



STAFF REPORT

Meeting Type:	City Council
Meeting Date:	August 17, 2026
From:	Tyler Deems, City Manager
Subject:	Sandy Police Association Collective Bargaining Agreement

DECISION TO BE MADE:

Whether to approve the collective bargaining agreement (CBA) for Sandy Police Association (SPA).

APPLICABLE COUNCIL GOAL:

n/a

BACKGROUND / CONTEXT:

The Sandy Police Association, in conjunction with the Clackamas County Peace Officers Association (Association), represents officers, community services, sergeants, and administrative staff of the Sandy Police Department. It should be noted that prior to [February 3, 2025](#), sergeants were not part of the Association. As such, this is the first bargaining process and CBA that references sergeants.

Staff has been working diligently with the City's labor attorney, Steven Schuback, and members of the Association for over one year to reach agreement for the CBA which expired June 30, 2025. The Council has been updated a handful of times on the status of bargaining via confidential executive session. In July 2026, both parties were able to reach tentative agreement on the CBA. At present, all articles of the CBA have been agreed to, and the Association has ratified the agreement as of August 3, 2026.

KEY CONSIDERATIONS / ANALYSIS:

The CBA reflects a number of changes that were bargained. All changes in compensation are based on a comprehensive review of comparable agencies and are intended to ensure that the City remains competitive in the overall market. In accordance with standard practice, the City compares our compensation package to a total of eight agencies, four larger and four smaller than the population of the City. These agencies include Canby, Dallas, The Dalles, St. Helens, Gladstone, Monmouth, Silverton, and Independence. A summary of the changes in compensation is provided below:

- **Article 19 – Salaries:**
 - Fiscal Year 2026 – A 4.5% cost of living adjustment (COLA) across the board for all bargaining unit members, excluding sergeants; modifying the salary schedule to reflect 3.0% between each step. Retro payment will be due for this fiscal year.
 - Fiscal year 2027 (the current year) – A COLA of 5% for all bargaining unit members.
 - Fiscal Year 2028 – A 4.5% COLA for all bargaining unit members; modifying the salary schedule to reflect 4.0% between each step.
- **Article 20 – Premium Pay:** Adding a third tier of longevity pay for employees with continuous full-time service:
 - 5 years – 1%
 - 8 years – 2%
 - 15 years – 3% (new with this CBA)
- **Article 24 – Retirement:** Increasing the City paid deferred compensation contribution from \$115 per month to \$175 per month. This amount is in lieu of any additional uniform allowance beyond the required uniforms that are furnished by the department.

Various other articles were updated to reflect changes in best practice, state/federal law, or operation need but have no material monetary impact associated with the changes.

Once signed by both the Association and the City, the agreement will remain in effect until June 30, 2028.

BUDGET IMPACT:

Approximately \$200,000 over the current BN 2025-27 represented personnel budget for the Police Department.

RECOMMENDATION:

Staff recommends that the Council authorize the City Manager to sign the CBA between the City and the Association.

SUGGESTED MOTION LANGUAGE:

“I move to authorize the City Manager to sign the collective bargaining agreement between City of Sandy and the Clackamas County Peace Officers’ Association on behalf of the Sandy Police Association.”

LIST OF ATTACHMENTS / EXHIBITS:

- Tentative Agreement – 2025-2028