



UNM Staff Council 2014 Resolution #1

Name: Support for Compensation Increase

Authors: Renee Delgado-Riley, Chair, Staff Council Government Relations Committee and Terry Horger, Chair, Staff Council Employee Life Committee

Presented to Staff Council on January 21, 2014

Council Action: **ADOPTED**

1. WHEREAS: the University of New Mexico strives to fairly compensate its employees in order to enhance retention, morale, and productivity; and,
2. WHEREAS: the compensation increase of 1% in FY14, while greatly appreciated, was not sufficient to cover increases in retirement contributions and healthcare costs; and,
3. WHEREAS: the lack of significant salary increases has devalued the pension payments for staff nearing retirement by reducing their "high five" salary used to calculate monthly benefits; and,
4. WHEREAS: the increased staff contributions to the Educational Retirement Association, the cost of health coverage, the contributions to the Voluntary Employee Beneficiary Association (VEBA) Trust, the increase in parking fees, and the overall increase in the cost of living have resulted in a decrease of net pay; and,
5. WHEREAS: a compensation increase will help improve employee morale and productivity, and will aid in the retention of our valued University faculty and staff, thus positively impacting student success;
6. THEREFORE, BE IT RESOLVED that the Staff Council of the University of New Mexico supports the compensation package for state, public school and higher education employees contained in the Legislative Finance Committee FY15 Budget Recommendations. An increase in salary for staff will help align their pay with the cost of living for New Mexico.
7. Copies of this Resolution shall be sent to the Board of Regents; Robert Frank, President of UNM; David Harris, Executive Vice President of Administration; Jewel Washington, Vice President of Human Resources; Marc Saavedra, Director of the UNM Government and Community Relations Office.