

# **SCHOOL SAFETY AGENTS SALARY FACT SHEET - SEPTEMBER 1, 2019**

The new contract includes three wage increases (2.00%, 2.25%, and 3.00%) with **a compounded total increase over the term of the contract of 7.42%**.

**The wages shown below for September 2019 include the first two increases (4.30% compounded).** The last increase of 3.00% will not be effective until next year, June 26, 2020.

## **School Safety Agent**

	<b>Current Rate</b>	<b>Effective 3/26/18</b>	<b>Effective 6/26/19</b>	<b>Effective 6/26/20</b>
Annual Base Wage	\$46,737	\$47,672	\$48,745	\$50,207
Hourly	\$22.38	\$22.83	\$23.35	\$24.05
Hourly Overtime	\$33.58	\$34.25	\$35.02	\$36.07

## **School Safety Agent Level III**

<b>Wage Item</b>	<b>Expired Contract</b>	<b>March 26, 2018</b>	<b>June 26, 2019</b>	<b>June 26, 2020</b>
Annual Base Wage	\$46,737	\$47,672	\$48,744	\$50,207
Group Leader Differential	\$5,127	\$5,230	\$5,348	\$5,508
Total	\$51,864	\$52,901	\$54,092	\$55,715
Hourly *	\$24.84	\$25.34	\$25.91	\$26.68
Hourly Overtime **	\$37.26	\$38.00	\$38.86	\$40.03

**The Group Leader Differential with the first two increases is \$5,348**, a 4.30% compounded increase from \$5,127 at the end of the last contract. The differential is paid on top of your annual salary.

### **Uniform Allowance**

Effective December 2019 uniform allowance will be prorated in the amount of \$1,300.

Effective December 2020 until the duration of this contract, the uniform allowance for all School Safety Agents (I & III) will be increased to an annual amount of \$1,500.

### **Welfare Fund**

The contribution your employer makes to the Welfare Fund on your behalf will be increased by \$100 annually funded through health care savings from the City of New York.

### **Paid Family Leave (PFL)**

Provides paid time off during the first twelve (12) months after a child's birth or adoption and/or provides care for a family member with a serious health condition. If eligible, a School Safety Agent can receive up to ten (10) weeks of pay (maximum of \$746 per week). In 2019, the annual cost of the program to a School Safety Agent would be a maximum of \$107.97

### **Annual Leave & Regular Days, Other Benefits**

There are no changes in the number of annual leave, sick or regular days. All other benefits in the contract remain the same. There are no give backs in this contract.

Rates of pay can be verified using the pay rate calculator on the Office of Payroll Administration website:

<http://www1.nyc.gov/site/opa/my-pay/pay-rate-calculator.page>

# **SCHOOL SAFETY AGENTS SALARY FACT SHEET SEPTEMBER 1, 2019**

## **FOR SCHOOL SAFETY AGENTS HIRED AFTER SEPT 1, 2014**

School Safety Agents hired after September 1, 2014 have a seven step salary schedule. After working seven years they achieve full parity with NYC Special Officers.<sup>1</sup>

The new contract includes three wage increases (2.00%, 2.25%, and 3.00%) which are applied to each step in the schedule with **a 7.42% compounded total increase over the term of the contract.**

**The wages shown below for September 2019 include the first two increases (4.30% compounded).** The last increase of 3.00% will not be effective until next year, June 26, 2020.

School Safety Agent - Hired on/after 9/1/14	<u>Current Rate</u>	-	<u>Effective 3/26/18</u>	-	<u>Effective 6/26/19</u>	-	<u>Effective 6/26/20</u>
	<u>Hired on/after 9/1/14</u>	-	<u>Hired on/after 9/1/14</u>	-	<u>Hired on/after 9/1/14</u>	-	<u>Hired on/after 9/1/14</u>
		-		-		-	
Hiring Rate	\$32,426		\$33,075		\$33,819		\$34,834
After 1 Year	\$33,498		\$34,168		\$34,937		\$35,985

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<sup>1</sup>

After 2 Years	\$34,570	\$35,261	\$36,054	\$37,136
After 3 Years	\$35,641	\$36,354	\$37,172	\$38,287
After 4 Years	\$36,712	\$37,446	\$38,289	\$39,438
After 5 Years	\$37,785	\$38,541	\$39,408	\$40,590
After 6 Years	\$38,856	\$39,633	\$40,525	\$41,741
After 7 Years	\$46,737	\$47,672	\$48,745	\$50,207

<sup>1</sup> All annual increases occur either in January 1 or July 1 following the anniversary of date of hire.

Rates of pay can be verified using the pay rate calculator on the NYC Office of Payroll Administration website: <http://www1.nyc.gov/site/opa/my-pay/pay-rate-calculator.page>