

FY 2022 Salary Increase Guidelines Q & A's

1. Who is eligible for the FY22 increase?

Regular full-time and regular part-time staff hired prior to January 1, 2021 and who have completed their initial probationary period prior to July 1, 2021 are eligible for an across-the-board 1.5% increase. Regular full-time and regular part-time faculty hired prior to January 21, 2021 are eligible for the across-the-board 1.5% increase. Faculty and staff must have a current evaluation on file with a rating of at least Meets Expectations.

2. What are the implications for restricted or non I&G funded positions for the FY22 increase?

FY22 pay increases for non-I&G positions will be funded by the individual departments.

3. How will the additional 1.5% increase for regular eligible employees be allocated if employees are already working for NMSU making less than \$11.50?

First, the 1.5% increase will be applied to the current base pay of eligible employees. Employees not at the new minimum of the pay scale will receive an additional increase to the new minimum of the pay scale.

4. What will happen to employees that are at the minimum of the old pay scale?

Employees earning minimum of the old pay scale will be adjusted to the new minimum of the pay level.

5. Will student employees be included in the pay increase from \$10.50 per hour to \$11.50 per hour, effective July 1, 2021?

No, student employees are not eligible for the FY22 minimum wage increase to \$11.50. The student pay scale will increase January 1, 2022.

6. Will the maximum increase be 1.5% or will a performance increase be added in addition to the 1.5% increase?

Performance based increases are not applied for FY22 increases. Eligible employees will receive 1.5% unless they require an additional increase to be paid at the new minimum wage.

7. What impact will the performance evaluation have on merit-based compensation? Is there a range minimum to maximum increase?

Merit based increases are not applied for FY22 increases. Eligible employees will receive 1.5%.

8. What will the new pay levels look like with the minimum pay being at \$11.50 per hour which is above entry for pay level 03?

Pay level three will increase from \$10.50 to \$11.50 per hour. The entire pay scale will increase 1.5%, thus moving the salary scale up all levels.

9. How will the minimum wage increase affect those currently at \$10.50? Will they get the minimum wage increase first and then the 1.5%?

Eligible employees currently at \$10.50 per hour will receive the 1.5% increase, and then the difference to bring up to \$11.50 (grade 03).

10. For the FY22 increase, which salary will be used if there has been a change in salary from 1/1- 7/1? For example, an employee may have received a degree increment on 6/1.

The 1.5% increase will be applied to eligible employees at their current pay, effective July 1, 2021.

11. Can I still hire a temporary employee from 1/1/2021- 12/31/2021?

No, as a reminder temporary hires may not exceed the fiscal year. You may hire from 1/1/2021 – 6/30/2021 and then rehire from 7/1/2021 – 12/31/2021, if needed.

Departments may still hire for a full year if the start date is 7/1 – 6/30 of the following year.