



The State University
of New York

Office of the Chancellor

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MEMORANDUM

August 18, 2026

TO: Members of the Board of Trustees

FROM: Dr. John B. King Jr., Chancellor

**SUBJECT: Approval of Salary Schedules and Guidelines for
Managerial/Confidential Employees in the State University's
Professional Service**

Action Requested

The proposed resolution adopts guidelines and sets salary schedules for salary adjustments for managerial/confidential employees in SUNY's professional service.

Resolution

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

Whereas pursuant to Education Law sections 355 and 355-a, the State University Board of Trustees has the authority to set salary schedules and guidelines for unclassified employees in the professional service of the University; and

Whereas Chapter 126 of the Laws of 2026 confirms (in conjunction with the recent ratification and legislative implementation of compensation agreements between the State of New York and collective negotiations units) the Board of Trustees authority for the State University to update its salary schedules and provide salary increases for employees who have been designated, stipulated or excluded from collective negotiating units as managerial/confidential; now therefore be it

Resolved that the “Guidelines for Salary Adjustments for Certain Managerial/Confidential Employees in the Professional Service of the State University” (copy on file in the Office of the Secretary of the University), are approved, and be it further

Resolved that the salary schedules adopted on September 12, 2023, by Resolution 2023-51 are hereby repealed; and be it further

Resolved that the “Salary Schedule for Managerial/Confidential Employees in the Professional Service of the State University of New York” (copy on file in the Office of the Secretary of the University) be, and hereby is, approved, subject to and in accordance with any applicable legislation; and be it further

Resolved that the Chancellor, or designee, be, and hereby is, authorized to take all steps necessary and appropriate to implement the above-referenced salary schedules and guidelines in a fiscally responsible manner dependent on the individual circumstances of each applicable institution and System Administration.

Background

In conjunction with the passage of Chapter 126 of the Laws of 2026, recent ratification and legislative implementation of agreements between the State of New York and collective negotiating units, and pursuant to the authority of the Board of Trustees to establish both salary schedules and compensation for employees who have been designated, stipulated, or excluded from collective negotiating units as managerial/confidential, it is appropriate for the State University to update its salary schedules and guidelines for 2026 - 2031 for State University employees who have been so designated.

This resolution authorizes potential compensation increases for State University managerial/confidential employees in the amount of:

- Four and one-half percent (4.5%) effective April 1, 2026,
- Four percent (4%) effective April 1, 2027,
- Three and one-half percent (3.5%) effective April 1, 2028,
- Three percent (3%) effective April 1, 2029, and
- Three percent (3%) effective April 1, 2030.

The attached salary schedules for Managerial/Confidential employees have been amended to reflect the respective increases. As noted on the salary schedules, campuses located in New York City, Nassau, Westchester, and Suffolk Counties may exceed the maximum of the salary range by ten percent (10%). All employees must be paid at least the minimum of the grade.

The Guidelines delegate to the Chancellor, with respect to System Administration employees, and to campus presidents for employees under their discretion, the authority to make all or a portion of the increased salary costs discretionary in recognition of merit. Portions not distributed on a discretionary basis may be distributed as across-the-board increases provided, however, that the Chancellor or designee may request additional information or approve compensation plans prepared by the campus at any time.

This resolution also authorizes a potential compensation increase for State University managerial/confidential employees of one percent (1%) of the total basic annual salaries as of June 30, 2027, June 30, 2028, June 30, 2029, June 30, 2030 and June 30, 2031, as authorized amounts for discretionary salary adjustments that may be distributed to incumbents as a base salary increase in recognition of meritorious service.

**Guidelines for Salary Adjustment for Certain
Managerial/Confidential Employees in the Professional Service of
The State University of New York
August 18, 2026**

1. Managerial/Confidential (M/C) Salary Pool

Effective April 1, 2026, April 1, 2027, April 1, 2028, April 1, 2029, and April 1, 2030, the basic annual salary of incumbents of positions designated managerial/confidential in the State University Professional Service may be increased as follows. Such increases in basic annual salary rates, shall not exceed in the aggregate four and one-half percent (4.5%) based on the total basic annual salary rates in effect on March 31, 2026, four percent (4%) based on the total basic annual salary rates in effect on March 31, 2027, three and one-half percent (3.5%) based on the total basic annual salary rates in effect on March 31, 2028, three percent (3%) based on the total basic annual salary rates in effect on March 31, 2029, and three percent (3%) based on the total basic annual salary rates in effect on March 31, 2030.

The Chancellor, with respect to System Administration employees, and each campus president with respect to employees under the campus president's jurisdiction may elect 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 may determine how much, if any, of the pool is expended. The Chancellor, with respect to System Administration employees, and each campus president may withhold any part of the increase from an M/C employee based upon a review of performance. In addition, the Chancellor or designee may require campus presidents to engage directly with System Administration prior to the distribution of the increases to ensure affordability and need at each campus.

To receive an across-the-board or merit increase for April 2026, April 2027, April 2028, April 2029 or April 2030, the employee must be on the payroll on March 31st of the appropriate year and must be on the payroll at the time of the actual payment.

2. Discretionary Adjustment Pools

There shall be available five "pools" of salary increases, each equal to one percent (1%) of the total basic annual salaries on June 30, 2027, June 30, 2028, June 30, 2029, June 30, 2030 and June 30, 2031, for distribution to incumbents to recognize meritorious service for the previous year, which will be added to basic annual salary effective July 1 of each respective year. These discretionary

increases are to be used to recognize performance, and distribution on an across-the-board basis is not recommended.

The Chancellor, with respect to System Administration employees, and each campus president with respect to employees under the campus president's jurisdiction shall determine the distribution of the individual pools and may determine how much, if any, of the pool is expended. In addition, the Chancellor or designee may require campus presidents to engage directly with System Administration prior to the distribution of the increases to ensure affordability and need at each campus.

To be eligible to receive an increase from one or more of these pools, the employee must have been employed as a managerial/confidential employee prior to the effective date of the payment and must be employed as a managerial/confidential employee at the time of the actual payment.

3. Rosters

All increases or payments must be reported on a roster to University-wide Human Resources. The format of the rosters will be provided prior to the date on which the increases will be made. All rosters must be signed by the Chancellor or the campus president.

4. Exception Policy

In limited circumstances, campuses can exceed the salary maximum for an individual employee. The authority to approve an exception resides with the campus president and is not delegable to any other officer. An exception to the maximum must be reported to the University-wide Human Resources Classification and Compensation office, including the rationale and documentation supporting the exception, including a market salary analysis where required.

While there is no predetermined limit on exceptions, this procedure is expected to be used only in limited circumstances. An individual's state salary (base salary plus additional compensation) may not exceed that of the campus president without prior approval by the Chancellor. The request for prior approval by the Chancellor should include the rationale and documentation supporting the exception, including a market salary analysis, along with a certification that the funds to support this request are available in the current campus budget.

BOARD OF TRUSTEES SALARY RESOLUTION MANAGERIAL/CONFIDENTIAL EMPLOYEES

ALL CAMPUSES

EFFECTIVE April 1, 2025 (current salaries)

Salary Level	Minimum	Maximum
MP1	\$136,411	\$231,168
MP2	\$113,872	\$216,254
MP3	\$93,697	\$192,105
MP4	\$76,121	\$144,779
MP5	\$54,205	\$108,717
MP6	\$49,479	\$72,553

EFFECTIVE April 1, 2026

Salary Level	Minimum	Maximum
MP1	\$142,549	\$241,571
MP2	\$118,996	\$225,985
MP3	\$97,913	\$200,750
MP4	\$79,546	\$151,294
MP5	\$56,644	\$113,609
MP6	\$51,706	\$75,818

EFFECTIVE April 1, 2027

Salary Level	Minimum	Maximum
MP1	\$148,251	\$251,234
MP2	\$123,756	\$235,024
MP3	\$101,830	\$208,780
MP4	\$82,728	\$157,346
MP5	\$58,910	\$118,153
MP6	\$53,774	\$78,851

Additional Salary Grades

Health Science Centers

EFFECTIVE April 1, 2025 (current salaries)

Salary Level	Minimum	Maximum
MH1	\$194,358	\$305,535
MH2	\$179,331	\$286,650

Additional Salary Grades

Health Science Centers

EFFECTIVE April 1, 2026

Salary Level	Minimum	Maximum
MH1	\$203,104	\$319,284
MH2	\$187,401	\$299,549

Additional Salary Grades

Health Science Centers

EFFECTIVE April 1, 2027

Salary Level	Minimum	Maximum
MH1	\$211,228	\$332,055
MH2	\$194,897	\$311,531

EFFECTIVE April 1, 2028

Salary Level	Minimum	Maximum
MP1	\$153,440	\$260,027
MP2	\$128,087	\$243,250
MP3	\$105,394	\$216,087
MP4	\$85,623	\$162,853
MP5	\$60,972	\$122,288
MP6	\$55,656	\$81,611

EFFECTIVE April 1, 2029

Salary Level	Minimum	Maximum
MP1	\$158,043	\$267,828
MP2	\$131,930	\$250,548
MP3	\$108,556	\$222,570
MP4	\$88,192	\$167,739
MP5	\$62,801	\$125,957
MP6	\$57,326	\$84,059

EFFECTIVE April 1, 2030

Salary Level	Minimum	Maximum
MP1	\$162,784	\$275,863
MP2	\$135,888	\$258,064
MP3	\$111,813	\$229,247
MP4	\$90,838	\$172,771
MP5	\$64,685	\$129,736
MP6	\$59,046	\$86,581

**Additional Salary Grades
Health Science Centers
EFFECTIVE April 1, 2028**

Salary Level	Minimum	Maximum
MH1	\$218,621	\$343,677
MH2	\$201,718	\$322,435

**Additional Salary Grades
Health Science Centers
EFFECTIVE April 1, 2029**

Salary Level	Minimum	Maximum
MH1	\$225,180	\$353,987
MH2	\$207,770	\$332,108

**Additional Salary Grades
Health Science Centers
EFFECTIVE April 1, 2030**

Salary Level	Minimum	Maximum
MH1	\$231,935	\$364,607
MH2	\$214,003	\$342,071

Note: The Salary Schedules for campuses in the New York Metropolitan Area will be increased by 10% per salary level maximum.