

8.4 Market-Based Adjustments. In addition to the pay adjustments provided above, the parties shall maintain a separate process for the annual determination of market based wage adjustments for designated classifications.

8.4.1 Annual review. The parties agree to meet annually to review information related to jobs for which market comparison, recruitment and/or retention are of concern to either party, and to develop joint recommendations to the executive leadership of the affected ~~A~~ administrative units. The Market-Based Wage Committee conducting this review will be ~~composed~~~~emprised~~ of up to ~~six (6)~~ ~~five (5)~~ representatives appointed by each party. Up to ~~four (4)~~ ~~two (2)~~ bargaining unit members shall be released with pay to attend the review if they provide advance notice of the meeting to their supervisor at least seven (7) days in advance.

8.4.2 Survey information. The parties will continue to utilize the best available data ~~obtained~~ ~~synthesized~~ by the Employer and will continue to consider employers in the Portland metropolitan area to be appropriate market comparators. The Employer will continue its practice of permitting the Union to review survey data upon request. The Union agrees to review and utilize such data only for the purposes set forth in this section.

8.4.3 Upward adjustment. In the event that the pay range for a classification is adjusted upward pursuant to this Section 8.4, any pay adjustment for employees in that classification will be recommended by the Market-Based Wage Committee. ~~Employees shall retain their original anniversary date. Additionally, should an employee fall out of the range maximum, previous years spent at the range maximum shall count toward longevity pursuant to Section 8.2.2 (Longevity Rate).~~ Employees who receive no pay increase shall retain their original anniversary increase date. The new anniversary increase date of employees who receive a pay increase will be the first day of the pay period after twelve (12) months have passed.

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MEMORANDUM OF UNDERSTANDING #UX3
LETTER OF AGREEMENT
Recommendations to Market-Based Salary Wage Committee

AFSCME Local 328 ("Union") and Oregon Health & Science University ("Employer") hereby make the following recommendations to the Market-Based Salary Wage Committee with regard to the market-based review and recommendations it conducts pursuant to Section 8.4 (**Market-Based Adjustments**) of the Agreement:

1. **Consider-Utilize** Milliman's Compensation Surveys, **and academic medical centers located elsewhere in the United States on the west coast, and newly-created classifications** as primary data sources for annual market reviews, **and reclassifications**. **The Committee shall first consider available data for the greater Portland area. If such data is not available, then the Committee shall consider available data for the Pacific Northwest. If such data is not available, then the Committee shall consider national data.**
2. ~~The survey data should include data from academic medical centers located elsewhere in the United States.~~
 1. ~~The Market-Based Wage Committee will determine whether the cost of living or cost of labor will be utilized when making salary adjustments.~~
 2. **The Employer will center equity when developing and communicating** ~~Develop and communicate~~ the Employer's compensation strategy and philosophy. **using an equity lens.**
3. The Market-Based Committee may, upon review, recommend a range adjustment in each of the following circumstances:
 - a. **An upward adjustment when, for three (3) consecutive years, the median midpoint of the market salary wage range data, averaged from all relevant surveys purchased by OHSU and other data agreed upon by the parties, are 3.0% or more**

above the OHSU median midpoint. If there is not median data, the parties will consider midpoint data.

- b.** An upward adjustment when, for two **(2)** consecutive years, the **median midpoint** of the market **salary wage** range data, ~~averaged from all relevant surveys purchased by OHSU and other data~~ agreed upon by the parties, are 5.0% or more above the OHSU **median midpoint. If there is not median data, the parties will consider midpoint data.**
- c.** An adjustment upward when, for one **(1)** year, the **median midpoint** of the market **salary wage** range data, ~~averaged from all relevant surveys purchased by OHSU and other data~~ agreed upon by the parties, are 10% or more above the OHSU **median midpoint. If there is not median data, the parties will consider midpoint data.**
- d.** An adjustment downward when, for two consecutive years, the **median midpoint** of the market **salary wage** range data, ~~averaged from all relevant surveys purchased by OHSU and other data~~ agreed upon by the parties, are **15.0%** ~~10.0%~~ or more below the OHSU midpoint.

~~The pay ranges from A10 through A20 shall be benchmarked at the 75th percentile for market-based reviews conducted pursuant to Section 8.4 (Market-Based Adjustments) of the Agreement.~~