

June 3, 2024

On May 22, 2024, The University of New Mexico (UNM) and United Staff-UNM (USUNM) came to agreement regarding wages for USUNM bargaining unit employees. The agreement consists of a three percent (3%) Mass Salary Update (MSU) effective July 1, 2024. Contingent on sufficient internal funding, departments may provide increases above 3%, but not greater than 8%, to address equity, market competitiveness, performance, retention, or salary compression.

USUNM employees must meet the following criteria to be eligible for the salary increase:

1. Employees must have been hired prior to January 1, 2024 and have completed their probationary period prior to July 1, 2024.
2. Employees must have received “Successful” overall ratings for both Job Responsibilities and Goals on a centrally recorded 2023 Performance Evaluation or if the individual was a probationary employee at the time, the employee must have received a Successful overall rating on a centrally recorded Probationary Performance Evaluation by March 31, 2024.
3. Employees who have not received a 2023 performance evaluation by management by March 31, 2024, will not be prohibited from receiving the FY2025 MSU increase.
4. 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 7, 2024, will be provided with an updated performance evaluation, and must be centrally recorded by September 20, 2024. If so, the increase will be processed effective the payroll period beginning October 05, 2024.

A department may provide a bargaining unit member with an additional increase above the three percent (3%) up to eight percent (8%). Departments must use consistent criteria for determining additional increases and maintain internal documentation supporting their increase decisions. Examples of criteria to determine increases above 3% 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).

HR Client Services will work directly with Level 3 HR Agents regarding any increases greater than 3%. The deadline to submit increases greater than 3% is June 24, 2024, and effective July 1, 2024.