Staff Report

November 2, 2026 Council Regular Meeting

2027-2030 Collective Bargaining Agreement between the City of Camas and AFSCME, Local 307CC.
Presenter: Jennifer Gorsuch, Administrative Services Director
Time Estimate: 5 minutes

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BACKGROUND: The City and AFSCME Local 307CC have been negotiating in good faith since August on a successor agreement to the collective bargaining agreement which expires on December 31, 2026. The terms of this agreement were bargained as authorized by the Council in closed session and the parties have reached an agreement. The four-year agreement has been ratified by AFSCME.

SUMMARY: AFSCME currently represents 60 employees in the Public Works Operations department in 25 classifications. These positions work in Water, Wastewater, Storm, Sewer, Streets, Facilities, Sanitation, Fleet and Grounds.

The successor agreement between the City and AFSCME is a four-year contract, through December 31, 2030. The contract includes wage increases each year: 2027 increases are inclusive of a cost-of-living increase plus market adjustments, and the subsequent years provide a 3.5% wage increase each year. Aligning the positions with comparable entities in the first year and providing cost of living adjustments in the later years will keep the positions competitive and appropriately salaried.

Consistent with the city's methodology for salary reviews, comparable data was reviewed from 25 cities in Washington and the Portland Metro area with the goal to position the city's salaries around the 65th percentile. This is consistent with the city's compensation philosophy on salary placement. Most of the positions are benchmarked with other entities while the remaining positions are slotted using internal parity among other positions and job family series positioning. Comparable entity positions were reviewed for job functions as well as KSAs to ensure the selected positions align with the city's and are appropriate matches.

STRATEGIC PLAN: This item aligns with the Engaged Workforce priority. Ensuring proper compensation positions the City as an employer of choice and contributes to recruiting and retaining staff, as well as encouraging career development, internal promotions and succession planning. Employees hired by the city provide services which enable the city to strive to meet all priorities of the Strategic Plan.

BUDGET IMPACT: The estimated cost of the contract for wage adjustments is $350k and is included in the 2027-2028 budget previously presented to Council by the finance staff. No additional funds are needed. Approximately 75% of these employees are paid out of utilities funds.

RECOMMENDATION: Staff recommend Council authorize the Mayor and City Administrator to sign the four-year agreement with AFSCME.