



Staff Report

March 20, 2023 Council Regular Meeting

2022-2025 Collective Bargaining Agreement between the City of Camas and Camas Public Employees' Association (CPEA)

Presenter: Jennifer Gorsuch, Administrative Services Director

Time Estimate: 5 minutes

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BACKGROUND: CPEA represents employees across all City departments in professional, technical and administrative support roles. The current contract expired at the end of 2021, and we have been re-negotiating a successor agreement since mid-2021.

SUMMARY: At the direction and guidance of Mayor and Council, a four-year contract was negotiated with CPEA for 2022-2025. The contract provides for, among other terms, an annual cost of living increase as well as labor market adjustments to wages. This agreement is the result of eighteen months of negotiation meetings with the CPEA bargaining team and the agreement has been ratified by the membership.

BUDGET IMPACT: The total impact on the 2023-2024 budget is approximately \$1 million. Additional funds needed beyond what has already been budgeted total approximately \$300k.

RECOMMENDATION: Staff recommend that the Council authorize the Mayor and City Administrator to sign the 2022-2025 CBA with CPEA.