


## MEMORANDUM

Date: May 30, 2025

To: NMSU System Regular Faculty & Staff

From: Valerio Ferme, President 

Subject: Compensation Guidelines FY2025-26

As you are aware, the Legislature approved a 4% compensation increase for all NMSU system faculty and staff, effective July 1, 2025.

### Faculty

- Faculty hired prior to January 9, 2025, with satisfactory or better performance, will receive the 4% adjustment.
- Effective Dates: 12-month faculty:
  - July 1, 2025
  - 9-month faculty: August 18, 2025

### Staff

- Staff hired prior to January 1, 2025, with satisfactory or better performance, will receive a 4% adjustment to their base salary or hourly rate effective July 1, 2025.
- Employees who are still in their probationary period after being hired on or after January 1, 2025 are not eligible for the FY 2026 increase.
- The FY2026 staff pay scale, effective July 1, 2025, will reflect NMSU's new minimum wage (\$35,000 annually or \$16.83 per hour) for non-exempt employees.

### Performance Evaluations

Providing employees with performance feedback and annual evaluations is a critical supervisor responsibility. All faculty and staff should have a 2024 annual evaluation on file.

### Processing Annual Increase

Based on the guidelines described above, salary increases will be processed centrally, so no action is required by you. Individual salary letters will be uploaded in the employee self-serve portal around July 1, 2025.

### Budget and Pay Schedules

- FY2025-26 pay increases for non-I&G positions will need to be funded by the individual departments
- Pay schedules will remain unchanged for the July 1 distribution

### Questions/Contacts

- You may reach out to Employment and Compensation Services via email at [TeamsHRS@nmsu.edu](mailto:TeamsHRS@nmsu.edu).