

Memorandum of Agreement

Classification and Compensation Study and Wage Implementation

I. Preamble.

The Parties to this agreement are the City of Portland (“City”) and City of Portland Professional Workers Union (“CPPW”). CPPW is the exclusive representative of a bargaining unit comprised of the following classifications at the City of Portland: “Coordinators I, II, II, 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.”

CPPW had proposed implementation of a wage step system as part of an economic package. The City has responded by indicating that the current CPPW classification system makes such implementation problematic. The parties are engaged in active bargaining negotiations for a first contract 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 put into place parameters regarding the Classification and Compensation Study (“the Study”) that is currently underway and any recommendations that arise from it as a result of the process that the City began with an outside consultant, Evergreen Solutions, in the Fall of 2024.

Therefore, the parties mutually agree to the following:

II. Agreement.

Section 1. Purpose

The purpose of this Agreement is to establish the City’s obligations to share the results of the Classification and Compensation Study currently being conducted by Evergreen and to establish a Committee of CPPW representatives and City representatives to evaluate the results and develop recommendations regarding the classification and compensation structure of employees in the CPPW bargaining unit. The parties acknowledge and agree that the information provided by Evergreen will be used to inform the parties but will be independently reviewed and does not reflect the position of either party. The parties agree to bargain, using the process described herein, before implementing any changes to classification or compensation based on the results of the Study and/or any recommendations from the Study.

Section 2. Information Sharing with CPPW

The City agrees to share with CPPW the results of the Study performed by Evergreen of CPPW represented positions within fourteen (14) days of receipt from Evergreen. The “results” includes preliminary and final results Evergreen shares with the City related to CPPW represented positions. CPPW representatives and bargaining team members will agree to reasonable restrictions related to the confidentiality of the results.

Section 3. Objections

CPPW may issue objections within 30 days of receipt of the results of the Study. Objections will relate to the methodology and big-picture outcomes. Such objections may include but not be limited to: (1) objections to categorization or classification changes that would pull bargaining unit positions out of the CPPW bargaining unit, (2) objections to changes that would decrease

the compensation of CPPW positions, and (3) objections to any market comparator or methodology that is inappropriate.

Section 4. Classification and Compensation Committee

Within sixty (60) days of the execution of this Agreement, the parties will form a Classification and Compensation Committee (CCC). The CCC will consist of up to four (4) representatives from CPPW and four (4) from the City. The meeting schedule and other logistical matters will be determined by the CCC at the first meeting. CPPW representatives may attend CCC meetings occurring during their regularly scheduled work days without loss of pay.

The goal of the CCC will be to develop recommendations regarding the classification and compensation structure of employees within the CPPW bargaining unit, based on an analysis of the Evergreen Study and other data that the CCC may find useful. Any recommendations agreed upon by the CCC will be presented to the City and CPPW to be considered by the parties for adoption during negotiations for a successor labor agreement. Provided however, the parties remain free to present recommendations to the City and CPPW to be considered for adoption even if there is not an agreed upon recommendation from the CCC. In such an event, the party presenting the recommendation will clarify that the recommendation is solely from CPPW or the City, not from the CCC.

The CCC will complete its work and provide any recommendations to the parties no later than January 1, 2026 or six (6) months after the CCC begins analyzing the results from Evergreen, whichever date is later.

The City and CPPW agree that bargaining over classification and compensation of CPPW positions will occur during successor negotiations beginning in 2026. The City will not implement any changes to the classification and compensation of CPPW positions that are based on the result or recommendations from the Study prior to successor negotiations beginning in 2026, unless otherwise agreed.

SO AGREED

FOR BUREAU OF HUMAN RESOURCES:

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

TRACY WARREN
HUMAN RESOURCES DIRECTOR

KARI KOCH
CPPW PRESIDENT

APPROVED AS TO FORM:

APPROVED AS TO FORM:

FRANCO LUCCHIN
Senior Deputy City Attorney

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