

**2021-2027 Memorandum of Agreement**  
**CWA Local 1181 Associate Traffic Enforcement Agents Levels I, II and III and the**  
**City of New York**

1. Term: 5 years and 6 months

11/11/21 – 5/10/27

2. General Wage Increases

| <u>Effective Date</u> | <u>General Wage Increases</u> |
|-----------------------|-------------------------------|
| i. November 11, 2021  | 3.00%                         |
| ii. November 11, 2022 | 3.00% compounded              |
| iii. April 11, 2024   | 3.00% compounded              |
| iv. November 11, 2024 | 3.00% compounded              |
| v. November 11, 2025  | 3.25% compounded              |

3. Ratification Bonus

- a. A lump sum cash payment in the amount of \$3,000, pro-rated for other than full time employees, shall be payable as soon as practicable upon ratification of the Agreement to those employees who are in active payroll status and in a title covered by this Agreement, as of the date of ratification. Active payroll status is defined as being in active payroll status (“B Status”), military leave with pay (“K status”), or on paid family leave. The lump sum cash payment shall be pensionable, consistent with applicable law.

All full time per annum and full time per diem employees who were in active status on the date of the ratification are entitled to receive the lump sum cash payment of \$3,000. Employees who were terminated for cause, resigned, retired, or otherwise separated from service prior to the date of ratification of this Agreement shall not be eligible for the lump sum cash payment.

In no event shall any employee receive greater than \$3,000 in bonus payments pursuant to this section.

4. Additions to Gross

- i. Effective November 11, 2025, the general wage increase provided for in Section 2(v) shall 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.

5. Conditions of Payment

- i. The Lump sum cash payment pursuant to Section 3 of this *2021-2027 MOA* shall be payable as soon as practicable upon ratification of this *2021-2027 MOA*.
- ii. The general wage increases pursuant to Section 2(i) and (ii) of this MOA shall be payable as soon as practicable upon the ratification of the *2021-2027 MOA*.
- iii. The general wage increases pursuant to Section 2 (iii), (iv) and (v) of this *2021-2027 MOA* shall be payable as soon as practical after the effective date of such increases of the *2021-2027 MOA*.

6. Annuity Fund Increase

Effective November 11, 2024 the existing \$261 per annum annuity contribution shall be increased by \$24.00 per annum for a new annual annuity contribution amount of \$285 per annum.

7. Release Time

Effective November 11, 2024, the CWA Local 1181 President’s existing release time with pay of 3 days per week shall be increased by an additional 2 days per week. In addition, the CWA Local 1181 Vice-President and CWA Local 1181 Secretary-Treasurer shall each be granted 1 day per week release time with pay.

8. Salary Schedule

Effective November 11, 2025, there shall be an increase of \$1,072 to the ATEA Level I Incumbent rate. The resulting ATEA salary schedule is set forth in the attached Appendix A.

9. Prohibition of Further Economic Demands

No party to this agreement shall make additional economic demands during the term of the *2021-2027 MOA*.

10. Continuation of Terms

The terms of the predecessor separate unit agreement shall be continued except as modified pursuant to the 2021-2027 MOA.

11. Payroll

Effective upon ratification of this MOA, all employees who receive paychecks via direct deposit shall be opted out of receiving paper paystubs. Employees may choose to opt-in via NYCAPS or other appropriate method.

12. Approval of Agreement

This Agreement is subject to union ratification.

**FOR THE CITY OF NEW YORK**

BY: \_\_\_\_\_

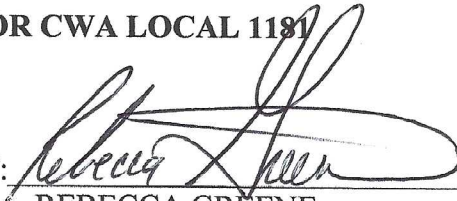
RENEE CAMPION  
Commissioner of Labor Relations



**FOR CWA LOCAL 1181**

BY: \_\_\_\_\_

REBECCA GREENE  
President



March 22, 2024

## APPENDIX A

### Salary Schedule for Associate Traffic Enforcement Agents

|       | 11/11/2021  |                |        | 11/11/2022  |                |        | 4/11/2024   |                |        |
|-------|-------------|----------------|--------|-------------|----------------|--------|-------------|----------------|--------|
|       | Hiring Rate | Incumbent Rate | Max    | Hiring Rate | Incumbent Rate | Max    | Hiring Rate | Incumbent Rate | Max    |
| L I   | 46,010      | 52,911         | 58,041 | 47,390      | 54,498         | 59,782 | 48,811      | 56,133         | 61,575 |
| L II  | 52,258      | 60,097         | 68,406 | 53,826      | 61,900         | 70,458 | 55,441      | 63,757         | 72,572 |
| L III | 61,626      | 70,870         | 83,529 | 63,475      | 72,996         | 86,035 | 65,379      | 75,186         | 88,616 |

|       | 11/11/2024  |                |        | 11/11/2025    |                |        | 11/11/2025  |                |        |
|-------|-------------|----------------|--------|---------------|----------------|--------|-------------|----------------|--------|
|       | Hiring Rate | Incumbent Rate | Max    | Hiring Rate   | Incumbent Rate | Max    | Hiring Rate | Incumbent Rate | Max    |
| L I   | 50,276      | 57,817         | 63,422 | <b>51,208</b> | <b>58,889</b>  | 63,422 | 52,872      | 60,803         | 65,483 |
| L II  | 57,104      | 65,670         | 74,749 | 57,104        | 65,670         | 74,749 | 58,960      | 67,804         | 77,178 |
| L III | 67,341      | 77,442         | 91,274 | 67,341        | 77,442         | 91,274 | 69,530      | 79,959         | 94,240 |