

Staff Council Resolution- Compensation Adjustment to Address Rising Living Costs and Basic Needs Insecurity

At the September 3, 2026 Special Business meeting, the Staff Council adopted the following resolution.

Therefore, Be It Resolved

1. **Resolved**, that the University of New Mexico and the New Mexico Legislature support a health insurance premium cost-sharing model that minimizes the financial burden on employees and promotes affordable healthcare benefits for faculty and staff;
2. **Resolved**, that the University of New Mexico advocate for compensation increases sufficient to keep pace with the rising cost of living, inflation, and increases in employee healthcare premiums;
3. **Resolved**, that the University of New Mexico continue to prioritize compensation as a critical strategy for recruiting, retaining, and supporting a highly qualified workforce while addressing the documented basic-needs insecurity experienced by many faculty and staff;
4. **Resolved**, that, if the New Mexico Legislature approves a health insurance premium cost-sharing model under which employees contribute 20% of premium costs and the State of New Mexico and the University of New Mexico collectively contribute the remaining 80%, the University shall advocate for a minimum 4% recurring compensation increase for faculty and staff, in recognition that employees earning \$54,999 or less already contribute approximately 20% of their health insurance premiums and therefore may receive little or no financial benefit from the proposed cost-sharing model;
5. **Resolved**, that if the proposed 20% employee / 80% State–University health insurance premium cost-sharing model is not approved, the University advocate for a minimum 6–7% recurring compensation increase for faculty and staff to help offset increases in employee healthcare insurance premiums and support employees' purchasing power.

In its advisory role, Staff Council adopts resolutions to formally communicate the concerns and priorities of UNM staff and to encourage University leadership to recognize and address issues affecting employees, including rising living costs and basic-needs insecurity.

The next step is to work collaboratively with university administration and Faculty to develop legislative priorities for the New Mexico Legislature that support meaningful compensation, affordable benefits, and the economic well-being of both staff and faculty at the University of New Mexico.