



REQUEST FOR COUNCIL ACTION

Title: Request for Council Action – Sweet Home Police Employees’ Association Collective Bargaining Agreement

Preferred Agenda: June 24, 2025

Submitted By: Cecily Hope Pretty, Deputy City Manager

Reviewed By: Jason Ogden, City Manager / Police Chief

Type of Action: Resolution ☐ Motion ☒ Roll Call ☐ Other ☐

Relevant Code/Policy: N/A

Towards Council Goal: Essential Services, Effective Government

Attachments: Sweet Home Police Employees’ Association Collective Bargaining Agreement 2025-2028

Purpose of this RCA:

The purpose of this RCA is to request approval of the recently-negotiated Collective Bargaining Agreement (CBA) between the City of Sweet Home and the Sweet Home Police Employees’ Association (SHPEA), effective July 1, 2025 to June 30, 2028.

Background/Context:

The CBA governs wages, benefits, and conditions of employment between the SHPEA-represented public safety employees and the City of Sweet Home. The proposed three-year agreement will be in effect until its expiration, or until a successor agreement is negotiated. This agreement reflects the outcome of collective bargaining which began in March 2025 and concluded in June 2025. The agreement has been tentatively ratified by the represented employees. It also includes a reopener clause if the Police Sergeants decide to join the CBA.

The Challenge/Problem:

The current CBA is set to expire June 30, 2025. Without approval of a new agreement, employee wages and benefits will remain frozen and correcting any wages retroactively places significant administrative burden on Finance Department staff.

Issues and Financial Impacts:

The contract specifies wage and benefit provisions, including health insurance costs, that are reflected in the City’s future budget. Management negotiated salary savings over what was projected during the process. Highlights of the current proposed CBA include:

- Wage increases of 5%, 4%, and 4% effective each successive July 1st of the contract term
- Updates to DPSST incentive pay and education pay
- Addition of a 1% residency incentive

Elements of a Stable Solution:

The timely approval of a new CBA to allow unionized public safety employees to understand their expectations, protections, and benefits and that balances employee recruitment and retention with fiscally responsible budgeting.

Options:

1. Do nothing: The agreement will not be approved and unionized employees will no longer have an effective CBA as of July 1, 2025.
2. Approve the agreement: Move to approve the CBA as proposed.
3. Direct staff to negotiate changes to the agreement: Management and the union will need to re-enter negotiations.

Recommendation:

Staff recommends option #2: Move to approve the CBA as proposed.