



Staff Report

January 18, 2022 Council Regular Meeting

2022-2024 Collective Bargaining Agreement between City of Camas and OPEIU, Local 11

Presenter: Jennifer Gorsuch, Administrative Services Director

Time Estimate: 5 minutes

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BACKGROUND: The City and OPEIU Local 11 have been negotiating in good faith since November 2021 on a successor agreement to the prior collective bargaining agreement which expired December 31, 2021. The terms of this agreement have been guided by Council in closed sessions and the agreement has been ratified by Local 11.

SUMMARY: The successor agreement between the City and Local 11 will be a three year contract, through 2024. 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%.

EQUITY CONSIDERATIONS:

What are the desired results and outcomes for this agenda item? The desired result is to provide for fair compensation and address contractual obligations with the union.

What's the data? What does the data tell us? N/A

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 employees and the city will benefit from the ability to recruit and retain 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 overall budget impact over the three year period is estimated to be approximately \$150k.

RECOMMENDATION: Staff recommends Council authorize the Mayor and Interim City Administrator to sign the three year agreement with OPEIU, Local 11.