

UNIT: CUNY Blue Collar

Campus Security and Store/Stock titles

UNION: Local 237, International Brotherhood of Teamsters

EFFECTIVE : 2.5% September 19, 2021; 2.5% September 19, 2022; 3% September 19, 2023; 3% September 19, 2024; and 3.125% September 19, 2025

TITLE CODE	TEAMSTER, LOCAL 237	New Hires (YR 1)				New Hires (YR 2)				New Hires (YR 1)				New Hires (YR 2)							
		Minimum		Maximum		Minimum		Maximum		Minimum		Maximum		Minimum		Maximum					
		1/31/2020	1/31/2020	1/31/2020	1/31/2020	9/19/2021	9/19/2021	9/19/2021	9/19/2021	9/19/2022	9/19/2022	9/19/2022	9/19/2022	7/1/2023	7/1/2023	7/1/2023	7/1/2023				
04841	Campus Security Assistant	31,946	31,946	32,371	36,522	32,745	32,745	33,180	37,435	33,564	33,564	34,010	38,371	37,584	37,584	37,584	38,371				
	hiring rate	31,946	31,946	32,371	32,371	32,745	32,745	33,180	33,180	33,564	33,564	34,010	34,010	37,584	37,584	37,584	37,584				
	1 year #	→	31,946	34,029	34,029	#	→	32,745	34,880	34,880	#	→	33,564	35,752	35,752	#	→	37,584	37,584	37,584	#
	18 month #	→	33,201	36,522	36,522	#	→	34,031	37,435	37,435	#	→	34,882	38,371	38,371	#	→	37,584	38,371	38,371	#
04841	Campus Security Assistant (H)	15.30	15.30	15.51	16.29	15.68	15.68	15.90	16.70	16.07	16.07	16.30	17.12	18.00	18.00	18.00	18.00				
	hiring rate	15.30	15.30	15.51	15.51	15.68	15.68	15.90	15.90	16.07	16.07	16.30	16.30	18.00	18.00	18.00	18.00				
	1 year #	→	15.30	16.29	16.29	#	→	15.68	16.70	16.70	#	→	17.12	17.12	#	→	18.00	18.00	18.00	#	
04842	Campus Security Officer	36,614	38,029	40,428	56,693	37,529	38,980	41,439	58,110	38,467	39,955	42,475	59,563	38,467	39,955	42,475	59,563				
	Level I ^	36,614	38,029	40,428	50,907	37,529	38,980	41,439	52,180	38,467	39,955	42,475	53,485	38,467	39,955	42,475	53,485				
	Level II *	41,919	43,063	47,370	56,693	42,967	44,140	48,554	58,110	44,041	45,244	49,768	59,563	44,041	45,244	49,768	59,563				
	hiring rate	41,919	43,063	47,370	47,370	42,967	44,140	48,554	48,554	44,041	45,244	49,768	49,768	44,041	45,244	49,768	49,768				
	3 year #	→	→	52,139	56,693	→	→	53,442	58,110	→	→	54,778	59,563	→	→	54,778	59,563				
04844	Campus Peace Officer	36,614	38,029	40,428	56,693	37,529	38,980	41,439	58,110	38,467	39,955	42,475	59,563	38,467	39,955	42,475	59,563				
	Level I ^	36,614	38,029	40,428	50,907	37,529	38,980	41,439	52,180	38,467	39,955	42,475	53,485	38,467	39,955	42,475	53,485				
	Level II *	41,919	43,063	47,370	56,693	42,967	44,140	48,554	58,110	44,041	45,244	49,768	59,563	44,041	45,244	49,768	59,563				
	hiring rate	41,919	43,063	47,370	47,370	42,967	44,140	48,554	48,554	44,041	45,244	49,768	49,768	44,041	45,244	49,768	49,768				
	3 year #	→	→	52,139	56,693	→	→	53,442	58,110	→	→	54,778	59,563	→	→	54,778	59,563				
04844	Campus Peace Officer	17.12	17.60	19.33	27.14	17.55	18.04	19.81	27.82	17.99	18.49	20.31	28.52	18.00	18.49	20.31	28.52				
	Level I (H)	17.12	17.60	19.33	23.31	17.55	18.04	19.81	23.89	17.99	18.49	20.31	24.49	18.00	18.49	20.31	24.49				
	Level II (H)	20.07	20.61	22.68	27.14	20.57	21.13	23.25	27.82	21.08	21.66	23.83	28.52	21.08	21.66	23.83	28.52				
04845	College Security Specialist	55,864	57,388	63,124	87,800	57,261	58,823	64,702	89,995	58,693	60,294	66,320	92,245	58,693	60,294	66,320	92,245				
	Level I	55,864	57,388	63,124	76,462	57,261	58,823	64,702	78,374	58,693	60,294	66,320	80,333	58,693	60,294	66,320	80,333				
	Level II	64,146	65,897	72,485	87,800	65,750	67,544	74,297	89,995	67,394	69,233	76,154	92,245	67,394	69,233	76,154	92,245				
04846	Campus Public Safety Sergeant	53,040	54,484	59,934	71,535	54,366	55,846	61,432	73,323	55,725	57,242	62,968	75,156	55,725	57,242	62,968	75,156				
12200	Stock Worker	32,312	33,193	36,516	53,291	33,120	34,023	37,429	54,623	33,948	34,874	38,365	55,989	33,948	34,874	38,365	55,989				
	Level I	32,312	33,193	36,516	48,705	33,120	34,023	37,429	49,923	33,948	34,874	38,365	51,171	33,948	34,874	38,365	51,171				
	Level II	35,641	36,611	40,272	53,291	36,532	37,526	41,279	54,623	37,445	38,464	42,311	55,989	37,445	38,464	42,311	55,989				
12202	Supervisor of Stock Workers	38,420	39,467	43,413	83,925	39,381	40,454	44,498	86,023	40,366	41,465	45,610	88,174	40,366	41,465	45,610	88,174				
	Level I	38,420	39,467	43,413	59,342	39,381	40,454	44,498	60,826	40,366	41,465	45,610	62,347	40,366	41,465	45,610	62,347				
	Level II	45,086	46,313	50,943	69,173	46,213	47,471	52,217	70,902	47,368	48,658	53,522	72,675	47,368	48,658	53,522	72,675				
	Level III	54,397	55,879	61,466	83,925	55,757	57,276	63,003	86,023	57,151	58,708	64,578	88,174	57,151	58,708	64,578	88,174				

Rates indicated as "1 year", etc. shall be effective on the Jan. 1 or July 1 following the appropriate anniversary of employment.

* For CSOs and CPOs assigned to Level II, the salary rates depends on their service. If he/she was at the 1 or 2 year rate in Level I and has not yet reached the Jan. 1 or July 1 following their third anniversary (3 year rate), he/she is to be paid the Level II entry rate. A CSO or CPO advanced to Level II cannot earn less than he/she would have earned if he/she stayed in Level I. Therefore, if the CSO or CPO was at the 3 year Level I rate, or on the Jan. 1 or July 1 when he/she would have reached the 3 year rate had he/she remained in Level I, the CSO or CPO is due the Level II 3 year rate.

ASSIGNMENT TO LEVEL II IS BASED ON DUTIES AND PERFORMANCE; THERE IS NO AUTOMATIC ADVANCEMENT TO LEVEL II.

^Please refer to the Salary Plan for Campus Peace Officer, Level 1 and Campus Security Officer, Level 1 salary chart.

'Effective July 1, 2023, minimum wage increase to select full-time titles whose hourly equivalent salary was less than \$18.00 per hour minimum hourly rate of pay.

TEAMSTER, LOCAL 237

	New Hires (YR 1)				New Hires (YR 2)				Incumbent			
	Minimum		Maximum		Minimum		Maximum		Minimum		Maximum	
	9/19/2023	9/19/2023	9/19/2023	9/19/2023	9/19/2024	9/19/2024	9/19/2024	9/19/2024	9/19/2025	9/19/2025	9/19/2025	9/19/2025
Campus Security Assistant	38,712	38,712	38,712	39,522	39,873	39,873	39,873	40,708	41,119	41,119	41,119	41,980
hiring rate	38,712	38,712	38,712	38,712	39,873	39,873	39,873	39,873	41,119	41,119	41,119	41,119
1 year #	→	38,712	38,712	38,712	#	→	39,873	39,873	39,873	#	→	41,119
18 month #	→	38,712	39,522	39,522	#	→	39,873	40,708	40,708	#	→	41,980
Campus Security Assistant (H)	18.54	18.54	18.54	18.54	19.10	19.10	19.10	19.10	19.70	19.70	19.70	19.70
hiring rate	18.54	18.54	18.54	18.54	19.10	19.10	19.10	19.10	19.70	19.70	19.70	19.70
1 year #	→	18.54	18.54	18.54	#	→	19.10	19.10	19.10	#	→	19.70
Campus Security Officer	39,621	41,154	43,749	61,350	40,810	42,389	45,061	63,191	42,085	43,714	46,469	65,166
Level I ^	39,621	41,154	43,749	55,090	40,810	42,389	45,061	56,743	42,085	43,714	46,469	58,516
Level II *	45,362	46,601	51,261	61,350	*	46,723	47,999	52,799	63,191	*	48,183	49,499
hiring rate	45,362	46,601	51,261	51,261	46,723	47,999	52,799	52,799	48,183	49,499	54,449	54,449
3 year #	→	→	56,421	61,350	→	→	58,114	63,191	→	→	59,930	65,166
Campus Peace Officer	39,621	41,154	43,749	61,350	40,810	42,389	45,061	63,191	42,085	43,714	46,469	65,166
Level I ^	39,621	41,154	43,749	55,090	40,810	42,389	45,061	56,743	42,085	43,714	46,469	58,516
Level II *	45,362	46,601	51,261	61,350	*	46,723	47,999	52,799	63,191	*	48,183	49,499
hiring rate	45,362	46,601	51,261	51,261	46,723	47,999	52,799	52,799	48,183	49,499	54,449	54,449
3 year #	→	→	56,421	61,350	→	→	58,114	63,191	→	→	59,930	65,166
Campus Peace Officer	18.54	19.04	20.92	29.38	19.10	19.61	21.55	30.26	19.70	20.22	22.22	31.21
Level I (H)	18.54	19.04	20.92	25.22	19.10	19.61	21.55	25.98	19.70	20.22	22.22	26.79
Level II (H)	21.71	22.31	24.54	29.38	22.36	22.98	25.28	30.26	23.06	23.70	26.07	31.21
College Security Specialist	60,454	62,103	68,310	95,012	62,268	63,966	70,359	97,862	64,214	65,965	72,558	100,920
Level I	60,454	62,103	68,310	82,743	62,268	63,966	70,359	85,225	64,214	65,965	72,558	87,888
Level II	69,416	71,310	78,439	95,012	71,498	73,449	80,792	97,862	73,732	75,744	83,317	100,920
Campus Public Safety Sergeant	57,397	58,959	64,857	77,411	59,119	60,728	66,803	79,733	60,966	62,626	68,891	82,225
Stock Worker	34,966	35,920	39,516	57,669	36,015	36,998	40,701	59,399	37,140	38,154	41,973	61,255
Level I	34,966	35,920	39,516	52,706	36,015	36,998	40,701	54,287	37,140	38,154	41,973	55,983
Level II	38,568	39,618	43,580	57,669	39,725	40,807	44,887	59,399	40,966	42,082	46,290	61,255
Supervisor of Stock Workers	41,577	42,709	46,978	90,819	42,824	43,990	48,387	93,544	44,162	45,365	49,899	96,467
Level I	41,577	42,709	46,978	64,217	42,824	43,990	48,387	66,144	44,162	45,365	49,899	68,211
Level II	48,789	50,118	55,128	74,855	50,253	51,622	56,782	77,101	51,823	53,235	58,556	79,510
Level III	58,866	60,469	66,515	90,819	60,632	62,283	68,510	93,544	62,527	64,229	70,651	96,467

Effective September 18, 2016, New 7-Step Salary Pay Plan for Campus Peace Officer, Level 1 and Campus Security Officer, Level 1

Use salary chart below for employees hired in to the Campus Peace Officer, Level 1 (or Campus Security Officer, Level 1) prior to September 18, 2016.

	New Hire (YR 1) Minimum 1/31/2020	New Hire (YR 2) Minimum 1/31/2020	Incumbent 1/31/2020		New Hire (YR 1) Minimum 9/19/2021	New Hire (YR 2) Minimum 9/19/2021	Incumbent 9/19/2021		New Hire (YR 1) Minimum 9/19/2022	New Hire (YR 2) Minimum 9/19/2022	Incumbent 9/19/2022	
04842 Campus Security Officer	36,614	38,029	40,428		37,529	38,980	41,439		38,467	39,955	42,475	
Level I - hiring rate	36,614	38,029	40,428		37,529	38,980	41,439		38,467	39,955	42,475	
1 year	→	38,169	41,988	#	→	39,123	43,038	#	→	40,101	44,114	#
2 year	→	→	43,327	#	→	→	44,410	#	→	→	45,520	#
3 year	→	→	48,673	#	→	→	49,890	#	→	→	51,137	#
4 year	→	→	48,673	#	→	→	49,890	#	→	→	51,137	#
5 year	→	→	48,673	#	→	→	49,890	#	→	→	51,137	#
6 year	→	→	48,673	#	→	→	49,890	#	→	→	51,137	#
7 year	→	→	50,907	#	→	→	52,180	#	→	→	53,485	#
04844 Campus Peace Officer	36,614	38,029	40,428		37,529	38,980	41,439		38,467	39,955	42,475	
Level I - hiring rate	36,614	38,029	40,428		37,529	38,980	41,439		38,467	39,955	42,475	
1 year	→	38,169	41,988	#	→	39,123	43,038	#	→	40,101	44,114	#
2 year	→	→	43,327	#	→	→	44,410	#	→	→	45,520	#
3 year	→	→	48,673	#	→	→	49,890	#	→	→	51,137	#
4 year	→	→	48,673	#	→	→	49,890	#	→	→	51,137	#
5 year	→	→	48,673	#	→	→	49,890	#	→	→	51,137	#
6 year	→	→	48,673	#	→	→	49,890	#	→	→	51,137	#
7 year	→	→	50,907	#	→	→	52,180	#	→	→	53,485	#

Effective March 19, 2023, CUNY Campus Peace Officer 7-year salary step schedule is consolidated into a 5-year salary step schedule by eliminating 2 salary steps (Step 5 and Step 6).

	New Hire (YR 1) Minimum 3/19/2023	New Hire (YR 2) Minimum 3/19/2023	Incumbent 3/19/2023		New Hire (YR 1) Minimum 9/19/2023	New Hire (YR 2) Minimum 9/19/2023	Incumbent 9/19/2023		New Hire (YR 1) Minimum 9/19/2024	New Hire (YR 2) Minimum 9/19/2024	Incumbent 9/19/2024		New Hire (YR 1) Minimum 9/19/2025	New Hire (YR 2) Minimum 9/19/2025	Incumbent 9/19/2025	
04842 Campus Security Officer	38,467	39,955	42,475		39,621	41,154	43,749		40,810	42,389	45,061		42,085	43,714	46,469	
Level I - hiring rate	38,467	39,955	42,475		39,621	41,154	43,749		40,810	42,389	45,061		42,085	43,714	46,469	
1 year	→	40,101	44,114	#	→	41,304	45,437	#	→	42,543	46,800	#	→	43,872	48,263	#
2 year	→	→	45,520	#	→	→	46,886	#	→	→	48,293	#	→	→	49,802	#
3 year	→	→	51,137	#	→	→	52,671	#	→	→	54,251	#	→	→	55,946	#
4 year	→	→	51,137	#	→	→	52,671	#	→	→	54,251	#	→	→	55,946	#
5 year	→	→	53,485	#	→	→	55,090	#	→	→	56,743	#	→	→	58,516	#
04844 Campus Peace Officer	38,467	39,955	42,475		39,621	41,154	43,749		40,810	42,389	45,061		42,085	43,714	46,469	
Level I - hiring rate	38,467	39,955	42,475		39,621	41,154	43,749		40,810	42,389	45,061		42,085	43,714	46,469	
1 year	→	40,101	44,114	#	→	41,304	45,437	#	→	42,543	46,800	#	→	43,872	48,263	#
2 year	→	→	45,520	#	→	→	46,886	#	→	→	48,293	#	→	→	49,802	#
3 year	→	→	51,137	#	→	→	52,671	#	→	→	54,251	#	→	→	55,946	#
4 year	→	→	51,137	#	→	→	52,671	#	→	→	54,251	#	→	→	55,946	#
5 year	→	→	53,485	#	→	→	55,090	#	→	→	56,743	#	→	→	58,516	#

Use salary chart below for employees hired in to the Campus Peace Officer, Level 1 on or after September 18, 2016*.

	<i>Effective 1/31/2020</i>	Effective 9/19/2021	Effective 9/19/2022	Effective 3/19/2023 5-Year Salary Step Consolidation	Effective 9/19/2023	Effective 9/19/2024	Effective 9/19/2025
04844 Campus Peace Officer							
Level I - hiring rate	36,614	37,529	38,467	Hiring rate 38,467	39,621	40,810	42,085
1 year	38,029 #	38,980 #	39,955 #	1 year 39,955 #	41,154 #	42,389 #	43,714 #
2 year	39,327 #	40,310 #	41,318 #	2 year 41,318 #	42,558 #	43,835 #	45,205 #
3 year	41,112 #	42,140 #	43,194 #	3 year 43,194 #	44,490 #	45,825 #	47,257 #
4 year	43,278 #	44,360 #	45,469 #	4 year 45,469 #	46,833 #	48,238 #	49,745 #
5 year	45,442 #	46,578 #	47,742 #	5 year 53,485 #	55,090 #	56,743 #	58,516 #
6 year	47,606 #	48,796 #	50,016 #				
7 year	50,907 #	52,180 #	53,485 #				

Rates indicated as "1 year", etc. shall be effective on the Jan. 1 or July 1 following the appropriate anniversary of employment.

***Note:**

The salary suppression will be discontinued for the Campus Peace Officer, Level 1 title for employees who are hired on or after September 18, 2016.

Effective March 19, 2023, CUNY Campus Peace Officer 7-year salary step schedule is consolidated into a 5-year salary step schedule by eliminating 2 salary steps (Step 5 and Step 6).