

TO: All HSC Department and Dean Administrators

FROM: Ava J. Lovell, MHA, CPA *Ava J. Lovell*
Ava J. Lovell (May 11, 2022 09:08 MDT)
Sr. Executive Officer for Finance & Administration, HSC

DATE: May 2, 2022

RE: HSC Staff only: FY23 – USUNM Bargaining Unit Employee Mass Salary Update Process

An agreement has been reached with the US-UNM Bargaining Units. Eligible US-UNM staff will receive a 4% salary increase effective July 1, 2022.

The following Health Sciences Staff Only guidelines are in place for all Units (Colleges and the School of Medicine, Research, HSCLIC, ECHO, UNM CC, Administration, etc.):

- Minimum increase of 4% for USUNM Bargaining Unit employees.
- In addition, increases above 4%, but not to exceed 8% may be given on a limited basis at the department's discretion 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.
- All increases greater than 4% need to be covered by department funds, no request for additional budget will be approved.
- All requests greater than 4% are to be approved at the EVP/SrVP level. Any individual increase will not exceed 8%.

Smartsheets for US-UNM Bargaining Units eligible employees should be completed by May 16th to allow for adequate time to obtain EVP approval.

Please note that this is the same sheet utilized for the earlier MSU requests; however, these newly requested updates are only for employees within the US-UNM Bargaining Units.

Because all increases above 4% require EVP approval, HSC will not have an Out-of-Guidelines process for FY23. Please utilize existing HR practices and policies for actions outside of parameters outlined above.





USUNM Bargaining Unit FY23 MSU

Final Audit Report

2022-05-11

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