



## Staff Report

December 7, 2020 Council Meeting

2021 Camas Police Officers' Association (CPOA) Collective Bargaining Agreement

Presenter: Jennifer Gorsuch, Administrative Services Director

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**BACKGROUND:** CPOA represents the sworn officers in the Camas Police Department. The current contract expires at the end of 2020, and we have negotiated a one year successor agreement.

**SUMMARY:** At the direction of Mayor and Council, a one year contract was negotiated with CPOA for 2021. The contract includes a 2% cost of living allowance effective January 1, 2021. The 2020 current contract language references the change in the BLS CPI-W West Region July-July, with a minimum of 2% and a maximum of 4% increase. The July 2019-July 2020 CPI-W West Region was 1.7%.

CPOA has ratified the agreement

### EQUITY CONSIDERATIONS:

**What are the desired results and outcomes for this agenda item?** The desired result is approval of a one year contract, which was negotiated at Council direction, utilizing the current language related to cost of living allowance.

**What's the data? What does the data tell us?** The Bureau of Labor Statistics CPI-W West Region July 2019-July 2020 change was 1.7%. The contract stipulates a 2% minimum cost of living allowance.

**How have communities been engaged? Are there opportunities to expand engagement?** N/A

**Who will benefit from, or be burdened by this agenda item?** The City will benefit, internally and externally, by keeping pace with cost of living increases, which will attract and retain quality employees.

**What are the strategies to mitigate any unintended consequences?** N/A

**Does this agenda item have a differential impact on underserved populations, people living with disabilities, and/or communities of color? Please provide available data to illustrate this impact.** N/A

**Will this agenda item improve ADA accessibilities for people with disabilities?** N/A

**What potential hurdles exists in implementing this proposal (include both operational and political)?** N/A

**How will you ensure accountabilities, communicate, and evaluate results?** N/A

**How does this item support a comprehensive plan goal, policy or other adopted resolution?** N/A

**BUDGET IMPACT:** The 2% cost of living adjustment to CPOA Officer and Sergeant salary scales requires a budget allocation of approximately \$60k.

**RECOMMENDATION:** Staff recommends that Council authorize the Mayor to sign the 2021 CPOA Collective Bargaining Agreement.