



THE STATE UNIVERSITY of NEW YORK

MEMORANDUM

Office of the
Chancellor

May 11, 2010

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To: Members of the Board of Trustees
From: Nancy L. Zimpher, Chancellor
Subject: Withholding Salary Adjustments for Managerial/Confidential Employees in the State University's Professional Service

I recommend that the Board of Trustees adopt the following resolution:

Whereas by Resolution 2008-07 adopted January 15, 2008, the Board approved Guidelines for Salary Adjustments for Certain Managerial/Confidential Employees in the Professional Service of the State University, dated January 15, 2008 ("Guidelines") and the Salary Schedule for Managerial/Confidential Employees in the Professional Service of the State University of New York, dated January 15, 2008 ("Salary Schedule"); and

Whereas, in part, the Guidelines authorize an increase in the basic annual salary of incumbents of positions designated managerial or confidential in the State University Professional Service that in the aggregate shall not exceed 4% of the total basic annual salary rates in effect on March 31, 2010 ("4% 2010 Basic Salary Adjustment"), and authorize the Chancellor, with respect to System employees, and each campus president to distribute the money as an across-the-board percentage to M/C employees or use a portion of the funds as a merit pool to reward performance; and

Whereas, in part, the Guidelines establish a 1% discretionary pool, effective July 1, 2010, for distribution to incumbents to recognize meritorious service from July 1, 2009 to June 30, 2010 ("1% 2010 Merit Adjustment"); and

Whereas the Guidelines and Salary Schedule authorize salary adjustments comparable to salary adjustments for managerial/confidential employees of Executive Department agencies authorized by Ch. 10 L. 2008; and

Whereas the Nation and State are in the midst of an unanticipated, serious and continuing fiscal emergency; and

Whereas the State University and its constituent campuses recognize the severity of the financial crisis; and

Whereas, by memorandum dated March 11, 2010, the Director of the Budget announced a determination to withhold from managerial/confidential employees of Executive Department agencies the four percent 2010-2011 general salary increase and to allow payment of the 2010-2011 performance and merit awards; and

Whereas the presidents of the State-operated campuses agree to withhold the 4% 2010 Basic Salary Adjustment and to pay the 1% 2010 Merit Adjustment on their respective campuses; now, therefore, be it

Resolved that the Board directs the Chancellor, with respect to System employees, and each president with respect to campus employees to withhold from managerial/confidential employees the 4% 2010 Basic Salary Adjustment and to pay the 1% 2010 Merit Adjustment; and be it further

Resolved that the Salary Schedule be, and hereby is, amended to read as the Salary Schedule attached hereto.

Background

Reflecting the serious financial condition of the Nation and State, in May 2009 the Board passed a resolution withholding a 3% salary increase and 1% merit pool scheduled for 2009 for all SUNY managerial/confidential employees. This resolution directs the Chancellor, with respect to System employees, and presidents of State-operated campuses, with respect to campus employees, to withhold from managerial/confidential employees in the State University's professional service the 4% basic salary adjustments, effective April 1, 2010, but to pay the 1% merit increases, effective July 1, 2010, which were previously authorized by the Board in January 2008.

Attachment

**BOARD OF TRUSTEES SALARY RESOLUTION
MANAGERIAL/CONFIDENTIAL EMPLOYEES**

**ALL CAMPUSES
EFFECTIVE APRIL 1, 2007 current
(effective through 3/31/07)**

	<u>Minimum</u>	<u>Maximum</u>
MP-1	\$91,915	\$155,765
MP-II	\$76,729	\$145,715
MP-III	\$63,135	\$129,444
MP-IV	\$51,291	\$97,553
MP-V	\$36,522	\$73,255
MPVI	\$33,341	\$48,888

**Additional Salary Grades
Health Science Centers
Effective April 1, 2007**

	<u>Minimum</u>	<u>Maximum</u>
MH-1	\$130,961	\$205,875
MH-2	\$120,837	\$193,149

**ALL CAMPUSES
EFFECTIVE APRIL 1, 2007**

	<u>Minimum</u>	<u>Maximum</u>
MP-1	\$94,672	\$160,438
MP-II	\$79,031	\$150,086
MP-III	\$65,029	\$133,327
MP-IV	\$52,830	\$100,480
MP-V	\$37,618	\$75,453
MPVI	\$34,341	\$50,355

**Additional Salary Grades
Health Science Centers
Effective April 1, 2007**

	<u>Minimum</u>	<u>Maximum</u>
MH-1	\$134,890	\$212,051
MH-2	\$124,462	\$198,943

**ALL CAMPUSES
EFFECTIVE APRIL 1, 2008**

	<u>Minimum</u>	<u>Maximum</u>
MP-1	\$97,513	\$165,251
MP-II	\$81,402	\$154,589
MP-III	\$66,980	\$137,327
MP-IV	\$54,415	\$103,494
MP-V	\$38,746	\$77,716
MPVI	\$35,371	\$51,865

**Additional Salary Grades
Health Science Centers
Effective April 1, 2008**

	<u>Minimum</u>	<u>Maximum</u>
MH-1	\$138,937	\$218,413
MH-2	\$128,196	\$204,912

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