



Staff Report

March 17, 2025 Council Regular Meeting

2025-2027 Collective Bargaining Agreement between the City of Camas and Camas Police Officers' Association

Presenter: Jennifer Gorsuch, Administrative Services Director

Time Estimate: 5 minutes

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BACKGROUND: The City and Camas Police Officers' Association (CPOA) have been negotiating in good faith since October 2024 on a successor agreement to the prior collective bargaining agreement which expired December 31, 2024. The terms of this agreement have been shared with Council in closed session and the agreement has been ratified by CPOA.

SUMMARY: The successor agreement between the City and CPOA will be a 3-year contract, through 2027. The contract includes wage increases each year: 4% in 2025 and 3.5% in each year of 2026 and 2027. Additional increases were provided for education incentive and specialty assignment pays. Comparability data shows that these increases align with the market and will keep us competitive and help our ability to recruit and retain officers.

BUDGET IMPACT: The overall total budget impact for 2025-2026 is estimated to be approximately \$400k. Of this amount, approximately \$200k is already included in the 2025-2026 budget approved by Council at the end of 2024. The difference for this biennium will be included in the spring omnibus.

RECOMMENDATION: Staff recommends Council authorize the Mayor and City Administrator to sign the three-year agreement with CPOA.