2017-2022 School Security/Traffic Memorandum of Agreement
Organization of Staff Analysts ("OSA" or "Union") and the City of New York ("City")

1. Term: 5/12/18 – 6/11/22 (49 months)

2. General Wage Increases

Effective Date		General Wage Increases
i.	May 12, 2018	2.00%
ii.	May 12, 2019	2.25% compounded
iii.	June 12, 2020	3.00% compounded

3. Additions to Gross

The general wage increases provided for in Section 2(i), (ii) and (iii) shall not be applied to "additions to gross." "Additions to gross" shall be defined to include uniform allowances, equipment allowances, transportation allowances, uniform maintenance allowances, assignment differentials, service increments, longevity differentials, advancement increases, assignment (level) increases, and experience, certification, educational, license, evening, or night shift differentials.

4. Conditions of Payment

The parties agree that payment of the wage increases under Section 2 and the Five Year Salary Increase under Section 7 of this MOA shall be payable as soon as practicable upon ratification of this MOA.

5. Education/Training Fund

Effective June 12, 2020, the City shall contribute twenty-five dollars ($25.00) per annum on behalf of each full-time per annum employee in the below listed titles.

Title Code	Title
10042	Administrative Traffic Enforcement Agent, Levels I, II, III
10083	Administrative School Security Manager, Level I
60821	Associate Supervisor of School Security, Levels I & II

6. Uniform Allowance

Effective June 12, 2020, the uniform allowance shall be increased by one hundred and fifty-three dollars ($153.00) to seven hundred and sixty-five dollars ($765.00).

Effective December 12, 2021, the uniform allowance shall be increased by seven hundred and thirty-five dollars ($735.00) to fifteen hundred dollars ($1,500.00).

7. Five Year Salary Increase

Effective December 12, 2021, employees shall receive an increase in base salary of three hundred and fourteen dollars ($314.00) per annum, after completion of five (5) years of service in the titles listed below.

Title Code	Title
10042	Administrative Traffic Enforcement Agent, Levels I, II, III
10083	Administrative School Security Manager, Level I
60821	Associate Supervisor of School Security, Levels I & II

8. Paid Family Leave

The parties agree to "opt in" to the New York State Paid Family Leave Program, as implemented by the City of New York, as soon as practicable, and agree to take the necessary steps to implement.

9. Health Savings and Welfare Fund Contributions

The May 5, 2014, and June 28, 2018, Letter Agreements regarding health savings and welfare fund contributions between the City of New York and the Municipal Labor Committee, will be attached as an Appendix and are deemed to be part of this MOA.

Effective March 12, 2020, there shall be a recurring two-hundred and fifty dollars ($250.00) per annum per employee (active and retiree) increase to the welfare fund contribution.

10. Direct Deposit

Effective the day after this agreement is ratified, the Employer may require that all newly hired employees be paid exclusively through direct deposit or electronic funds transfer. For employees on direct deposit, the employer may provide pay stubs electronically except where the employee has requested in writing to receive a printed pay stub.

Further, the parties shall work together regarding incumbent employees' enrollment in direct deposit, with the objective of 100% of employees being paid electronically.

11. Prohibition of Further Economic Demands

No party to this agreement shall make additional economic demands during the term of this MOA.

12. Continuation of Terms

The terms of the predecessor separate unit agreements shall be continued except as modified pursuant to this MOA.

13. Approval of Agreement

This Agreement is subject to union ratification.

FOR THE CITY OF NEW YORK:

BY: _____
RENEE CAMPION
Commissioner of Labor Relations

FOR OSA:

BY: Robert Croghan
ROBERT CROGHAN
Chairperson

August 12, 2022