



## Staff Report

February 3, 2025 Council Regular Meeting

2025-2027 Collective Bargaining Agreement between the City of Camas and Office and Professional International Employees Union (OPEIU), Local 11

Presenter: Jennifer Gorsuch, Administrative Services Director

Time Estimate: 5 minutes

| Phone        | Email  |
|--------------|--|
| 360.817.7013 | <a href="mailto:jgorsuch@cityofcamas.us">jgorsuch@cityofcamas.us</a> |

**BACKGROUND:** The City and OPEIU, which represents the employees of the Camas Public Library, have been negotiating in good faith since November 2024 on a successor agreement to the prior collective bargaining agreement which expired December 31, 2024. The successor agreement has been ratified by the union.

**SUMMARY:** This agreement between the City and OPEIU is a three-year contract and is effective through 2027. 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%. This is the same formula used for all other City bargaining agreements.

**BUDGET IMPACT:** The overall total budget impact for 2025 is estimated to be approximately \$20k. This amount was included in the 2025-2026 budget approved by Council at the end of 2024. No additional budgetary expenditure is needed.

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