

**Memorandum of Agreement between
Portland State University (University)
and the Portland State University Chapter
of the American Association of University Professors (Association)
May 2, 2023**

Subject: Targeted Market Increases for Academic Professionals – Methodology

Recital

On December 8, 2022, the 2021-2024 Collective Bargaining Agreement (CBA) was amended to include a provision allocating 0.8% of total Academic Professional (AP) salaries for targeted market increases, effective on July 1, 2023 (September 16, 2023 for 9-month employees) (Article 30, Section 4.d).

Agreement

1. The sum for distribution as targeted market increases (TMIs), effective July 1, 2023 (September 16, 2023 for 9-month employees), will be no less than \$180,869.
2. Each AP's target annual salary rate (at 1.0 FTE) shall be based on the percentage of the midpoint between the minimum and maximum salaries for their job family and career level. Salary minimums and maximums are contained in the CBA, Article 30, Section 6. The percentage depends on the AP's years-in-job as of July 1, 2023. The current population of APs entitled to these TMIs fall as represented in the chart below:

Years-in-job	1 – 2.99	3 – 4.99	5 – 6.99	7 – 8.99	9 – 10.99	>= 11
Salary percent of midpoint	87%	93%	100%	107%	113%	120%



For employees with 1-2.99 years of service, the target annual salary rate shall be 87% of the midpoint; for employees with 3-4.99 years of service, the target annual salary rate shall be 93% of the midpoint; for employees with 5-6.99 years of service, the target annual salary rate shall be 100% of the midpoint; for employees with 7-8.99 years of service, the target annual salary rate shall be 107% of the midpoint; for employees with 9-10.99 years of service, the target annual salary rate shall be 113% of the midpoint; for employees with 11 or more years of service, the target annual salary rate shall be 120% of the midpoint.

In no case will the target salary rate be less than the minimum or greater than the maximum for a job family and career level, as provided in the CBA.

3. The difference between an AP's annual salary rate and the target annual salary rate is the salary rate gap. The actual salary gap is the salary rate gap multiplied by the AP's FTE.

4. Because the agreed-upon distribution amount of no less than \$180,869 is less than the sum of all AP actual salary gaps, each AP's TMI shall be prorated by 12.26% for the salary increase effective July 1, 2023 (September 16, 2023 for 9-month employees). If a change in the roster of APs employed by the University on the July 1 effective date requires it, the 12.26% will be adjusted in order to allocate the determined amount in paragraph 1.
5. This methodology shall be non-precedential. The parties will determine methodologies for future Targeted Market Increases, if applicable, as necessary.
6. The University will provide the Association with a spreadsheet showing the preliminary distribution of the determined amount in paragraph 1 no later than June 9, 2023.

This MOA shall become effective upon signature by the parties and approval by the PSU-AAUP Executive Council.

<u>For the University</u>	<u>For the Association</u>
 <small>Shelly Chabon (May 2, 2023 15:07 EDT)</small> _____ Shelly Chabon, Vice Provost for Academic Personnel	 _____ David Kinsella, Vice President Collective Bargaining
05/02/2023 _____ Date	05/05/2023 _____ Date