

Memorandum of Understanding

The Parties to this agreement are the City of Portland (“City/Employer”) and City of Portland Professional Workers Union (“CPPW”). On June 20, 2023, the Employment Relations Board certified CPPW as the exclusive representative of a bargaining unit comprised of the following classifications at the City of Portland: “Coordinators I, II, III, Analysts I, II, III, Administrative Specialists I, II, III, Financial Analysts I, II, III, Environmental Regulatory Coordinators, Technology Business Representative, Multimedia Specialists, and Hearings Officer, excluding supervisory, managerial, and confidential employees.”

Upon conferring, the parties mutually desire to clarify their understanding of certain status quo conditions during the interim period before reaching an initial collective bargaining agreement.

Accordingly, to support labor peace during this interim period, the parties mutually agree to the following:

1. The City may provide the following payments and benefits to CPPW-represented employees, which are not a violation of the status quo:
 - a. CPPW-represented employees will receive a Cost-of-Living Adjustment in the amount of five percent (5%) for fiscal year 2023-2024.
 - b. CPPW-represented employees will be eligible to receive merit pay increases for fiscal year 2023-2024 according to the same rules and procedures applicable to non-represented employees as outlined in Exhibit A and Exhibit B.
 - c. CPPW-represented employees will be eligible to receive management leave awards according to the same rules and procedures applicable to non-represented employees as outlined in Exhibit C.
 - d. To support the City’s efforts to recruit and retain citywide talent, in August 2022, BHR began a pay analysis for non-represented pay grades 54 through 64. These pay grades now include certain CPPW-represented employees. As a result of this analysis, the City will increase the entry pay for pay grades 54 through 64 and the maximum rate for pay grade 54, as well as certain other pay increases as the City deems necessary to address compression issues. No CPPW-represented employee’s pay will be decreased because of these adjustments.
2. This agreement is not intended to be an exhaustive list of the working conditions that establish the status quo between the parties, nor is it intended to modify the status quo of any other working conditions between the parties.
3. This agreement is unique to the current circumstances between the parties, was arrived at through mutual agreement, and sets no precedent.

SO AGREED

FOR BUREAU OF HUMAN RESOURCES:

FOR THE CITY OF PORTLAND PROFESSIONAL WORKERS UNION (CPPW):

CATHY BLESS
Bureau of Human Resource Director

Connor Anderson
Connor Anderson (Jul 6, 2023 19:52 PDT)

7/6/23

CONNOR ANDERSON
CPPW Organizing Committee Member

FOR THE CITY OF PORTLAND PROFESSIONAL WORKERS UNION (CPPW):

E. Specht
E Specht (Jul 6, 2023 19:50 PDT)

7-6-23

E. SPECHT
CPPW Organizing Committee Member

APPROVED AS TO FORM:

APPROVED AS TO FORM:

FRANCO LUCCHIN
Senior Deputy City Attorney

LISA ROGERS
Deputy City Attorney

Katelyn Oldham

KATELYN OLDHAM
Attorney for City of Portland Professional Workers Union (CPPW)










Memorandum of Understanding Final

Final Audit Report

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