

June 2, 2025

On May 30, 2025, 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 four percent (4%) Mass Salary Update (MSU) effective July 1, 2025. Contingent on sufficient internal funding, departments may provide increases above four percent (4%), but not greater than seven percent (7%), to address equity, market competitiveness, performance, retention, or salary compression.

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

1. Employees must have been hired prior to January 1, 2025, and have completed their probationary period prior to July 1, 2025.
2. Employees must have received "Successful" overall ratings for both Job Responsibilities and Goals on a centrally recorded 2024 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, 2025.
3. 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.
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 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.

A department may provide a USUNM bargaining unit member with an additional increase above four percent (4%) up to seven percent (7%). Departments must use consistent criteria for determining additional increases and maintain internal documentation supporting their 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).

To request an increase greater than 4%, departments must submit an MSU Salary Change EPAF **no later than June 27, 2025**. An EPAF is not required to process the 4% increase. Please see the [MSU Salary Change EPAF](#) MSU Salary Change EPAF job aid for instruction or contact your [HR Consultant](#) with any questions.