



Human Resource Services

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TO: Dean/VP/Community College Presidents/UAC
FROM: Dr. Gena Jones, Asst VP HRS/Chief HR Officer *Gena W. Jones*
CC: HR Liaisons and Business Managers
SUBJECT: FY 22 Salary Increase Guidelines
DATE: June 9, 2021

As you are aware, the NMSU Regents have approved a 1.5% salary increase for eligible faculty and staff effective July 1, 2021. In addition, the New Mexico Legislature and Governor Grisham increased the minimum wage for the State of New Mexico. Although the wage of \$11.50 per hour is not in effect until January 2022, NMSU will be implementing a minimum wage of \$11.50 for regular employees (excluding students) effective July 1, 2021.

Additionally, there are various other changes to the NMSU pay scales. This memorandum will provide clarification of those changes and expectations. Attached is a Q & A sheet that will assist in explaining the impact of the changes. Please feel free to share the memo and attachment with your employees.

Eligibility for salary increase Effective July 1, 2021:

- 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.

Summary of Upcoming Changes Effective July 1, 2021:

- Grade 03 of Salary Schedule will increase to \$11.50 and a 1.5% increase to the rest of the exempt and non-exempt salary schedule
- GA salary schedule will be increased by 1.5%, effective July 1, 2021
- 1.5% increase to temporary faculty salary schedule
- 1.5% to the Police Officers pay schedule
- FY22 pay increases for non-I&G positions will need to be funded by the individual departments.

For questions contact Employment and Compensation Services via email at TeamHRS@nmsu.edu.