



Application for Appointment to Mayor

Name (Full)	<u>GEORGE NIKS</u>			<i>Please Print Clearly</i>
Address	<u>4024 NE FRANKLIN</u>			
Contact Phone	<u>360 624 0051</u>	Other Phone	<u>360 834 3468</u>	
E-Mail	<u>GEORGE1@MAC.COM</u>			

Eligibility Requirements, Notification and Signature

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

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

Signature [Signature] Date 10-9-2018

Additional Information

Are you a registered voter in Camas, WA?	<input checked="" type="radio"/> YES	<input type="radio"/> NO
Are you a resident of the City of Camas?	<input checked="" type="radio"/> YES	<input type="radio"/> NO
How long have you been a resident of the City of Camas?	<u>11 years</u>	
How long have you lived at your current address?	<u>11 years</u>	
If you have lived at your current address for less than 12 months, please list your previous address.		
Previous address and length of time at address.		
Do you, or any family member residing in your household, have a financial interest in, or are you an employee or officer of any business or agency that conducts business with the City of Camas? [YES] [<input checked="" type="radio"/> NO]		

Please return this form, your cover letter, resume and answers to the supplemental questions to City staff at Camas City Hall (616 NE 4th Avenue) no later than 5:00 p.m. on October 26, 2018. Applications received after 5:00 p.m. will not be accepted.

The application and attachments should be sent to:

Peter Capell
Camas City Hall
616 NE 4th Avenue
Camas, WA 98607
Phone: (360) 834-6864 Email: pcapell@cityofcamas.us

SUPPLEMENTAL - Written Questions for Mayoral Candidates – October 2018

1. What is your vision for Camas five years from now? In some detail, explain how you would lead the community toward your vision.

Our City is a vibrant town that is growing and creating new opportunities for everyone. I believe it is the responsibility of our leaders to steward change that maintains our uniqueness and yet continue to remain fluid as new opportunities arise. These may include the attraction of new family wage paying businesses, Residential construction and infrastructure that supports growth. To accomplish this we must...

- a. stay active and not stagnant**
- b. be strategic and yet flexible as we grow and learn the needs of our residents**
- c. retain the vibrant small-town atmosphere that has attracted so many to call Camas home.**
- d. encourage healthy, connected neighborhoods**
- e. take pride in what we have already accomplished and celebrate it**

2. What experiences, talents or skills would you bring to the community that you would like to highlight?

Julianne and I are relationally motivated. By this I mean that we believe to have real community you must first create real relationship. I believe I bring a strong work ethic along with a positive outlook that encourages people to be the best version of themselves. I have structured my life as a father, as a husband, and as a pastor to have an impact on those around me. As a professional I have taken on the role of leader, business manager and Human Resources professional. I love my community and strive to be on the solution side of the equation.

3. Camas, like many Washington cities, are facing a structural deficit, where expenses grow faster than revenues, due to property tax limitation measures. Explain your views on how the City of Camas should address these budgetary difficulties. Specifically, discuss actions you might encourage to balance revenues and expenditures and the impacts of City services.

While we don't always have answers, we can come up with informed responses to any issue we may face. Fitting a budget into the reality we currently reside in is essential, and yet it is as important to continue dreaming and strategizing for the next step. Walt Disney said we should all be "entrepreneurs, innovators, and focus oriented to achieve our dreams" I take this to mean that our dreams should stretch us. If we only have attainable dreams they are not really dreams, they become "to do" lists, and we have enough of those already in our lives.

So, how do we continue to be strategic in our current economic environment?

- a. we never succumb to the poverty mentality (thinking we don't have enough)**
- b. we celebrate where we are compared to where we have been**
- c. we encourage new growth in our partners in business, helping to facilitate new jobs and thus new families and new revenues**
- d. we continue our 2035 path that creates infrastructure that will support us 5-10 years from now, thus disposing of the "good enough for now" mentality**

- e. we continue to support vibrant parks and natural areas in our borders as well as thriving neighborhoods that are connected and lively to maintain a quality of life above the norm.
- f. we focus and expand on a downtown corridor that continues to attract people of all walks of life to come and spend time and dollars locally

4. In your opinion, excluding finances, what are the most significant challenges facing the City of Camas today? How would you propose to address these challenges?

Maintaining quality of life as we grow in these economic times.

It is and must continue to be a primary focus to keep our amazing educational system in the upper echelon of our state, supporting our school administrators and teachers is essential to bringing the best candidates for every open position. Camas has already attracted an amazing group of people, from schools to businesses to city leaders and residents. Our challenge is to grow strategically while maintaining the very thing that makes us so attractive to people who seek quality in their lives and communities.

5. What forms of Public Service or Volunteering have you been involved in? Provide details regarding the dates, roles and responsibilities.

Julianne and I and our children have been relief volunteers in Puerto Rico most recently, January 2018 and July 2018 We were able to take supplies and resources to the southern parts of the island where the damage was most severe. In early November we will be taking a team of 12 to Dominican Republic to offer help and resources to an impoverished people both physically and spiritually.

I am the current chair for the Parking Committee in Camas and have been in that post for 4 years.

Julianne and I serve as the Northwest Region Leaders for The River Fellowship of churches based in Roseville CA. with members around the world.

I am a member of SHRM and PHRM the local and national group of professional Resource Managers.

We were also a part of the team that took on the cleaning of headstones in the Camas Cemetery over 10 years ago.

As you can see we stay active in our community as well as around the world.

6. What other elected bodies have you sought a seat on or been elected to? Provide details regarding the dates, organization/agency name, and responsibilities.

Besides being elected by my peers to chair the parking committee, I have never sought public office. I am not a career politician, but I am actively involved in my community. Even now I feel a little strange in doing so. I am a normal citizen with normal issues, from family, to social, from church, to community. Maintaining integrity in the process is key to living well and leading well. I feel now is the time when I can be of service to my friends, family and my neighbors.

Geoerl W. Niles
360-624-0051
geoerl@mac.com

City Council and Administrator,

Thank you for your consideration as you take on the task of finding an individual that compliments the amazing leadership in our city.

Julianne and I are the parents of seven amazing children and we have lived in and around Camas for over eighteen years. We have seen our children thrive in the community and in our schools, all the while enjoying the benefits of living in a rural setting with an abundance of services and natural resources to really live well in their adolescent years. Our youngest son is now 16 and we are proud to call him a Papermaker. He enjoys an amazing educational system and loves his friends and family that also call Camas home.

I am formally submitting my application for the position of mayor. I am a father, husband, pastor, business leader, and business professional that has been unalterably connected to our community. I have pastored for over 16 years in Camas and now we have planted a church in Vancouver as well. I work also as a Human resources director mainly because it falls within my goals of helping people achieve their best.

I am active in our community and only want the very best for the people in our city. (I struggle with the word city mainly because what attracted us to Camas was the small town feel within a bigger metropolitan area.) This is one of the reasons I feel it is important to find the right person to accent the leadership of Camas. I never want to lose the idea that a great Friday night is had by strolling down the street while vendors and merchants keep their doors open and inviting. Camas is the picture of small-town living and it brings with it a sense of wellbeing.

I really love our town and I want to be the person that helps it achieve new heights while retaining the level of comfort and friendliness it has already achieved. Things inevitably change, some for the good and some not, but it is in these moments of change that great leaders can rise up and have the vision to bring us to a new level of greatness. I believe I will be that kind of leader.

Again, thank you for taking the time and the responsibility to search out the right person to fit this post.

Respectfully,

Geoerl W. Niles

Geoerl W. Niles
4024 NE Franklin St
Camas, Wa. 98607
360-624-0051
geoerl@mac.com

AMERICAN WATERWAYS INC. 2000-CURRENT
HR MANAGER 2013-Current

- **Human Resources Manager** offering commended performance and proven results.
- **Extensive background in HR generalist affairs**, including experience in employee recruitment and retention, staff development, mediation, conflict resolution, benefits and compensation, HR records management, HR policies development and legal compliance.

LEAD PASTOR
Calling Church -2009-Current

- **Senior Leader** Calling Church Vancouver WA
- **Teaching and training people**
- **Developing a team of leaders and Facilitate growth in that team- Empowering people, Encouraging and Equipping.**

HR OFFICE SKILLS

- Staff Recruitment & Retention
- Employee / Customer and Contractor Relations
- Alternative Dispute Resolution (ADR)
- Benefits Administration
- HR Program/Project Management
- Payroll (Infinisource, Prime Pay, ADP)
- Orientation & On-Boarding
- HRIS Technologies
- Training & Development
- Performance Management
- Organizational Development

Affiliations:

- Society for Human Resource Management (SHRM)
- PHRM (Portland Specific Society of Human Resources Professionals)
- BLN Bethel Leaders Network
- Ordained Minister River Network of Churches
- Northwest District Leader River Network of Churches

PROFESSIONAL EXPERIENCE

Portland Spirit – Portland, OR.

200 Plus employees, Multiple job classes

HR Generalist, 2013-present

HR Assistant, Bookkeeper, Payroll Professional 2009-2013

Service Manager, 2000-2009

Worked with senior management to create HR policies and procedures; recruit employees; create group benefits databases; and develop orientation, training and incentive programs. Manage leave-of-absence programs and personnel records; administer benefits enrollment and programs; administer HR budget; and handle HR generalist workplace issues. Managed staff of 75-100 lead the company in customer service satisfaction.

(continued)

Key Results:

- Played a key role in ensuring the successful day to day operations of the company. Structured and implemented programs and policies in the areas of training, compensation structures, benefits packages, incentives and new-employee orientation.
- Fostered a teamwork/open-door environment conducive to positive dialogue across the organization. Personal efforts were cited as the driving force behind the improvement of administration and employee relations.
- Negotiated approximately 20 salary offers and 60 plus sign-ons annually at both the exempt and nonexempt level.
- Brought workers' compensation program into full compliance. Instituted preferred providers list and provided continued training of managers and associates on procedures to follow in case of injury.
- Brought up to date employee manual covering issues including disciplinary procedures, code of conduct, FMLA policy and benefits information.
- Revised job descriptions across all levels and 15+ categories. Worked meticulously to understand employees and jobs in order to construct an accurate picture of the duties and skills required for each position.

EDUCATION & CERTIFICATIONS

Global University -- Springfield, MO.

BA in Divinity/Theology 2004

Activities: Worked concurrently during college as an Associate Pastor and Manager for American Waterways Inc.

Associates in Business Irwin Tech -- Yakima WA.

DECLARATION AND AFFIDAVIT OF CANDIDACY

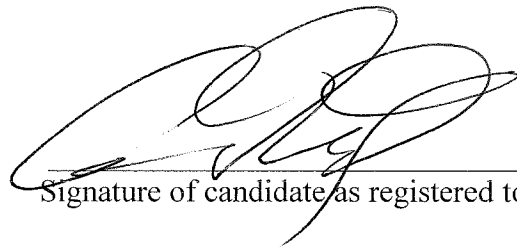
State of Washington }
County of Clark } ss.
City of Camas }

DECLARATION

I, George W Niles, declare that I am a registered voter
residing at 4024 NE FRANKLIN ST, City of Camas, Clark County,
State of Washington. I further declare that I am legally qualified to assume the office of
COUNCILMEMBER, if selected. I hereby request that my name be placed before the City Council, as
a candidate.

AFFIDAVIT

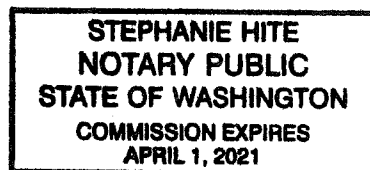
FURTHER, I do solemnly swear, or affirm, that I will support the Constitution and laws of the
United States and the Constitution and laws of the State of Washington, and the Ordinances of the
City of Camas.



Signature of candidate as registered to vote

Subscribed and sworn to before me this 25 day of October, 2018

(SEAL)



Signature of Acknowledging Official

Notary

Title of Acknowledging Official