

MEMORANDUM OF UNDERSTANDING

The parties to this Memorandum of Understanding (MOU), Northern New Mexico College (College) and NFEU Non-Exempt Staff Union (Union), agree to the following:

- 1) In accordance with State mandate, the College will implement the minimum hourly rate of \$15.00 per hour effective the first full pay period following July 1, 2022.

- 2) Article 31.b. will be amended as follows:

Group Insurance (Medical, Dental, Prescription Drugs, and Vision). The costs are shared between the College and eligible employees distributed as follows effective **October 1, 2022, with deductions occurring in September 2022:**

	<u>NNMC Share</u>	<u>Employee Share</u>
Annual Salary \$1.00-\$39,999	80% of Premium	20% of Premium
Annual Salary \$40,000-\$49,999	75% of Premium	25% of Premium
Annual salary of \$50,000 and over	60% of Premium	40% of Premium

- 3) Article 32 will be amended as follows:

32.2 **For Fiscal Year 2022-2023**, the following minimum pay rates apply to bargaining unit employees effective the first full pay period **after July 1, 2022**

Custodians - \$15.00 per hour
Groundskeepers/Maintenance - \$15.00 per hour
Safety and Security Officers - \$15.00 per hour
Facility Tech - \$15.90 per hour
Receptionist - \$15.90 per hour
Financial Aid Student Outreach Specialist - \$15.90 per hour
Shipping and Receiving - \$16.38 per hour
Bookstore Clerk - \$16.38 per hour
Administrative Assistant - \$16.87 per hour
Business Office Specialist - \$16.87 per hour
Accounting Tech/AP - \$17.38 per hour
Lab Technician - \$17.38 per hour
Testing Examiner/Academic Advisor - \$17.35 per hour
Recruiter - \$17.35 per hour

Admission Specialist I - \$17.87 per hour
Admission Specialist II - \$18.57 per hour
Catalog Technician - \$18.57 per hour
Academic Advisor - \$18.57 per hour
IT Tech - \$19.70 per hour
Senior Facility Tech - \$19.70 per hour

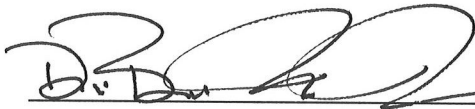
Bargaining unit employees in the positions listed above will receive the minimum pay of the position or a four percent (4%) increase, whichever is greater.

32.3 Effective the first full pay period following July 1, 2022 bargaining unit employees will receive \$.045 per hour increase on every 4th year anniversary of continuous service with the College.

4) This MOU replaces and concludes negotiations for Fiscal Year 2023.

Agreed:

Agreed:



Dr. Barbara Medina, President



Tim Crone, NFEE President

5-17-22
Date

MAY 16, 2022
Date