

USUNM Contract Changes for FY2026

Negotiations with USUNM for FY2026 was a wage reopener. Below is a summary of the changes that USUNM ratified.

Article 12: Wages and Allowances

- MSU increase of 4%
- For FY2026, departments may provide increases above 4%, but no greater than 7% for the MSU period. At the department's discretion, such increases may be given to address equity, performance, retention, or salary compression, or to address the impact to employees whose salary increase results in a change in contribution percentage for health benefits. These increases are contingent on sufficient internal funding.

Departments must use consistent criteria for determining additional increases and maintain internal documentation supporting their increase decisions. Examples of criteria to determine increases above 4% may include:

The extent an employee's education and job-related experience exceed the minimum requirements for their position.

The extent an employee's salary level trails market (salaries below the midpoint of the grade).

Exceptional performance on goals or job responsibilities as documented in an employee's performance evaluation.

Salary, compression, and internal equity recommendations based on HR's Salary Placement and Equity Tool (SPET).

- Employees who have not received a 2024 performance evaluation by management by March 31, 2025, will not be prohibited from receiving the FY2026 MSU increase.
- Non-probationary employees who have received a "Not Successful" rating listed on either of the overall categories for job responsibilities or goals may have the opportunity to raise their overall ratings. Any employee whose ratings have improved by September 2, 2025, will be provided with an updated performance evaluation, and must be centrally recorded by September 19, 2025. If so, the increase will be effective on the payroll period beginning October 04, 2025.

Appendix B: Salary Structure

Accepted the new salary structure which will be effective July 1, 2025.

*** Contract term is July 1, 2023, through June 30, 2026.**