



City of Portland
Professional Workers Union

Class Comp Info Session

Feb 17, 2026

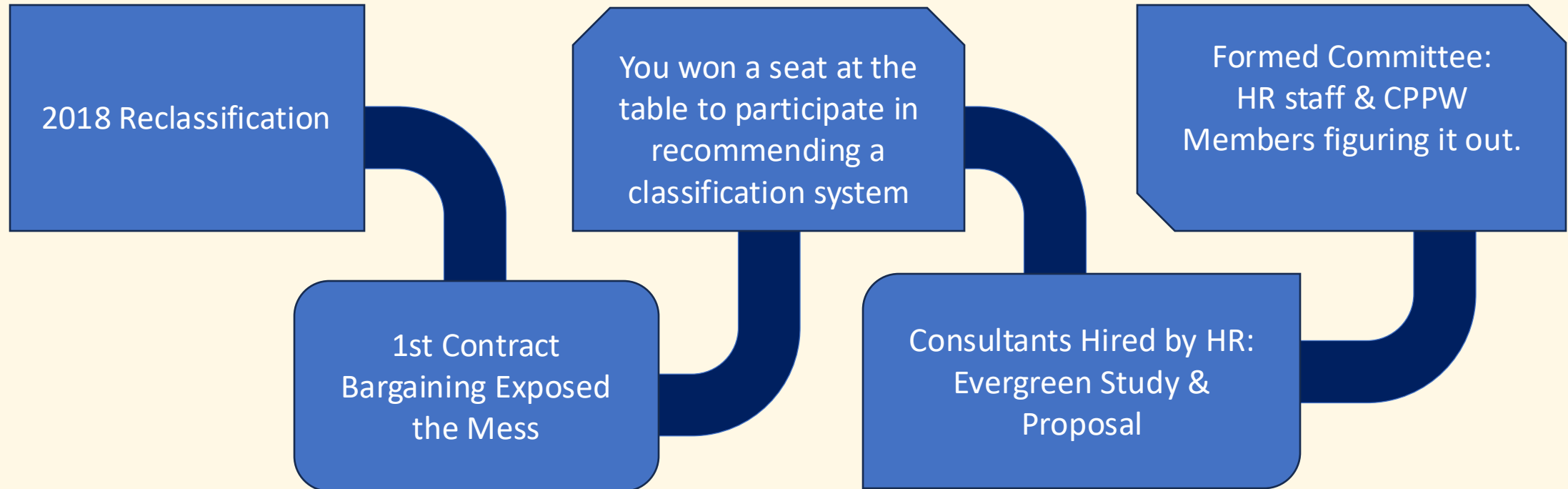
Meeting will begin at 12:00pm



AGENDA

- Overview & Goals
- Work to date
- What is going well
- Challenges with status quo approach
- New approach
- Milestone #1: Complete the MOU agreement
- What's Next

Class Comp Overview



Class Comp Overview: Goals

- Committee (HR & CPPW): Update the classification system to one that better reflects the actual work of members.
- Committee (HR & CPPW): Draft Classification Specifications for each classification in CPPW that are an improvement over the current class specs. Improvement not perfection.
- CPPW: Engage of members in every step of the process to bring our voices and experiences into the City bureaucracy experience.
- CPPW: A tool for working out of class enforcement, reclassification requests, and more career pathways.



What happened?

- We held focus groups and Subject Matter Expert meetings with Admin Specialists, Analysts, and a few small groups of others.
- In many cases, it was clear that the system didn't fit and there were too many unknowns.
- We have not begun engagement with coordinators. We will.

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What's Going Well

- Member Engagement.
- Staff seen as Subject Matter Experts.
- Advocate as a collective in a way that makes it harder for the City to ignore.
- Mgmt and union members are generally in agreement.

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Challenges

- Evergreen's model did not work.
- The elements of the system that we thought would become more clear through the process became less clear.
- Limited resources with a tight timeline

The Pivot

- In mid-January 2026, the Class Comp Committee refocused our work on internal evaluation, modification of our developing structures, and reworking based on what we learned.
- Pause on engagement until we have a system outline.
- Building the foundation: distinctions between classes, levels, subclasses, like-work groupings.

Milestone #1: Fulfill the MOU



High Level Structure

- You can expect a broad and simple structure for CPPW classifications.
- At this point, classifications will not be attached to individual members.
- The structure of classifications focuses on distinguishing characteristics between levels and subclasses.
- This will not be perfect, but it will be an improvement over our current system.

What Next? The Committee

- CPPW has proposed an update to the MOU that would continue CPPW's participation on the CCC to work towards future milestones. (Proposed in Bargaining 2/10/26)
- This is not a given – our continued involvement on the CCC is a negotiation with the City.
- The recommended structure would be the basis for the CCC's work with moving forward to flesh out the classification system.



What Next? Recommendation

- HR will need to continue working on the classification system.
- HR has been working with us in good faith so far, but this whole process is ultimately in their court.
- Bottomline: Your union committee members will continue to engage members and advocate around the classification system no matter what direction the system takes – through the Committee or through using our collective power to force continued HR engagement.



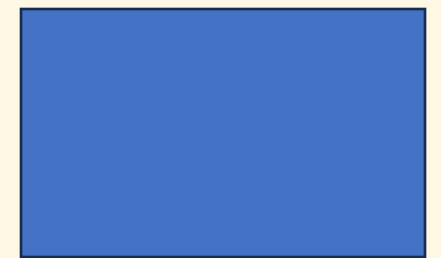
What Next? Bargaining

Classification Project was intended to lay the groundwork for bargaining.

Bargaining Reopener



Classification Project



What this means for you

- There will be more opportunities to participate once we have an approved classification structure.
- Know that nothing is final. This is an iterative work-in-progress. What we have **now** will stay in place until our contract is ratified and until HR/the City implement class comp recommendations.
- Bargaining Update at General Membership Meeting on Thursday.



Discussion

Next membership meeting is on Thursday, 2/19 at noon

