



**RIDGEFIELD SALARY COMMISSION
MEETING AGENDA**

**Thursday, July 30, 2026
Ridgefield Administrative Civic Center
Room: Sara Conference Room
510 Pioneer Street, Ridgefield, WA 98642**

I. CALL TO ORDER - 5:00PM

II. ROLL CALL

1. Oath of Office for Newly Appointed Commission Members

III. PUBLIC COMMENT

Anyone requesting to speak to the Commission may do so at the meeting or submit written comments to the City Clerk via email (city.clerk@ridgefieldwa.us) or be placed in the drop box in front of City Hall no later than 3PM on the day of the scheduled meeting. Comments will be compiled and provided to the Salary Commission.

IV. BUSINESS

- 1. Approval of Minutes from August 12, 2025 Meeting - Julie Ferriss, City Clerk**
- 2. Projected 2027 Budget - Julieta Rubio Romero, Accounting Supervisor**
- 3. Review Salary Schedule for Mayor and City Council Members - Lee Knottnerus, Deputy City Manager**

V. ADJOURN

**CITY OF RIDGEFIELD
REQUEST FOR COMMISSION ACTION**

MEETING DATE: July 30, 2026

AGENDA ITEM NAME: Approval of Minutes from August 12, 2025 Meeting

SUMMARY/BACKGROUND:

STAFF CONTACT: Julie Ferriss, City Clerk

ATTACHMENTS:

1. August 12, 2025 Minutes



**CITY OF RIDGEFIELD, WASHINGTON
SALARY COMMISSION MEETING MINUTES
AUGUST 12, 2025**

Regular Meeting - 5:30 PM

I. CALL TO ORDER - 5:30PM

II. ROLL CALL

Present:

Chair Shaun Ford
Commission Member Darcy Rourk
Commission Member Samantha Bolton - Via Zoom
Commission Member Maria Swinger-Inskeep
Commission Member Josh Coleman

III. PUBLIC COMMENT

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None received.

IV. BUSINESS

1. Approval of Minutes from August 1, 2024 Meeting - Julie Ferriss, City Clerk

RESULT:	(UNANIMOUS)
MOVER:	Commission Member Darcy Rourk
SECONDER:	Commission Member Josh Coleman
AYES:	Chair Ford, Commission Member Rourk, Commission Member Bolton, Commission Member Swinger-Inskeep, Commission Member Coleman

2. Projected 2026 Budget - Kirk Johnson, Finance Director

Finance Director Kirk Johnson presented the projected 2026 budget to the Commission.

3. Review Salary Schedule for Mayor and City Council Members - Lee Knottnerus, Deputy City Manager

The Commission reviewed and discussed a comparison of Mayor and Council Member salaries in other Washington cities comparable to Ridgefield and within Clark County.

MOTION: MOVED TO DIRECT STAFF TO CREATE AN ORDINANCE INCREASING MAYOR SALARY TO \$1,450 AND COUNCIL MEMBER SALARY TO \$750 FOR THE YEAR OF 2026.

RESULT:	(UNANIMOUS)
MOVER:	Commission Member Josh Coleman
SECONDER:	Commission Member Maria Swinger-Inskeep
AYES:	Chair Ford, Commission Member Rourk, Commission Member Bolton, Commission Member Swinger-Inskeep, Commission Member Coleman

V. ADJOURN

5:45PM

Julie Ferriss, City Clerk

Salary Commission Chair



2027 Budget

Operating Funds Summary Report by Fund

Description	2026						
	2024 Actual	2025 Actual	Amended Budget	2026 Est. Year End	2027 Baseline	2027 Additions	2027 Budget
001 General Fund							
Revenue							
Property Tax	2,333,788	2,463,888	2,650,000	2,636,750	2,800,000	-	2,800,000
Retail Sales & Other Tax	4,954,279	5,849,790	6,082,500	6,603,952	7,204,000	-	7,204,000
Public Safety Sales/Use Tax	255,585	270,535	275,000	262,526	280,000	-	280,000
HB 2015 Criminal Justice Tax	-	-	442,000	603,844	650,000	-	650,000
Utility Taxes	1,994,656	2,144,924	2,310,000	2,221,006	2,355,000	-	2,355,000
License & Permits	101,305	103,066	115,240	121,091	125,740	-	125,740
Fines & Forfeits	82,959	82,110	83,200	67,073	83,200	-	83,200
Charge for Goods & Svc	1,563,526	1,675,329	2,105,150	2,080,737	2,022,900	-	2,022,900
Intergovernmental/Grant	551,021	548,682	870,450	970,655	442,800	625,000	1,067,800
Other Rev/Donations	627,229	393,296	481,620	254,015	301,620	-	301,620
Transfers In	-	-	190,000	190,000	-	-	-
Total Revenue	12,464,348	13,531,620	15,605,160	16,011,649	16,265,260	625,000	16,890,260
Expense							
City Council	126,824	204,248	177,750	166,012	187,750	-	187,750
Judicial	356,122	369,815	360,000	331,900	370,000	-	370,000
Executive	342,440	370,218	405,550	374,238	436,500	-	436,500
Legal	86,100	84,392	225,575	270,312	337,700	-	337,700
Finance	960,099	1,028,447	1,128,350	1,104,363	1,275,150	-	1,275,150
Human Resources	488,052	520,175	562,500	538,790	621,450	-	621,450
Administration	737,878	744,469	921,500	843,796	770,950	-	770,950
Gen Govt/Facilities	2,507,951	2,217,372	2,078,550	2,192,621	2,383,800	-	2,383,800
Information Tech	371,068	436,070	523,550	434,367	525,000	-	525,000
Public Safety	4,439,669	4,950,493	6,233,700	5,305,704	5,871,100	407,035	6,278,435
Civil Service	170	188	850	188	850	-	850
Cemetery	83,799	62,985	73,350	48,416	73,350	-	73,350
Transfers	1,599,236	1,103,977	1,350,340	1,350,340	1,206,250	-	1,206,250
Long Range Planning & Code	318,774	490,028	486,900	408,912	254,600	75,000	329,600
Parks	1,689,677	3,337,395	1,807,290	1,498,133	1,489,200	-	1,489,200
Total Expense	14,107,859	15,920,272	16,335,755	14,868,092	15,803,650	482,035	16,285,985
Net Total	(1,643,511)	(2,388,652)	(730,595)	1,143,557	461,610	142,965	604,275
Fund Balance							
Beginning Fund Balance	8,378,289	6,734,778	4,346,126	4,346,126	5,489,683	5,951,293	5,489,683
Ending Fund Balance	6,734,778	4,346,126	3,615,531	5,489,683	5,951,293	6,094,258	6,093,958
GF Policy Reserve Balance	4,177,825	4,165,939	4,154,667	4,154,667	4,314,250	4,314,250	4,314,250
Fund Balance Available	2,556,953	180,187	(539,136)	1,335,016	1,637,043	1,780,008	1,779,708

CITY OF RIDGEFIELD

Salary Commission Staff Report

AGENDA ITEM TITLE:

Salary Commission Review

GOVERNING LEGISLATION:

Ridgefield Municipal Code Section 2.62

BACKGROUND:

The Ridgefield Salary Commission was created in 2014. Prior to 2014, the City Councilmembers determined their compensation, and no changes had been made since 2003.

Between 2003 – 2014, Mayor's compensation was \$100 for Council Meetings and \$60 for Special Meetings with an annual maximum of \$6,000. Councilmembers compensation was \$50 for Council Meetings and \$50 for Specials Meetings for an annual maximum of \$3,000.

The new salary commission modified the compensation to salary to replace the pay-by-meeting model. The new salary was effective January 1, 2015. The salary adjustments from 2015 to present are represented in the table below:

INCREASE YEAR	MAYOR	COUNCIL MEMBER
January, 2015	\$750 (maximum of \$9,000)	\$375 (maximum of \$4,500)
January, 2017	\$1,000 (maximum of \$12,000)	\$500 (maximum of \$6,000)
January, 2018	NO CHANGE	NO CHANGE
January, 2019	NO CHANGE	NO CHANGE
January, 2020	\$1,050 (maximum \$12,600)	\$525 (maximum of \$6,300)
January, 2021	NO CHANGE	NO CHANGE
January, 2022	\$1,200 (maximum of (14,400)	\$600 (maximum of \$7,200)
January, 2023	\$1,300 (maximum of (\$15,600)	\$650 (maximum of \$7,800)
January, 2024	\$1,350 (maximum of \$16,200)	\$675 (maximum of \$8,100)
January, 2025	\$1,400 (maximum of \$16,800)	\$725 (maximum of \$8,700)
January, 2026	\$1,450 (maximum of \$17,400)	\$750 (maximum of \$9,000)

PROCESS FOR DETERMINING THE SALARY SCHEDULE:

The Commission uses the following process to develop the salary schedule:

1. Comparison of the salaries of Mayors and Councilmembers in comparable Washington cities.
2. Review of the current economic and budget conditions of the City.

BUDGET/FINANCIAL IMPACTS:

Budgetary impact will be based on Commission's action.

RECOMMENDED ACTION OR MOTION:

Staff recommends conducting a discussion and providing staff with direction.

MOTION: Move to take no action on salary adjustment for the year of 2027.

or

MOTION: Move to direct staff to create an Ordinance increasing Mayor Salary to \$_____ and Councilmember salary to \$_____ for the year of 2027.

Mayor Salary Comparison – 2026

Jurisdiction	Monthly Salary	Annual Salary	Other Income	Form of Government	Population
Vancouver	\$3,163	\$37,956	Mayor Pro Tem – \$2,750	Council-Manager	207,000
Camas	\$3,106	\$37,272		Mayor-Council	28,490
Battle Ground	\$1,250	\$15,000		Council-Manager	23,570
Washougal	\$933	\$11,196		Mayor-Council	18,490
Ridgefield	\$1,450	\$17,400		Council-Manager	16,820
Kelso	\$1,000	\$12,000		Council-Manager	12,880
Airway Heights	\$1,200	\$14,400		Council-Manager	12,140
Shelton	\$500	\$6,000		Council-Manager	10,450
Sequim	\$662	\$7,944		Council-Manager	8,605
Fircrest	\$147.75	\$1,773	+ \$150/meeting or \$50/special meeting	Council-Manager	7,250
La Center	\$720	\$8,640	+ \$65/meeting (max 40 meetings/year)	Mayor-Council	4,440
Yacolt	\$1,000	\$12,000		Mayor-Council	1,785

Councilmember Salary Comparison – 2026

Jurisdiction	Monthly Salary	Annual Salary	Other Income	Form of Government	Population
Vancouver	\$2,474	\$29,688		Council-Manager	207,000
Camas	\$1,242	\$14,904		Mayor-Council	28,490
Battle Ground	\$1,050	\$12,600		Council-Manager	23,570
Washougal	\$687	\$8,244		Mayor-Council	18,490
Ridgefield	\$750	\$9,000		Council-Manager	16,820
Kelso	\$500	\$6,000		Council-Manager	12,880
Airway Heights	\$500	\$6,000		Council-Manager	12,140
Shelton	\$500	\$6,000		Council-Manager	10,450
Sequim	\$386	\$4,632		Council-Manager	8,605
Fircrest	\$147.75	\$1,773	+ \$100/meeting and \$50/special meetings	Council-Manager	7,250
La Center	\$210	\$2,520	+ \$65/meeting (max 40 meetings/year)	Mayor-Council	4,440
Yacolt	\$100 per mtg	Up to \$3,000	\$100/meeting, not to exceed \$3,000/year	Mayor-Council	1,785