



## Staff Report

November 15, 2021 Regular Council Meeting

Collective Bargaining Agreement – City of Camas and IAFF 2021-2023

Presenter: Jennifer Gorsuch, Administrative Services Director

Time Estimate: 5 minutes

Phone	Email
360.817.7013	jgorsuch@cityofcamas.us

**BACKGROUND:** The City and IAFF Local 2444 have been negotiating in good faith since November 2020 on a successor agreement to the prior collective bargaining agreement which expired December 31, 2020. The terms of this agreement have been guided by Council in closed sessions and the agreement has been ratified by Local 2444.

**SUMMARY:** The successor agreement between the City and IAFF will be a three year contract, through 2023 and includes retro salaries for 2021. Due to the department salaries being behind in comparability with like agencies, this contract includes a 10% wage adjustment over the three year period as well as other benefits afforded comparable jurisdictions.

This item was postponed at the November, 1, 2021 by a majority Council vote.

### **EQUITY CONSIDERATIONS:**

**What are the desired results and outcomes for this agenda item?** It is the desire of the city to pay wages that are comparable to appropriate jurisdictions to ensure employee recruitment and retention, especially in light of labor market data and retirements forthcoming in the department.

**What's the data? What does the data tell us?** Salary and benefit data from comparable jurisdictions was reviewed and shows that we are below market and below average in the marketplace.

**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. This ensures full staffing and ability to provide service to the citizens.

**What are the strategies to mitigate any unintended consequences?** City staff will continue to work with IAFF on staffing models that will help mitigate unintended consequences with regard to staffing levels and operating expenses.

**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 \$1.4 million. This includes retro pay and items already budgeted, as well as assumptions related to cost of living increases and changes that will help levelized the staffing model and decrease expenditures.

**RECOMMENDATION:** Staff recommends Council authorize the Mayor and Interim City Administrator to sign the three year agreement with IAFF.