

NMSU Library -Summary of Salary Adjustments for FY 2008/2009

Distribution Total	Staff Union		Staff Non-Union		Faculty	
			Non-Exempt	Exempt		
Total:	2%		2%	2%	2%	
Cost of Living	2%		2%	2%	2%	
Merit	None		None	None	Mid-year Limited Pool of \$5,917.20	
Numeric Scale Rated by:	1-10 (High) Supervisor		1-10 (High) Department Head/Supervisor	1-10 (High)	Department Head	
Merit Levels	High Merit None Merit None No Merit		High Merit None Merit None No Merit		High Merit 4.81-5.00 \$ 1,500.00 Merit 4.51-4.80 \$ 583.44 No Merit 4.10-4.50 \$ - Pool of funds was limited to \$5,917.20	
Equity	Per the Union Agreement, market adjustments were distributed to the lowest paid employees in ascending order. Detailed methodology used for comparison is posted at http://salarystudy.nmsu.edu/ .		All regular non-bargaining unit NMSU staff earning an annualized, full-time salary less than \$50,000 who are also below the 50th percentile of the market median, determined by the NMSU/Mercer Salary Study, were considered for the market salary adjustment. Detailed methodology used for comparison is posted at http://salarystudy.nmsu.edu/ .		All regular tenured, tenure track, and non-tenure track faculty are eligible if their full time salary is below the 50th percentile of the market. Detailed methodology used for comparison is posted at http://salarystudy.nmsu.edu/ .	

Insurance Premium Holiday

December 15th paycheck - Employees with an annual base pay of less than \$30,000 received a premium holiday for health, group life and long term disability benefits. Employees working on an academic year basis (less than 12 months) will have a prorated premium holiday amount.

December 23rd paycheck - Employees with an annual base pay of less than \$40,000 received a premium holiday for health, group life and long term disability benefits. Employees working on an academic year basis (less than 12 months) will have a prorated premium holiday amount.