1. **Who is eligible for the FY20 increase?**
   Regular full-time and regular part-time staff hired prior to January 1, 2019 are eligible for the 4% increase. Regular full-time and regular part-time faculty hired prior to January 10, 2019 are eligible for the 4% increase.

2. **What are the implications for restricted or non-I&G funded positions for the FY20 increase?**
   FY20 pay increases for non-I&G positions will be funded by the individual departments.

3. **How will the additional 4% increase for regular eligible employees be allocated if employees are already working for NMSU making less than $10.50?**
   First, the 4% 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 $10.50 minimum.

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. **What will happen to regular and temporary employees currently hired in a grade 01 & 02?**
   Regular employees hired in a grade 01 & 02 will be re-graded to a grade 03. Temporary employees hired in a grade 01 or 02, will be auto termed and departments must re-hired at new minimum of grade 003.

6. **Will student employees be included in the pay increase from $7.69 per hour to $10.50 per hour, effective July 1, 2019?**
   No, student employees are not eligible for the FY20 minimum wage increase to $10.50. However, student minimum pay will increase to $9.00 per hour, effective July 1, 2019.

7. **NMSU administration had previously mentioned that a plan would be put in place to create components within the 4% raise increase that would allow employees to be recognized and rewarded for their job performance. Will it be performance based or not?**
   The Governor’s Office has stated that the annual increase will be applied across the board. Therefore, the 4% increase is not performance based and will be applied across the board for all eligible employees. However, it is the NMSU administration’s goal to apply performance-based pay increases in the future that align with our Leads 2025 strategic accomplishments.

8. **Will the maximum increase be 4% or will a performance increase be added in addition to the 4% increase?**
   Performance based increases are not applied for FY20 increases. Eligible employees will receive 4% unless they require an additional increase to be paid at the new minimum wage.

9. **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 FY20 increases. Eligible employees will receive 4%.

10. **What will the new pay levels look like with the minimum pay being at $10.50 per hour which is above entry for pay level 03?**
    Pay level three will increase from $10.10 to $10.50 per hour. The entire pay scale will increase 2%, thus moving the salary scale up all levels.
11. How will the minimum wage increase affect those currently at $10.10? Will they get the minimum wage increase first and then the 4%?
   Eligible employees currently at $10.10 per hour will receive the 4% increase, which will bring them to the new minimum wage of $10.50 per hour.

12. For the FY20 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 4% increase will be applied to eligible employees at their current pay, effective July 1, 2019.

13. Can I still hire a temporary employee from 1/1/2020-12/31/2020?
   No. temporary hires may not exceed the fiscal year. You may hire from 1/1/2020 – 6/30/2020 and then rehire from 7/1/2020 – 12/31/2020, if needed. Departments may still hire for a full year if the start date is 7/1 – 6/30 of the following year.