

**Memorandum of Agreement**

In response to the 2022 NM Minimum Wage rate, the University of New Mexico (UNM) and United Staff UNM (USUNM) Union are in agreement to increase the minimum pay rate for Grade 5 from \$10.50 per hour to \$11.50 per hour. Additional increases will occur to other grade minimums to reduce compression between grades. All employees paid below the revised minimum salary rates for their respective salary grade will be brought up to the new minimum, no later than January 1, 2022, in accordance with University Administrative Policy 3500: Wage and Salary Administration, Section 2.

Adjustments will also occur to salary ranges in order to align with industry-leading practices for salary structure design and administration.

The USUNM job titles and grades who will be moved to the new grade minimums are listed below.

- Grade 6: Teacher Aide moving to \$12.08
- Grade 7: Admin Assistant 2 moving to \$12.68
- Grade 8: Admin Assistant 3 moving to \$13.31
- Grade 9: Coord, Student Admissions moving to \$13.98
- Grade 9: Morphology Tech moving to \$13.98
- Grade 10: Student Success Splst moving to \$14.68

Teresa A. Costantinidis

Teresa Costantinidis

UNM-Sr. VP, Finance and Administration

Dec 2, 2021

Date

Doris Williams

Doris Williams

USUNM – President

12/2/21

Date