



Staff Report

February 5, 2024 Council Regular Meeting

2024-2025 Collective Bargaining Agreement between the City of Camas and International Association of Fire Fighters, Local #2444

Presenter: Jennifer Gorsuch, Administrative Services Director

Time Estimate: 5 minutes

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BACKGROUND: The City and IAFF Local #2444 have been negotiating in good faith since October 2023 on a successor agreement to the prior collective bargaining agreement which expired December 31, 2023. The terms of this agreement have been guided by the Council in closed sessions and the agreement has been ratified by IAFF.

SUMMARY: The successor agreement between the City and IAFF will be a two-year contract, through 2025. The contract includes a cost of living increase each year equivalent to the BLS West Region CPI-W (July-July) with a minimum of 2% and a maximum of 4.5%. Additionally, it includes a 2% wage adjustment to bring the salaries closer to market comparability as well as some additional changes to align with the market. There were operational changes including the change to a 4-platoon system which allows for better stability in staffing across the stations.

BUDGET IMPACT: The overall total budget impact for 2024 is estimated to be approximately \$850-900k. Of this amount, \$300k is already included in Camas' 2024 budget. The difference will be included in the spring omnibus. The budget impacts of this agreement will be split between Camas and Washougal as outlined in the ILA.

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