



**Office of Sponsored Programs**  
**Updated: July 5, 2024**

### **Grants and NYC Minimum Wage Requirements**

The State of New York has set minimum wage requirements for the State and the City of New York. For hourly appointments. It is important that we incorporate these minimum wage requirements into the grant proposal budget to ensure there are no budgetary problems on the back end when awarded and staff is being onboarded.

#### **Hourly Wage Workers (non-exempt)**

Effective January 1, 2024, the hourly minimum wage is set gradually increase. On January 1, 2024 it will increase from \$15/hr to \$16/hr. Then on January 1, 2025, it will increase to \$16.50 and on January 1, 2026 to \$17/hr. Minimum wage typically applies to undergraduate student appointments, as most other appointments are more skilled and pay much more.

Yeshiva University will be adopting these increases at the beginning of each academic year, instead of each January. Therefore the schedule is as follows

	Minimum Hourly Wage
September 1, 2023	\$16/hr
September 1, 2024	\$16.50/hr
September 1, 2025	\$17/hr

**Recommendations for inputting on grants:** Because grants typically start 6 months to 1 year OSP will recommend to PIs that they set the minimum wage at \$17/hr for undergraduate students. If the PI pushes back, we can discuss, but this is the best strategy for consistency.

Graduate students typically get paid much higher. Their annual stipends are around \$25,600, depending on school, PI, and the level of work. Given they are Part Time and don't work the whole year, this works out to about \$25/hr.

#### **Exempt Workers**

Exempt workers are full time, skilled employees with a set salary. They are not eligible for overtime. On grants, appointments such as Post Docs or any other full time research scientists must be paid at least the minimum. However, to be competitive with other universities, it's often recommended they pay higher. Ultimately, it will be up the PI whether they think they can find someone with the necessary skills for the rate we budget, or whether a higher salary is needed (within reason).

As of right now, there is talk in state government that the minimum exempt rate will increase, but as of right now nothing has passed. The current rate is \$1125/weekk or the equivalent \$58,500/yr.