

## Guidance Developing Personnel Costs

### Employee Benefits Rates

Source: email from David Martin on 1/3/22 @ 1:55 PM

|                    | FY2022 | FY2023 | FY2024 | FY2025 | FY2026 |
|--------------------|--------|--------|--------|--------|--------|
| Regular employment | 0.395  | 0.4    | 0.415  | 0.42   | 0.42   |
| Summer salary      | 0.145  | 0.14   | 0.14   | 0.145  | 0.145  |
| Undergrad          | 0.06   | 0.06   | 0.06   | 0.06   | 0.06   |
| Graduate           | 0.13   | 0.13   | 0.13   | 0.145  | 0.15   |
| SUNY IFR           | 0.6185 | 0.6372 | 0.624  | 0.6339 | 0.6439 |

### Minimum Wage (student salaries)

| General Minimum Wage Rate Schedule    |          |          |          |          |          |         |
|---------------------------------------|----------|----------|----------|----------|----------|---------|
| Location                              | 12/31/16 | 12/31/17 | 12/31/18 | 12/31/19 | 12/31/20 | 2021*   |
| NYC - Large Employers (of 11 or more) | \$11.00  | \$13.00  | \$15.00  |          |          |         |
| NYC - Small Employers (10 or less)    | \$10.50  | \$12.00  | \$13.50  | \$15.00  |          |         |
| Long Island & Westchester             | \$10.00  | \$11.00  | \$12.00  | \$13.00  | \$14.00  | \$15.00 |
| Remainder of New York State           | \$9.70   | \$10.40  | \$11.10  | \$11.80  | \$12.50  | *       |

\* Annual increases for the rest of the state will continue until the rate reaches \$15 minimum wage (and \$10 tipped wage). Starting 2021, the annual increases will be published by the Commissioner of Labor on or before October 1. They will be based on percentage increases determined by the Director of the Division of Budget, based on economic indices, including the Consumer Price Index.

### Guidance budgeting post-doctoral associate salaries

#### NRSA Fellowship and Training Stipend Levels (published February 2020)

|                   |          |
|-------------------|----------|
| Predoc            | \$25,320 |
| Postdoc 0         | \$52,704 |
| Postdoc 1         | \$53,076 |
| Postdoc 2         | \$53,460 |
| Postdoc 3         | \$55,596 |
| Postdoc 4         | \$57,456 |
| Postdoc 5         | \$59,580 |
| Postdoc 6         | \$61,800 |
| Postdoc 7 or more | \$64,008 |

For guidance in budgeting salaries for post-doctoral associates, grant applicants will often turn to the NRSA\* support schedule, at left, published by the National Institutes of Health. For further guidance, contact the College's Office of Research & Sponsored Programs ([murphyt@oldwestbury.edu](mailto:murphyt@oldwestbury.edu), ext. 3215).

\* National Research Service Award