
INTEROFFICE MEMORANDUM

TO: CAPE ELIZABETH TOWN COUNCIL

FROM: MATTHEW STURGIS, TOWN MANAGER

SUBJECT: POLICE AND PUBLIC WORKS COLLECTIVE BARGAINING AGREEMENT

DATE: JULY 28, 2022

CC: FILE

For consideration on the August 8, 2022 agenda there are updated agreements with the two collective bargaining units. The current agreements were for the time period of July 1, 2021 to June 30, 2024. These new agreements will replace the two prior agreements with a new three year agreement spanning July 1, 2022 to June 30, 2025.

Within the two agreements the primary change is an increase in compensation. Both agreements have an increase in year one wages from 2% to 5%, with the remaining two years at 2% increases. The 5% increase was approved as part of the Fiscal Year 2023 budget approved May 16, 2022.

The other changes in the agreements are to add the new Federal Holiday of Juneteenth to the list of observed holidays, and has provided updated language on vacation and family leave to be in compliance with Maine's Earned Paid Leave laws.