



Staff Report

January 5, 2026 Council Regular Meeting

2026 Collective Bargaining Agreement between the City of Camas and International Association of Fire Fighters (IAFF) Local #2444.

Presenter: Jennifer Gorsuch, Administrative Services Director

Time Estimate: 5 minutes

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BACKGROUND: The City and IAFF Local #2444 have agreed to a one-year rollover successor agreement to the prior collective bargaining agreement which expired on December 31, 2025.

SUMMARY: The successor agreement between the City and IAFF Local #2444 will be a one-year contract, through December 31, 2026. The contract includes a cost-of-living adjustment of 3% effective January 1, 2026. This was based on the current formula in the agreement to use the BLS West CPI-W July-July as the basis for the adjustment. This will continue to keep the positions aligned with the market.

The contract is only for one year due to the creation of the Regional Fire Authority (RFA). This will allow the soon to be created RFA Board to negotiate successor agreements into 2027 and beyond, ensuring their interests are represented as the RFA moves forward as its own entity.

This agreement has been ratified by IAFF.

STRATEGIC PLAN: This item aligns with the Engaged Workforce priority. Ensuring proper compensation helps with recruiting and retaining staff.

BUDGET IMPACT: The budget impact for this COLA is estimated to be about \$200k. This amount plus all other affected payroll items were included in the 2026 budget recently adopted by Council. No additional funding is needed for the budget.

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