



Staff Report

May 18, 2026 Council Regular Meeting

2026-2028 Collective Bargaining Agreement between the City of Camas and the Camas Public Employees' Association.

Presenter: Jennifer Gorsuch, Administrative Services Director

Time Estimate: 5 minutes

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BACKGROUND: The City and the Camas Public Employees' Association (CPEA) have been negotiating in good faith since December 2025 on a successor agreement to the collective bargaining agreement which expired on December 31, 2025. The terms of this agreement were bargained as authorized by the Council in closed session and the parties have reached an agreement. The three-year agreement has been ratified by CPEA.

SUMMARY: CPEA currently represents 57 clerical, professional and technical employees in 41 classifications across all City departments except for the library, which has its own union.

The successor agreement between the City and CPEA is a three-year contract, through December 31, 2028. The contract includes wage increases each year: 2026 increases are inclusive of a cost-of-living adjustment plus necessary market adjustments, and 2027/2028 adjustments are tied to the Consumer Price Index (CPI). Aligning the positions with the market in the first year and providing cost of living adjustments will keep the positions aligned with comparable entities. Most of the market adjustments range from 2%-9%.

Consistent with the city's methodology for salary studies, 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. Over half 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 are 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 standard cost-of-living adjustment for 2026 was included in the city budget. The additional budget needed for the 2026 contractual wage increases is

approximately \$350k. Of this, a portion of that amount was included in the recently approved omnibus, and the remainder of the expenses can be reallocated within the city's budget due to position vacancies and other items that will not be expended fully. No additional funding is being requested.

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