



Staff Report

December 21, 2020 Council Meeting

2021 Camas Public Employees' Association (CPEA) Collective Bargaining Agreement

Presenter: Jennifer Gorsuch, Administrative Services Director

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BACKGROUND: CPEA represents the City's clerical/technical/professional employees across most departments. The current contract expires at the end of 2020, and we have negotiated a one year successor agreement.

SUMMARY: At the direction of Mayor and Council, a one year contract was negotiated with CPOA for 2021. The contract includes a 2% cost of living allowance effective January 1, 2021. The 2020 current contract language references the change in the BLS CPI-W West A Region July-July, with a minimum of 2% and a maximum of 4% increase. The July 2019-July 2020 CPI-W West Region was 2%.

CPEA has ratified the agreement

EQUITY CONSIDERATIONS:

What are the desired results and outcomes for this agenda item? The desired result is approval of a one year contract, which was negotiated at Council direction, utilizing the current language related to cost of living allowance.

What's the data? What does the data tell us? The Bureau of Labor Statistics CPI-W West A Region July 2019-July 2020 change was 2%. The contract stipulates a 2% minimum cost of living allowance.

How have communities been engaged? Are there opportunities to expand engagement? N/A

Who will benefit from, or be burdened by this agenda item? The City will benefit, internally and externally, by keeping pace with cost of living increases, which will attract and retain quality employees.

What are the strategies to mitigate any unintended consequences? N/A

Does this agenda item have a differential impact on underserved populations, people living with disabilities, and/or communities of color? Please provide available data to illustrate this impact. N/A

Will this agenda item improve ADA accessibilities for people with disabilities? N/A

What potential hurdles exists in implementing this proposal (include both operational and political)? N/A

How will you ensure accountabilities, communicate, and evaluate results? N/A

How does this item support a comprehensive plan goal, policy or other adopted resolution? N/A

BUDGET IMPACT: The 2% cost of living adjustment to the CPEA base salaries requires a budget allocation of approximately \$60k. This has been included in the 2021-2022 budget.

RECOMMENDATION: Staff recommends that Council authorize the Mayor to sign the 2021 CPEA Collective Bargaining Agreement.