

Community Benefit Agreement Program Review

June 3, 2025

Background

- Community Benefit Agreements (CBA) have been active for over a decade.
- The 2025 budget process raised questions about clarity.
- A review was initiated to improve clarity, transparency, and effectiveness.

Review Process

- Examined existing CBAs, tools, reports, and practices from other municipalities.
- Consultant engaged with the following to hear about assets and gaps:
 - Mayor and Council
 - City staff
 - CBA recipients

Findings

- Strengths included:
 - Strong structure and process
 - Positive relationships and staff involvement
 - Cost savings and flexibility
- Gaps included:
 - Lack of clarity in purpose and process
 - Budget process issues
 - Need for clearer accountability
 - Improvements needed in intake, renewal, reporting, and selection

Recommendations: Structure and Purpose

- Reframe CBAs as City-led agreements for prioritized work
- Ensure consistency and clarity in purpose and process

Recommendations: Opportunity Identification, Selection, and Budget

- Align with strategic planning and multi-year budgeting
- Integrate CBAs into departmental budgets
- Assign departmental liaisons for each CBA
- Establish a CBA Advisory Group for selection support

Recommendations: Accountability and Reporting

- Use standardized agreements with common expectations
- Implement accountability measures and quality audits
- Develop an evaluation framework and standardized reporting to demonstrate impact

Thank you