

## 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, excluding supervisory, managerial, and confidential employees.”

The parties are engaged in active bargaining negotiations but acknowledge that it will take some time to work through some of the complexities of the new bargaining unit and contract. 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 three and 1/3 percent (3.3%) for fiscal year 2024-2025.
  - b. CPPW-represented employees will be eligible to receive the 2% merit pay increases for fiscal year 2024-2025 if they meet expectations for their performance in SuccessFactors.
  - c. CPPW-represented employees will be eligible to receive management leave awards according to the same rules and procedures applicable to non-represented employees.
2. This agreement reflects wage increases agreed to by the parties in Fiscal Year 2023/24. Any additional wage increases bargained by the parties will be effective no earlier than the beginning of next Fiscal Year, July 1, 2025.
3. 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.
4. 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):**

  
Tracy Warren (May 1, 2024 09:24 PDT)

TRACY WARREN

Bureau of Human Resource Director

  
Kari Koch (Apr 23, 2024 13:21 CDT)

KARI KOCH

CPPW PRESIDENT

**APPROVED AS TO FORM:**

**APPROVED AS TO FORM:**

*Franco Lucchin*

Franco Lucchin (Apr 22, 2024 13:06 PDT)

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**FRANCO LUCCHIN**  
Senior Deputy City Attorney

*Lisa Rogers*

Lisa Rogers (Apr 22, 2024 13:07 PDT)

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**LISA ROGERS**  
Deputy City Attorney

*Katelyn Oldham*

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












# Memorandum of Understanding - 4-10-24


Final Audit Report

2024-05-01

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