

## **Market-based compensation adjustments**

### *Frequently asked questions*

**Q: How does HR determine where a team member falls within their position's pay scale?**

A: A team member's previous work experience relative to their position is used to determine where their salary should fall within the position's pay scale.

**Q: What do you mean by industry-wide midpoint?**

A: The industry midpoint is the market rate or average pay for a particular position based on review of local, regional and national salary surveys. Prisma Health uses this information to develop its salary ranges for positions. Generally, the midpoint is the rate a team member achieves when they are deemed to be fully competent in their role and has typically achieved between 8-10 years of relevant experience.

**Q: When will we find out what positions are up for potential market adjustments next?**

A: Market adjustments are dependent on Prisma Health's overall financial performance. Subsequent increases for other positions in the organization are currently under review. Human Resources will keep team members informed by providing communications of all upcoming market adjustments in advance of their effective dates.

**Q: When and how will managers find out details about what their individual team members will receive?**

A: Managers will receive personalized letters for distribution to team members receiving market adjustments shortly after the pay period effective date.

- Upstate – Sunday, Sept. 1
- Midlands – Sunday, Sept. 8

**Q: Will my secondary job be eligible for a market adjustment?**

A: Yes. Your secondary job will be adjusted provided it is eligible for a market adjustment based on Human Resources' review.

**Q: Who should I contact if I have further questions?**

A: Contact your supervisor or manager and they will help you with any questions. If they are not able to answer your questions, your leader will contact the Human Resources Business Partner for your area to address your question.