

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) 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 **July 1, 2023**.

	NNMC Share	Employee Share
Annual Salary \$1.00 - \$49,999.99	80% of premium	20% of premium
Annual Salary - \$50,000 - \$59,999.99	70% of premium	30% of premium
Annual Salary \$60,000 and over	60% of premium	40% of premium

2) Article 32 will be amended as follows:

32.1 Bargaining members will receive 6% increase across the board salary increase effective July 1, 2023.

32.2 Effective the first full pay period following July 1, 2022 bargaining unit employees will receive \$0.45 per hour (correction from previously stated amount of \$.045 per hour in the MOU dated May 16. 2022) increase on every 4th year anniversary of continuous service with the college.

3) This MOU replaces and concludes negotiations for Fiscal Year 2024 (July 1, 2023 – June 30, 2024).

Agreed:

Agreed:

Kenneth Lucero, Director of Human Resources

Tim Crone

Tim Crone, NFEU President

Date

5-10-2023

Date

This agreement is subject to appropriation by the NM State Legislature and NNMC Board of Regents.

Michael A. Mant

Approved by NNMC Board of Regents on _____.

Denise Montoya
Denise Montoya
Chief of Staff / vice President for Finance & Administration

05.10.2023

Dm