieu of Weighted Average, which was not available

\* Salary percentiles provided in lieu of salary ranges which were not available

~ Geographic adjustments of less than 2% not required.

+Position does not exist in all cities

CITY NOTE      decreased approx. 12.5% using comps  
not an exact grade fit  
used Tent Agreement wage proposal to compute

Adjusted 65th percentile      \$99,501

Fire

City of Camas Washington  
Salary Survey  
(Dollars per Year)

POSITION: Fire Captain/Paramedic

Insufficient Data - Informational Purposes Only

	WEIGHTED AVERAGE	NO. ORGANIZATIONS	NO. INCUMBENTS	MINIMUM	SALARY RANGE MIDPOINT	MAXIMUM
Survey Source/Date: Washington Cities & Counties (AWC) 2016						
Job Title: Fire Captain	\$98,019	4	92	\$93,375	\$98,019	\$102,663
Scope: Arlington, Moses Lake, Tumwater & Vancouver+						
Job Summary: "Supervises personnel and equipment within an assigned area. Coordinate activities among shifts and administer fire company policy. May relieve subordinate officers of command at an emergency scene. May include responsibility for EMS."						
AVERAGES	\$98,019	4	92	\$93,375	\$98,019	\$102,663

DATA ADJUSTED TO: January 2017    \$99,156    4    92    \$94,458    \$99,156    \$103,854

^ Median salary provided in lieu of Weighted Average, which was not available

\* Salary percentiles provided in lieu of salary ranges which were not available

~ Geographic adjustments of less than 2% not required.

+Position does not exist in all cities

CITY NOTE      increased approx. 2.5% using comps  
not an exact grade fit  
used Tent Agreement wage proposal to compute

Adjusted 65th percentile    \$99,501

Fire

**City of Camas Washington  
Salary Survey  
(Dollars per Year)**

**POSITION: Firefighter - Paramedic**

	WEIGHTED AVERAGE	NO. ORGANIZATIONS	NO. INCUMBENTS	MINIMUM	SALARY RANGE MIDPOINT	MAXIMUM
<b>Survey Source/Date:</b> Business & Legal Resources 2016 ^*	Median			10th%	50th%	90th%
<b>Job Title:</b> Firefighter	\$53,227	not reported	48	\$29,702	\$51,563	\$80,683
<b>Scope:</b> Local Government, SW Washington						
<b>Job Summary:</b> "Control and extinguish fires or respond to emergency situations where life, property, or the environment is at risk. Duties may include fire prevention, emergency medical service, hazardous material response, search and rescue, and disaster management."						
<b>Survey Source/Date:</b> Bureau of Labor Statistics 2015 ^*	Median			10th%	50th%	90th%
<b>Job Title:</b> Firefighter	\$69,628	not reported	48	\$25,669	\$69,628	\$94,818
<b>Scope:</b> Washington adj to Camas WA						
<b>Job Summary:</b> "Control and extinguish fires or respond to emergency situations where life, property, or the environment is at risk. Duties may include fire prevention, emergency medical service, hazardous material response, search and rescue, and disaster assistance."						
<b>Survey Source/Date:</b> Washington Cities & Counties (AWC) 2016						
<b>Job Title:</b> Firefighter-Paramedic	\$82,210	5	104	\$72,175	\$82,210	\$92,244
<b>Scope:</b> Anacortes, Arlington, Moses Lake, Mukilteo, Tumwater & Vancouver+						
<b>Job Summary:</b> "Provides advanced life support services to the public. Serves as incident commander at an emergency medical scene. May transport patients from accident scene to emergency medical facility. May also perform other firefighter duties. Requires paramedic certification. Position may be strictly a paramedic or a combination paramedic/firefighter."						
AVERAGES	\$72,234	5	200	\$42,515	\$67,800	\$89,249
<b>DATA ADJUSTED TO: January 2017</b>	<b>\$73,497</b>	<b>5</b>	<b>200</b>	<b>\$43,356</b>	<b>\$69,140</b>	<b>\$91,013</b>
				<b>Adjusted 65th percentile</b>	<b>\$74,853</b>	
					<b>\$74,853</b>	

^ Median salary provided in lieu of Weighted Average, which was not available

\* Salary percentiles provided in lieu of salary ranges which were not available

~ Geographic adjustments of less than 2% not required.

+Position does not exist in all cities

**CITY NOTE**      **increased approx. 12.5% using comps**  
**not an exact grade fit**  
**used Tent Agreement wage proposal to compute**

Fire

City of Camas Washington  
Salary Survey  
(Dollars per Year)

POSITION: Firefighter

Insufficient Data - Informational Purposes Only

	WEIGHTED AVERAGE	NO. ORGANIZATIONS	NO. INCUMBENTS	MINIMUM	SALARY RANGE MIDPOINT	MAXIMUM
Survey Source/Date: Washington Cities & Counties (AWC) 2016						
Job Title: Firefighter	\$74,154	5	154	\$64,608	\$74,154	\$83,700
Scope: Anacortes, Arlington, Mukiltro, Tumwater & Vancouver+						
Job Summary: "Controls and extinguishes fires for the preservation of life and property. Maintains apparatus, quarters, buildings, equipment and grounds as directed. May drive fire truck. Works under frequent supervision. May require certification as Emergency Medical Technician (EMT). Excludes supervisors of other fire protection personnel and full time driver/engineers. Excludes firefighters who are also paramedics. Do not include premium pay (like EMT pay) in salaries reported. If you have a separate classification or pay step for probationary employees, include this as the first step of the range."						
AVERAGES	\$74,154	5	154	\$64,608	\$74,154	\$83,700

DATA ADJUSTED TO: January 2017 \$75,014 5 154 \$65,357 \$75,014 \$84,671

^ Median salary provided in lieu of Weighted Average, which was not available

\* Salary percentiles provided in lieu of salary ranges which were not available

~ Geographic adjustments of less than 2% not required.

+Position does not exist in all cities

CITY NOTE increased approx. 2.5% using comps  
not an exact grade fit  
used Tent Agreement wage proposal to compute

Adjusted 65th percentile \$75,014

**City of Camas Washington**  
**Salary Survey**  
**(Dollars per Year)**

**POSITION: Circulation Services Specialist**

	WEIGHTED AVERAGE	NO. ORGANIZATIONS	NO. INCUMBENTS	MINIMUM	SALARY RANGE MIDPOINT	MAXIMUM
<b>Survey Source/Date:</b> Economic Resource Institute 2017 ^*	median			10th Percentile		90th Percentile
<b>Job Title:</b> Library Technician	\$44,077	Not Reported	55	\$37,696	\$44,077	\$51,682
<b>Scope:</b> City Support Services, Portland OR~						
<b>Job Summary:</b> "Assists Librarian in information services: answers questions regarding available references, and helps public in use of available references and bibliographic tools, such as Library of Congress catalog. Performs routine cataloging and coding of library materials, arranges and maintains periodicals, prepares volumes for binding, handles interlibrary loan requests, prepares invoices, retrieves information from databases, and supervises support staff. Answers routine inquiries and refers people requiring professional assistance to Librarian. Verifies bibliographic information on order requests. Calculates circulation statistics. Directs activities of workers in maintenance of stacks or in section of department or division, such as ordering or receiving section of acquisitions department, preparation activities in catalog department, or limited loan or reserve desk operation of circulation department. May operate and maintain audiovisual equipment."						
<b>Survey Source/Date:</b> Washington State Public Employers 2015						
<b>Job Title:</b> Library Technician - Senior	\$42,666	7	289	\$40,721	\$46,090	\$51,438
<b>Scope:</b> All Responses adj to Camas WA						
<b>Job Summary:</b> "Uses advanced knowledge of library procedures, services, and resources to provide expertise and assistance with administrative tasks or unit operations. Independently makes decisions and resolves non-routine and complex problems with public, staff, and publishers. May serve as operations coordinator at a specialized public service desk (e.g., reference, circulation, or branch library). May coordinate work of lower level staff. Typically requires at least 3 years experience as a Library Technician or an equivalent combination of education and experience. NOTE: The Library Technician (Senior) is distinguished from the Library Technician (Intermediate) by the requirement for advanced knowledge of print and electronic library and information resources, and/or technical expertise in library procedures, and by a high degree of independent decision-making."						
<b>Survey Source/Date:</b> Statewide 2016- Provided by client ^	Midpoint					
<b>Job Title:</b> Senior Library Associate	\$51,993	3	3	\$47,043	\$51,993	\$57,373
<b>Scope:</b> Public Libraries: Pullman, Everett, Tacoma						
<b>Job Summary:</b> Client verified this as a match.						
<b>Survey Source/Date:</b> Wage Access 2016						
<b>Job Title:</b> Librarian 2	\$51,837	5	97	\$45,380	\$48,764	\$53,634
<b>Scope:</b> Nat'l public admin data adj to Camas WA						
<b>Job Summary:</b> "Maintains and assists in locating library collections of books, serial publications, documents, audiovisual and other materials. Provides information on library activities, facilities, rules and services. Assists in use of reference sources, catalogs and indexes to locate information. Issues and receives materials for circulation or for use in library. Assembles and arranges displays of books and other library materials.* Complexity - Performs moderately complex and specialized activities. Tasks are involved and occasionally not clearly defined. * Autonomy - Under general supervision, makes assessments and exercises some discretion in routine situations. * Knowledge - Knowledge of standardized procedures. Requires considerable training or experience."						
<b>Survey Source/Date:</b> Fort Vancouver Library^	Midpoint					
<b>Job Title:</b> Branch Supervisor	\$47,154	1	1	\$37,710	\$47,154	\$56,576
<b>Scope:</b> Vancouver						
<b>Job Summary:</b> Client verified this as a match.						
AVERAGES	\$44,912	16	445	\$41,710	\$47,616	\$54,141
DATA ADJUSTED TO: January 2017	\$46,155	16	445	\$42,331	\$48,325	\$54,947

^ Median or midpoint salary provided in lieu of Weighted Average, which was not available

\* Salary percentiles provided in lieu of salary ranges which were not available

**Adjusted 65th percentile \$48,837**

~ Geographic adjustments of less than 2% not required.

**CITY NOTE**                      **increased 1 grade - internal equity**



**City of Camas Washington**  
**Salary Survey**  
**(Dollars per Year)**

**POSITION: Library Support Assistant**

	WEIGHTED AVERAGE	NO. ORGANIZATIONS	NO. INCUMBENTS	MINIMUM	SALARY RANGE MIDPOINT	MAXIMUM
<b>Survey Source/Date:</b> Economic Resource Institute 2017 ^*	median			10th Percentile		90th Percentile
<b>Job Title:</b> Administrative Assistant Clerk	\$36,238	Not Reported	189	\$31,644	\$36,238	\$42,091
<b>Scope:</b> City Support Services, Portland OR~						
<b>Job Summary:</b>						
"Compiles and keeps records of business transactions and office activities of establishment, and performs a variety of other administrative duties, utilizing knowledge of systems or procedures. Produces information by transcribing, formatting, inputting, editing, retrieving, copying, and transmitting text, data, and graphics. Types agendas for meetings, manuscripts, letters, and other documents. Reads and routes correspondence and initiates telecommunications. Collects information; copies, tabulates, and posts data; and prepares records and reports. Computes wages, taxes, premiums, commissions, and payments. Orders and records orders for services. Maintains office supplies inventory by checking stock to determine inventory level, anticipates needed supplies, places and expedites orders for supplies, and verifies receipt of supplies. Gives information to and interviews customers, claimants, employees, and sales personnel. Receives, counts, and pays out cash. Prepares, issues, and sends out receipts, bills, policies, invoices, statements, and checks. Operates office machines, and keeps equipment operational by following manufacturer instructions and established procedures. Opens and routes incoming mail, answers correspondence, and prepares outgoing mail."						
<b>Survey Source/Date:</b> Statewide 2016- Provided by client^	Midpoint					
<b>Job Title:</b> Library Assistant 2 \$\$	\$56,358	3	3	\$46,855	\$56,358	\$57,332
<b>Scope:</b> Public Libraries: Anacortes, Pullman, Everett						
<b>Job Summary:</b> Client verified this as a match.						
<b>Survey Source/Date:</b> Wage Access 2016						
<b>Job Title:</b> Administrative Assistant 2	\$40,178	186	4,082	\$30,912	\$37,846	\$45,025
<b>Scope:</b> Nat'l data adj to Camas WA						
<b>Job Summary:</b>						
"Provides administrative support and assistance to management and departments. Answers telephones, types correspondence and schedules appointments. Reviews and routes incoming mail. Composes and types routine correspondence. Arranges travel schedules and reservations. Compiles and prepares reports and presentations. Records minutes for meetings.* Complexity - Performs varied activities. Tasks are involved and occasionally not clearly defined.* Autonomy - Under general supervision, exercises some discretion in routine situations.* Knowledge - Knowledge of commonly used procedures; requires some previous training."						
<b>Survey Source/Date:</b> Fort Vancouver Library 2016^	Midpoint					
<b>Job Title:</b> Administrative Assistant	\$40,498	1	1	\$33,738	\$40,498	\$47,237
<b>Scope:</b> Vancouver						
<b>Job Summary:</b> Client verified this as a match.						
AVERAGES	\$40,015	190	4,275	\$35,787	\$42,735	\$47,921
DATA ADJUSTED TO: January 2017	\$40,737	190	4,275	\$36,131	\$43,145	\$48,381

^ Median or midpoint salary provided in lieu of Weighted Average, which was not available

\* Salary percentiles provided in lieu of salary ranges which were not available

~ Geographic adjustments of less than 2% not required.

\$\$ Anacortes did not provide a midpoint

## CITY NOTE

increased 4 grades - internal equity

**Adjusted 65th percentile \$40,753**

**City of Camas Washington**  
**Salary Survey**  
**(Dollars per Year)**

**POSITION: Library Associate**

	WEIGHTED AVERAGE	NO. ORGANIZATIONS	NO. INCUMBENTS	MINIMUM	SALARY RANGE MIDPOINT	MAXIMUM
<b>Survey Source/Date:</b> Economic Resource Institute 2017 ^*	median			10th Percentile		90th Percentile
<b>Job Title:</b> Library Technician, Level 3	\$46,271	Not Reported	55	\$39,970	\$46,271	\$54,052
<b>Scope:</b> City Support Services, Portland OR~						
<b>Job Summary:</b> "Assists Librarian in information services: answers questions regarding available references, and helps public in use of available references and bibliographic tools, such as Library of Congress catalog. Performs routine cataloging and coding of library materials, arranges and maintains periodicals, prepares volumes for binding, handles interlibrary loan requests, prepares invoices, retrieves information from databases, and supervises support staff. Answers routine inquiries and refers people requiring professional assistance to Librarian. Verifies bibliographic information on order requests. Calculates circulation statistics. Directs activities of workers in maintenance of stacks or in section of department or division, such as ordering or receiving section of acquisitions department, preparation activities in catalog department, or limited loan or reserve desk operation of circulation department. May operate and maintain audiovisual equipment."						
<b>Survey Source/Date:</b> Statewide 2016- Provided by client.\$						
<b>Job Title:</b> Library Associate	\$45,677	3	3	\$41,337	\$45,677	\$50,440
<b>Scope:</b> Public Libraries: Mount Vernon, Tacoma, Everett						
<b>Job Summary:</b> Client verified this as a match.						
<b>Survey Source/Date:</b> Statewide 2016- Provided by client^	Midpoint					
<b>Job Title:</b> Library Assistant 2 \$\$	\$37,211	1	1	\$35,006	\$37,211	\$39,395
<b>Scope:</b> Public Libraries: Anacortes						
<b>Job Summary:</b> Client verified this as a match.						
<b>Survey Source/Date:</b> Fort Vancouver Library^	Midpoint					
<b>Job Title:</b> Senior Library Assistant	\$38,646	1	1	\$32,198	\$38,646	\$45,074
<b>Scope:</b> Vancouver						
<b>Job Summary:</b> Client verified this as a match.						
<b>Survey Source/Date:</b> Washington Cities & Counties (AWC) 2016						
<b>Job Title:</b> Library Technician	Not Reported	1	5	\$31,104	\$35,250	\$39,396
<b>Scope:</b> Anacortes+						
"Performs paraprofessional library duties involving acquisition, cataloging, circulation or reference work under general supervision of a professional librarian. Answers routine questions regarding the use of basic bibliographic and reference tools; maintains and processes acquisition records which may include computer input; maintains shelf lists and public catalogs; arranges for inter library loans of material. Typically requires a two year degree and one year of experience."						
AVERAGES	\$42,428	6	65	\$35,923	\$40,611	\$45,671
DATA ADJUSTED TO: January 2017	\$42,466	6	65	\$36,230	\$40,958	\$46,061
				<b>Adjusted 65th percentile</b>	<b>\$43,231</b>	

^ Median or midpoint salary provided in lieu of Weighted Average, which was not available

\* Salary percentiles provided in lieu of salary ranges which were not available

~ Geographic adjustments of less than 2% not required.

+Position does not exist in all cities

\$ \$ Midpoint for Anacortes was calculated from min and max provided.

CITY NOTE            increased 1 grade

**City of Camas Washington  
Salary Survey  
(Dollars per Year)**

POSITION: Library Page

	WEIGHTED AVERAGE	NO. ORGANIZATIONS	NO. INCUMBENTS	MINIMUM	SALARY RANGE MIDPOINT	MAXIMUM
<b>Survey Source/Date:</b> Economic Resource Institute 2017 ^*	median			10th Percentile		90th Percentile
<b>Job Title:</b> Library Assistant, entry level	\$31,530	Not Reported	25	\$28,222	\$31,530	\$36,168
<b>Scope:</b> City Support Services, Portland OR~						
<b>Job Summary:</b> "Assists Librarian in compiling records, sorting and shelving books, and issuing and receiving library materials, such as books, films, slides, recordings, and CD-ROMS. Records identifying data and due date to issue item to patrons. Inspects returned item for damage, verifies due-date, and computes and receives overdue fines. Reviews records of overdue item and issues overdue notices to borrowers. Sorts books, publications, and other items according to classification code and returns them to shelves, files, or other designated storage area. Locates books and publications for patrons. Issues borrower's identification card according to established procedures. Maintains files. Repairs books and places plastic covers on new books. Answers inquiries of paraprofessional nature on telephone and in person and refers people requiring professional assistance to Librarian. May prepare material cards or issue cards and duty schedules."						
<b>Survey Source/Date:</b> Washington State Public Employers 2015						
<b>Job Title:</b> Library Aide	\$26,990	8	497	\$27,172	\$30,953	\$34,714
<b>Scope:</b> All Responses adj to Camas WA						
<b>Job Summary:</b> "Performs the processing, retrieval, coding, recording, and shelving of books, periodicals, papers, microfilms, classified reports, and documents for a library. Responds to inquiries for information and publications. This is the entry level position. "						
<b>Survey Source/Date:</b> Statewide 2016- Provided by client^	Midpoint					
<b>Job Title:</b> Page\$\$	\$24,197	4	4	\$21,289	\$24,197	\$26,388
<b>Scope:</b> Public Libraries: Anacortes, Mount Vernon, Tacoma, Everett						
<b>Job Summary:</b> Client verified this as a match.						
<b>Survey Source/Date:</b> Fort Vancouver Library^	Midpoint					
<b>Job Title:</b> Public Services Assistant	\$33,530	1	1	\$28,538	\$33,530	\$38,522
<b>Scope:</b> Vancouver						
<b>Job Summary:</b> Client verified this as a match.						
AVERAGES	\$27,197	13	527	\$26,305	\$30,053	\$33,948
DATA ADJUSTED TO: January 2017	\$28,126	13	527	\$26,671	\$30,470	\$34,420

^ Median or midpoint salary provided in lieu of Weighted Average, which was not available

\$\$ Anacortes did not provide a midpoint

\* Salary percentiles provided in lieu of salary ranges which were not available

~ Geographic adjustments of less than 2% not required.

CITY NOTE

will add 3 steps at recommended scale

Adjusted 65th percentile \$31,734

**City of Camas Washington  
Salary Survey  
(Dollars per Year)**

**POSITION: Youth Services Librarian**

	WEIGHTED AVERAGE	NO. ORGANIZATIONS	NO. INCUMBENTS	MINIMUM	SALARY RANGE MIDPOINT	MAXIMUM
<b>Survey Source/Date:</b> Economic Resource Institute 2017 ^* <b>Job Title:</b> Library Department Head <b>Scope:</b> City Support Services, Portland OR~ <b>Job Summary:</b> "Manages an organizational unit of the main library or a branch that is physically separated from the main library. Plans and administers program of library services. "	median \$66,461	Not Reported	56	10th Percentile \$57,201		90th Percentile \$78,716
<b>Survey Source/Date:</b> Statewide 2016- Provided by client^ <b>Job Title:</b> Librarian 2 <b>Scope:</b> Public Libraries: Anacortes, Everett \$\$ <b>Job Summary:</b> Client verified this as a match.	Midpoint \$73,549	2	2	\$63,190	\$73,549	\$73,746
<b>Survey Source/Date:</b> Wage Access 2016 <b>Job Title:</b> Library Manager <b>Scope:</b> Nat'l data adj to Camas WA <b>Job Summary:</b> "Manages activities of library branch or department, and assists in selection and location of books, audiovisual and other materials. Trains and directs workers in receiving, shelving and locating materials. Examines book reviews, publishers' catalogs and other information sources to recommend material acquisition. Select materials to be discarded, repaired or replaced. "	\$73,170	17	154	\$50,729	\$64,971	\$79,668
<b>Survey Source/Date:</b> Fort Vancouver Library^ <b>Job Title:</b> Branch Services Librarian <b>Scope:</b> Vancouver <b>Job Summary:</b> Client verified this as a match.	Midpoint \$56,451	1	1	\$45,157	\$56,451	\$67,746
AVERAGES	\$71,340	20	213	\$54,069	\$65,358	\$74,969
DATA ADJUSTED TO: January 2017	\$72,327	20	213	\$54,588	\$65,985	\$75,689

^ Median or midpoint salary provided in lieu of Weighted Average, which was not available

\* Salary percentiles provided in lieu of salary ranges which were not available

~ Geographic adjustments of less than 2% not required.

\$\$ Tacoma data was not available

**Adjusted 65th percentile    \$67,024**

**Non-Represented**

City of Camas Washington  
Salary Survey  
(Dollars per Year)

**POSITION: Accounting Manager**

	WEIGHTED AVERAGE	NO. ORGANIZATIONS	NO. INCUMBENTS	MINIMUM	SALARY RANGE MIDPOINT	MAXIMUM
<b>Survey Source/Date:</b> Economic Resource Institute 2017 ^ median				10th Percentile		90th Percentile
<b>Job Title:</b> Accounting Manager	\$97,065	Not Reported	57	\$88,302	\$97,065	\$109,596
<b>Scope:</b> City Support Services, 175 EEs Portland OR~						
<b>Job Summary:</b> "Manages professional level accounting functions and the preparation of reports including earnings, profits/losses, cash balances, and cost accounting. Confirms accuracy of operating and financial reports. Advises upper management regarding matters, such as effective use of resources and methods, for preventing capital being frozen. Interprets accounts and records to upper management. Includes managers whose staffs may consist of a mix of professional, paraprofessional, and/or clerical accounting personnel; excludes managers whose staffs consist of 100 percent nonexempt accounting personnel."						
<b>Survey Source/Date:</b> Washington State Public Employers 2015						
<b>Job Title:</b> Accounting Manager	\$84,201	24	45	\$77,492	\$90,733	\$103,946
<b>Scope:</b> All Responses adj to Camas WA						
<b>Job Summary:</b> "Coordinates and manages the maintenance of the general ledger and the production of various financial statements, reports and statistics reflecting cash balances and other financial results. Formulates and administers approved accounting practices throughout the organization to insure financial and operating reports accurately reflect the condition of the business and provide reliable information necessary to control operations. May direct the following functions through supervisory personnel; Accounts Payable, Accounts Receivable and Payroll. Typically requires a degree plus 5-8 years experience in the accounting field."						
<b>Survey Source/Date:</b> Wage Access 2016						
<b>Job Title:</b> Sr. Accounting Manager	\$105,570	42	74	\$77,481	\$97,892	\$120,737
<b>Scope:</b> Nat'l data adj to Camas WA						
<b>Job Summary:</b> "Manages day-to-day operations of the accounting department and activities of accounting personnel. Reviews financial reports and budgets, and recommends adjustments. Analyzes financial information detailing assets, liabilities and capital; prepares balance sheet, profit and loss statement and other reports to summarize current and projected company financial position. May coordinate implementation of accounting control procedures. Manages multiple projects, functional areas or a large department within a division at a single location. Job performance directly impacts department operations, which could considerably impact profitability of organization. Receives roughly defined goals and objectives. Exercises independent judgment and makes decisions with few existing guidelines. Has budget and hiring authority. May supervise activities of other managers, supervisors and/or non-management employees."						
AVERAGES	\$97,352	66	176	\$81,092	\$95,230	\$111,426
<b>DATA ADJUSTED TO: January 2017</b>	<b>\$99,024</b>	<b>66</b>	<b>176</b>	<b>\$82,578</b>	<b>\$96,976</b>	<b>\$113,469</b>
				<b>Adjusted 65th percentile</b>	<b>\$99,097</b>	

^ Median salary provided in lieu of Weighted Average, which was not available

\* Salary percentiles provided in lieu of salary ranges which were not available

~ Geographic adjustments of less than 2% not required.

**Non-Represented**

City of Camas Washington  
Salary Survey  
(Dollars per Year)

**POSITION: Administrative Assistant/Deputy City Clerk**

	WEIGHTED AVERAGE	NO. ORGANIZATIONS	NO. INCUMBENTS	MINIMUM	SALARY RANGE MIDPOINT	MAXIMUM
<b>Survey Source/Date:</b> Economic Resource Institute 2017 ^ median				10th Percentile		90th Percentile
<b>Job Title:</b> Records Management Specialist	\$48,915	Not Reported	23	\$43,461	\$48,915	\$56,679
<b>Scope:</b> City Support Services, 175 EEs Portland OR~						
<b>Job Summary:</b> "Archives, logs, audits and preserves digital documents and responds to information requests. Creates and maintains digital filing and retrieval systems."						
<b>Survey Source/Date:</b> Washington State Public Employers 2015						
<b>Job Title:</b> Office Support Specialist, Senior	\$47,797	25	173	\$41,319	\$48,161	\$55,060
<b>Scope:</b> All Responses adj to Camas WA						
<b>Job Summary:</b> "Performs complex clerical and secretarial duties requiring judgment in solving problems and making routine recommendations. Requires knowledge of practices and procedures of the division and organization. Usually reports to a manager or director. Sets up and administers filing system, transcribes dictation, types letters, memos, and correspondence. Typing may be from rough draft. Initiates required administrative reports. Arranges meetings and makes appointments. Generally takes responsibility for handling details for an individual manager or managers. Works under general supervision. May direct the work of lower level secretaries and/or clerical employees. This is the senior level position typically requiring advanced secretarial skills, with 2-4 years secretarial experience. Excludes legal and executive secretaries."						
<b>Survey Source/Date:</b> Wage Access 2016						
<b>Job Title:</b> Administrative Assistant 3	\$48,014	10	525	\$41,732	\$51,047	\$61,835
<b>Scope:</b> Nat'l public administration data adj to Camas WA						
<b>Job Summary:</b> "Provides administrative support and assistance to management and departments. Answers telephones, types correspondence and schedules appointments. Reviews and routes incoming mail. Composes and types routine correspondence. Arranges travel schedules and reservations. Compiles and prepares reports and presentations. Records minutes for meetings. Performs varied activities. Tasks are demanding and generally not clearly defined. Under limited supervision, exercises discretion in defined situations. Knowledge of standardized procedures. Requires considerable training or experience."						
<b>Survey Source/Date:</b> WA Cities & Counties (AWC) 2016 median						
<b>Job Title:</b> Deputy Clerk	\$61,278	4	4	\$55,089	\$61,278	\$67,467
<b>Scope:</b> Battle Ground, Bonney Lake, Maple Valley & Tumwater+						
<b>Job Summary:</b> "Primary assistant to city or town clerk or clerk/treasurer. Performs administrative work in support or city clerk operations. Functions, and programs. May fill in for the clerk in his/her absence. May have responsibility for utility billing or payroll functions."						
AVERAGES	\$48,064	39	725	\$45,400	\$52,350	\$60,260

**DATA ADJUSTED TO: January 2017 \$49,139**

**39**

**725**

**\$46,156**

**\$53,222**

**\$61,264**

**Adjusted 65th percentile**

**\$51,789**

^ Median salary provided in lieu of Weighted Average, which was not available

~ Geographic adjustments of less than 2% not required.

\* Salary percentiles provided in lieu of salary ranges which were not available

+ Position does not exist in all cities

**CITY NOTE**

**increased 3 grades - internal equity, some data not strong comparator**

**Non-Represented**

City of Camas Washington  
Salary Survey  
(Dollars per Year)

**POSITION: Administrative Services Director**

	WEIGHTED AVERAGE	NO. ORGANIZATIONS	NO. INCUMBENTS	MINIMUM	SALARY RANGE MIDPOINT	MAXIMUM
<b>Survey Source/Date:</b> Economic Resource Institute 2017 ^* median				10th Percentile		90th Percentile
<b>Job Title:</b> Human Resources Director	\$101,547	Not Reported	23	\$85,211	\$101,547	\$123,790
<b>Scope:</b> City Support Services, 175 EEs Portland OR~						
<b>Job Summary:</b> "Directs, organizes, plans, and develops the implementation and administration of human resources functions and carries out policies and procedures relating to all phases of human resources activities. Oversees activities relating to personnel rules and regulations, staffing, employee education and training, management development, labor relations, affirmative action, workers compensation administration, benefits administration, and salary administration."						
<b>Survey Source/Date:</b> Washington State Public Employers 2015						
<b>Job Title:</b> Assistant City Manager	\$171,319	2	3	\$127,039	\$150,214	\$173,389
<b>Scope:</b> All Responses adj to Camas WA						
<b>Job Summary:</b> "Manages, plans, and sets goals and direction for various internal departments to ensure delivery of quality services. Oversees organization's budget. Serves as project manager on special projects as assigned. Acts as City Manager in his/her absence. Supervises a support staff. Typically requires a bachelor's degree and 10+ years of related experience."						
<b>Survey Source/Date:</b> Wage Access 2016						
<b>Job Title:</b> Human Resources Director	\$121,640	7	10	\$79,673	\$107,151	\$134,228
<b>Scope:</b> Nat'l public administration data adj to Camas WA						
<b>Job Summary:</b> "Directs and coordinates all personnel-related activities for organization. Formulates policy and advises department managers of employment, compensation, labor relations, employee services, compensation and employee benefits practices. Analyzes wage and salary practices and data to determine competitive compensation and benefits plans. Reviews legislation, arbitration decisions and collective bargaining contracts to assess industry trends. Directs and coordinates activities of a division or department at one or more locations. Job performance impacts business operations and profitability of organization. Defines own goals and objectives based on corporate strategy. Has great latitude to exercise judgment and makes decisions with no existing guidelines. Has budget and hiring authority. Directs activities of managers and/or supervisors."						
<b>Survey Source/Date:</b> WA Cities & Counties (AWC) 2016 median						
<b>Job Title:</b> Human Resources Director	\$99,443	10	10	\$87,516	\$99,443	\$111,371
<b>Scope:</b> Selected Washington Cities+						
<b>Job Summary:</b> "Plans, organizes, directs and controls the functions of a human resources department. Develops, implements policies, procedures and practices for a range of personnel functions, including staffing, training and development, workplace safety, wage/salary and benefits administration, equal employment opportunity, labor relations, and employee services. May be responsible for civil service activities. Typically requires a minimum of a four year degree and 5-8 years experience, including some management experience."						
AVERAGES	\$110,008	19	46	\$94,860	\$114,589	\$135,694
<b>DATA ADJUSTED TO: January 2017</b>	<b>\$110,917</b>	<b>19</b>	<b>46</b>	<b>\$96,439</b>	<b>\$116,497</b>	<b>\$137,954</b>
				<b>Adjusted 65th percentile</b>	<b>\$108,650</b>	

^ Median salary provided in lieu of Weighted Average, which was not available

\* Salary percentiles provided in lieu of salary ranges which were not available

~ Geographic adjustments of less than 2% not required

**CITY NOTE increased 2 grades - internal equity, addl duties not listed**

+ Vancouver, Anacortes Arlington, Bonney Lake, Mill Creek, Monroe, Moses Lake, Mukilteo, Tumwater and Washougal



**Non-Represented**

City of Camas Washington  
Salary Survey  
(Dollars per Year)

**POSITION: Building Division Manager/Building Official**

Insufficient Data - Informational Purposes Only

	WEIGHTED AVERAGE	NO. ORGANIZATIONS	NO. INCUMBENTS	MINIMUM	SALARY RANGE MIDPOINT	MAXIMUM
<b>Survey Source/Date:</b> Washington State Public Employers 2015						
<b>Job Title:</b> Building Official	\$120,224	6	9	\$87,855	\$103,316	\$118,744
<b>Scope:</b> All Responses, adj to Camas WA						
<b>Job Summary:</b> "Directs activities and staff of building department/division in inspection and review of buildings and plans. Typical duties include development of policies and procedures and local code development. May perform some building inspection work. May have additional duties including administration of code enforcement activities. Typically requires a 2 year degree and 4-6 years of building inspection experience plus certification as a building official. Typically reports to the chief administrative officer or a department head."						
<b>Survey Source/Date:</b> WA Cities & Counties (AWC) 2016 median						
<b>Job Title:</b> Building Official	\$82,346	9	9	\$72,971	\$82,346	\$91,721
<b>Scope:</b> Selected Washington Cities+						
<b>Job Summary:</b> "Directs activities and staff of building department/division in inspection and review of buildings and plans. Typical duties include development of policies and procedures and local code development. May perform some building inspection work. May have additional duties including administration of code enforcement activities. Typically requires a two year degree and four years of building inspection plus certification as a building official."						
AVERAGES	\$101,285	15	18	\$80,413	\$92,831	\$105,233
<b>DATA ADJUSTED TO: January 2017</b>	<b>\$103,701</b>	<b>15</b>	<b>18</b>	<b>\$82,331</b>	<b>\$95,045</b>	<b>\$107,743</b>
				<b>Adjusted 65th percentile</b>	<b>\$98,266</b>	

+Vancouver, Battle Ground, Mill Creek, Monroe, Moses Lake, Mountlake Terrace, Tumwater, Washougal, Ridgefield

### Non-Represented

City of Camas Washington  
Salary Survey  
(Dollars per Year)

**POSITION: City Administrator**

### Insufficient Data - Informational Purposes Only

	WEIGHTED AVERAGE	NO. ORGANIZATIONS	NO. INCUMBENTS	MINIMUM	SALARY RANGE MIDPOINT	MAXIMUM
<b>Survey Source/Date:</b> Wage Access 2016						
<b>Job Title:</b> City / County Manager	\$135,508	10	14	\$95,229	\$114,266	\$133,346
<b>Scope:</b> Nat'l public administration data adj to Camas WA						
<b>Job Summary:</b> Directs and coordinates administration of municipality in accordance with policies determined by city council or other authorized elected officials. Appoints department heads and staff. Supervises activities of municipal departments. Prepares annual budget and submits estimates to authorized elected officials for approval. Plans for future development of urban and nonurban areas to provide for population growth and expansion of public services. Oversees activities of a division or department at one or more locations. Job performance has broad impact on business operations and profitability of organization. Interprets corporate strategy; establishes policies and operating procedures. Has broad fiscal authority. Oversees activities of directors and managers."						
<b>Survey Source/Date:</b> WA Cities & Counties (AWC) 2016 median						
<b>Job Title:</b> City Manager/Administrator	\$137,475	11	11	\$125,957	\$137,475	\$148,993
<b>Scope:</b> Selected Washington Cities+						
<b>Job Summary:</b> "Appointed by city manager, city or town administrator, supervisor, or chief administrative officer. Directs the administration of city government. Provides leadership in the development of long- and short-term goals, including the city budget. Makes recommendations to the city council for action. Typically requires degree in public administration; master's degree is often preferred."						
AVERAGES	\$136,374	21	25	\$110,593	\$125,871	\$141,170
<b>DATA ADJUSTED TO: January 2017</b> <b>\$138,513</b> <b>21</b> <b>25</b> <b>\$112,280</b> <b>\$127,790</b> <b>\$143,322</b> <div style="text-align: right;"><b>Adjusted 65th percentile</b>    <b>\$131,325</b></div>						

^ Median salary provided in lieu of Weighted Average, which was not available

\* Salary percentiles provided in lieu of salary ranges which were not available

~ Geographic adjustments of less than 2% not required

+Vancouver, Arlington, Battle Ground, Bonney Lake, Maple Valley, Mill Creek, Monroe, Moses Lake, Tumwater, Washougal, Ridgefield

**CITY NOTE** increased 2 grades - internal equity

**Non-Represented**

City of Camas Washington  
Salary Survey  
(Dollars per Year)

**POSITION: Community Development Director**

	WEIGHTED AVERAGE	NO. ORGANIZATIONS	NO. INCUMBENTS	MINIMUM	SALARY RANGE MIDPOINT	MAXIMUM
<b>Survey Source/Date:</b> Washington State Public Employers 2015						
<b>Job Title:</b> Community Development Director	\$133,349	12	9	\$107,008	\$127,789	\$148,680
<b>Scope:</b> All Responses adj to Camas WA						
<b>Job Summary:</b> "Directs the Community Development Department and serves as advisor to top management and staff on development issues including planning, annexation functions, building plan review and inspection. Typically requires a bachelor's degree, and 8-10 years experience in community development including 5 years in senior management role. NOTE: This is the top level of this function within larger organizations. This position typically has subordinate managers."						
<b>Survey Source/Date:</b> Wage Access 2016*						
<b>Job Title:</b> Community Development Director	\$115,369	7	9	10th Percentile \$60,505	\$113,236	90th Percentile \$177,010
<b>Scope:</b> Nat'l data adj to Camas WA						
<b>Job Summary:</b> "Directs and oversees community development, planning, neighborhood services and code enforcement. Develops comprehensive plans and programs for utilization of land and physical facilities of cities, counties and metropolitan areas. Confers with local authorities, civic leaders, social scientists and development specialists to recommend arrangements of land and facilities for residential, commercial, industrial and community uses. Recommends governmental measures affecting land use, public utilities, community facilities and housing and transportation. May review and evaluate environmental impact reports. Directs and coordinates activities of a division or department at one or more locations. Job performance impacts business operations and profitability of organization. Defines own goals and objectives based on corporate strategy. Has great latitude to exercise judgment and makes decisions with no existing guidelines. Has budget and hiring authority. Directs activities of managers and/or supervisors."						
<b>Survey Source/Date:</b> WA Cities & Counties (AWC) 2016 median						
<b>Job Title:</b> Planning/Community Develop. Dir.	Not Reported	12	12	\$96,783	\$108,301	\$119,818
<b>Scope:</b> Selected Washington Cities+						
<b>Job Summary:</b> "Plans, organizes, directs and controls the functions of a planning/community development department. Develops and implements policies, procedures and practices to do planning studies, review zoning ordinances, evaluation of proposed annexations, planned unit developments and related programs. Serves as primary planning official for the organization and primary staff liaison to the planning commission. Typically requires a minimum of a four year degree and 5-8 years experience, including management experience."						
AVERAGES	\$124,359	31	30	\$88,099	\$116,442	\$148,503
<b>DATA ADJUSTED TO: January 2017</b>	<b>\$126,988</b>	<b>31</b>	<b>30</b>	<b>\$89,565</b>	<b>\$118,380</b>	<b>\$150,975</b>
				<b>Adjusted 65th percentile</b>	<b>\$119,560</b>	

^ Median salary provided in lieu of Weighted Average, which was not available  
\* Salary percentiles provided in lieu of salary ranges which were not available

+ Anacortes, Arlington, Battle Ground, Bonney Lake, Mill Creek, Monroe, Moses Lake, Mountlake Terrace, Mukilteo, Ridgefield, Tumwater and Washougal

**Non-Represented**

City of Camas Washington  
Salary Survey  
(Dollars per Year)

**POSITION: Engineering Manager**

	WEIGHTED AVERAGE	NO. ORGANIZATIONS	NO. INCUMBENTS	MINIMUM	SALARY RANGE MIDPOINT	MAXIMUM
<b>Survey Source/Date:</b> Economic Resource Institute 2017 ^*	median			10th Percentile		90th Percentile
<b>Job Title:</b> Engineering Manager	\$105,504	Not Reported	57	\$94,737	\$105,504	\$120,560
<b>Scope:</b> City Support Services, 175 EEs Portland OR~						
<b>Job Summary:</b>	"Manages, coordinates, and utilizes functional authority for planning, organization, control, integration, and completion of engineering project within area of assigned responsibility. Plans and oversees engineering program and organizes project staff according to project requirements. Assigns project personnel to specific phases or aspects of project, such as technical studies, design, preparation of specifications and technical plans, and testing, in accordance with engineering disciplines of staff."					
<b>Survey Source/Date:</b> Washington State Public Employers 2015						
<b>Job Title:</b> Project Engineering Manager	\$110,916	14	33	\$77,309	\$91,377	\$105,604
<b>Scope:</b> All Responses adj to Camas WA						
<b>Job Summary:</b>	"Responsible for the overall management of significant engineering capital projects. Sets project plan and direction with subsequent management of all internal and external resources related to the design and construction of organization's facilities. Supervises the subordinate field, professional and technical personnel in an engineering design or operations section. Requires a bachelor's degree in engineering with 5-8 years of experience as a senior project engineer. Must be a registered professional engineer."					
<b>Survey Source/Date:</b> Wage Access 2016						
<b>Job Title:</b> Engineering Manager	\$113,417	17	139	\$79,041	\$103,702	\$127,176
<b>Scope:</b> Nat'l data adj to Camas WA						
<b>Job Summary:</b>	"Manages functional operations of engineering department and activities of engineers and technicians. Implements plans for research and development projects, including project development, budgeting, equipment and personnel requirements. Requisitions needed materials and ensures equipment is maintained and available for use."					
<b>Survey Source/Date:</b> WA Cities & Counties (AWC) 2016	median					
<b>Job Title:</b> City Engineer	Not Reported	11	11	\$87,332	\$97,631	\$107,931
<b>Scope:</b> Selected Washington Cities+						
<b>Job Summary:</b>	"Plans, organizes and directs the operation of the engineering division; oversees initial project funding, design, and construction management of engineering projects, services and programs; supervises staff of professional, technical and administrative employees. Serves as designated review officer for all required engineering reviews and sign-offs. Typically requires a four year degree and five years experience plus license as a professional engineer."					
AVERAGES	\$111,087	42	240	\$84,605	\$99,554	\$115,318
<b>DATA ADJUSTED TO: January 2017</b>	<b>\$112,913</b>	<b>42</b>	<b>240</b>	<b>\$86,013</b>	<b>\$101,211</b>	<b>\$117,238</b>
				<b>Adjusted 65th percentile</b>	<b>\$105,120</b>	

^ Median salary provided in lieu of Weighted Average, which was not available

\* Salary percentiles provided in lieu of salary ranges which were not available

~ Geographic adjustments of less than 2% not required.

+ Anacortes, Arlington, Battle Ground, Bonney Lake, Mill Creek, Moses Lake, Mountlake Terrace, Mukilteo, Tumwater, Maple Valley, and Washougal

**Non-Represented**

City of Camas Washington  
Salary Survey  
(Dollars per Year)

**POSITION: Finance Director**

Insufficient Data - Informational Purposes Only

	WEIGHTED AVERAGE	NO. ORGANIZATIONS	NO. INCUMBENTS	MINIMUM	SALARY RANGE MIDPOINT	MAXIMUM
<b>Survey Source/Date:</b> Washington State Public Employers 2015						
<b>Job Title:</b> Finance Director	\$153,501	24	28	\$117,287	\$140,261	\$163,235
<b>Scope:</b> All Responses adj to Camas WA						
<b>Job Summary:</b> "Plans, organizes, directs and controls the functions of a finance department and serves as organization's chief financial officer. Develops and implements policies, procedures and practices for the organization's financial systems. Oversees purchase and investment of jurisdiction's funds. May also be accountable for information technology function and/or clerk function. Top financial position, typically requiring a minimum of a 4 year degree and 8-10 years experience."						
<b>Survey Source/Date:</b> WA Cities & Counties (AWC) 2016 median						
<b>Job Title:</b> Finance Director	\$111,032	14	14	\$98,774	\$111,032	\$123,290
<b>Scope:</b> Selected Washington Cities+						
<b>Job Summary:</b> "Plans, organizes, directs and controls the functions of a finance department and serves as the organization's chief financial officer. Develops and implements policies, procedures and practices of the organization's financial systems, purchase and investment of the jurisdiction's funds. May also be accountable for information technology function and/or city clerk function. Typically requires a minimum of a four year degree and 5-8 years experience, including some management experience."						
AVERAGES	\$139,345	38	42	\$108,031	\$125,646	\$143,262
<b>DATA ADJUSTED TO: January 2017</b>	<b>\$143,237</b>	<b>38</b>	<b>42</b>	<b>\$110,607</b>	<b>\$128,643</b>	<b>\$146,679</b>
				<b>Adjusted 65th percentile</b>	<b>\$133,132</b>	

^ Median salary provided in lieu of Weighted Average, which was not available

\* Salary percentiles provided in lieu of salary ranges which were not available

~ Geographic adjustments of less than 2% not required.

+Vancouver, Anacortes, Arlington, Battle Ground, Bonney Lake, Maple Valley, Mill Creek, Monroe, Moses Lake, Mountlake Terrace Mukilteo, Ridgefield, Tumwater and

**CITY NOTE**

decreased 2 grades - internal equity

**Non-Represented**

City of Camas Washington  
Salary Survey  
(Dollars per Year)

**POSITION: Fire Chief**

	<b>WEIGHTED AVERAGE</b>	<b>NO. ORGANIZATIONS</b>	<b>NO. INCUMBENTS</b>	<b>MINIMUM</b>	<b>SALARY RANGE MIDPOINT</b>	<b>MAXIMUM</b>
<b>Survey Source/Date:</b> Washington State Public Employers 2015						
<b>Job Title:</b> Fire Chief	\$168,612	11	7	\$123,910	\$145,673	\$167,436
<b>Scope:</b> All Responses adj to Camas WA						
<b>Job Summary:</b> "Plans, organizes, directs and controls the functions of the fire department. Develops and implements programs to protect life and property through fire suppression, fire prevention and emergency medical services. Typically reports to the chief administrative officer. NOTE: Report only full-time chiefs who supervise full-time firefighters, not just volunteers or part-time firefighters. In smaller cities, may be a paid chief who supervises a volunteer department."						
<b>Survey Source/Date:</b> Wage Access 2016*						
<b>Job Title:</b> Fire Chief	\$135,974	7	7	10th Percentile \$61,315	\$150,494	90th Percentile \$193,510
<b>Scope:</b> Nat'l data adj to Camas WA						
<b>Job Summary:</b> "Directs activities of municipal fire department. Oversees training of personnel and administers laws and regulations affecting department. Evaluates fire prevention and fire control policies of departmental operations. Assumes command at multiple-alarm fires. Estimates needs of department and prepares departmental budget. Coordinates mutual fire protection plans with surrounding municipalities. May conduct public relations campaigns to present need for changes in laws and policies and to encourage fire prevention. Directs and coordinates activities of a division or department at one or more locations. Job performance impacts business operations and profitability of organization. Defines own goals and objectives based on corporate strategy. Has great latitude to exercise judgment and makes decisions with no existing guidelines. Has budget and hiring authority. Directs activities of managers and/or supervisors."						
<b>Survey Source/Date:</b> WA Cities & Counties (AWC) 2016 median						
<b>Job Title:</b> Fire Chief	\$116,825	6	6	\$104,740	\$116,825	\$128,910
<b>Scope:</b> Selected Washington Cities+						
<b>Job Summary:</b> "Plans, organizes, directs and controls the functions of the fire department. Develops and implements policies to protect life and property through fire suppression, fire prevention, and emergency medical services. Supervises paid and volunteer staff. In small cities, may supervise volunteer department."						
AVERAGES	\$141,653	24	20	\$96,655	\$137,664	\$163,285
<b>DATA ADJUSTED TO: January 2017</b>	<b>\$144,872</b>	<b>24</b>	<b>20</b>	<b>\$98,801</b>	<b>\$140,720</b>	<b>\$166,910</b>
				<b>Adjusted 65th percentile</b>	<b>\$150,385</b>	

\* Salary percentiles provided in lieu of salary ranges which were not available

+Vancouver, Anacortes, Arlington, Moses Lake, Mukilteo, Tumwater

**CITY NOTE**                      **decreased 3 grades - internal equity**

**Non-Represented**

City of Camas Washington  
Salary Survey  
(Dollars per Year)

**POSITION: Division Chief Fire Marshal**

	WEIGHTED AVERAGE	NO. ORGANIZATIONS	NO. INCUMBENTS	MINIMUM	SALARY RANGE MIDPOINT	MAXIMUM
<b>Survey Source/Date:</b> Washington State Public Employers 2015						
<b>Job Title:</b> Fire Marshal	\$107,525	8	11	\$91,849	\$101,414	\$110,863
<b>Scope:</b> All Responses adj to Camas WA						
<b>Job Summary:</b> "Responsible for fire prevention activities including inspection, enforcement, planning, coordinating and education. Supervises and assists in inspection for compliance with laws regarding fire hazards, dangerous materials and fire prevention plans and equipment. Typically reports to a department head. NOTE: Exclude combined positions (i.e., fire marshal/assistant chief)."						
<b>Survey Source/Date:</b> Bureau of Labor & Statistics*						
<b>Job Title:</b> Fire Inspector	\$87,339	Not Reported	220	10th Percentile \$64,504	\$86,910	90th Percentile \$116,484
<b>Scope:</b> State of Washington, adj to Camas WA						
<b>Job Summary:</b> "Inspect buildings to detect fire hazards and enforce local ordinances and State laws, or investigate and gather facts to determine cause of fires and explosions."						
<b>Survey Source/Date:</b> WA Cities & Counties (AWC) 2016						
<b>Job Title:</b> Fire Marshal	median \$111,468	1	1	\$96,924	\$111,468	\$126,012
<b>Scope:</b> Vancouver+						
<b>Job Summary:</b> "Responsible for fire prevention activities including inspection, enforcement, planning, coordinating and education. Supervises and assists in inspection for compliance with laws regarding fire hazards, dangerous materials, and fire prevention plans and equipment."						
AVERAGES	\$88,400	9	232	\$84,426	\$99,931	\$117,787
<b>DATA ADJUSTED TO: January 2017</b>	<b>\$90,140</b>	<b>9</b>	<b>232</b>	<b>\$86,300</b>	<b>\$102,149</b>	<b>\$120,401</b>
				<b>Adjusted 65th percentile</b>	<b>\$106,748</b>	

\* Salary percentiles provided in lieu of salary ranges which were not available

~ Geographic adjustments of less than 2% not required.

+ Position does not exist in all cities

**CITY NOTE**                      **increased 1 grade - internal equity**

**Non-Represented**

City of Camas Washington  
Salary Survey  
(Dollars per Year)

**POSITION: Human Resources Assistant**

	WEIGHTED AVERAGE	NO. ORGANIZATIONS	NO. INCUMBENTS	MINIMUM	SALARY RANGE MIDPOINT	MAXIMUM
<b>Survey Source/Date:</b> Economic Resource Institute 2017 ^ median				10th Percentile		90th Percentile
<b>Job Title:</b> Human Resources Assistant	\$44,945	Not Reported	57	\$39,369	\$44,945	\$51,705
<b>Scope:</b> City Support Services, 175 EEs Portland OR~						
<b>Job Summary:</b> "Assists one or more functional areas within Human Resources. Performs diversified clerical and administrative activities. Makes files on all new personnel, photographing and assigning employee number. Records changes on all employee status as necessary; e.g., change of address, departmental transfers, rate increases, terminations, etc. Verifies payroll changes with computer printout. Enrolls new employees in programs. Processes and records information, such as personal data, compensation, benefits, tax data; attendance, performance reviews or evaluations, and termination date and reason. Processes employment applications; and assisting in other employment activities."						
<b>Survey Source/Date:</b> Washington State Public Employers 2015						
<b>Job Title:</b> Human Resources Assistant	\$48,293	16	51	\$43,416	\$50,029	\$56,702
<b>Scope:</b> All Responses adj to Camas WA						
<b>Job Summary:</b> "Performs moderately complex activities in support of the personnel/human resources function. Conducts or assists in conducting project work in the area of employment or affirmative action, employee communications, employee events, benefits and salary administration, or HRIS. Compiles and tracks data; prepares reports. Answers and refers personnel-related questions and inquiries. Initiates and prepares personnel actions. This is a senior level nonexempt or entry level exempt position, typically requiring a college degree and 1 year of related experience."						
<b>Survey Source/Date:</b> Wage Access 2016						
<b>Job Title:</b> Human Resources Rep 2	\$42,122	44	109	\$35,096	\$43,381	\$51,499
<b>Scope:</b> Nat'l data adj to Camas WA						
<b>Job Summary:</b> "Answers employee questions regarding company policies, procedures and employment status. Updates employee files to document employee information and personnel actions, and to provide information for payroll. Examines employee files to answer inquiries and provides information to authorized persons. Compiles data from personnel records and prepares reports. Assists in coordination of employee events. May process employment applications and assist in other employment activities. Performs varied activities. Tasks are involved and occasionally not clearly defined. Under general supervision, exercises some discretion in routine situations. Knowledge of commonly used procedures; requires some previous training."						
<b>Survey Source/Date:</b> WA Cities & Counties (AWC) 2016 median						
<b>Job Title:</b> Clerical, Journey level	\$48,295	10	10	\$43,187	\$48,295	\$53,404
<b>Scope:</b> Selected Washington Cities+						
<b>Job Summary:</b> "Performs a variety or the more complex and diverse clerical or administrative support work based on a knowledge of specialized, functional or department procedures. Performs varied clerical, statistical, data gathering and compilation, typing and/or word processing duties. May independently compose routine correspondence, prepares reports. Requires some independent judgement, interpretation, or analysis of data, policies and procedures. Typically requires 3-4 years experience."						
AVERAGES	\$44,489	70	227	\$40,267	\$46,663	\$53,327
<b>DATA ADJUSTED TO: January 2017</b>	<b>\$45,277</b>	<b>70</b>	<b>227</b>	<b>\$40,937</b>	<b>\$47,440</b>	<b>\$54,215</b>
				<b>Adjusted 65th percentile</b>	<b>\$48,929</b>	

^ Median salary provided in lieu of Weighted Average, which was not available

\* Salary percentiles provided in lieu of salary ranges which were not available

~ Geographic adjustments of less than 2% not required.

**CITY NOTE** increased 5 grades - internal equity

+ Ridgefield, Vancouver, Anacortes, Bonney Lake, Maple Valley, Mill Creek, Monroe, Moses Lake, Mukilteo, Tumwater



**Non-Represented**

City of Camas Washington  
Salary Survey  
(Dollars per Year)

**POSITION: Information Technology Director**

	<b>WEIGHTED AVERAGE</b>	<b>NO. ORGANIZATIONS</b>	<b>NO. INCUMBENTS</b>	<b>MINIMUM</b>	<b>SALARY RANGE MIDPOINT</b>	<b>MAXIMUM</b>
<b>Survey Source/Date:</b> Economic Resource Institute 2017 ^*	median			10th Percentile		90th Percentile
<b>Job Title:</b> Information Technology Director	\$105,569	not reported	25	\$90,155	\$105,569	\$126,596
<b>Scope:</b> City Support Services, 175 EEs Portland OR~						
<b>Job Summary:</b> "Directs, plans, and schedules the development, production, and administrative processing of the organization's computer operations. Assigns and schedules work, or delegates work to subordinate managers and supervisors, and reviews work. Ensures rapid, accurate, and efficient processing of corporation's workload by use of a computer-based system. Builds systems capability that reflects the highest state of technical sophistication consistent with the corporation's needs and budget. Ensures security of company's database. Recommends insights that contribute to overall company strategic management. Ensures corporation makes maximum use of the general system by providing for the education and training of the principal users."						
<b>Survey Source/Date:</b> Washington State Public Employers 2015						
<b>Job Title:</b> IT Director	\$152,279	17	15	\$115,685	\$140,209	\$164,733
<b>Scope:</b> All Responses adj to Camas WA						
<b>Job Summary:</b> "Manages all IT activities, including systems analysis, programming, computer systems, and auxiliary operations. Provides IT services to all user departments. Establishes technical standards, methods, and priorities. Advises senior management on IT plans, projects, and capabilities. Directs all IT staff. Typically requires a degree and 8 or more years experience. NOTE: Not intended for smaller organizations. This is typically the 1st or 2nd level of this function within larger organizations. This position typically has subordinate managers."						
<b>Survey Source/Date:</b> Wage Access 2016						
<b>Job Title:</b> IT Director	\$135,452	6	14	\$102,953	\$131,496	\$161,721
<b>Scope:</b> Nat'l data adj to Camas WA						
<b>Job Summary:</b> "Directs and coordinates development, production and maintenance activities of data processing department. Consults with management to determine information requirements, scope and priorities of new projects. Manages system capacity and equipment acquisitions. Contracts with management specialists, technical personnel or vendors to solve problems. Coordinates activities of department with related activities of other departments to ensure efficiency and economy.* Responsibility - Directs and coordinates activities of a division or department at one or more locations. Job performance impacts business operations and profitability of organization.* Autonomy - Defines own goals and objectives based on corporate strategy. Has great latitude to exercise judgment and makes decisions with no existing guidelines. Has budget and hiring authority.* Supervision - Directs activities of managers and/or supervisors."						
<b>Survey Source/Date:</b> WA Cities & Counties (AWC) 2016	median					
<b>Job Title:</b> Information Systems Manager	\$95,381	9	9	\$84,040	\$95,381	\$106,723
<b>Scope:</b> Selected Washington Cities+						
<b>Job Summary:</b> "Senior official responsible for information systems and technology. Develops and implements policies, procedures and practices. Directs the systems development, applications, programming and operations activities for mainframes, mini- and micro-computer systems. In smaller organizations, typically performs some network administration and/or systems analysis tasks. Supervises assigned staff. May also be responsible for telecommunications function. Typically requires a four year degree and 5-8 years experience, including some supervisory experience. Typically reports to the chief administrative officer or to a department head such as the director of finance. Includes only those positions where management functions are the primary responsibility."						
AVERAGES	\$121,876	32	63	\$98,208	\$118,164	\$139,943
<b>DATA ADJUSTED TO: January 2017</b>	<b>\$123,637</b>	<b>32</b>	<b>63</b>	<b>\$99,843</b>	<b>\$120,131</b>	<b>\$142,273</b>
				<b>Adjusted 65th percentile</b>	<b>\$132,368</b>	

^ Median salary provided in lieu of Weighted Average, which was not available

\* Salary percentiles provided in lieu of salary ranges which were not available

~ Geographic adjustments of less than 2% not required.

+ Vancouver, Anacortes, Arlington, Battle Ground, Bonney Lake, Maple Valley

Mill Creek, Tumwater and Washougal

**CITY NOTE**                      **decreased 5 grades - internal equity**

# Non-Represented

## City of Camas Washington Salary Survey (Dollars per Year)

### POSITION: Library Director

	WEIGHTED AVERAGE	NO. ORGANIZATIONS	NO. INCUMBENTS	MINIMUM	SALARY RANGE MIDPOINT	MAXIMUM
<b>Survey Source/Date:</b> Economic Resource Institute 2017 ^^	median			10th Percentile		90th Percentile
<b>Job Title:</b> Library Director	\$86,974	Not Reported	40	\$74,865	\$86,974	\$103,061
<b>Scope:</b> City Support Services, 175 EEs Portland OR~						
<b>Job Summary:</b> "Plans and administers the operation of library services. Coordinates activities of branch or departmental libraries. Develops goals and objectives, policies, procedures, and programs. Presents recommendations on library policies and services to governing body, such as Board of Directors or Board of Trustees, and implements policy decisions. Supervises staff participating in cataloging, classifying, and indexing library acquisitions and keeping records of items checked out."						
<b>Survey Source/Date:</b> Washington State Public Employers 2015						
<b>Job Title:</b> Director Library Services	\$96,251	7	22	\$86,197	\$95,785	\$105,462
<b>Scope:</b> All Responses adj to Camas WA						
<b>Job Summary:</b> "Plans, organizes and directs the delivery of library services. Represents library within the community. Supervises library and volunteer staff. May serve as professional librarian as staffing and work load dictate. MLS required."						
<b>Survey Source/Date:</b> Fort Vancouver Library						
<b>Job Title:</b> Executive Director	\$135,000	1	1	\$135,000	\$135,000	\$135,000
<b>Scope:</b> Vancouver						
<b>Job Summary:</b> Client verified this as a potential match between Executive Director and Divisions Heads.						
<b>Survey Source/Date:</b> Fort Vancouver Library						
<b>Job Title:</b> Division Heads	\$104,208	1	1	\$83,366	\$104,208	\$125,050
<b>Scope:</b> Vancouver+						
<b>Job Summary:</b> Client verified this as a potential match between Executive Director and Divisions Heads.						
<b>Survey Source/Date:</b> Statewide 2016- Provided by client.^	Midpoint					
<b>Job Title:</b> Director - MLS \$\$	\$106,584	4	4	\$95,540	\$106,584	\$119,616
<b>Scope:</b> Public Libraries: Anacortes, Mount Vernon, Tacoma, Everett						
<b>Job Summary:</b> Client verified this as a potential match.						
<b>Survey Source/Date:</b> Wage Access 2016						
<b>Job Title:</b> Library Director	\$116,111	14	26	\$78,122	\$106,283	\$135,795
<b>Scope:</b> Nat'l data adj to Camas WA						
<b>Job Summary:</b> "Directs and coordinates library services and activities of branch or departmental libraries. Establishes library policies and procedures, departmental budget and control of expenditures. Reviews and evaluates orders for books and audiovisual materials. Examines trade publications and materials, and consults with publishers' representatives to select materials. Conducts staff meetings and participates in community and professional meetings to publicize library activities and services. Directs and coordinates activities of a division or department at one or more locations. Job performance impacts business operations and profitability of organization. Defines own goals and objectives based on corporate strategy. Has great latitude to exercise judgment and makes decisions with no existing guidelines. Has budget and hiring authority. Directs activities of managers and/or supervisors."						
<b>Survey Source/Date:</b> WA Cities & Counties (AWC) 2016	median					
<b>Job Title:</b> Library Director	\$115,930	3	3	\$104,844	\$115,930	\$127,016
<b>Scope:</b> Anacortes, Everett & Tacoma+						
<b>Job Summary:</b> "Plans, organizes and directs the delivery of library services. Supervises library and volunteer staff. MLS required."						
AVERAGES	\$99,265	30	97	\$93,990	\$107,252	\$121,571
DATA ADJUSTED TO: January 2017	\$99,624	30	97	\$95,253	\$108,692	\$123,204

^ Median or midpoint salary provided in lieu of Weighted Average, which was not available

\* Salary percentiles provided in lieu of salary ranges which were not available

~ Geographic adjustments of less than 2% not required.

+ Only flat rate provided.

### CITY NOTE

decreased 1 grade - internal equity

Adjusted 65th percentile \$107,985

**Non-Represented**

City of Camas Washington  
Salary Survey  
(Dollars per Year)

**POSITION: Operations Supervisor (wastewater)**

	WEIGHTED AVERAGE	NO. ORGANIZATIONS	NO. INCUMBENTS	MINIMUM	SALARY RANGE MIDPOINT	MAXIMUM
<b>Survey Source/Date:</b> Economic Resource Institute 2017 ^*	median			10th Percentile		90th Percentile
<b>Job Title:</b> Water Supervisor	\$72,330	Not Reported	23	\$63,150	\$72,330	\$84,677
<b>Scope:</b> City Support Services, 175 EEs Portland OR~						
<b>Job Summary:</b> "Supervises, plans, and coordinates activities of workers in operation and maintenance of waterworks system, and ensures adequate water supply for human consumption, industrial, or agricultural use. Assigns personnel to shifts to operate filtering and chemical treatment, coagulating and settling basins, and other plant facilities."						
<b>Survey Source/Date:</b> Washington State Public Employers 2015						
<b>Job Title:</b> Wastewater Treatment Mgr/Supervisor	\$90,684	4	5	\$77,454	\$86,140	\$94,807
<b>Scope:</b> All Responses adj to Camas WA						
<b>Job Summary:</b> "Supervises technical and maintenance work in the planning, operation, repair and maintenance of the wastewater treatment plant. Exercises supervision over and trains employees performing the duties of wastewater treatment plant operators. In smaller jurisdictions, position is responsible for all or most of the operation and typically reports to the department director. This is fully functioning supervisory position with no more than 20% of the time spent performing hands on duties. Do not report lead positions. Wastewater Treatment II certification is required."						
<b>Survey Source/Date:</b> Wage Access 2016						
<b>Job Title:</b> Public Works Supervisor	\$60,410	9	71	\$46,089	\$57,824	\$70,133
<b>Scope:</b> Nat'l data adj to Camas WA						
<b>Job Summary:</b> "Supervises and coordinates workers involved in construction, maintenance and repair of municipal services of engineering, building inspection, equipment maintenance, street/road and storm drain maintenance or traffic control. Oversees activities and scheduling of work crews. Ensures safe operation of equipment and quality of work. Responsibility for a functional area within a department at a single location. Job performance impacts functions and activities within organizational unit. Receives well defined goals and objectives. Exercises independent judgment and makes routine decisions using existing guidelines. May have hiring authority. Supervises activities of non-management employees."						
<b>Survey Source/Date:</b> WA Cities & Counties (AWC) 2016	median					
<b>Job Title:</b> Wastewater Treatment Plant Super	\$80,675	6	6	\$71,398	\$80,675	\$89,952
<b>Scope:</b> Selected Washington Cities+						
<b>Job Summary:</b> "Plans, organizes and directs the operation and maintenance of the wastewater treatment system. Administers personnel, funds, materials, facilities, equipment and time to ensure compliance with federal and state regulations. Assists in directing inspections, monitoring, construction, maintenance and repair facilities. Typically requires a degree and 5 years experience, including several years at a lead or supervisory level, plus certification as a wastewater treatment plant operator."						
AVERAGES	\$65,621	19	105	\$64,523	\$74,242	\$84,892
<b>DATA ADJUSTED TO: January 2017</b>	<b>\$66,615</b>	<b>19</b>	<b>105</b>	<b>\$65,597</b>	<b>\$75,478</b>	<b>\$86,306</b>
				<b>Adjusted 65th percentile</b>	<b>\$81,594</b>	

^ Median salary provided in lieu of Weighted Average, which was not available

\* Salary percentiles provided in lieu of salary ranges which were not available

~ Geographic adjustments of less than 2% not required.

+ Anacortes, Arlington, Bonney Lake, Monroe, Moses Lake and Washougal

**CITY NOTE**                      **increased 1 grade - internal equity**

**Non-Represented**

City of Camas Washington  
Salary Survey  
(Dollars per Year)

**POSITION: Operations Supervisor (water/sewer)**

	<b>WEIGHTED AVERAGE</b>	<b>NO. ORGANIZATIONS</b>	<b>NO. INCUMBENTS</b>	<b>MINIMUM</b>	<b>SALARY RANGE MIDPOINT</b>	<b>MAXIMUM</b>
<b>Survey Source/Date:</b> Economic Resource Institute 2017 ^*	median			10th Percentile		90th Percentile
<b>Job Title:</b> Water Superintendent	\$95,727	Not Reported	40	\$81,756	\$95,727	\$114,126
<b>Scope:</b> City Support Services, 175 EEs Portland OR~						
<b>Job Summary:</b> "Supervises and coordinates activities of workers engaged in installing, maintaining, repairing, and servicing water distribution and sewage facilities. Develops work schedules and assigns work activities to crewmembers concerned with excavating and backfilling trenches and culverts, installing, repairing, and replacing water and sewer mains, joining and caulking pipeline, repairing valves and hydrants, drilling and installing taps in mains, and performing related street repairs, working from land plats, maps, and other diagrams."						
<b>Survey Source/Date:</b> Washington State Public Employers 2015						
<b>Job Title:</b> Water Superintendent/Supervisor	\$91,834	9	5	\$74,607	\$86,587	\$98,617
<b>Scope:</b> All Responses adj to Camas WA						
<b>Job Summary:</b> "Provides leadership, direction, oversight and supervision of water distribution systems, field operations, mandated and unmandated water quality programs. Plans, organizes, inspects the installation, operations, maintenance and repair of water distribution systems to ensure efficient, reliable and cost effective operations, construction and maintenance of water distribution facilities and infrastructure. Ensures compliance with mandated water quality monitoring and reporting. Typically requires a 2 year degree and 5 years progressively responsible experience in an applicable public works operations and maintenance function, including a minimum of 4 years of supervisory experience and Grade III State Water Distribution Certification."						
<b>Survey Source/Date:</b> Wage Access 2016						
<b>Job Title:</b> Public Works Supervisor	\$60,410	9	71	\$46,089	\$57,824	\$70,133
<b>Scope:</b> Nat'l data adj to Camas WA						
<b>Job Summary:</b> "Supervises and coordinates workers involved in construction, maintenance and repair of municipal services of engineering, building inspection, equipment maintenance, street/road and storm drain maintenance or traffic control. Oversees activities and scheduling of work crews. Ensures safe operation of equipment and quality of work. Responsibility for a functional area within a department at a single location. Job performance impacts functions and activities within organizational unit. Receives well defined goals and objectives. Exercises independent judgment and makes routine decisions using existing guidelines. May have hiring authority. Supervises activities of non-management employees."						
<b>Survey Source/Date:</b> WA Cities & Counties (AWC) 2016	median					
<b>Job Title:</b> Water Treat Plant Superintendent	\$83,296	5	5	\$74,410	\$83,296	\$92,182
<b>Scope:</b> Selected Washington Cities+						
<b>Job Summary:</b> "Plans, organizes and directs the operation and maintenance of the water treatment system. Administers personnel, funds, materials, facilities, equipment and time to ensure compliance with federal and state regulations. Assists in directing inspections, monitoring, construction, maintenance and repair facilities. Typically requires a degree and 5 years experience, including several years at a lead or supervisory level, plus certification as a water distribution manager."						
<b>AVERAGES</b>	\$74,329	23	121	\$69,216	\$80,858	\$93,764
<b>DATA ADJUSTED TO: January 2017</b>	<b>\$75,300</b>	<b>23</b>	<b>121</b>	<b>\$70,368</b>	<b>\$82,205</b>	<b>\$95,326</b>
				<b>Adjusted 65th percentile</b>	<b>\$87,861</b>	

^ Median salary provided in lieu of Weighted Average, which was not available

\* Salary percentiles provided in lieu of salary ranges which were not available

~ Geographic adjustments of less than 2% not required.

+ Vancouver, Anacortes, Arlington, Bonney Lake, Moses Lake

**CITY NOTE**                      **decreased 1 grade - internal equity**

**Non-Represented**

City of Camas Washington  
Salary Survey  
(Dollars per Year)

**POSITION: Parks & Recreation Manager**

ces	WEIGHTED AVERAGE	NO. ORGANIZATIONS	NO. INCUMBENTS	MINIMUM	SALARY RANGE MIDPOINT	MAXIMUM
<b>Survey Source/Date:</b> Washington State Public Employers 2015						
<b>Job Title:</b> Parks & Recreation Director	\$143,507	12	7	\$102,158	\$120,017	\$137,980
<b>Scope:</b> All Responses adj to Camas WA						
<b>Job Summary:</b> "Plans, organizes, directs and controls the functions of a parks and recreation department. Develops and implements policies, procedures and practices related to acquisition, development, construction, restoration and maintenance of parks, cemeteries, recreation facilities, fairs, and development of recreation programs. Typically requires a minimum of a 4 year degree and 5-8 years experience, including some management experience. Typically reports to the chief administrative officer or the board of county commissioners."						
<b>Survey Source/Date:</b> Wage Access 2016						
<b>Job Title:</b> Parks & Recreation Director	\$118,553	8	8	\$83,630	\$112,874	\$141,614
<b>Scope:</b> Nat'l data adj to Camas WA						
<b>Job Summary:</b> "Directs development, construction, operation and maintenance of parks, trails and recreational grounds and facilities. Works with community leaders, designers and contractors to develop community plan for construction of new parks and recreation facilities. Oversees operation, management and maintenance of recreation facilities, grounds and pools. Approves major repairs and improvements to parks and facilities. Directs and coordinates activities of a division or department at one or more locations. Job performance impacts business operations and profitability of organization. Defines own goals and objectives based on corporate strategy. Has great latitude to exercise judgment and makes decisions with no existing guidelines. Has budget and hiring authority. Directs activities of managers and/or supervisors."						
<b>Survey Source/Date:</b> WA Cities & Counties (AWC) 2016 median						
<b>Job Title:</b> Recreation Manager/Supervisor	\$68,076	8	8	\$59,966	\$68,076	\$76,187
<b>Scope:</b> Selected Washington Cities+						
<b>Job Summary:</b> "Supervises and manages the city's recreation program or major component thereof (athletics, aquatics, etc.) Responsible for the planning and implementation of recreation programs and activities. Supervises recreation leaders and instructors, prepares division budget, prepares information for public distribution. Typically requires a four year degree and 3-4 years experience, including some supervisory experience."						
AVERAGES	\$108,590	28	23	\$81,918	\$100,322	\$118,594
<b>DATA ADJUSTED TO: January 2017</b>						
<b>\$110,935</b>		<b>28</b>	<b>23</b>	<b>\$83,737</b>	<b>\$102,549</b>	<b>\$121,226</b>
				<b>Adjusted 65th percentile</b>	<b>\$117,570</b>	

^ Median salary provided in lieu of Weighted Average, which was not available  
\* Salary percentiles provided in lieu of salary ranges which were not available

~ Geographic adjustments of less than 2% not required.  
+ Vancouver, Anacortes, Arlington, Maple Valley, Mill Creek, Moses Lake, Mountlake Terrace, Mukilteo

**CITY NOTE**                      **decreased 5 grades - internal equity**

**Non-Represented**

City of Camas Washington  
Salary Survey  
(Dollars per Year)

**POSITION: Police Captain**

	WEIGHTED AVERAGE	NO. ORGANIZATIONS	NO. INCUMBENTS	MINIMUM	SALARY RANGE MIDPOINT	MAXIMUM
<b>Survey Source/Date:</b> Washington State Public Employers 2015						
<b>Job Title:</b> Police Captain	\$151,844	12	34	\$104,287	\$113,122	\$122,065
<b>Scope:</b> All Responses adj to Camas WA						
<b>Job Summary:</b> "Senior command-level position with responsibility for managing, coordinating and directing the operational and administration units of the Police department. Assists Police Chief with management of the department and assumes direction of the department in the Police Chief's absence. Typically requires a bachelor's degree in criminal justice, business/public administration or closely related field and 10 year experience in law enforcement including 3 years as a lieutenant or similar command level or an equivalent combination of education and experience."						
<b>Survey Source/Date:</b> Wage Access 2016						
<b>Job Title:</b> Police Captain	\$114,459	8	104	\$91,126	\$99,101	\$107,826
<b>Scope:</b> Nat'l public administration data adj to Camas WA						
<b>Job Summary:</b> "Directs and coordinates activities of members of police force assigned to precinct or patrol division. Explains general orders, special messages and decisions to subordinates. Assigns force members to designated posts. Informs members of command of changes in regulations and policies, implications of new or amended laws, and new techniques of police work. Submits report on condition of precinct and equipment and on precinct or patrol activities to superiors. Recommends merit awards for subordinates. Directs and coordinates activities of a division or department at one or more locations. Job performance impacts business operations and profitability of organization. Directs activities of managers and/or supervisors."						
<b>Survey Source/Date:</b> WA Cities & Counties (AWC) 2016 median						
<b>Job Title:</b> Police Captain	\$98,975	4	4	\$89,076	\$98,975	\$108,873
<b>Scope:</b> Selected Washington Cities+						
<b>Job Summary:</b> "Manages a police division or assigned area such as patrol, investigations, crime prevention, or communications. Organizes, plans, supervises, and coordinates activities and develops budget. May act as second in command."						
AVERAGES	\$122,974	24	142	\$94,830	\$103,733	\$112,921
DATA ADJUSTED TO: January 2017	\$125,780	24	142	\$96,408	\$105,460	\$114,801
				Adjusted 65th percentile	\$105,028	

+ Vancouver, Anacortes, Mill Creek, Moses Lake

**Non-Represented**

City of Camas Washington  
Salary Survey  
(Dollars per Year)

**POSITION: Chief of Police**

	WEIGHTED AVERAGE	NO. ORGANIZATIONS	NO. INCUMBENTS	MINIMUM	SALARY RANGE MIDPOINT	MAXIMUM
<b>Survey Source/Date:</b> Washington State Public Employers 2015						
<b>Job Title:</b> Police Chief	\$167,959	9	14	\$118,846	\$145,221	\$171,596
<b>Scope:</b> All Responses adj to Camas WA						
<b>Job Summary:</b> "Plans, organizes, directs and controls the efficient operation of the police department. Serves as advisor to top management and staff on issues surrounding criminal justice matters and crime prevention activities. Accomplishes short-term and long-range planning, develops and implements budget. Typically reports to the chief administrative officer."						
<b>Survey Source/Date:</b> Wage Access 2016						
<b>Job Title:</b> Police Chief	\$143,790	10	17	\$102,691	\$120,854	\$139,317
<b>Scope:</b> Nat'l data adj to Camas WA						
<b>Job Summary:</b> "Directs and coordinates activities of police department. Establishes rules and regulations for department as delegated by regulating code. Coordinates and administers daily police activities through subordinates. Oversees preparation of budget proposals, maintenance of police records and recruitment of staff. Approves police budget and negotiates with municipal officials for appropriation of funds. May command force during emergencies. May address various groups to inform public of goals and operations of department. Directs and coordinates activities of a division or department at one or more locations. Job performance impacts business operations and profitability of organization. Defines own goals and objectives based on corporate strategy. Has great latitude to exercise judgment and make decisions with no existing guidelines. Has budget and hiring authority. Directs activities of managers and/or supervisors."						
<b>Survey Source/Date:</b> WA Cities & Counties (AWC) 2016 median						
<b>Job Title:</b> Police Chief	\$118,319	13	13	\$106,436	\$118,319	\$130,202
<b>Scope:</b> Selected Washington Cities+						
<b>Job Summary:</b> "Plans, organizes, directs and controls the efficient operation of the police department. Accomplishes short term and long range planning, develops and implements budget. In smaller cities, may spend a portion of day doing patrol work."						
AVERAGES	\$143,955	32	44	\$109,325	\$128,131	\$147,038
<b>DATA ADJUSTED TO: January 2017</b>	<b>\$147,153</b>	<b>32</b>	<b>44</b>	<b>\$111,752</b>	<b>\$130,976</b>	<b>\$150,302</b>
				<b>Adjusted 65th percentile</b>	<b>\$131,010</b>	

^ Median salary provided in lieu of Weighted Average, which was not available

\* Salary percentiles provided in lieu of salary ranges which were not available

~ Geographic adjustments of less than 2% not required.

+Vancouver, Anacortes, Arlington, Battle Ground, Bonney Lake, Mill Creek, Monroe, Moses Lake, MountlakeTerrace, Mukilteo, Ridgefield, Tumwater, Washougal

**CITY NOTE**

**decreased 1 grade - internal equity**

**Non-Represented**

City of Camas Washington  
Salary Survey  
(Dollars per Year)

**POSITION: Public Works Director**

	WEIGHTED AVERAGE	NO. ORGANIZATIONS	NO. INCUMBENTS	MINIMUM	SALARY RANGE MIDPOINT	MAXIMUM
<b>Survey Source/Date:</b> Washington State Public Employers 2015						
<b>Job Title:</b> Public Works Director (w engineering)	\$151,736	12	6	\$113,582	\$129,447	\$145,312
<b>Scope:</b> All Responses adj to Camas WA						
<b>Job Summary:</b> "Plans, organizes, directs and controls the functions of the public works department. Develops and implements policies, procedures and practices to provide services in engineering, building inspection, equipment maintenance, street/roads and storm drainage maintenance, traffic control, and water and sewer treatment. Typically requires a minimum of a 4 year degree and 5-8 years experience, including some management experience and reports to the chief administrative officer or board of county commissioners. May supervise other engineers. NOTE: Excludes positions that work primarily out in field with crew; this is an administrative/managerial job. If position serves as city/county engineer, then license as a professional engineer is required."						
<b>Survey Source/Date:</b> Wage Access 2016*						
<b>Job Title:</b> Public Works Director	\$136,663	8	9	10th Percentile \$64,210	\$104,968	90th Percentile \$222,255
<b>Scope:</b> Nat'l data adj to Camas WA						
<b>Job Summary:</b> "Directs and coordinates activities of city departments of public works and utilities. Oversees municipal services of engineering, building inspection, equipment maintenance, street/road and storm drain maintenance, traffic control, and water and sewage treatment. Confers with officials responsible for street and building construction and maintenance, and for supplying water, power, sanitation, or other services to coordinate use of personnel and equipment and to consolidate purchasing requests. May attend city council meetings to present budgets, activity reports and plans for future activities. Directs and coordinates activities of a division or department at one or more locations. Job performance impacts business operations and profitability of organization. Defines own goals and objectives based on corporate strategy. Has great latitude to exercise judgment and makes decisions with no existing guidelines. Has budget and hiring authority. Directs activities of managers and/or supervisors."						
<b>Survey Source/Date:</b> WA Cities & Counties (AWC) 2016						
<b>Job Title:</b> Public Works Director	median \$113,808	14	14	\$101,326	\$113,808	\$126,291
<b>Scope:</b> Selected Washington Cities+						
<b>Job Summary:</b> "Plans, organizes, directs and controls the functions of the public works department. Develops and implements policies, procedures and practices to provide services in engineering, building inspection, equipment maintenance, street/roads and storm drainage maintenance, traffic control, and water and sewer treatment. May serve as a city engineer. Typically requires a minimum of a four year degree and 5-8 years experience including some management experience."						
AVERAGES	\$128,748	34	29	\$93,040	\$116,074	\$164,619
DATA ADJUSTED TO: January 2017	\$131,186	34	29	\$95,105	\$118,651	\$168,274
				Adjusted 65th percentile	\$121,131	

^ Median salary provided in lieu of Weighted Average, which was not available

\* Salary percentiles provided in lieu of salary ranges which were not available

~ Geographic adjustments of less than 2% not required.

+Vancouver, Anacortes, Arlington, Battle Ground, Bonney Lake, Maple Valley, Mill Creek, Monroe, Moses Lake, Mountlake Terrace, Mukilteo, Ridgefield, Tumwater and Washougal



**Non-Represented**

City of Camas Washington  
Salary Survey  
(Dollars per Year)

**POSITION: Public Works Operations Supervisor**

	WEIGHTED AVERAGE	NO. ORGANIZATIONS	NO. INCUMBENTS	MINIMUM	SALARY RANGE MIDPOINT	MAXIMUM
<b>Survey Source/Date:</b> Economic Resource Institute 2017 ^ median				10th Percentile		90th Percentile
<b>Job Title:</b> Water Superintendent, Level 1	\$78,055	Not Reported	40	\$67,014	\$78,055	\$92,803
<b>Scope:</b> City Support Services, 175 EEs Portland OR~						
<b>Job Summary:</b> "Supervises and coordinates activities of workers engaged in installing, maintaining, repairing, and servicing water distribution and sewage facilities. Develops work schedules and assigns work activities to crewmembers concerned with excavating and backfilling trenches and culverts, installing, repairing, and replacing water and sewer mains, joining and caulking pipeline, repairing valves and hydrants, drilling and installing taps in mains, and performing related street repairs, working from land plats, maps, and other diagrams."						
<b>Survey Source/Date:</b> Washington State Public Employers 2015						
<b>Job Title:</b> Public Works Manager	\$138,268	3	3	\$88,769	\$100,527	\$112,261
<b>Scope:</b> All Responses adj to Camas WA						
<b>Job Summary:</b> "Manages a division or major programs within the department; performs a variety of professional engineering work, at the advanced professional level, in design, planning, construction and maintenance of public works projects. Manages and coordinates activities of staff; plans and organizes workloads and staff assignments. Develops short- and long-term planning for division. Typically requires a bachelor's degree and 5 years of progressively responsible professional management experience in related field, including 3 years of supervisory experience."						
<b>Survey Source/Date:</b> Wage Access 2016*				10th Percentile		90th Percentile
<b>Job Title:</b> Public Works Manager	\$89,993	7	48	\$36,725	\$80,330	\$93,127
<b>Scope:</b> Nat'l data adj to Camas WA						
<b>Job Summary:</b> "Manages division, department or program involved in construction, maintenance and repair of municipal services of engineering, building inspection, equipment maintenance, street/road and storm drain maintenance or traffic control. Works with engineers and designers, material suppliers and staff to plan and manage projects. Oversees budget, scheduling, quality and progress of work. Manages a project, functional area or department within a division at a single location. Job performance significantly impacts department operations and may impact profitability of organization. Receives broadly defined goals and objectives. Exercises independent judgment and makes decisions with some existing guidelines. Usually has budget and/or hiring authority. May supervise activities of supervisors and/or non-management employees."						
AVERAGES	\$86,337	10	91	\$64,170	\$86,304	\$99,397
<b>DATA ADJUSTED TO: January 2017</b>	<b>\$87,300</b>	<b>10</b>	<b>91</b>	<b>\$65,346</b>	<b>\$87,886</b>	<b>\$101,219</b>
				<b>Adjusted 65th percentile</b>	<b>\$87,973</b>	

^ Median salary provided in lieu of Weighted Average, which was not available

\* Salary percentiles provided in lieu of salary ranges which were not available

~ Geographic adjustments of less than 2% not required

**CITY NOTE**                      **increased 1 grade - internal equity**

**Non-Represented**

City of Camas Washington  
Salary Survey  
(Dollars per Year)

**POSITION: Utilities Manager**

Insufficient Data - Informational Purposes Only

	WEIGHTED AVERAGE	NO. ORGANIZATIONS	NO. INCUMBENTS	MINIMUM	SALARY RANGE MIDPOINT	MAXIMUM
<b>Survey Source/Date:</b> Economic Resource Institute 2017 ^ median				10th Percentile		90th Percentile
<b>Job Title:</b> Water Superintendent, Level 3	\$97,682	Not Reported	40	\$83,392	\$97,682	\$116,380
<b>Scope:</b> City Support Services, 175 EEs Portland OR~						
<b>Job Summary:</b> "Supervises and coordinates activities of workers engaged in installing, maintaining, repairing, and servicing water distribution and sewage facilities. Develops work schedules and assigns work activities to crewmembers concerned with excavating and backfilling trenches and culverts, installing, repairing, and replacing water and sewer mains, joining and caulking pipeline, repairing valves and hydrants, drilling and installing taps in mains, and performing related street repairs, working from land plats, maps, and other diagrams."						
<b>Survey Source/Date:</b> Washington State Public Employers 2015						
<b>Job Title:</b> Public Works Director	\$151,736	12	6	\$113,816	\$129,580	\$145,312
<b>Scope:</b> All Responses adj to Camas WA						
<b>Job Summary:</b> "Plans, organizes, directs and controls the functions of the public works department. Develops and implements policies, procedures and practices to provide services in engineering, building inspection, equipment maintenance, street/roads and storm drainage maintenance, traffic control, and water and sewer treatment. Typically requires a minimum of a 4 year degree and 5-8 years experience, including some management experience and reports to the chief administrative officer or board of county commissioners. May supervise other engineers. NOTE: Excludes positions that work primarily out in field with crew; this is an administrative/managerial job. If position serves as city/county engineer, then license as a professional engineer is required."						
AVERAGES	\$104,733	12	46	\$98,604	\$113,631	\$130,846
<b>DATA ADJUSTED TO: January 2017</b>	<b>\$105,226</b>	<b>12</b>	<b>46</b>	<b>\$100,384</b>	<b>\$115,682</b>	<b>\$133,208</b>
				<b>Adjusted 65th percentile</b>	<b>\$120,553</b>	

^ Median salary provided in lieu of Weighted Average, which was not available

\* Salary percentiles provided in lieu of salary ranges which were not available

~ Geographic adjustments of less than 2% not required.

**CITY NOTE**                      **decreased 3 grades - internal equity**

## POLICE

**City of Camas Washington  
Salary Survey  
(Dollars per Year)**

POSITION: Police Officer

	WEIGHTED AVERAGE	NO. ORGANIZATIONS	NO. INCUMBENTS	MINIMUM	SALARY RANGE MIDPOINT	MAXIMUM
<b>Survey Source/Date:</b> Washington State Public Employers 2015						
<b>Job Title:</b> Police Officer/Deputy Sheriff	\$83,752	17	1,586	\$58,914	\$67,443	\$75,972
<b>Scope:</b> All Responses adj to Camas WA						
<b>Job Summary:</b> "Performs full range of field and office law enforcement work necessary to maintain public peace and order, to protect life and property, to prevent crime, to make investigations and to apprehend violators of the law. Works under infrequent supervision. May perform community liaison services as an additional duty, e.g., DARE, crime prevention, etc.. Requires DPSST Basic certification. NOTE: Excludes supervisors of other police personnel and other classifications with a different pay range. If you have a separate classification or pay step for probationary employees, include this as the first step of the range."						
<b>Survey Source/Date:</b> Wage Access 2016						
<b>Job Title:</b> Police Officer/Deputy Sheriff 2	\$58,095	22	3,483	\$43,458	\$55,199	\$66,377
<b>Scope:</b> Nat'l data adj to Camas WA						
<b>Job Summary:</b> "Patrols assigned beat on foot, on motorcycle, in patrol car, or on horseback to control traffic, prevent crime or disturbance of peace, and arrest violators. Disperses unruly crowds at public gatherings. Renders first aid at accidents, and investigates causes and results of accident. Directs and reroutes traffic around fire or other disruption. Issues tickets to traffic violators. May serve subpoenas, summonses, warrants, orders to show cause, restraining orders and writs of restitution, possession and execution to individuals, partnerships and corporations. * Complexity - Performs moderately complex, specialized and diverse activities. Work assignments are demanding and generally not clearly defined. * Autonomy - Under limited supervision, routinely exercises independent judgment within scope of job and makes some decisions with no existing guidelines. * Knowledge - Knowledge of extensive procedures in an occupational field to perform a wide variety of tasks. Undergraduate study or experience."						
<b>Survey Source/Date:</b> Washington Cities & Counties (AWC) 2016						
<b>Job Title:</b> Police Officer	Not Reported	13	331	\$61,638	\$61,420	\$61,201
<b>Scope:</b> Selected Washington Cities+						
<b>Job Summary:</b> "Performs full range of law enforcement work necessary to maintain public peace and order, to protect life and property, to prevent crime, to make investigation and to apprehend violator of the law. Works under infrequent supervision. May perform community liaison services as an additional duty, e.g., DARE, crime prevention, etc. Excludes supervisors of other police personnel and other classifications with a different pay range. If you have a separate classification or pay step for probationary employees, include this as the first step of the range."						
AVERAGES	\$66,122	52	5,400	\$54,670	\$61,354	\$67,850

**DATA ADJUSTED TO: January 2017    \$67,676                      52                      5,400                      \$55,884                      \$62,716                      \$69,356**  
**Adjusted 65th percentile                      \$64,630**

+Vancouver, Lake Stevens, Anacortes, Arlington, Battle Ground, Bonney Lake, Mill Creek, Monroe, Mukilteo, Tumwater, Washougal, Snoqualmie & Ridgefield

## CITY NOTE

increased approx 17% above sal study- used BG, Bon Lake, Mcreek, Mtlake Terr, Mukiteo, Washoug. Vancouver for comps  
so grades not exact fit

## POLICE

**City of Camas Washington  
Salary Survey  
(Dollars per Year)**

**POSITION: Police Sergeant**

	WEIGHTED AVERAGE	NO. ORGANIZATIONS	NO. INCUMBENTS	MINIMUM	SALARY RANGE MIDPOINT	MAXIMUM
<b>Survey Source/Date:</b> Washington State Public Employers 2015						
<b>Job Title:</b> Police Sergeant	\$101,192	18	217	\$79,011	\$83,706	\$88,422
<b>Scope:</b> All Responses adj to Camas WA						
<b>Job Summary:</b> "Supervises law enforcement officers, investigators, and/or administrative staff in the performance of their work. Perform law enforcement and crime prevention work. Typically requires an associate degree in criminal justice or closely related field and 5 years experience as a police officer, or an equivalent combination of education and experience."						
<b>Survey Source/Date:</b> Wage Access 2016						
<b>Job Title:</b> Police Sergeant	\$86,542	24	1,531	\$55,428	\$67,848	\$78,301
<b>Scope:</b> Selected Washington Cities+						
<b>Job Summary:</b> "Supervises and coordinates activities of squad of police officers assigned to patrol or shift. Assumes command of squad at precinct or headquarters, inspects uniforms and equipment, and relays orders to squad. Notifies superior of major crimes or disturbances within area and takes necessary action until arrival of superior. Reports dangers in streets or sidewalks, such as holes, obstructions, or leaking gas mains. * Responsibility - Responsibility for a functional area within a department at a single location. Job performance impacts functions and activities within organizational unit. * Autonomy - Receives well defined goals and objectives. Exercises independent judgment and makes routine decisions using existing guidelines. May have hiring authority. * Supervision - Supervises activities of non-management employees."						
<b>Survey Source/Date:</b> Washington Cities & Counties (AWC) 2016						
<b>Job Title:</b> Sergeant	Not Reported	13	82	\$81,978	\$87,293	\$92,607
<b>Scope:</b> Selected Washington Cities+						
<b>Job Summary:</b> "Directs and instructs police officers/deputies on an assigned shift. Develops shift work schedules, makes assignments of officers, assures coverage for absences and monitors performance of subordinates to assure effectiveness. Makes effective recommendations to hire, fire, transfer and discipline employees. First line supervisory position. May report to the police chief in smaller cities."						
AVERAGES	\$88,360	55	1,830	\$72,139	\$79,615	\$86,443

**DATA ADJUSTED TO: January 2017    \$90,182                      55                      1,830                      \$73,340                      \$80,941                      \$87,882**

**Adjusted 65th percentile    \$86,194**

+Vancouver, Lake Stevens, Anacortes, Arlington, Battle Ground, Bonney Lake, Mill Creek, Monroe, Mukilteo, Tumwater, Washougal, Snoqualmie & Ridgefield

## CITY NOTE

increased approx 2.5% above sal study - used BG, Bon Lake, Mcreek, Mtlake Terr, Mukiteo, Washoug. Vancouver for comps  
so grades not exact fit

# APPENDIX B

## Consultant Recommended Position Placement

Appendix B  
City of Camas  
Grade Structure

3% between steps		Mid point						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
MW				\$ 1,907				MW
G-1			\$ 1,940	\$ 2,000	\$ 2,060	\$ 2,120	\$ 2,180	G-1
G-2	\$ 1,909	\$ 1,972	\$ 2,035	\$ 2,098	\$ 2,161	\$ 2,224	\$ 2,287	G-2
G-3	\$ 2,003	\$ 2,069	\$ 2,135	\$ 2,201	\$ 2,267	\$ 2,333	\$ 2,399	G-3
G-4	\$ 2,101	\$ 2,170	\$ 2,239	\$ 2,308	\$ 2,378	\$ 2,447	\$ 2,516	G-4
G-5	\$ 2,203	\$ 2,276	\$ 2,349	\$ 2,421	\$ 2,494	\$ 2,567	\$ 2,639	G-5
G-6	\$ 2,311	\$ 2,388	\$ 2,464	\$ 2,540	\$ 2,616	\$ 2,692	\$ 2,769	G-6
G-7	\$ 2,425	\$ 2,504	\$ 2,584	\$ 2,664	\$ 2,744	\$ 2,824	\$ 2,904	G-7
G-8	\$ 2,543	\$ 2,627	\$ 2,711	\$ 2,795	\$ 2,879	\$ 2,962	\$ 3,046	G-8
G-9	\$ 2,668	\$ 2,756	\$ 2,844	\$ 2,932	\$ 3,020	\$ 3,107	\$ 3,195	G-9
G-10	\$ 2,798	\$ 2,891	\$ 2,983	\$ 3,075	\$ 3,167	\$ 3,260	\$ 3,352	G-10
G-11	\$ 2,935	\$ 3,032	\$ 3,129	\$ 3,226	\$ 3,322	\$ 3,419	\$ 3,516	G-11
G-12	\$ 3,079	\$ 3,181	\$ 3,282	\$ 3,384	\$ 3,485	\$ 3,587	\$ 3,688	G-12
G-13	\$ 3,230	\$ 3,336	\$ 3,443	\$ 3,549	\$ 3,656	\$ 3,762	\$ 3,869	G-13
G-14	\$ 3,388	\$ 3,500	\$ 3,611	\$ 3,723	\$ 3,835	\$ 3,946	\$ 4,058	G-14
G-15	\$ 3,554	\$ 3,671	\$ 3,788	\$ 3,905	\$ 4,023	\$ 4,140	\$ 4,257	G-15
G-16	\$ 3,728	\$ 3,851	\$ 3,974	\$ 4,097	\$ 4,219	\$ 4,342	\$ 4,465	G-16
G-17	\$ 3,910	\$ 4,039	\$ 4,168	\$ 4,297	\$ 4,426	\$ 4,555	\$ 4,684	G-17
G-18	\$ 4,102	\$ 4,237	\$ 4,372	\$ 4,508	\$ 4,643	\$ 4,778	\$ 4,913	G-18
G-19	\$ 4,303	\$ 4,445	\$ 4,586	\$ 4,728	\$ 4,870	\$ 5,012	\$ 5,154	G-19
G-20	\$ 4,513	\$ 4,662	\$ 4,811	\$ 4,960	\$ 5,109	\$ 5,257	\$ 5,406	G-20
G-21	\$ 4,734	\$ 4,890	\$ 5,047	\$ 5,203	\$ 5,359	\$ 5,515	\$ 5,671	G-21
G-22	\$ 4,966	\$ 5,130	\$ 5,294	\$ 5,457	\$ 5,621	\$ 5,785	\$ 5,948	G-22
G-23	\$ 5,209	\$ 5,381	\$ 5,553	\$ 5,725	\$ 5,896	\$ 6,068	\$ 6,240	G-23
G-24	\$ 5,464	\$ 5,645	\$ 5,825	\$ 6,005	\$ 6,185	\$ 6,365	\$ 6,545	G-24
G-25	\$ 5,732	\$ 5,921	\$ 6,110	\$ 6,299	\$ 6,488	\$ 6,677	\$ 6,866	G-25
G-26	\$ 6,013	\$ 6,211	\$ 6,409	\$ 6,607	\$ 6,805	\$ 7,004	\$ 7,202	G-26
G-27	\$ 6,307	\$ 6,515	\$ 6,723	\$ 6,931	\$ 7,139	\$ 7,347	\$ 7,554	G-27
G-28	\$ 6,616	\$ 6,834	\$ 7,052	\$ 7,270	\$ 7,488	\$ 7,706	\$ 7,924	G-28
G-29	\$ 6,940	\$ 7,168	\$ 7,397	\$ 7,626	\$ 7,855	\$ 8,084	\$ 8,312	G-29
G-30	\$ 7,279	\$ 7,519	\$ 7,759	\$ 7,999	\$ 8,239	\$ 8,479	\$ 8,719	G-30
G-31	\$ 7,636	\$ 7,888	\$ 8,139	\$ 8,391	\$ 8,643	\$ 8,895	\$ 9,146	G-31
G-32	\$ 8,010	\$ 8,274	\$ 8,538	\$ 8,802	\$ 9,066	\$ 9,330	\$ 9,594	G-32
G-33	\$ 8,402	\$ 8,679	\$ 8,956	\$ 9,233	\$ 9,510	\$ 9,787	\$ 10,064	G-33
G-34	\$ 8,813	\$ 9,104	\$ 9,394	\$ 9,685	\$ 9,975	\$ 10,266	\$ 10,557	G-34
G-35	\$ 9,245	\$ 9,550	\$ 9,854	\$ 10,159	\$ 10,464	\$ 10,769	\$ 11,073	G-35
G-36	\$ 9,697	\$ 10,017	\$ 10,337	\$ 10,657	\$ 10,976	\$ 11,296	\$ 11,616	G-36
G-37	\$ 10,172	\$ 10,508	\$ 10,843	\$ 11,178	\$ 11,514	\$ 11,849	\$ 12,184	G-37
G-38	\$ 10,670	\$ 11,022	\$ 11,374	\$ 11,726	\$ 12,077	\$ 12,429	\$ 12,781	G-38
G-39	\$ 11,193	\$ 11,562	\$ 11,931	\$ 12,300	\$ 12,669	\$ 13,038	\$ 13,407	G-39
G-40	\$ 11,741	\$ 12,128	\$ 12,515	\$ 12,902	\$ 13,289	\$ 13,676	\$ 14,063	G-40

City of Camas - Compensation Report 2017  
Appendix B

Employee Group	Position Title	Recommendation					Comparison to current range	
		Rec. Grade	Market or Slotted	Min	Mid	Max	Reduction from current rate	
				Step 1	Step 4	Step7	RecMin - CrntMin	RecMax - CrntMax
AFSCME	Custodial Aide	G-10	m	\$ 2,798	\$ 3,075	\$ 3,352	\$ 718	\$ 925
AFSCME	Grounds Worker I	G-11	m	\$ 2,935	\$ 3,226	\$ 3,516	\$ (1,111)	\$ (1,314)
AFSCME	Maintenance Worker I	G-16	m	\$ 3,728	\$ 4,097	\$ 4,465	\$ (319)	\$ (365)
AFSCME	Utility Maintenance Worker I	G-16	s	\$ 3,728	\$ 4,097	\$ 4,465	\$ (319)	\$ (365)
AFSCME	Facilities Operations Specialist	G-16	m	\$ 3,728	\$ 4,097	\$ 4,465	\$ (1,398)	\$ (1,655)
AFSCME	Grounds Worker II	G-17	s	\$ 3,910	\$ 4,297	\$ 4,684	\$ (511)	\$ (595)
AFSCME	Sanitation Worker	G-17	m	\$ 3,910	\$ 4,297	\$ 4,684	\$ (511)	\$ (595)
AFSCME	Maintenance Worker II	G-18	s	\$ 4,102	\$ 4,508	\$ 4,913	\$ (320)	\$ (366)
AFSCME	Senior Utility Maintenance Worker	G-18	s	\$ 4,102	\$ 4,508	\$ 4,913	\$ (728)	\$ (855)
AFSCME	Senior Grounds Worker	G-19	s	\$ 4,303	\$ 4,728	\$ 5,154	\$ (527)	\$ (615)
AFSCME	Lead Sanitation Worker	G-19	s	\$ 4,303	\$ 4,728	\$ 5,154	\$ (823)	\$ (966)
AFSCME	Mechanic	G-19	m	\$ 4,303	\$ 4,728	\$ 5,154	\$ (823)	\$ (966)
AFSCME	Sewer Maintenance Worker	G-19	s	\$ 4,303	\$ 4,728	\$ 5,154	\$ (823)	\$ (966)
AFSCME	Utility Maintenance Worker II	G-19	m	\$ 4,303	\$ 4,728	\$ 5,012	\$ (119)	\$ (267)
AFSCME	Senior Maintenance Worker	G-20	s	\$ 4,513	\$ 4,960	\$ 5,406	\$ (316)	\$ (363)
AFSCME	WW Treatment Plant Operator	G-20	m	\$ 4,513	\$ 4,960	\$ 5,406	\$ (613)	\$ (714)
AFSCME	Lead Utility Maintenance Worker	G-20	s	\$ 4,513	\$ 4,960	\$ 5,406	\$ (765)	\$ (897)
AFSCME	Water Supply Operator	G-20	m	\$ 4,513	\$ 4,960	\$ 5,406	\$ (765)	\$ (897)
AFSCME	Lead Maintenance Worker	G-21	s	\$ 4,734	\$ 5,203	\$ 5,671	\$ (544)	\$ (632)
AFSCME	Lead Grounds Worker	G-21	s	\$ 4,734	\$ 5,203	\$ 5,671	\$ (704)	\$ (824)
AFSCME	Lead Mechanic	G-21	s	\$ 4,734	\$ 5,203	\$ 5,671	\$ (866)	\$ (1,017)
CPEA	Police Records Clerk/Dispatcher I	G-13	s	\$ 3,230	\$ 3,549	\$ 3,869	\$ 218	\$ 270
CPEA	Financial Assistant I	G-13	s	\$ 3,230	\$ 3,549	\$ 3,869	\$ (475)	\$ (555)
CPEA	Administrative Support Asst. I	G-13	s	\$ 3,230	\$ 3,549	\$ 3,869	\$ 218	\$ 270
CPEA	Financial Assistant II	G-14	m	\$ 3,388	\$ 3,723	\$ 4,058	\$ (661)	\$ (777)
CPEA	Court Clerk	G-15	m	\$ 3,554	\$ 3,905	\$ 4,257	\$ 62	\$ 86
CPEA	Police Records Clerk/Dispatcher II	G-15	m	\$ 3,554	\$ 3,905	\$ 4,257	\$ 62	\$ 86
CPEA	Administrative Support Asst. II	G-16	m	\$ 3,728	\$ 4,097	\$ 4,465	\$ 236	\$ 294
CPEA	Offender Crew Leader	G-16	s	\$ 3,728	\$ 4,097	\$ 4,465	\$ (90)	\$ (91)
CPEA	Permit Technician	G-16	s	\$ 3,728	\$ 4,097	\$ 4,465	\$ (203)	\$ (230)
CPEA	Recreation Facilities Coordinator	G-16	s	\$ 3,728	\$ 4,097	\$ 4,465	\$ (203)	\$ (230)
CPEA	Lead Court Clerk	G-17	s	\$ 3,910	\$ 4,297	\$ 4,684	\$ 89	\$ 128
CPEA	Sr. Permit Technician	G-17	m	\$ 3,910	\$ 4,297	\$ 4,684	\$ (385)	\$ (445)
CPEA	Accounting Assistant	G-17	m	\$ 3,910	\$ 4,297	\$ 4,684	\$ (514)	\$ (598)
CPEA	Financial Analyst(new position)	G-18	m	\$ 4,513	\$ 4,960	\$ 5,406	-	-
CPEA	Recreation Coordinator	G-18	m	\$ 4,102	\$ 4,508	\$ 4,913	\$ (193)	\$ (216)
CPEA	Assistant Planner	G-19	s	\$ 4,303	\$ 4,728	\$ 5,154	\$ 132	\$ 175
CPEA	Code Enforcement Officer	G-19	m	\$ 4,303	\$ 4,728	\$ 5,154	\$ 132	\$ 175
CPEA	Lead Police Records Clerk	G-19	s	\$ 4,303	\$ 4,728	\$ 5,154	\$ 132	\$ 175
CPEA	Sr. Administrative Support Asst.	G-19	s	\$ 4,303	\$ 4,728	\$ 5,154	\$ 132	\$ 175
CPEA	Court Security Officer	G-19	s	\$ 4,303	\$ 4,728	\$ 5,154	\$ 8	\$ 25
CPEA	IT Support Specialist	G-19	m	\$ 4,303	\$ 4,728	\$ 5,154	\$ (253)	\$ (288)
CPEA	Engineering Technician	G-20	s	\$ 4,513	\$ 4,960	\$ 5,406	\$ (182)	\$ (200)
CPEA	Planner I	G-20	s	\$ 4,513	\$ 4,960	\$ 5,406	\$ (466)	\$ (540)
CPEA	Building Inspector I	G-20	s	\$ 4,513	\$ 4,960	\$ 5,406	\$ (43)	\$ (36)
CPEA	Plans Examiner	G-21	s	\$ 4,734	\$ 5,203	\$ 5,671	\$ (245)	\$ (275)
CPEA	Building Inspector II	G-22	m	\$ 4,966	\$ 5,457	\$ 5,948	\$ (13)	\$ 2
CPEA	Engineer I	G-22	s	\$ 4,966	\$ 5,457	\$ 5,948	\$ (13)	\$ 2
CPEA	Sr. Engineering Technician	G-22	s	\$ 4,966	\$ 5,457	\$ 5,948	\$ (13)	\$ 2
CPEA	Planner II	G-22	s	\$ 4,966	\$ 5,457	\$ 5,948	\$ (476)	\$ (550)
CPEA	Sr. Plans Examiner	G-23	m	\$ 5,209	\$ 5,725	\$ 6,240	\$ (233)	\$ (258)
CPEA	Engineer II	G-24	s	\$ 5,464	\$ 6,005	\$ 6,545	\$ 22	\$ 47
CPEA	GIS Coordinator	G-24	s	\$ 5,464	\$ 6,005	\$ 6,545	\$ (142)	\$ (147)
CPEA	Planner III	G-24	s	\$ 5,464	\$ 6,005	\$ 6,545	\$ (142)	\$ (147)
CPEA	Accountant	G-25	m	\$ 5,732	\$ 6,299	\$ 6,866	\$ 290	\$ 368
CPEA	Sr. Building Inspector	G-25	s	\$ 5,732	\$ 6,299	\$ 6,866	\$ 290	\$ 368
CPEA	Sr. Planner	G-26	m	\$ 6,013	\$ 6,607	\$ 7,202	\$ 238	\$ 309
CPEA	Engineer III	G-26	m	\$ 6,013	\$ 6,607	\$ 7,202	\$ 67	\$ 100
CPEA	IT Network Administrator	G-27	m	\$ 6,307	\$ 6,931	\$ 7,554	\$ 361	\$ 452
CPEA	IT Systems Analyst/Programmer	G-28	m	\$ 6,616	\$ 7,270	\$ 7,924	\$ 670	\$ 822
CPEA	Project Manager	G-31	m	\$ 7,636	\$ 8,391	\$ 9,146	\$ 1,138	\$ 1,387

City of Camas - Compensation Report 2017  
Appendix B

Employee Group	Position Title	Recommendation					Comparison to current range	
		Rec. Grade	Market or Slotted	Min	Mid	Max	Reduction from current rate	
				Step 1	Step 4	Step7	RecMin - CrntMin	RecMax - CrntMax
Fire	Firefighter	G-24	m	\$ 5,464	\$ 6,005	\$ 6,545	\$ (77)	\$ (103)
Fire	Firefighter/Paramedic	G-24	m	\$ 5,464	\$ 6,005	\$ 6,545	\$ (630)	\$ (769)
Fire	Deputy Fire Marshal	G-26	m	\$ 6,013	\$ 6,607	\$ 7,202	\$ (636)	\$ (777)
Fire	Fire Captain	G-30	m	\$ 7,279	\$ 7,999	\$ 8,719	\$ 631	\$ 740
Fire	Fire Captain/Paramedic	G-30	m	\$ 7,279	\$ 7,999	\$ 8,719	\$ 77	\$ 76
Fire	Battalion Chief	G-31	m	\$ 7,636	\$ 8,391	\$ 9,146	\$ (121)	\$ (163)
Local 11	Library Assistant	G-10	s	\$ 2,798	\$ 3,075	\$ 3,352	\$ (374)	\$ (433)
Local 11	Library Support Assistant	G-12	m	\$ 3,079	\$ 3,384	\$ 3,688	\$ (400)	\$ (467)
Local 11	Library Associate	G-13	m	\$ 3,230	\$ 3,549	\$ 3,869	\$ (908)	\$ (1,073)
Local 11	Circulation Services Specialist	G-15	m	\$ 3,554	\$ 3,905	\$ 4,257	\$ (835)	\$ (985)
Local 11	Youth Services Librarian	G-22	m	\$ 4,966	\$ 5,457	\$ 5,948	\$ 307	\$ 387
Local 11	Library Page	G-6	m	\$ 2,311	\$ 2,540	\$ 2,769	\$ 19	\$ 266
Non-Rep	Human Resources Assistant	G-15	m	\$ 3,554	\$ 3,905	\$ 4,257	\$ (1,098)	\$ (1,299)
Non-Rep	Administrative Assistant/Deputy City Clerk	G-17	m	\$ 3,910	\$ 4,297	\$ 4,684	\$ (366)	\$ (419)
Non-Rep	Operations Supervisor - Wastewater	G-26	m	\$ 6,013	\$ 6,607	\$ 7,202	\$ (30)	\$ (14)
Non-Rep	Operations Supervisor - W/S	G-28	m	\$ 6,616	\$ 7,270	\$ 7,924	\$ 573	\$ 708
Non-Rep	Public Works Operations Supervisor	G-28	m	\$ 6,616	\$ 7,270	\$ 7,924	\$ 149	\$ 202
Non-Rep	Assistant Library Director	G-29	s	\$ 6,940	\$ 7,626	\$ 8,312	\$ 1,383	\$ 1,676
Non-Rep	Accounting Manager	G-30	m	\$ 7,279	\$ 7,999	\$ 8,719	\$ 1,382	\$ 1,679
Non-Rep	Building Division Manager/Building Official	G-30	m	\$ 7,279	\$ 7,999	\$ 8,719	\$ 640	\$ 788
Non-Rep	Planning Manager	G-30	s	\$ 7,279	\$ 7,999	\$ 8,719	\$ 639	\$ 788
Non-Rep	Engineering Manager	G-31	m	\$ 7,636	\$ 8,391	\$ 9,146	\$ 201	\$ 266
Non-Rep	Police Captain	G-31	m	\$ 7,636	\$ 8,391	\$ 9,146	\$ 138	\$ 194
Non-Rep	Library Director	G-32	m	\$ 8,010	\$ 8,802	\$ 9,594	\$ 972	\$ 1,189
Non-Rep	Division Chief/Emergency Medical Services	G-32	s	\$ 8,010	\$ 8,802	\$ 9,594	\$ (50)	\$ (33)
Non-Rep	Division Chief/Fire Marshal	G-32	m	\$ 8,010	\$ 8,802	\$ 9,594	\$ (50)	\$ (33)
Non-Rep	Administrative Services Director	G-32	m	\$ 8,010	\$ 8,802	\$ 9,594	\$ (292)	\$ (320)
Non-Rep	Parks and Recreation Manager	G-34	m	\$ 8,813	\$ 9,685	\$ 10,557	\$ 2,346	\$ 2,835
Non-Rep	Utilities Manager	G-34	m	\$ 8,813	\$ 9,685	\$ 10,557	\$ 1,378	\$ 1,677
Non-Rep	Community Development Director	G-34	m	\$ 8,813	\$ 9,685	\$ 10,557	\$ 511	\$ 643
Non-Rep	Public Works Director	G-34	m	\$ 8,813	\$ 9,685	\$ 10,557	\$ 511	\$ 643
Non-Rep	Information Technology Director	G-36	m	\$ 9,697	\$ 10,657	\$ 11,616	\$ 2,659	\$ 3,211
Non-Rep	Finance Director	G-36	m	\$ 9,697	\$ 10,657	\$ 11,616	\$ 1,395	\$ 1,702
Non-Rep	Police Chief	G-36	m	\$ 9,697	\$ 10,657	\$ 11,616	\$ 761	\$ 948
Non-Rep	City Administrator	G-36	m	\$ 9,697	\$ 10,657	\$ 11,616	\$ (544)	\$ (612)
Non-Rep	Fire Chief	G-39	m	\$ 11,193	\$ 12,300	\$ 13,407	\$ 2,244	\$ 2,461
PD	Police Officer	G-21	m	\$ 4,734	\$ 5,203	\$ 5,671	\$ (609)	\$ (709)
PD	Police Sergeant	G-27	m	\$ 6,307	\$ 6,931	\$ 7,554	\$ (15)	\$ 10



# APPENDIX C

## City Recommended Position Placement

## City of Camas Salary Study Recommended Salay Ranges - by Employee Group

Group	Position Title	CURRENT			RECOMM.	MKT OR SLOTTED	RECOMMENDED			DIFFERENCE BETWEEN	
		MIN	MID	MAX			MIN	MID	MAX	RECOMM MIN- CURRENT	RECOMM MAX- CURRENT
		STEP 1	STEP 4	STEP 7	GRADE		STEP 1	STEP 4	STEP 7		
AFSCME	Custodial Aide	2004	2189	2391	G-3	m	2003	2201	2399	(1)	8
AFSCME	Grounds Worker I	4047	4422	4830	G-16	m	3728	4097	4465	(319)	(365)
AFSCME	Maintenance Worker I	4047	4422	4830	G-16	m	3728	4097	4465	(319)	(365)
AFSCME	Utility Maintenance Worker I	4047	4422	4830	G-16	s	3728	4097	4465	(319)	(365)
AFSCME	Grounds Worker II	4422	4830	5279	G-18	s	4102	4508	4913	(320)	(366)
AFSCME	Maintenance Worker II	4422	4830	5279	G-18	s	4102	4508	4913	(320)	(366)
AFSCME	Sanitation Worker	4422	4830	5279	G-18	m	4102	4508	4913	(320)	(366)
AFSCME	Utility Maintenance Worker II	4422	4830	5279	G-18	m	4102	4508	4913	(320)	(366)
AFSCME	Facilities Operations Specialist	5126	5601	6120	G-19	m	4303	4728	5154	(823)	(966)
AFSCME	Mechanic	5126	5601	6120	G-19	m	4303	4728	5154	(823)	(966)
AFSCME	Senior Grounds Worker	4830	5279	5769	G-19	s	4303	4728	5154	(527)	(615)
AFSCME	Senior Maintenance Worker	4830	5279	5769	G-19	s	4303	4728	5154	(527)	(615)
AFSCME	Senior Utility Maintenance Worker	4830	5279	5769	G-19	s	4303	4728	5154	(527)	(615)
AFSCME	Sewer Maintenance Worker	5126	5601	6120	G-19	s	4303	4728	5154	(823)	(966)
AFSCME	WW Treatment Plant Operator	5126	5601	6120	G-19	m	4303	4728	5154	(823)	(966)
AFSCME	Lead Sanitation Worker	5126	5601	6120	G-20	s	4513	4960	5406	(613)	(714)
AFSCME	Lead Grounds Worker	5439	5942	6494	G-21	s	4734	5203	5671	(704)	(824)
AFSCME	Lead Maintenance Worker	5279	5769	6303	G-21	s	4734	5203	5671	(544)	(632)
AFSCME	Lead Utility Maintenance Worker	5279	5769	6303	G-21	s	4734	5203	5671	(544)	(632)
AFSCME	Water Supply Operator	5279	5769	6303	G-21	m	4734	5203	5671	(544)	(632)
AFSCME	Lead WW Treatment Plan Oper*	-	-	-	G-22	s	4966	5457	5948	-	-
AFSCME	Lead Mechanic	5601	6120	6688	G-22	s	4966	5457	5948	(634)	(740)
CPEA	Police Records Clerk/Dispatcher I	3012	3293	3599	G-13	s	3230	3549	3869	218	270
CPEA	Administrative Support Asst. I	3012	3293	3599	G-13	s	3230	3549	3869	218	270
CPEA	Court Clerk	3492	3818	4171	G-15	m	3554	3905	4257	62	86
CPEA	Police Records Clerk/Dispatcher II	3492	3818	4171	G-16	m	3728	4097	4465	236	294
CPEA	Administrative Support Asst. II	3492	3818	4171	G-16	m	3728	4097	4465	236	294
CPEA	Offender Crew Leader	3818	4171	4556	G-16	s	3728	4097	4465	(90)	(91)
CPEA	Permit Technician	3931	4295	4695	G-16	s	3728	4097	4465	(203)	(230)
CPEA	Recreation Facilities Coordinator	3931	4295	4695	G-16	s	3728	4097	4465	(203)	(230)
CPEA	Financial Assistant I	3705	4049	4424	G-17	s	3910	4297	4684	205	260

## City of Camas Salary Study Recommended Salay Ranges - by Employee Group

Group	Position Title	CURRENT			RECOMM.	MKT OR SLOTTED	RECOMMENDED			DIFFERENCE BETWEEN	
		MIN	MID	MAX			MIN	MID	MAX	RECOMM MIN-CURRENT	RECOMM MAX-CURRENT
		STEP 1	STEP 4	STEP 7	GRADE		STEP 1	STEP 4	STEP 7		
CPEA	Lead Court Clerk	3821	4171	4556	G-17	s	3910	4297	4684	89	128
CPEA	Financial Assistant II	4049	4424	4835	G-18	m	4102	4508	4913	53	78
CPEA	Recreation Coordinator	4295	4695	5129	G-18	m	4102	4508	4913	(193)	(216)
CPEA	Sr. Permit Technician	4295	4695	5129	G-19	m	4303	4728	5154	8	25
CPEA	Accounting Assistant	4424	4835	5282	G-19	m	4303	4728	5154	(121)	(128)
CPEA	Assistant Planner	4171	4556	4979	G-19	m	4303	4728	5154	132	175
CPEA	Code Enforcement Officer	4171	4556	4979	G-19	m	4303	4728	5154	132	175
CPEA	Lead Police Records Clerk	4171	4556	4979	G-19	s	4303	4728	5154	132	175
CPEA	Sr. Administrative Support Asst.	4171	4556	4979	G-19	s	4303	4728	5154	132	175
CPEA	Court Security Officer	4295	4695	5129	G-20	s	4513	4960	5406	218	277
CPEA	IT Support Specialist	4556	4979	5442	G-20	m	4513	4960	5406	(43)	(36)
CPEA	Engineering Technician	4695	5129	5606	G-20	s	4513	4960	5406	(182)	(200)
CPEA	Building Inspector I	4556	4979	5442	G-20	s	4513	4960	5406	(43)	(36)
CPEA	Planner I	4979	5442	5946	G-20	s	4513	4960	5406	(466)	(540)
CPEA	Financial Analyst*	-	-	-	G-22	m	4966	5457	5948	-	-
CPEA	Plans Examiner	4979	5442	5946	G-22	s	4966	5457	5948	(13)	2
CPEA	Building Inspector II	4979	5442	5946	G-22	m	4966	5457	5948	(13)	2
CPEA	Engineer I	4979	5442	5946	G-22	s	4966	5457	5948	(13)	2
CPEA	Sr. Engineering Technician	4979	5442	5946	G-22	s	4966	5457	5948	(13)	2
CPEA	Planner II	5442	5946	6498	G-22	s	4966	5457	5948	(476)	(550)
CPEA	Sr. Plans Examiner	5442	5946	6498	G-23	m	5209	5725	6240	(233)	(258)
CPEA	Engineer II	5442	5946	6498	G-24	s	5464	6005	6545	22	47
CPEA	GIS Coordinator	5606	6124	6692	G-24	s	5464	6005	6545	(142)	(147)
CPEA	Accountant	5442	5946	6498	G-24	m	5464	6005	6545	22	47
CPEA	Planner III	5606	6124	6692	G-24	s	5464	6005	6545	(142)	(147)
CPEA	Sr. Building Inspector	5442	5946	6498	G-25	m	5732	6299	6866	290	368
CPEA	Sr. Planner	5775	6306	6893	G-26	m	6013	6607	7202	238	309
CPEA	Engineer III	5946	6498	7102	G-26	m	6013	6607	7202	67	100
CPEA	IT Network Administrator	5946	6498	7102	G-27	m	6307	6931	7554	361	452
CPEA	IT Systems Analyst/Programmer	5946	6498	7102	G-28	m	6616	7270	7924	670	822
CPEA	Engineering Project Manager	6498	7102	7759	G-28	m	6616	7270	7924	118	165

City of Camas Salary Study Recommended Salay Ranges - by Employee Group

Group	Position Title	CURRENT			RECOMM.	MKT OR SLOTTED	RECOMMENDED			DIFFERENCE BETWEEN	
		MIN	MID	MAX			MIN	MID	MAX	RECOMM MIN-CURRENT	RECOMM MAX-CURRENT
		STEP 1	STEP 4	STEP 7	GRADE		STEP 1	STEP 4	STEP 7		
Fire**	Firefighter	5541	6181	6649	-	negot.	5652	6305	6782	111	133
Fire	Firefighter/Paramedic	6095	6799	7314	-	negot.	6216	6935	7460	121	146
Fire	Deputy Fire Marshal	6649	7417	7979	-	negot.	6782	7565	8139	133	160
Fire	Fire Captain	6649	7417	7979	-	negot.	6782	7565	8139	133	160
Fire	Fire Captain/Paramedic	7203	8036	8644	-	negot.	7347	8197	8817	144	173
Fire	Battalion Chief	7757	8654	9309	-	negot.	7912	8827	9495	155	186
Local 11	Library Page	2292	2503	-	G-6	m	2311	2540	2769	19	-
Local 11	Library Assistant	3172	3465	3785	G-11	s	2935	3226	3516	(237)	(269)
Local 11	Library Associate	4138	4521	4942	G-14	m	3388	3723	4058	(750)	(884)
Local 11	Administrative Support Assistant	3479	3806	4155	G-16	m	3728	4097	4465	249	310
Local 11	Circulation Services Specialist	4389	4797	5242	G-16	m	3728	4097	4465	(661)	(777)
Local 11	Programming and Outreach Coordinator	4659	5091	5561	G-22	m	4966	5457	5948	307	387
Non-Rep	Human Resources Assistant	4652	5084	5556	G-20	m	4513	4960	5406	(139)	(150)
Non-Rep	Administrative Assistant/Deputy City Clerk	4276	4671	5103	G-20	m	4513	4960	5406	237	303
Non-Rep	Assistant Library Director	5557	6072	6636	G-24	s	5464	6005	6545	(93)	(91)
Non-Rep	Technology and Collections Mgr*	-	-	-	G-25	s	5732	6299	6866	-	-
Non-Rep	Operations Supervisor - Wastewater	6043	6603	7216	G-27	m	6307	6931	7554	264	338
Non-Rep	Operations Supervisor - W/S	6043	6603	7216	G-27	m	6307	6931	7554	264	338
Non-Rep	Public Works Operations Supervisor	6467	7067	7722	G-29	m	6940	7626	8312	473	590
Non-Rep	Parks and Recreation Manager	6467	7067	7722	G-29	m	6940	7626	8312	473	590
Non-Rep	Accounting Manager	5897	6445	7040	G-30	m	7279	7999	8719	1,382	1,679
Non-Rep	Building Division Manager/Building Official	6639	7257	7931	G-30	m	7279	7999	8719	640	788
Non-Rep	Planning Manager	6640	7257	7931	G-30	s	7279	7999	8719	639	788
Non-Rep	Engineering Manager	7435	8126	8880	G-31	m	7636	8391	9146	201	266
Non-Rep	Police Captain	7498	8192	8952	G-31	m	7636	8391	9146	138	194
Non-Rep	Library Director	7038	7692	8405	G-31	m	7636	8391	9146	598	741
Non-Rep	Utilities Manager	7435	8126	8880	G-31	m	7636	8391	9146	201	266
Non-Rep	Information Technology Director	7038	7692	8405	G-31	m	7636	8391	9146	598	741
Non-Rep	Division Chief/Emergency Medical Svcs.	8060	8808	9627	G-33	s	8402	9233	10064	342	437
Non-Rep	Division Chief/Fire Marshal	8060	8808	9627	G-33	m	8402	9233	10064	342	437

City of Camas Salary Study Recommended Salay Ranges - by Employee Group

Group	Position Title	CURRENT			RECOMM.	MKT OR	RECOMMENDED			DIFFERENCE BETWEEN	
		MIN	MID	MAX			MIN	MID	MAX	RECOMM	RECOMM
		STEP 1	STEP 4	STEP 7	GRADE	SLOTTED	STEP 1	STEP 4	STEP 7	MIN-CURRENT	MAX-CURRENT
Non-Rep	Administrative Services Director	8302	9073	9914	G-34	m	8813	9685	10557	511	643
Non-Rep	Community Development Director	8302	9073	9914	G-34	m	8813	9685	10557	511	643
Non-Rep	Public Works Director	8302	9073	9914	G-34	m	8813	9685	10557	511	643
Non-Rep	Finance Director	8302	9073	9914	G-34	m	8813	9685	10557	511	643
Non-Rep	Police Chief	8936	9762	10668	G-35	m	9245	10159	11073	309	405
Non-Rep	Fire Chief	8949	9955	10946	G-36	m	9697	10657	11616	748	670
Non-Rep	City Administrator	10241	11190	12228	G-38	m	10670	11726	12781	429	553
PD	Police Officer	5343	5839	6380	-	m	5586	6105	6671	243	291
PD	Police Sergeant	6322	6904	7544	-	m	6534	7140	7802	212	258

\* Newly created positions  
\*\* Fire department salary scales only have 6 steps.

RESOLUTION NO. 17-009

A RESOLUTION adopting salary scales for non-represented employees.

BE IT RESOLVED BY THE COUNCIL OF THE CITY OF CAMAS AS FOLLOWS:

I

The salary scales for all non-represented employees, including seasonal employees and interns, shall be as set forth in the salary schedule attached hereto as Exhibit "A" with an effective date of July 1, 2017.

II

PASSED BY the Council and approved by the Mayor this 17<sup>th</sup> day of July, 2017.

SIGNED: \_\_\_\_\_  
Mayor

ATTEST: \_\_\_\_\_  
Clerk

APPROVED as to form:

\_\_\_\_\_  
City Attorney

# Appendix A

## Non-Represented Position Salary Schedule Effective 7/1/2017

	Position	1	2	3	4	5	6	7
Non-Represented	Accounting Manager	7279	7519	7759	7999	8239	8479	8719
	Administrative Assistant/Deputy City Clerk	4513	4662	4811	4960	5109	5257	5406
	Administrative Services Director	8813	9104	9394	9685	9975	10266	10557
	Building Division Manager/Building Official	7279	7519	7759	7999	8239	8479	8719
	City Administrator	10670	11022	11374	11726	12077	12429	12781
	Community Development Director	8813	9104	9394	9685	9975	10266	10557
	Division Chief/Emergency Medical Svcs.	8402	8679	8956	9233	9510	9787	10064
	Division Chief/Fire Marshal	8402	8679	8956	9233	9510	9787	10064
	Engineering Manager	7636	7888	8139	8391	8643	8895	9146
	Finance Director	8813	9104	9394	9685	9975	10266	10557
	Fire Chief	9697	10017	10337	10657	10976	11296	11616
	Human Resources Assistant	4513	4662	4811	4960	5109	5257	5406
	Information Technology Director	7636	7888	8139	8391	8643	8895	9146
	Library Director	7636	7888	8139	8391	8643	8895	9146
	Operations Supervisor - W/S	6307	6515	6723	6931	7139	7347	7554
	Operations Supervisor - Wastewater	6307	6515	6723	6931	7139	7347	7554
	Parks and Recreation Manager	6940	7168	7397	7626	7855	8084	8312
	Planning Manager	7279	7519	7759	7999	8239	8479	8719
	Police Captain	7636	7888	8139	8391	8643	8895	9146
	Police Chief	9245	9550	9854	10159	10464	10769	11073
	Public Works Director	8813	9104	9394	9685	9975	10266	10557
	Public Works Operations Supervisor	6940	7168	7397	7626	7855	8084	8312
	Technology and Collections Manager	5732	5921	6110	6299	6488	6677	6866
	Utilities Manager	7636	7888	8139	8391	8643	8895	9146

# 2017 Seasonal and Intern Salary Schedule

	Position			
		1	2	3
Seasonals / Interns	HS Interns (Eng Utility, Vaddio Board)	11.00	11.50	12.00
	College Interns (IT, Finance)	12.00	13.00	14.00
	Asst. Pool Supervisor	13.25	13.75	-
	Lifeguard	11.75	12.25	-
	Lead Lifeguard	12.25	12.75	-
	Water Safety Instructor	12.00	12.50	-
	Lead Water Safety Instructor	12.50	13.00	-
	Pool/Activity Aide	11.00	11.50	-
	Pool Cashier	12.00	12.50	-
	Seasonal Maintenance Worker	13.00	13.50	14.00
	Summer Maintenance Worker	13.00	13.50	14.00
	Summer Reading Aide	11.00	11.50	-
	Recreation Leader	13.00	13.50	14.00
	Recreation Aide	11.00	11.50	12.00



RESOLUTION NO. 17-010

A RESOLUTION adopting salary scales for non-represented employees.

BE IT RESOLVED BY THE COUNCIL OF THE CITY OF CAMAS AS FOLLOWS:

I

The salary scales for all non-represented employees, including seasonal employees and interns, shall be as set forth in the salary schedule attached hereto as Exhibit "A" with an effective date of July 1, 2017.

II

PASSED BY the Council and approved by the Mayor this 17<sup>th</sup> day of July, 2017.

SIGNED: \_\_\_\_\_  
Mayor

ATTEST: \_\_\_\_\_  
Clerk

APPROVED as to form:

\_\_\_\_\_  
City Attorney

**Appendix A**

Non-Represented Position Salary Schedule  
Effective 7/1/2017

	Position							
		1	2	3	4	5	6	7
<b>Non-Represented</b>	Accounting Manager	6015	6197	6381	6574	6770	6972	7181
	Administrative Assistant/Deputy City Clerk	4362	4490	4627	4764	4906	5054	5205
	Administrative Services Director	8468	8722	8984	9254	9533	9818	10112
	Assistant Library Director	5668	5837	6013	6193	6379	6571	6769
	Building Division Manager/Building Official	6772	6976	7189	7402	7625	7854	8090
	City Administrator	10446	10759	11082	11414	11757	12109	12473
	Community Development Director	8468	8722	8984	9254	9533	9818	10112
	Division Chief/Emergency Medical Svcs.	8221	8468	8722	8984	9254	9533	9820
	Division Chief/Fire Marshal	8221	8468	8722	8984	9254	9533	9820
	Engineering Manager	7584	7812	8047	8289	8537	8793	9058
	Finance Director	8468	8722	8984	9254	9533	9818	10112
	Fire Chief	9128	9457	9798	10154	10524	10841	11165
	Human Resources Assistant	4745	4888	5035	5186	5341	5502	5667
	Information Technology Director	7179	7395	7617	7846	8081	8323	8573
	Library Director	7179	7395	7617	7846	8081	8323	8573
	Operations Supervisor - W/S	6164	6351	6539	6735	6938	7146	7360
	Operations Supervisor - Wastewater	6164	6351	6539	6735	6938	7146	7360
	Parks and Recreation Manager	6596	6793	6998	7208	7425	7647	7876
	Planning Manager	6773	6976	7188	7402	7623	7854	8090
	Police Captain	7648	7875	8112	8356	8608	8866	9131
	Police Chief	9115	9387	9671	9957	10255	10564	10881
	Public Works Director	8468	8722	8984	9254	9533	9818	10112
	Public Works Operations Supervisor	6596	6793	6998	7208	7425	7647	7876
	Utilities Manager	7584	7812	8047	8289	8537	8793	9058

# 2017 Seasonal and Intern Salary Schedule

	Position			
		1	2	3
Seasonals / Interns	HS Interns (Eng Utility, Vaddio Board)	11.00	11.50	12.00
	College Interns (IT, Finance)	12.00	13.00	14.00
	Asst. Pool Supervisor	13.25	13.75	-
	Lifeguard	11.75	12.25	-
	Lead Lifeguard	12.25	12.75	-
	Water Safety Instructor	12.00	12.50	-
	Lead Water Safety Instructor	12.50	13.00	-
	Pool/Activity Aide	11.00	11.50	-
	Pool Cashier	12.00	12.50	-
	Seasonal Maintenance Worker	13.00	13.50	14.00
	Summer Maintenance Worker	13.00	13.50	14.00
	Summer Reading Aide	11.00	11.50	-
	Recreation Leader	13.00	13.50	14.00
	Recreation Aide	11.00	11.50	12.00

RESOLUTION NO. 17-011

A RESOLUTION revising the speed limit on NE Goodwin Road, NE 28<sup>th</sup> Street, and NE Ingle Road located in the City of Camas.

BE IT RESOLVED BY THE COUNCIL OF THE CITY OF CAMAS AS FOLLOWS:

Section I

The Council of the City of Camas finds upon the basis of engineering and traffic investigation that the speed permitted on certain streets should be revised. Any future change in the speed limit of said roadway will be determined by resolution.

Section II

It is hereby declared that the speed limit for the following described street or sections thereof be as hereinafter set forth:

<u>Name of Street</u>	<u>Speed Limit</u>
NE Goodwin Road from 440 feet northeasterly of NW Camas Meadows Drive to NE Ingle Road	40
NE Goodwin Road and NE 28 <sup>th</sup> Street from NE Ingle Road to the East City Limits	40
NE Ingle Road from NE Goodwin Road to the North City Limits	40

Section III

Pursuant to RCW 46.61.415(5), the revised speed limits as set forth herein shall be effective when appropriate giving notice thereof are erected by the City Engineer.

ADOPTED by the Council at a regular meeting this 17<sup>th</sup> day of July 2017.

SIGNED: \_\_\_\_\_  
Mayor

ATTEST: \_\_\_\_\_  
Clerk

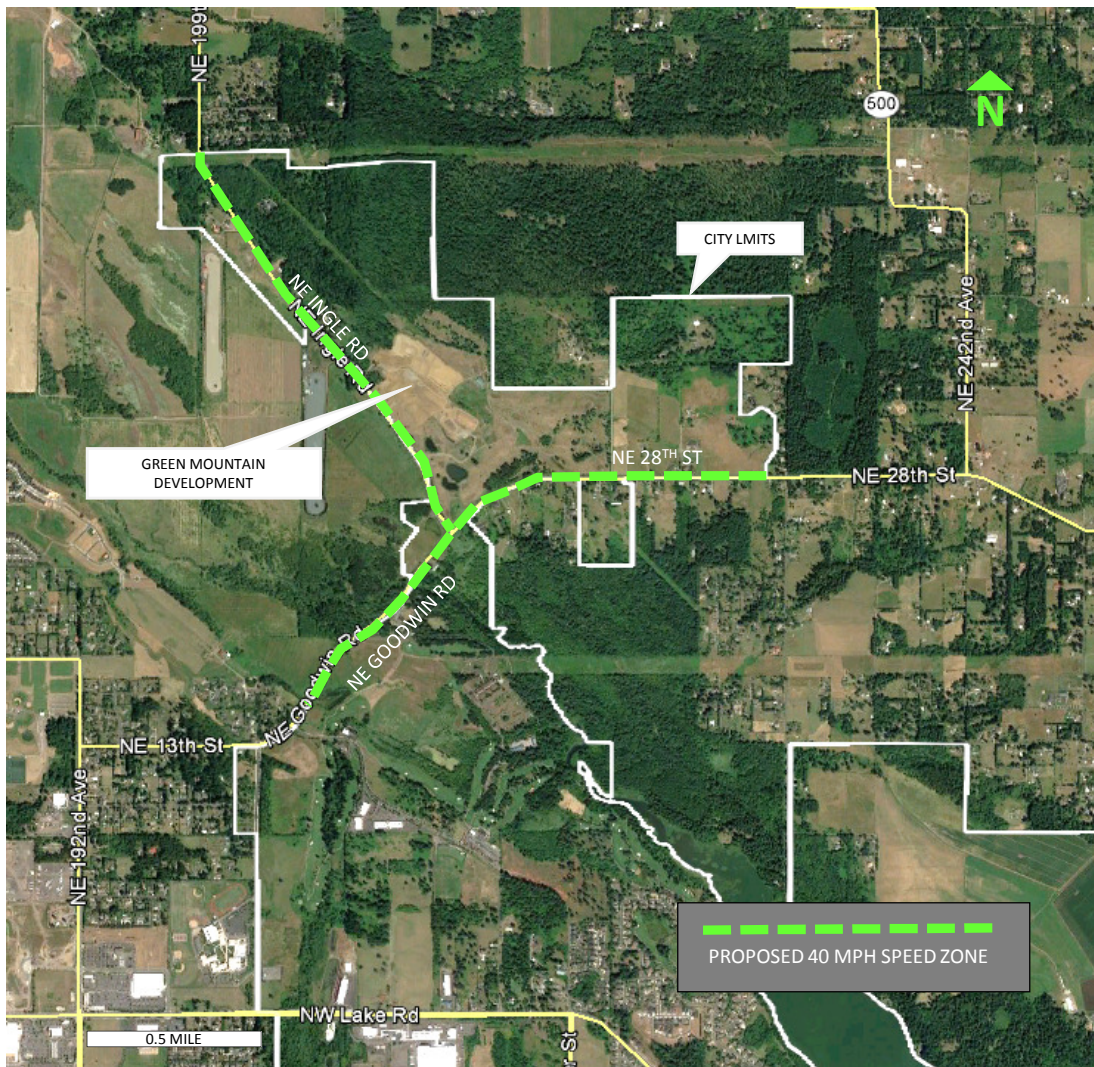
APPROVED as to form:

\_\_\_\_\_  
City Attorney

## SPEED LIMIT CHANGE PROPOSAL: NE GOODWIN RD / NE INGLE RD / NE 28<sup>TH</sup> ST

### Executive Summary:

When NE Goodwin Rd. et al were annexed into the City, the existing 50 MPH speed limit was maintained. With the construction of the Green Mountain subdivision, increased traffic loads created by residential build out will trigger a need for revised speed limits in the area. Staff is recommending that the speed limit on these roads be reduced from 50 MPH to 40 MPH.



## NARRATIVE

SPEED LIMIT REVIEW AND REDUCTION: NE GOODWIN RD, et al.

pg. 1

## DRAFT NARRATIVE

City of Camas Public Works Department – Engineering Division

SUBJECT: SPEED LIMIT REVIEW FOR THE FOLLOWING ROADS:

NE Goodwin Rd	(from City Limits to NE 28 <sup>th</sup> St.)
NE 28 <sup>th</sup> St.	(from NE Goodwin Rd. to City Limits)
NE Ingle Rd.	(from City Limits to NE Goodwin Rd.)

DATE: 20 MARCH, 2017

PREPARED BY: Jeff Englund, Engineer 1

REVIEWED BY: James E. Carothers, P.E., Engineering Manager/City Engineer

## INTRODUCTION:

This review has been prompted by a request for design guidance from Andrew Gunther, PLS Engineering. At present, Green Mountain Mixed Use PRD is under construction along the east side of NE Ingle Rd and north of NE Goodwin Rd and NE 28<sup>th</sup> Ave. Another subdivision, Green Mountain Estates is slated for construction to the east of that in the near future.

Each new home generates an estimated ten vehicle trips per day, even 500 new homes will add an additional 5,000 ADT to the traffic load in the area. Given that it is expected that the total number of new homes in these two developments alone could reach 2,000 in the next few years we anticipate substantial changes in traffic loads on the subject roads.

## METHODOLOGY:

The U.S. Department of Transportation Federal Highway Administration offers and supports an on line engineering tool called “USLIMITS2”. This tool is described by FHWA as follows:

### A TOOL TO AID PRACTITIONERS IN DETERMINING APPROPRIATE SPEED LIMIT

### RECOMMENDATIONS

USLIMITS is a web based tool designed to help practitioners set reasonable, safe, and consistent speed limits for specific segments of roads. USLIMITS is applicable to all types of roads ranging from rural local roads and residential streets to urban freeways.

Additional details of this engineering tool can be found at: <https://safety.fhwa.dot.gov/uslimits/>

Inputting basic data about the road and traffic conditions results in a calculated recommended speed limit.

#### IMPLEMENTATION:

At present, the ADT on NE Goodwin Rd is 6,400 vehicles per day. Using the program USLIMITS2 we find that the current posted speed limit of 50 MPH is equal to the recommended design speed limit generated by the FHWA software.

In order to meet the needs of engineers currently working on the design of street improvements for the subject roads to be installed with the new subdivisions it is important to assess the impact of future traffic loads on the recommended speed limit for the subject roads. To do this we have re-evaluated the recommended speed limit with traffic loads adjusted for a future build-out of 500 homes.

500 homes will generate an estimated 5,000 additional vehicle trips per day. Based on our experience we estimate that the additional traffic loads will reduce the 85<sup>th</sup> percentile speed 5 MPH resulting in a 85<sup>th</sup> percentile speed of 45 MPH. We also estimate a corresponding drop in average speed to 40 MPH.

Using these assumptions along with the estimated increased traffic volume results in a recommended speed limit of 40 MPH. (See attached report)

#### DISCUSSION:

Reducing a speed limit must be initiated by some change that the driving public can see and understand. In this case, we anticipate that there will be months, if not years of construction activity in the area of and including the subject streets. Construction as well as construction traffic alone will result in delays and slower speeds. Speed limits also reflect the design parameters of the road prism. In this case, it will not be long before the driving public are using facilities that have been designed for a 40 MPH speed limit.

## NARRATIVE

SPEED LIMIT REVIEW AND REDUCTION: NE GOODWIN RD, et al.

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## RECOMMENDATION:

Given that the road improvements for turn pockets and related design features will be designed according to the 40 MPH recommended speed based on a 25 percent build-out of the pending subdivisions, it is our recommendation that the posted speed limit be reduced to 40 MPH now rather than waiting until traffic volumes rise to meet projections.