

Classification Compensation Project Frequently Asked Questions (FAQ)

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Q: What is the updated timeline for this project?

A: Milestones

- July 2025: Receive information from outside contractor with suggestion for classification structure.
- Sept-Dec 2025: Committee tried to work with consultant documents and structures, engagement with some members & managers, got significant feedback that the process and the products were not meeting the needs of the unit.
- Jan-Mar 2026: Pause & pivot from using outside consultant work to developing our own classification structure based on feedback from members & managers.
- Apr-Jun 2026: Internal buildout (frameworks, summaries, mapping/appeals design)
- Jul-Aug 2026: Targeted employee/manager validation (survey + outreach)
- Sep-Nov 2026: Focused working sessions to refine class specifications
- Dec 2026-Feb 2027: Draft finalization
- Mar-Jun 2027: Final adjustments and bargaining readiness
- July 2027: Potentially begin CPPW bargaining for contract that expires in Dec 2027, including bargaining the classification system and associated wage system.

Q: When will I learn my new classification?

A: All members will be engaged in this process. The new timeline schedules Summer 2026 for engagement with members about the updated classifications. At that point, you will get more information about your proposed classification.

Q: How did this project come to be?

A: During CPPW First Contract negotiations (2024-2025), the Bargaining Team and the City agreed to create this committee and process as a way to improve and clarify the CPPW

classifications. The City of Portland hired a consultant to gather information from members and recommend new classifications. CPPW members were asked to complete the Job Assessment Tool (July 2024), answering questions about job duties. The consultant delivered a package of recommended classifications based on that assessment in June 2025. CPPW recruited members for the CCC to work with BHR to translate those recommendations into a new classification system to better define the work of union members. The Committee completed Milestone #1 of the project – developing the proposed classification system. Now, CPPW will continue working on the next phase of the project. See timeline below.

Q: What is the purpose of the project?

A: The CCC will develop recommendations for a classification system for all CPPW members. CPPW's intention is to recommend classifications that are narrow enough to accurately capture the work but broad enough to recognize that most work skills are transferable within a classification. These recommendations will be finalized by Human Resources and used to inform the new wage system as part of CPPW contract negotiations in 2027/2028.

Q: Who ultimately decides my classification?

A: Human Resources has the ultimate authority to determine each employee's final classification. CPPW's role in this project is intended to create strong, clear recommendations and to provide space for CPPW members to act as advisors and subject matter experts on their own positions.

Q: Is CPPW the only union engaged in this project?

A: CPPW's classification study is unique to our classifications, but other unions and non-repped staff are also going through this process on their own timelines.

Q: Will my position be reclassified?

A: Yes. All CPPW positions will fit into the new classification structure. The work will not change, and your job title shouldn't change, just the broad classification name will change.

Q: What happens if I think I'm misclassified, or you determine I'm misclassified?

A: CPPW is working with HR to come to agreement for how all members map into the new classification system and develop an appeal process for members or managers who believe there is a misclassification.

Typically, the committee will be looking for manager and member agreement for approval of the new classification. We are still determining what will happen if there is disagreement.

Until the finalization of the classification system, all individual member reclassifications will happen outside of this overall classification system creation process.

Q: How much alignment will we see between our work and our classification?

A: Your classification specification does not need to cover 100% of the job tasks of a member but should overwhelmingly align. A classification specification can be appropriately applied in two ways – the class spec can cover the majority of a broad range of duties that a worker performs and/or a class spec can cover a specific area of work that has a deep or expertise focus. In other words, you may do a lot of what’s in the class spec or you may do a few things in the class spec, both are appropriate.

Q: Will I get a raise? Or will wages be cut?

A: The only time that salary adjustments will be made is when CPPW finalizes bargaining on the class comp changes in 2027/2028. The City has committed that no one’s salary will decrease as a result of this project.

Q: How can I help?

A: CCC will not work without your participation, take the surveys, give your feedback, & attend work group sessions. If your fellow CPPW members contact you, please respond! Your voice is important.

Q: What if I’m working out of class?

A: If you are working out of class during the time of this study, the classification recommendation will focus on your permanent classification.