



# Office of Labor Relations

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*Deputy Commissioner*

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**Georgette Gestely**

*Director, Employee Benefits Program*

TO: HEADS OF CONCERNED CITY DEPARTMENTS AND AGENCIES

FROM: RENEE CAMPION, COMMISSIONER

SUBJECT: EXECUTED CONTRACT: Blue Collar "A" and "B"

TERM: MARCH 3, 2010 TO SEPTEMBER 25, 2017

Attached for your information and guidance is a copy of the executed contract entered into by the Commissioner of Labor Relations on behalf of the City of New York and District Council 37 on behalf of the incumbents of positions listed in Article I of said contract.

The contract incorporates terms of an agreement reached through collective bargaining negotiations and related procedures.

DATED: July 10<sup>th</sup>, 2025



**2010 – 2017  
BLUE COLLAR AGREEMENT**

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## 2010 – 2017 BLUE COLLAR AGREEMENT

**AGREEMENT** entered into this      day of      2025, by and between the **City of New York** and related public employers pursuant to and limited to their respective elections or statutory requirement to be covered by the New York City Collective Bargaining Law and their respective authorizations to the City to bargain on their behalf and the **New York City Health and Hospitals Corporation** (d/b/a NYC Health + Hospitals) (hereinafter referred to jointly as the “Employer”), and **District Council 37, AFSCME, AFL-CIO** (hereinafter referred to as the “Union”), for the ninety (90) month and twenty-three (23) day period from March 3, 2010 to September 25, 2017.

### WITNESSETH:

**WHEREAS**, the parties hereto have entered into collective bargaining and desire to reduce the results thereof to writing,

**NOW, THEREFORE**, it is mutually agreed as follows:

### ARTICLE I - UNION RECOGNITION AND UNIT DESIGNATION

#### Section 1.

The Employer recognizes the Union as the sole and exclusive collective bargaining representative for the bargaining unit set forth below, consisting of employees of the Employer, wherever employed, whether full-time, part-time per annum, hourly or per diem, in the below listed title(s), and in any successor title(s) that may be certified by the Board of Certification of the Office of Collective Bargaining to be part of the unit herein for which the Union is the exclusive collective bargaining representative and in any positions in Restored Rule X titles of the Classified Service the duties of which are or shall be equated by the City Personnel Director and the Director of the Budget for salary purposes to any of the below listed title(s):

#### UNIT A (Supervisory)

<u>TITLE</u>	<u>TITLE CODE NUMBER</u>
Area Supervisor (Highway Maintenance)	
Level I, II	91352
Assistant Maintenance Supervisor	80682
Assistant Park Director *	81205
Assistant Principal Custodial Supervisor	80560
Borough Supervisor (including specialties)	91340,91351
Crew Chief (Pest Control)	90501
Custodial Supervisor	80510
District Supervisor (Water & Sewer Systems)	91309
District Supervisor (including specialties)	91325,27, 91337
Foreman of Gardeners	81335
General Park Foreman *	81135
Horticulturist *	81360

<u>TITLE</u>	<u>TITLE CODE NUMBER</u>
Maintenance Supervisor	80684
Park Supervisor	81111
Principal Custodial Supervisor	80561
Principal Park Supervisor	81112
Regional Director (Bureau of Pest Control)	31271
Senior Crew Chief (Pest Control)	90502
Senior Custodial Supervisor	80535
Senior Supervisor (Exterminators)	90560
Supervising Parking Meter Service Worker	41113
Supervisor	91310
Supervisor (Exterminators)	90535
Supervisor (Watershed Maintenance)	91314
Supervisor (Water & Sewer Systems)	91308
Supervisor of Gardeners	002720
Supervisor of Radio Repair Operations	90760, 907600
Supervisor Pest Control	90505

\* For Incumbents Only

#### UNIT B (Non-Supervisory)

<u>TITLE</u>	<u>TITLE CODE NUMBER</u>
Apprentice (Construction Laborer)	90748
Assistant Highway Repairer	92403
Assistant City Highway Repairer	90692
Assistant Gardener	81309
Assistant Printing Press Operator	92122, 921220
Associate Park Service Worker	81106
Attendant	81710
Attendant Guard	03845
City Attendant	90647
City Custodial Assistant	90644, 906440
City Debris Remover	90699
City Elevator Operator	90648
City Parking Meter Equipment Worker	90642
City Park Worker	90641
City Pest Control Aide	90643
City Security Aide	90650
Climber & Pruner	81303
Curator of Jumel Mansion	81709
Custodial Assistant	05595, 82015, 12, 18, 820150
Elevator Operator	80910, 809100
Exterminator	90510, 02, 905100
Gardener	81310, 002710

<u>TITLE</u>	<u>TITLE CODE NUMBER</u>
Laborer (City Rent)	41288
Lead Abatement Worker	31311
Park Service Worker	81105
Pest Control Aide	90500
Police Attendant	90201
Telephone Service Technician	92590
Traffic Device Maintainer	90910
Watch Person	81010, 810100
Water Plant Operator	91010
Watershed Maintainer	91011

## **Section 2.**

The terms "Employee" and "Employees" as used in this Agreement shall mean only those persons in the unit described in Section 1 of this Article.

## **ARTICLE II - DUES CHECKOFF**

### **Section 1.**

- a. The Union shall have the exclusive right to the checkoff and transmittal of dues on behalf of each employee in accordance with the Mayor's Executive Order No. 98, dated May 15, 1969, entitled "Regulations Relating to the Checkoff of Union Dues" and in accordance with the Mayor's Executive Order No. 107, dated December 29, 1986, entitled "Procedures for Orderly Payroll Check-Off of Union Dues and Agency Shop Fees."
- b. Any Employee may consent in writing to the authorization of the deduction of dues from the employee's wages and to the designation of the Union as the recipient thereof. Such consent, if given, shall be in a proper form acceptable to the City, which bears the signature of the Employee.

## **Section 2.**

The parties agree to an agency shop to the extent permitted by applicable law, as described in a supplemental agreement hereby incorporated by reference into this Agreement.

## **ARTICLE III - SALARIES**

### **Section 1.**

- a. This Article III is subject to the provisions, terms and conditions of the Alternative Career and Salary Pay Plan Regulations, dated March 15, 1967 as amended, except that the specific terms and conditions of this Article shall supersede any provisions of such Regulations inconsistent with this Agreement subject to the limitations of applicable provisions of law.
- b. Unless otherwise specified, all salary provisions of this Agreement, including minimum and maximum salaries, advancement or level increases, general increases, education differentials and any other salary adjustments, are based upon a normal work week of 40 hours in all agencies except the NYC Health + Hospitals in which such provisions shall be based upon a work week of 37-1/2 hours. In accordance with Article IX, Section 24 of the 1995-2001 Citywide Agreement, an Employee who works on a full-time, per-diem basis shall receive their base salary (including salary increment schedules) and/or additions-to-gross payment in the same manner as a full-time, per-annum employee. An Employee who works on a part-time per annum basis and who is eligible for any salary adjustments provided in this Agreement shall receive the appropriate pro-rata portion of such salary adjustment computed on the relationship between the number of hours regularly worked each week by such employee and the number of hours in the said normal work week, unless otherwise specified.

#### **Classes of Positions with a 35 Hour Normal Work Week:**

Assistant Maintenance Supervisor  
Assistant Printing Press Operator  
City Pest Control Aide  
Crew Chief (Pest Control)  
Exterminator  
Pest Control Aide  
Regional Director (Bureau of Pest Control)  
Senior Crew Chief (Pest Control)  
Senior Supervisor (Exterminators)  
Supervisor (Exterminators)  
Telephone Service Technician

- c. Employees who work on a per diem or hourly basis and who are eligible for any salary adjustment provided in this Agreement shall receive the appropriate pro-rata portion of such salary adjustment computed as follows, unless otherwise specified:

Per Diem rate - 1/261 of the appropriate minimum basic salary.



Hourly Rate - 40 hour week basis - 1/2088 of the appropriate minimum basic salary.  
 37-1/2 hour week basis - 1/1957 of the appropriate minimum basic salary.  
 35 hour week basis - 1/1827 of the appropriate minimum basic salary

- d. The maximum salary for a title shall not constitute a bar to the payment of any salary adjustment or pay differentials provided for in this Agreement but the said increase above the maximum shall not be deemed a promotion.

## **Section 2.**

Employees in the following title(s) shall be subject to the following specified salary(ies), salary adjustment(s), and/or salary range(s):

a. **Effective March 3, 2010**

<b><u>UNIT A - SUPERVISORY BLUE COLLAR</u></b>				
<b>Increment</b>	<b>i. Minimum</b>		<b>(2) Incumbent Rate</b>	<b>ii. Maximum</b>
	<b>(1) Hiring Rate***</b>			
	<b>Minimum Hiring Rate **</b>		<b>Incumbent Rate</b>	<b>Max</b>
Area Supervisor (Highway Maint.) Level I				
hiring rate	\$57,450		\$66,068	Flat Rate
after 1 year	\$58,341		\$67,092	Flat Rate
after 2 years			\$68,113	Flat Rate
after 3 years			\$69,139	Flat Rate
Guaranteed rate for special supervision			\$91,459	Flat Rate
Area Supervisor (Highway Maint.) Level II				
hiring rate	\$63,784		\$73,352	Flat Rate
after 1 year	\$64,838		\$74,564	Flat Rate
after 2 years			\$75,898	Flat Rate
after 3 years			\$77,171	Flat Rate
Guaranteed rate for special supervision			\$96,735	Flat Rate
Assistant Maintenance Supervisor	\$37,423		\$43,036	\$58,426
Assistant Park Director *, ##				
hiring rate	\$65,492		\$75,316	
after 1 year	\$66,597		\$76,586	
after 2 years			\$77,860	
after 3 years			\$79,138	
Assistant Principal Custodial Supervisor	\$35,478		\$40,800	\$56,026
Borough Supervisor ##,###, +				
hiring rate	\$63,784		\$73,352	
after 1 year	\$64,890		\$74,624	
after 2 years			\$75,898	

	after 3 years		\$77,171	
Guaranteed rate for special supervision			\$80,174	
Borough Sprvrs (Highway Maint.)##,###, +, ++				
	hiring rate	\$63,784	\$73,352	
	after 1 year	\$64,890	\$74,624	
	after 2 years		\$75,898	
	after 3 years		\$77,171	
Guaranteed rate for special supervision			\$80,174	
City Parking Equipment Service Worker Level II		\$31,253	\$35,941	\$46,679
Crew Chief(Pest Control)		\$28,597	\$32,887	\$38,398
Custodial Supervisor(incl. specs)		\$29,289	\$33,682	\$43,833
Dist. Sup.(Wat.& Sew. Syst.)##,###, +				
	hiring rate	\$58,023	\$66,726	
	after 1 year	\$58,915	\$67,752	
	after 2 years		\$68,769	
	after 3 years		\$69,795	
Guaranteed rate for special supervision			\$85,336	
Dist. Supervisor(Watershed Maint.)##,###, +				
	hiring rate	\$58,023	\$66,726	
	after 1 year	\$58,915	\$67,752	
	after 2 years		\$68,769	
	after 3 years		\$69,795	
Guaranteed rate for special supervision			\$72,794	
Dist. Supervisor ##,###, +				
	hiring rate	\$57,450	\$66,068	
	after 1 year	\$58,341	\$67,092	
	after 2 years		\$68,113	
	after 3 years		\$69,139	
Guaranteed rate for special supervision			\$72,143	
Dist. Supervisor(Highway Maint.)##,###, +, ++				
	hiring rate	\$57,450	\$66,068	
	after 1 year	\$58,341	\$67,092	
	after 2 years		\$68,113	
	after 3 years		\$69,139	
Guaranteed rate for special supervision		\$62,733	\$72,143	
Foreman of Gardeners ##				
	hiring rate	\$52,675	\$60,576	
	after 1 year	\$53,393	\$61,402	
	after 2 years		\$62,227	
	after 3 years		\$63,053	
General Park Foreman *, ##				

	hiring rate	\$57,450	\$66,068	
	after 1 year	\$58,341	\$67,092	
	after 2 years		\$68,113	
	after 3 years		\$69,139	
Horticulturist *, ##				
	hiring rate	\$65,492	\$75,316	
	after 1 year	\$66,597	\$76,586	
	after 2 years		\$77,860	
	after 3 years		\$79,138	
Maintenance Supervisor		\$40,082	\$46,094	\$63,471
Park Supervisor ##, @ Level I				
	hiring rate	\$53,293	\$61,287	
	after 1 year	\$54,014	\$62,116	
	after 2 years		\$62,940	
	after 3 years		\$63,768	
Park Supervisor ##, @ Level II				
	hiring rate	\$60,488	\$69,561	
	after 1 year	\$61,376	\$70,582	
	after 2 years		\$71,604	
	after 3 years		\$72,633	
Principal Custodial Supervisor		\$49,425	\$56,839	\$68,420
Principal Park Supervisor ##, *				
	hiring rate	\$60,488	\$69,561	
	after 1 year	\$61,376	\$70,582	
	after 2 years		\$71,604	
	after 3 years		\$72,633	
Regional Director (Bureau of Pest Control) ++		\$54,627	\$62,821	\$72,172
Senior Crew Chief (Pest Control)		\$33,609	\$38,650	\$46,925
Senior Custodial Supervisor		\$31,583	\$36,320	\$48,044
Senior Supervisor(Exterminators)++		\$34,807	\$40,028	\$43,164
Supervising Parking Meter Service Worker ++		\$31,253	\$35,941	\$46,679
Supervisor ##, ###, +				
	hiring rate	\$52,675	\$60,576	
	after 1 year	\$53,393	\$61,402	
	after 2 years		\$62,227	
	after 3 years		\$63,053	
Guaranteed rate for special supervision			\$66,056	
Supervisor(Exterminators)				
	Level I	\$33,180	\$38,157	\$42,949
	Level II	\$34,807	\$40,028	\$43,164
Supervisor (Watershed Maint.) Level I ##,###, +				

hiring rate	\$53,246	\$61,233	
after 1 year	\$53,964	\$62,059	
after 2 years		\$62,884	
after 3 years		\$63,711	
Guaranteed rate for special supervision Supervisor (Watershed Maint.) Level II ##,###, +		\$66,706	
hiring rate	\$58,023	\$66,726	
after 1 year	\$58,915	\$67,752	
after 2 years		\$68,769	
after 3 years		\$69,795	
Guaranteed rate for special supervision Supervisor (Watershed Maint.) Level III ##,###, +		\$72,794	
hiring rate	\$63,784	\$73,352	
after 1 year	\$64,890	\$74,624	
after 2 years		\$75,898	
after 3 years		\$77,171	
Guaranteed rate for special supervision Supervisor(Wat. & Sew. Syst.)##,###, +		\$80,174	
hiring rate	\$53,246	\$61,233	
after 1 year	\$53,964	\$62,059	
after 2 years		\$62,884	
after 3 years		\$63,711	
Guaranteed rate for special supervision Supervisor of Gardeners ##		\$81,272	
hiring rate	\$52,675	\$60,576	
after 1 year	\$53,393	\$61,402	
after 2 years		\$62,227	
after 3 years		\$63,053	
Supervisor of Parks Maintenance & Operations ++	\$53,293	\$61,287	
Supervisor of Radio Repair Operations #####	\$65,065	\$74,825	\$74,825
Supervisor of Radio Repair Operations	\$65,065	\$74,825	\$74,825
Supervisor Pest Control			
Level I	\$28,597	\$32,887	\$38,398
Level II	\$33,609	\$38,650	\$46,925
Level III	\$54,627	\$62,821	\$72,172



**b. Effective September 3, 2011**

**UNIT A - SUPERVISORY BLUE COLLAR**

<b>Increment</b>	<b>i. Minimum (1) Hiring Rate***</b>	<b>(2) Incumbent Rate</b>	<b>ii. Maximum</b>
Area Supervisor (Highway Maint.) Level I			
hiring rate	\$58,025	\$66,729	Flat Rate
after 1 year	\$58,924	\$67,763	Flat Rate
after 2 years		\$68,794	Flat Rate
after 3 years		\$69,830	Flat Rate
Guaranteed rate for special supervision		\$92,374	Flat Rate
Area Supervisor (Highway Maint.) Level II			
hiring rate	\$64,423	\$74,086	Flat Rate
after 1 year	\$65,487	\$75,310	Flat Rate
after 2 years		\$76,657	Flat Rate
after 3 years		\$77,943	Flat Rate
Guaranteed rate for special supervision		\$97,702	Flat Rate
Assistant Maintenance Supervisor	\$37,797	\$43,466	\$59,010
Assistant Park Director *, ##			
hiring rate	\$66,147	\$76,069	
after 1 year	\$67,263	\$77,352	
after 2 years		\$78,639	
after 3 years		\$79,929	
Assistant Principal Custodial Supervisor	\$35,833	\$41,208	\$56,586
Borough Supervisor ##,###, +			
hiring rate	\$64,423	\$74,086	
after 1 year	\$65,539	\$75,370	
after 2 years		\$76,657	
after 3 years		\$77,943	
Guaranteed rate for special supervision		\$80,976	
Borough Sprvsr (Highway Maint.)##,###, +, ++			
hiring rate	\$64,423	\$74,086	
after 1 year	\$65,539	\$75,370	
after 2 years		\$76,657	
after 3 years		\$77,943	
Guaranteed rate for special supervision		\$80,976	
City Parking Equipment Service Worker Level II	\$31,565	\$36,300	\$47,146
Crew Chief(Pest Control)	\$28,883	\$33,216	\$38,782
Custodial Supervisor(incl. specs)	\$29,582	\$34,019	\$44,271
Dist. Sup.(Wat.& Sew. Syst.)##,###, +			

hiring rate	\$58,603	\$67,393	
after 1 year	\$59,504	\$68,430	
after 2 years		\$69,457	
after 3 years		\$70,493	
Guaranteed rate for special supervision		\$86,189	
Dist. Supervisor(Watershed Maint.)##,###, +			
hiring rate	\$58,603	\$67,393	
after 1 year	\$59,504	\$68,430	
after 2 years		\$69,457	
after 3 years		\$70,493	
Guaranteed rate for special supervision		\$73,522	
Dist. Supervisor ##,###, +			
hiring rate	\$58,025	\$66,729	
after 1 year	\$58,924	\$67,763	
after 2 years		\$68,794	
after 3 years		\$69,830	
Guaranteed rate for special supervision		\$72,864	
Dist. Supervisor(Highway Maint.)##,###, +, ++			
hiring rate	\$58,025	\$66,729	
after 1 year	\$58,924	\$67,763	
after 2 years		\$68,794	
after 3 years		\$69,830	
Guaranteed rate for special supervision	\$63,360	\$72,864	
Foreman of Gardeners ##			
hiring rate	\$53,202	\$61,182	
after 1 year	\$53,927	\$62,016	
after 2 years		\$62,849	
after 3 years		\$63,684	
General Park Foreman *, ##			
hiring rate	\$58,025	\$66,729	
after 1 year	\$58,924	\$67,763	
after 2 years		\$68,794	
after 3 years		\$69,830	
Horticulturist *, ##			
hiring rate	\$66,147	\$76,069	
after 1 year	\$67,263	\$77,352	
after 2 years		\$78,639	
after 3 years		\$79,929	
Maintenance Supervisor	\$40,483	\$46,555	\$64,106
Park Supervisor ##, @ Level I			
hiring rate	\$53,826	\$61,900	

after 1 year	\$54,554	\$62,737	
after 2 years		\$63,569	
after 3 years		\$64,406	
Park Supervisor ##, @ Level II			
hiring rate	\$61,093	\$70,257	
after 1 year	\$61,990	\$71,288	
after 2 years		\$72,320	
after 3 years		\$73,359	
Principal Custodial Supervisor	\$49,919	\$57,407	\$69,104
Principal Park Supervisor ##, *			
hiring rate	\$61,093	\$70,257	
after 1 year	\$61,990	\$71,288	
after 2 years		\$72,320	
after 3 years		\$73,359	
Regional Director (Bureau of Pest Control)			
++	\$55,173	\$63,449	\$72,894
Senior Crew Chief (Pest Control)	\$33,945	\$39,037	\$47,394
Senior Custodial Supervisor	\$31,898	\$36,683	\$48,524
Senior Supervisor(Exterminators)++	\$35,155	\$40,428	\$43,596
Supervising Parking Meter Service Worker			
++	\$31,565	\$36,300	\$47,146
Supervisor ##, ###, +			
hiring rate	\$53,202	\$61,182	
after 1 year	\$53,927	\$62,016	
after 2 years		\$62,849	
after 3 years		\$63,684	
Guaranteed rate for special supervision		\$66,717	
Supervisor(Exterminators)			
Level I	\$33,512	\$38,539	\$43,378
Level II	\$35,155	\$40,428	\$43,596
Supervisor (Watershed Maint.) Level I			
##,###, +			
hiring rate	\$53,778	\$61,845	
after 1 year	\$54,504	\$62,680	
after 2 years		\$63,513	
after 3 years		\$64,348	
Guaranteed rate for special supervision		\$67,373	
Supervisor (Watershed Maint.) Level II			
##,###, +			
hiring rate	\$58,603	\$67,393	
after 1 year	\$59,504	\$68,430	
after 2 years		\$69,457	
after 3 years		\$70,493	

Guaranteed rate for special supervision Supervisor (Watershed Maint.) Level III ##,###, +		\$73,522	
hiring rate	\$64,423	\$74,086	
after 1 year	\$65,539	\$75,370	
after 2 years		\$76,657	
after 3 years		\$77,943	
Guaranteed rate for special supervision Supervisor(Wat. & Sew. Syst.)##,###, +		\$80,976	
hiring rate	\$53,778	\$61,845	
after 1 year	\$54,504	\$62,680	
after 2 years		\$63,513	
after 3 years		\$64,348	
Guaranteed rate for special supervision Supervisor of Gardeners ##		\$82,085	
hiring rate	\$53,202	\$61,182	
after 1 year	\$53,927	\$62,016	
after 2 years		\$62,849	
after 3 years		\$63,684	
Supervisor of Parks Maintenance & Operations ++	\$53,826	\$61,900	
Supervisor of Radio Repair Operations ####	\$65,716	\$75,573	\$75,573
Supervisor of Radio Repair Operations	\$65,716	\$75,573	\$75,573
Supervisor Pest Control			
Level I	\$28,883	\$33,216	\$38,782
Level II	\$33,945	\$39,037	\$47,394
Level III	\$55,173	\$63,449	\$72,894

c. Effective September 3, 2012

UNIT A - SUPERVISORY BLUE COLLAR

Increment	i. Minimum		ii. Maximum
	(1) Hiring Rate***	(2) Incumbent Rate	
Area Supervisor (Highway Maint.) Level I			<u>Max</u>
hiring rate	\$58,605	\$67,396	
after 1 year	\$59,514	\$68,441	Flat Rate
after 2 years		\$69,482	Flat Rate
after 3 years		\$70,528	Flat Rate
Guaranteed rate for special supervision		\$93,298	Flat Rate
Area Supervisor (Highway Maint.) Level II			Flat Rate
hiring rate	\$65,067	\$74,827	



after 1 year	\$66,142	\$76,063	Flat Rate
after 2 years		\$77,424	Flat Rate
after 3 years		\$78,722	Flat Rate
Guaranteed rate for special supervision		\$98,679	Flat Rate
Assistant Maintenance Supervisor	\$38,175	\$43,901	Flat Rate
Assistant Park Director *, ##			\$59,600
hiring rate	\$66,809	\$76,830	
after 1 year	\$67,936	\$78,126	
after 2 years		\$79,425	
after 3 years		\$80,728	
Assistant Principal Custodial Supervisor	\$36,191	\$41,620	
Borough Supervisor ##,###, +			\$57,152
hiring rate	\$65,067	\$74,827	
after 1 year	\$66,195	\$76,124	
after 2 years		\$77,424	
after 3 years		\$78,722	
Guaranteed rate for special supervision		\$81,786	
Borough Sprvsr (Highway Maint.)##,###, +, ++			
hiring rate	\$65,067	\$74,827	
after 1 year	\$66,195	\$76,124	
after 2 years		\$77,424	
after 3 years		\$78,722	
Guaranteed rate for special supervision		\$81,786	
City Parking Equipment Service Worker Level II	\$31,881	\$36,663	
Crew Chief(Pest Control)	\$29,172	\$33,548	\$47,617
Custodial Supervisor(incl. specs)	\$29,877	\$34,359	\$39,170
Dist. Sup.(Wat.& Sew. Syst.)##,###, +			\$44,714
hiring rate	\$59,189	\$68,067	
after 1 year	\$60,099	\$69,114	
after 2 years		\$70,152	
after 3 years		\$71,198	
Guaranteed rate for special supervision		\$87,051	
Dist. Supervisor(Watershed Maint.)##,###, +			
hiring rate	\$59,189	\$68,067	
after 1 year	\$60,099	\$69,114	
after 2 years		\$70,152	
after 3 years		\$71,198	
Guaranteed rate for special supervision		\$74,257	
Dist. Supervisor ##,###, +			
hiring rate	\$58,605	\$67,396	
after 1 year	\$59,514	\$68,441	

after 2 years		\$69,482	
after 3 years		\$70,528	
Guaranteed rate for special supervision		\$73,593	
Dist. Supervisor(Highway Maint.)##,###, +, ++			
hiring rate	\$58,605	\$67,396	
after 1 year	\$59,514	\$68,441	
after 2 years		\$69,482	
after 3 years		\$70,528	
Guaranteed rate for special supervision	\$63,994	\$73,593	
Foreman of Gardeners ##			
hiring rate	\$53,734	\$61,794	
after 1 year	\$54,466	\$62,636	
after 2 years		\$63,477	
after 3 years		\$64,321	
General Park Foreman *, ##			
hiring rate	\$58,605	\$67,396	
after 1 year	\$59,514	\$68,441	
after 2 years		\$69,482	
after 3 years		\$70,528	
Horticulturist *, ##			
hiring rate	\$66,809	\$76,830	
after 1 year	\$67,936	\$78,126	
after 2 years		\$79,425	
after 3 years		\$80,728	
Maintenance Supervisor	\$40,888	\$47,021	
Park Supervisor ##, @ Level I			\$64,747
hiring rate	\$54,364	\$62,519	
after 1 year	\$55,099	\$63,364	
after 2 years		\$64,205	
after 3 years		\$65,050	
Park Supervisor ##, @ Level II			
hiring rate	\$61,704	\$70,960	
after 1 year	\$62,610	\$72,001	
after 2 years		\$73,043	
after 3 years		\$74,093	
Principal Custodial Supervisor	\$50,418	\$57,981	
Principal Park Supervisor ##, *			\$69,795
hiring rate	\$61,704	\$70,960	
after 1 year	\$62,610	\$72,001	
after 2 years		\$73,043	
after 3 years		\$74,093	

Regional Director (Bureau of Pest Control) ++	\$55,724	\$64,083	
Senior Crew Chief (Pest Control)	\$34,284	\$39,427	\$73,623
Senior Custodial Supervisor	\$32,217	\$37,050	\$47,868
Senior Supervisor(Exterminators)++	\$35,506	\$40,832	\$49,009
Supervising Parking Meter Service Worker ++	\$31,881	\$36,663	\$44,032
Supervisor ##, ###, +			\$47,617
hiring rate	\$53,734	\$61,794	
after 1 year	\$54,466	\$62,636	
after 2 years		\$63,477	
after 3 years		\$64,321	
Guaranteed rate for special supervision		\$67,384	
Supervisor(Exterminators)			
Level I	\$33,847	\$38,924	
Level II	\$35,506	\$40,832	\$43,812
Supervisor (Watershed Maint.) Level I ##,###, +			\$44,032
hiring rate	\$54,316	\$62,463	
after 1 year	\$55,050	\$63,307	
after 2 years		\$64,148	
after 3 years		\$64,991	
Guaranteed rate for special supervision		\$68,047	
Supervisor (Watershed Maint.) Level II ##,###, +			
hiring rate	\$59,189	\$68,067	
after 1 year	\$60,099	\$69,114	
after 2 years		\$70,152	
after 3 years		\$71,198	
Guaranteed rate for special supervision		\$74,257	
Supervisor (Watershed Maint.) Level III ##,###, +			
hiring rate	\$65,067	\$74,827	
after 1 year	\$66,195	\$76,124	
after 2 years		\$77,424	
after 3 years		\$78,722	
Guaranteed rate for special supervision		\$81,786	
Supervisor(Wat. & Sew. Syst.)##,###, +			
hiring rate	\$54,316	\$62,463	
after 1 year	\$55,050	\$63,307	
after 2 years		\$64,148	
after 3 years		\$64,991	
Guaranteed rate for special supervision		\$82,906	
Supervisor of Gardeners ##			
hiring rate	\$53,734	\$61,794	
after 1 year	\$54,466	\$62,636	

after 2 years		\$63,477	
after 3 years		\$64,321	
Supervisor of Parks Maintenance & Operations			
++	\$54,364	\$62,519	
Supervisor of Radio Repair Operations ####	\$66,373	\$76,329	
Supervisor of Radio Repair Operations	\$66,373	\$76,329	\$76,329
Supervisor Pest Control			\$76,329
Level I	\$29,172	\$33,548	
Level II	\$34,284	\$39,427	\$39,170
Level III	\$55,724	\$64,083	\$47,868
			\$73,623

**d. Effective September 3, 2013**

**UNIT A – SUPERVISORY BLUE COLLAR**

	Increment	i. Minimum	
		(1) Hiring Rate***	(2) Incumbent Rate ii. Maximum
Area Supervisor (Highway Maint.) Level I			
hiring rate		\$59,191	\$68,070 Flat Rate
after 1 year		\$60,109	\$69,125 Flat Rate
after 2 years			\$70,177 Flat Rate
after 3 years			\$71,233 Flat Rate
Guaranteed rate for special supervision			\$94,231 Flat Rate
Area Supervisor (Highway Maint.) Level II			
hiring rate		\$65,717	\$75,575 Flat Rate
after 1 year		\$66,803	\$76,824 Flat Rate
after 2 years			\$78,198 Flat Rate
after 3 years			\$79,509 Flat Rate
Guaranteed rate for special supervision			\$99,666 Flat Rate
Assistant Maintenance Supervisor		\$38,557	\$44,340 \$60,196
Assistant Park Director *, ##			
hiring rate		\$67,477	\$77,598
after 1 year		\$68,615	\$78,907
after 2 years			\$80,219
after 3 years			\$81,535
Assistant Principal Custodial Supervisor		\$36,553	\$42,036 \$57,724
Borough Supervisor ##,###, +			
hiring rate		\$65,717	\$75,575
after 1 year		\$66,857	\$76,885
after 2 years			\$78,198
after 3 years			\$79,509



Guaranteed rate for special supervision		\$82,604	
Borough Sprvsr (Highway Maint.)###,###, +, ++			
hiring rate	\$65,717	\$75,575	
after 1 year	\$66,857	\$76,885	
after 2 years		\$78,198	
after 3 years		\$79,509	
Guaranteed rate for special supervision		\$82,604	
City Parking Equipment Service Worker Level II	\$32,200	\$37,030	\$48,093
Crew Chief(Pest Control)	\$29,463	\$33,883	\$39,562
Custodial Supervisor(incl. specs)	\$30,177	\$34,703	\$45,161
Dist. Sup.(Wat.& Sew. Syst.)###,###, +			
hiring rate	\$59,781	\$68,748	
after 1 year	\$60,700	\$69,805	
after 2 years		\$70,854	
after 3 years		\$71,910	
Guaranteed rate for special supervision		\$87,922	
Dist. Supervisor(Watershed Maint.)###,###, +			
hiring rate	\$59,781	\$68,748	
after 1 year	\$60,700	\$69,805	
after 2 years		\$70,854	
after 3 years		\$71,910	
Guaranteed rate for special supervision		\$75,000	
Dist. Supervisor ###,###, +			
hiring rate	\$59,191	\$68,070	
after 1 year	\$60,109	\$69,125	
after 2 years		\$70,177	
after 3 years		\$71,233	
Guaranteed rate for special supervision		\$74,329	
Dist. Supervisor(Highway Maint.)###,###, +, ++			
hiring rate	\$59,191	\$68,070	
after 1 year	\$60,109	\$69,125	
after 2 years		\$70,177	
after 3 years		\$71,233	
Guaranteed rate for special supervision	\$64,634	\$74,329	
Foreman of Gardeners ##			
hiring rate	\$54,271	\$62,412	
after 1 year	\$55,010	\$63,262	
after 2 years		\$64,112	
after 3 years		\$64,964	
General Park Foreman *, ##			
hiring rate	\$59,191	\$68,070	

after 1 year	\$60,109	\$69,125	
after 2 years		\$70,177	
after 3 years		\$71,233	
Horticulturist *, ##			
hiring rate	\$67,477	\$77,598	
after 1 year	\$68,615	\$78,907	
after 2 years		\$80,219	
after 3 years		\$81,535	
Maintenance Supervisor	\$41,297	\$47,491	\$65,394
Park Supervisor ##, @ Level I			
hiring rate	\$54,908	\$63,144	
after 1 year	\$55,650	\$63,998	
after 2 years		\$64,847	
after 3 years		\$65,701	
Park Supervisor ##, @ Level II			
hiring rate	\$62,322	\$71,670	
after 1 year	\$63,236	\$72,721	
after 2 years		\$73,773	
after 3 years		\$74,834	
Principal Custodial Supervisor	\$50,923	\$58,561	\$70,493
Principal Park Supervisor ##, *			
hiring rate	\$62,322	\$71,670	
after 1 year	\$63,236	\$72,721	
after 2 years		\$73,773	
after 3 years		\$74,834	
Regional Director (Bureau of Pest Control) ++	\$56,282	\$64,724	\$74,359
Senior Crew Chief (Pest Control)	\$34,627	\$39,821	\$48,347
Senior Custodial Supervisor	\$32,540	\$37,421	\$49,499
Senior Supervisor(Exterminators)++	\$35,861	\$41,240	\$44,472
Supervising Parking Meter Service Worker ++	\$32,200	\$37,030	\$48,093
Supervisor ##, ###, +			
hiring rate	\$54,271	\$62,412	
after 1 year	\$55,010	\$63,262	
after 2 years		\$64,112	
after 3 years		\$64,964	
Guaranteed rate for special supervision		\$68,058	
Supervisor(Exterminators)			
Level I	\$34,185	\$39,313	\$44,250
Level II	\$35,861	\$41,240	\$44,472
Supervisor (Watershed Maint.) Level I ##,###, +			
hiring rate	\$54,859	\$63,088	

after 1 year	\$55,600	\$63,940	
after 2 years		\$64,789	
after 3 years		\$65,641	
Guaranteed rate for special supervision		\$68,727	
Supervisor (Watershed Maint.) Level II ##,###, +			
hiring rate	\$59,781	\$68,748	
after 1 year	\$60,700	\$69,805	
after 2 years		\$70,854	
after 3 years		\$71,910	
Guaranteed rate for special supervision		\$75,000	
Supervisor (Watershed Maint.) Level III ##,###, +			
hiring rate	\$65,717	\$75,575	
after 1 year	\$66,857	\$76,885	
after 2 years		\$78,198	
after 3 years		\$79,509	
Guaranteed rate for special supervision		\$82,604	
Supervisor(Wat. & Sew. Syst.)##,###, +			
hiring rate	\$54,859	\$63,088	
after 1 year	\$55,600	\$63,940	
after 2 years		\$64,789	
after 3 years		\$65,641	
Guaranteed rate for special supervision		\$83,735	
Supervisor of Gardeners ##			
hiring rate	\$54,271	\$62,412	
after 1 year	\$55,010	\$63,262	
after 2 years		\$64,112	
after 3 years		\$64,964	
Supervisor of Parks Maintenance & Operations ++	\$54,908	\$63,144	
Supervisor of Radio Repair Operations ####	\$67,037	\$77,092	\$77,092
Supervisor of Radio Repair Operations	\$67,037	\$77,092	\$77,092
Supervisor Pest Control			
Level I	\$29,463	\$33,883	\$39,562
Level II	\$34,627	\$39,821	\$48,347
Level III	\$56,282	\$64,724	\$74,359

e. Effective September 3, 2014

**UNIT A – SUPERVISORY BLUE COLLAR**

Increment                      i. Minimum  
(1) Hiring Rate\*\*\* (2)Incumbent Rate    ii. Maximum

Area Supervisor (Highway Maint.) Level I			
hiring rate	\$60,079	\$69,091	Flat Rate
after 1 year	\$61,010	\$70,162	Flat Rate
after 2 years		\$71,230	Flat Rate
after 3 years		\$72,301	Flat Rate
Guaranteed rate for special supervision		\$95,644	Flat Rate
Area Supervisor (Highway Maint.) Level II			
hiring rate	\$66,703	\$76,709	Flat Rate
after 1 year	\$67,805	\$77,976	Flat Rate
after 2 years		\$79,371	Flat Rate
after 3 years		\$80,702	Flat Rate
Guaranteed rate for special supervision		\$101,161	Flat Rate
Assistant Maintenance Supervisor	\$39,135	\$45,005	\$61,099
Assistant Park Director *, ##			
hiring rate	\$68,489	\$78,762	
after 1 year	\$69,644	\$80,091	
after 2 years		\$81,422	
after 3 years		\$82,758	
Assistant Principal Custodial Supervisor	\$37,102	\$42,667	\$58,590
Borough Supervisor ##,###, +			
hiring rate	\$66,703	\$76,709	
after 1 year	\$67,859	\$78,038	
after 2 years		\$79,371	
after 3 years		\$80,702	
Guaranteed rate for special supervision		\$83,843	
Borough Sprvrs (Highway Maint.)##,###, +, ++			
hiring rate	\$66,703	\$76,709	
after 1 year	\$67,859	\$78,038	
after 2 years		\$79,371	
after 3 years		\$80,702	
Guaranteed rate for special supervision		\$83,843	
City Parking Equipment Service Worker Level II	\$32,683	\$37,585	\$48,814
Crew Chief(Pest Control)	\$29,905	\$34,391	\$40,155
Custodial Supervisor(incl. specs)	\$30,630	\$35,224	\$45,838
Dist. Sup.(Wat.& Sew. Syst.)##,###, +			
hiring rate	\$60,677	\$69,779	
after 1 year	\$61,610	\$70,852	
after 2 years		\$71,917	
after 3 years		\$72,989	
Guaranteed rate for special supervision		\$89,241	
Dist. Supervisor(Watershed Maint.)##,###, +			

hiring rate	\$60,677	\$69,779	
after 1 year	\$61,610	\$70,852	
after 2 years		\$71,917	
after 3 years		\$72,989	
Guaranteed rate for special supervision		\$76,125	
Dist. Supervisor ##,###, +			
hiring rate	\$60,079	\$69,091	
after 1 year	\$61,010	\$70,162	
after 2 years		\$71,230	
after 3 years		\$72,301	
Guaranteed rate for special supervision		\$75,444	
Dist. Supervisor(Highway Maint.)##,###, +, ++			
hiring rate	\$60,079	\$69,091	
after 1 year	\$61,010	\$70,162	
after 2 years		\$71,230	
after 3 years		\$72,301	
Guaranteed rate for special supervision	\$65,603	\$75,444	
Foreman of Gardeners ##			
hiring rate	\$55,085	\$63,348	
after 1 year	\$55,836	\$64,211	
after 2 years		\$65,074	
after 3 years		\$65,938	
General Park Foreman *, ##			
hiring rate	\$60,079	\$69,091	
after 1 year	\$61,010	\$70,162	
after 2 years		\$71,230	
after 3 years		\$72,301	
Horticulturist *, ##			
hiring rate	\$68,489	\$78,762	
after 1 year	\$69,644	\$80,091	
after 2 years		\$81,422	
after 3 years		\$82,758	
Maintenance Supervisor	\$41,916	\$48,203	\$66,375
Park Supervisor ##, @ Level I			
hiring rate	\$55,731	\$64,091	
after 1 year	\$56,485	\$64,958	
after 2 years		\$65,820	
after 3 years		\$66,687	
Park Supervisor ##, @ Level II			
hiring rate	\$63,257	\$72,745	
after 1 year	\$64,184	\$73,812	



after 2 years		\$74,880	
after 3 years		\$75,957	
Principal Custodial Supervisor	\$51,686	\$59,439	\$71,550
Principal Park Supervisor ##, *			
hiring rate	\$63,257	\$72,745	
after 1 year	\$64,184	\$73,812	
after 2 years		\$74,880	
after 3 years		\$75,957	
Regional Director (Bureau of Pest Control) ++	\$57,126	\$65,695	\$75,474
Senior Crew Chief (Pest Control)	\$35,146	\$40,418	\$49,072
Senior Custodial Supervisor	\$33,028	\$37,982	\$50,241
Senior Supervisor(Exterminators)++	\$36,399	\$41,859	\$45,139
Supervising Parking Meter Service Worker ++	\$32,683	\$37,585	\$48,814
Supervisor ##, ###, +			
hiring rate	\$55,085	\$63,348	
after 1 year	\$55,836	\$64,211	
after 2 years		\$65,074	
after 3 years		\$65,938	
Guaranteed rate for special supervision		\$69,079	
Supervisor(Exterminators)			
Level I	\$34,698	\$39,903	\$44,914
Level II	\$36,399	\$41,859	\$45,139
Supervisor (Watershed Maint.) Level I ##,###, +			
hiring rate	\$55,682	\$64,034	
after 1 year	\$56,434	\$64,899	
after 2 years		\$65,761	
after 3 years		\$66,626	
Guaranteed rate for special supervision		\$69,758	
Supervisor (Watershed Maint.) Level II ##,###, +			
hiring rate	\$60,677	\$69,779	
after 1 year	\$61,610	\$70,852	
after 2 years		\$71,917	
after 3 years		\$72,989	
Guaranteed rate for special supervision		\$76,125	
Supervisor (Watershed Maint.) Level III ##,###, +			
hiring rate	\$66,703	\$76,709	
after 1 year	\$67,859	\$78,038	
after 2 years		\$79,371	
after 3 years		\$80,702	
Guaranteed rate for special supervision		\$83,843	
Supervisor(Wat. & Sew. Syst.)##,###, +			

hiring rate	\$55,682	\$64,034	
after 1 year	\$56,434	\$64,899	
after 2 years		\$65,761	
after 3 years		\$66,626	
Guaranteed rate for special supervision		\$84,991	
Supervisor of Gardeners ##			
hiring rate	\$55,085	\$63,348	
after 1 year	\$55,836	\$64,211	
after 2 years		\$65,074	
after 3 years		\$65,938	
Supervisor of Parks Maintenance & Operations ++	\$55,731	\$64,091	
Supervisor of Radio Repair Operations ####	\$68,042	\$78,248	\$78,248
Supervisor of Radio Repair Operations	\$68,042	\$78,248	\$78,248
Supervisor Pest Control			
Level I	\$29,905	\$34,391	\$40,155
Level II	\$35,146	\$40,418	\$49,072
Level III	\$57,126	\$65,695	\$75,474

**f. Effective September 3, 2015**

**UNIT A - SUPERVISORY BLUE COLLAR**

Increment	i. Minimum		ii. Maximum
	(1) Hiring Rate***	(2) Incumbent Rate	
Area Supervisor (Highway Maint.) Level I			
hiring rate	\$61,581	\$70,818	Flat Rate
after 1 year	\$62,536	\$71,916	Flat Rate
after 2 years		\$73,011	Flat Rate
after 3 years		\$74,109	Flat Rate
Guaranteed rate for special supervision		\$98,035	Flat Rate
Area Supervisor (Highway Maint.) Level II			
hiring rate	\$68,371	\$78,627	Flat Rate
after 1 year	\$69,500	\$79,925	Flat Rate
after 2 years		\$81,355	Flat Rate
after 3 years		\$82,720	Flat Rate
Guaranteed rate for special supervision		\$103,690	Flat Rate
Assistant Maintenance Supervisor	\$40,113	\$46,130	\$62,626
Assistant Park Director *, ##			
hiring rate	\$70,201	\$80,731	
after 1 year	\$71,385	\$82,093	

after 2 years		\$83,458	
after 3 years		\$84,827	
Assistant Principal Custodial Supervisor	\$38,030	\$43,734	\$60,055
Borough Supervisor ##,###, +			
hiring rate	\$68,371	\$78,627	
after 1 year	\$69,556	\$79,989	
after 2 years		\$81,355	
after 3 years		\$82,720	
Guaranteed rate for special supervision		\$85,939	
Borough Sprvsr (Highway Maint.)##,###, +, ++			
hiring rate	\$68,371	\$78,627	
after 1 year	\$69,556	\$79,989	
after 2 years		\$81,355	
after 3 years		\$82,720	
Guaranteed rate for special supervision		\$85,939	
City Parking Equipment Service Worker Level II	\$33,500	\$38,525	\$50,034
Crew Chief(Pest Control)	\$30,653	\$35,251	\$41,159
Custodial Supervisor(incl. specs)	\$31,396	\$36,105	\$46,984
Dist. Sup.(Wat.& Sew. Syst.)##,###, +			
hiring rate	\$62,194	\$71,523	
after 1 year	\$63,150	\$72,623	
after 2 years		\$73,715	
after 3 years		\$74,814	
Guaranteed rate for special supervision		\$91,472	
Dist. Supervisor(Watershed Maint.)##,###, +			
hiring rate	\$62,194	\$71,523	
after 1 year	\$63,150	\$72,623	
after 2 years		\$73,715	
after 3 years		\$74,814	
Guaranteed rate for special supervision		\$78,028	
Dist. Supervisor ##,###, +			
hiring rate	\$61,581	\$70,818	
after 1 year	\$62,536	\$71,916	
after 2 years		\$73,011	
after 3 years		\$74,109	
Guaranteed rate for special supervision		\$77,330	
Dist. Supervisor(Highway Maint.)##,###, +, ++			
hiring rate	\$61,581	\$70,818	
after 1 year	\$62,536	\$71,916	
after 2 years		\$73,011	
after 3 years		\$74,109	

Guaranteed rate for special supervision		\$77,330	
Foreman of Gardeners ##			
hiring rate	\$56,463	\$64,932	
after 1 year	\$57,231	\$65,816	
after 2 years		\$66,701	
after 3 years		\$67,586	
General Park Foreman *, ##			
hiring rate	\$61,581	\$70,818	
after 1 year	\$62,536	\$71,916	
after 2 years		\$73,011	
after 3 years		\$74,109	
Horticulturist *, ##			
hiring rate	\$70,201	\$80,731	
after 1 year	\$71,385	\$82,093	
after 2 years		\$83,458	
after 3 years		\$84,827	
Maintenance Supervisor	\$42,963	\$49,408	\$68,034
Park Supervisor ##, @ Level I			
hiring rate	\$57,124	\$65,693	
after 1 year	\$57,897	\$66,582	
after 2 years		\$67,466	
after 3 years		\$68,354	
Park Supervisor ##, @ Level II			
hiring rate	\$64,838	\$74,564	
after 1 year	\$65,789	\$75,657	
after 2 years		\$76,752	
after 3 years		\$77,856	
Principal Custodial Supervisor	\$52,978	\$60,925	\$73,339
Principal Park Supervisor ##, *			
hiring rate	\$64,838	\$74,564	
after 1 year	\$65,789	\$75,657	
after 2 years		\$76,752	
after 3 years		\$77,856	
Regional Director (Bureau of Pest Control) ++	\$58,554	\$67,337	\$77,361
Senior Crew Chief (Pest Control)	\$36,024	\$41,428	\$50,299
Senior Custodial Supervisor	\$33,854	\$38,932	\$51,497
Senior Supervisor(Exterminators)++	\$37,309	\$42,905	\$46,267
Supervising Parking Meter Service Worker ++	\$33,500	\$38,525	\$50,034
Supervisor ##, ###, +			
hiring rate	\$56,463	\$64,932	
after 1 year	\$57,231	\$65,816	

after 2 years		\$66,701	
after 3 years		\$67,586	
Guaranteed rate for special supervision		\$70,806	
Supervisor(Exterminators)			
Level I	\$35,566	\$40,901	\$46,037
Level II	\$37,309	\$42,905	\$46,267
Supervisor (Watershed Maint.) Level I ##,###, +			
hiring rate	\$57,074	\$65,635	
after 1 year	\$57,844	\$66,521	
after 2 years		\$67,405	
after 3 years		\$68,292	
Guaranteed rate for special supervision		\$71,502	
Supervisor (Watershed Maint.) Level II ##,###, +			
hiring rate	\$62,194	\$71,523	
after 1 year	\$63,150	\$72,623	
after 2 years		\$73,715	
after 3 years		\$74,814	
Guaranteed rate for special supervision		\$78,028	
Supervisor (Watershed Maint.) Level III ##,###, +			
hiring rate	\$68,371	\$78,627	
after 1 year	\$69,556	\$79,989	
after 2 years		\$81,355	
after 3 years		\$82,720	
Guaranteed rate for special supervision		\$85,939	
Supervisor(Wat. & Sew. Syst.)##,###, +			
hiring rate	\$57,074	\$65,635	
after 1 year	\$57,844	\$66,521	
after 2 years		\$67,405	
after 3 years		\$68,292	
Guaranteed rate for special supervision		\$87,116	
Supervisor of Gardeners ##			
hiring rate	\$56,463	\$64,932	
after 1 year	\$57,231	\$65,816	
after 2 years		\$66,701	
after 3 years		\$67,586	
Supervisor of Parks Maintenance & Operations ++	\$57,124	\$65,693	
Supervisor of Radio Repair Operations ####	\$69,743	\$80,204	\$80,204
Supervisor of Radio Repair Operations	\$69,743	\$80,204	\$80,204
Supervisor Pest Control			
Level I	\$30,653	\$35,251	\$41,159
Level II	\$36,024	\$41,428	\$50,299



Level III	\$58,554	\$67,337	\$77,361
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**g. Effective September 3, 2016**

**UNIT A – SUPERVISORY BLUE COLLAR**

	Increment		i. Minimum	ii. Maximum
	(1) Hiring Rate***	(2) Incumbent Rate		
Area Supervisor (Highway Maint.) Level I				
hiring rate	\$63,429	\$72,943		Flat Rate
after 1 year	\$64,411	\$74,073		Flat Rate
after 2 years		\$75,201		Flat Rate
after 3 years		\$76,332		Flat Rate
Guaranteed rate for special supervision		\$100,976		Flat Rate
Area Supervisor (Highway Maint.) Level II				
hiring rate	\$70,423	\$80,986		Flat Rate
after 1 year	\$71,585	\$82,323		Flat Rate
after 2 years		\$83,796		Flat Rate
after 3 years		\$85,202		Flat Rate
Guaranteed rate for special supervision		\$106,801		Flat Rate
Assistant Maintenance Supervisor	\$41,317	\$47,514		\$64,505
Assistant Park Director *, ##				
hiring rate	\$72,307	\$83,153		
after 1 year	\$73,527	\$84,556		
after 2 years		\$85,962		
after 3 years		\$87,372		
Assistant Principal Custodial Supervisor	\$39,170	\$45,046		\$61,857
Borough Supervisor ##,###, +				
hiring rate	\$70,423	\$80,986		
after 1 year	\$71,643	\$82,389		
after 2 years		\$83,796		
after 3 years		\$85,202		
Guaranteed rate for special supervision		\$88,517		
Borough Sprvrsr (Highway Maint.)##,###, +, ++				
hiring rate	\$70,423	\$80,986		
after 1 year	\$71,643	\$82,389		
after 2 years		\$83,796		
after 3 years		\$85,202		
Guaranteed rate for special supervision		\$88,517		
City Parking Equipment Service Worker Level II	\$34,505	\$39,681		\$51,535

Crew Chief(Pest Control)	\$31,573	\$36,309	\$42,394
Custodial Supervisor(incl. specs)	\$32,337	\$37,188	\$48,394
Dist. Sup.(Wat.& Sew. Syst.)###,###, +			
hiring rate	\$64,060	\$73,669	
after 1 year	\$65,045	\$74,802	
after 2 years		\$75,926	
after 3 years		\$77,058	
Guaranteed rate for special supervision		\$94,216	
Dist. Supervisor(Watershed Maint.)###,###, +			
hiring rate	\$64,060	\$73,669	
after 1 year	\$65,045	\$74,802	
after 2 years		\$75,926	
after 3 years		\$77,058	
Guaranteed rate for special supervision		\$80,369	
Dist. Supervisor ###,###, +			
hiring rate	\$63,429	\$72,943	
after 1 year	\$64,411	\$74,073	
after 2 years		\$75,201	
after 3 years		\$76,332	
Guaranteed rate for special supervision		\$79,650	
Dist. Supervisor(Highway Maint.)###,###, +, ++			
hiring rate	\$63,429	\$72,943	
after 1 year	\$64,411	\$74,073	
after 2 years		\$75,201	
after 3 years		\$76,332	
Guaranteed rate for special supervision		\$79,650	
Foreman of Gardeners ##			
hiring rate	\$58,157	\$66,880	
after 1 year	\$58,948	\$67,790	
after 2 years		\$68,702	
after 3 years		\$69,614	
General Park Foreman *, ##			
hiring rate	\$63,429	\$72,943	
after 1 year	\$64,411	\$74,073	
after 2 years		\$75,201	
after 3 years		\$76,332	
Horticulturist *, ##			
hiring rate	\$72,307	\$83,153	
after 1 year	\$73,527	\$84,556	
after 2 years		\$85,962	
after 3 years		\$87,372	

Maintenance Supervisor	\$44,252	\$50,890	\$70,075
Park Supervisor ##, @ Level I			
hiring rate	\$58,838	\$67,664	
after 1 year	\$59,634	\$68,579	
after 2 years		\$69,490	
after 3 years		\$70,405	
Park Supervisor ##, @ Level II			
hiring rate	\$66,783	\$76,801	
after 1 year	\$67,763	\$77,927	
after 2 years		\$79,055	
after 3 years		\$80,192	
Principal Custodial Supervisor	\$54,568	\$62,753	\$75,539
Principal Park Supervisor ##, *			
hiring rate	\$66,783	\$76,801	
after 1 year	\$67,763	\$77,927	
after 2 years		\$79,055	
after 3 years		\$80,192	
Regional Director (Bureau of Pest Control) ++	\$60,310	\$69,357	\$79,682
Senior Crew Chief (Pest Control)	\$37,105	\$42,671	\$51,808
Senior Custodial Supervisor	\$34,870	\$40,100	\$53,042
Senior Supervisor(Exterminators)++	\$38,428	\$44,192	\$47,655
Supervising Parking Meter Service Worker ++	\$34,505	\$39,681	\$51,535
Supervisor ##, ###, +			
hiring rate	\$58,157	\$66,880	
after 1 year	\$58,948	\$67,790	
after 2 years		\$68,702	
after 3 years		\$69,614	
Guaranteed rate for special supervision		\$72,930	
Supervisor(Exterminators)			
Level I	\$36,633	\$42,128	\$47,418
Level II	\$38,428	\$44,192	\$47,655
Supervisor (Watershed Maint.) Level I ##,###, +			
hiring rate	\$58,786	\$67,604	
after 1 year	\$59,580	\$68,517	
after 2 years		\$69,427	
after 3 years		\$70,341	
Guaranteed rate for special supervision		\$73,647	
Supervisor (Watershed Maint.) Level II ##,###, +			
hiring rate	\$64,060	\$73,669	
after 1 year	\$65,045	\$74,802	
after 2 years		\$75,926	

after 3 years		\$77,058	
Guaranteed rate for special supervision		\$80,369	
Supervisor (Watershed Maint.) Level III ##,###, +			
hiring rate	\$70,423	\$80,986	
after 1 year	\$71,643	\$82,389	
after 2 years		\$83,796	
after 3 years		\$85,202	
Guaranteed rate for special supervision		\$88,517	
Supervisor(Wat. & Sew. Syst.)##,###, +			
hiring rate	\$58,786	\$67,604	
after 1 year	\$59,580	\$68,517	
after 2 years		\$69,427	
after 3 years		\$70,341	
Guaranteed rate for special supervision		\$89,729	
Supervisor of Gardeners ##			
hiring rate	\$58,157	\$66,880	
after 1 year	\$58,948	\$67,790	
after 2 years		\$68,702	
after 3 years		\$69,614	
Supervisor of Parks Maintenance & Operations ++	\$58,838	\$67,664	
Supervisor of Radio Repair Operations ####	\$71,835	\$82,610	\$82,610
Supervisor of Radio Repair Operations	\$71,835	\$82,610	\$82,610
Supervisor Pest Control			
Level I	\$31,573	\$36,309	\$42,394
Level II	\$37,105	\$42,671	\$51,808
Level III	\$60,310	\$69,357	\$79,682

NOTE:

\* For present incumbents only

\*\* Employees hired on or after 3/3/10 shall be paid the hiring rate effective on the date of hire. Upon completion of two (2) years of active or qualified inactive service, such employee shall be paid the indicated "minimum" for the applicable title that is in effect on the two year anniversary of their original appointment as set forth in applicable Successor Separate Unit Agreement. In no case shall an employee receive less than the stated hiring rate

# footnote(\*\*) is not applicable

## Increments are payable on an annual basis on the January 1 or July 1 next succeeding completion of the requisite year of service.

### Employees who exercise supervision over subordinates, the majority of whom(excluding "A" and "B" Laborers) are subject to Section 220 of the Labor Law will receive the indicated "Guaranteed Rate for Specified Supervision" while exercising such supervision on a regular assignment basis. In the event the nature of the supervision exercised on a regular assignment basis by such employees should change whereby the majority of subordinate personnel (excluding "A and B" Laborers) do not consist of employees subject to Section 220 of the Labor Law, the annual rates for such employees shall revert to the regular increment stated.

#### Each appointment to this position above the 9/3/16 hiring rate will be handled on a case by case basis.

- @ Employees in the title of Park Supervisor who exercise supervision over subordinates in the asphalt gang (one in each borough) or the sewer gang (one citywide), the majority of whom are "C" Laborers, will receive the maximum annual rate while exercising such supervision on a regular assignment basis.
- + Regular assignment basis" shall be deemed to include assignment while the regular incumbent is on sick leave or other leave of absence, with or without pay, for periods of more than thirty consecutive calendar days, but shall not be deemed to include assignment while the regular incumbent is on annual leave.
- ++ To be deleted



a. Effective March 3, 2010

**UNIT B – NON-SUPERVISORY BLUE COLLAR**

Increment	i. Minimum		ii. Maximum
	(1) Hiring Rate***	(2) Incumbent Rate	
Apprentice (Construction Laborer)			
hiring rate	\$12.74	\$14.65	per hour
after 6 months	\$15.32	\$17.62	per hour
after 12 months	\$17.89	\$20.57	per hour
after 18 months	\$20.42	\$23.48	per hour
Assistant City Highway Repairer	\$40,024	\$46,028	\$51,717
Assistant Gardener #	\$36,602	\$42,092	\$52,680
Assistant Printing Press Operator	\$43,736	\$50,296	\$56,541
Associate Park Service Worker	\$38,305	\$44,051	\$54,644
Attendant *	\$27,395	\$31,504	\$36,328
Attendant Guard	\$25,331	\$29,131	\$35,097
City Attendant	\$27,395	\$31,504	\$36,328
City Custodial Assistant	\$27,065	\$31,125	\$37,671
City Debris Remover	\$31,523	\$36,252	Flat Rate
City Elevator Operator	\$27,703	\$31,858	\$39,374
City Parking Equip. Service Worker L. I	\$30,510	\$35,086	\$43,735
City Park Worker	\$29,271	\$33,662	\$45,465
City Pest Control Aide	\$24,058	\$27,667	\$29,703
City Security Aide	\$27,395	\$31,504	\$36,328
Climber & Pruner **, ****			
hiring rate	\$47,053	\$54,111	
after 1 year	\$47,777	\$54,943	
after 2 years		\$55,767	
after 3 years		\$56,597	
after 4 years		\$57,423	
after 5 years		\$58,258	
Curator of Jumel Mansion	\$27,065	\$31,125	\$37,671
Custodial Assistant	\$27,065	\$31,125	\$37,671
Elevator Operator *	\$28,381	\$32,638	\$40,153
Exterminator	\$28,689	\$32,992	\$41,844
Gardener			

Level I	\$36,602	\$42,092	\$52,680
Level II **	starting rate	\$47,053	\$54,111
	after 1 year	\$47,777	\$54,943
	after 2 years		\$55,767
	after 3 years		\$56,597
	after 4 years		\$57,423
	after 5 years		\$58,258
Laborer (City Rent)	\$27,065	\$31,125	\$37,671
Lead Abatement Worker	\$39,501	\$45,426	Flat Rate
Park Service Worker	\$29,271	\$33,662	\$45,465
Pest Control Aide	\$26,457	\$30,425	\$32,665
Police Attendant	\$31,349	\$36,051	Flat Rate
Telephone Service Technician			
Level I	\$44,260	\$50,899	\$60,436
Level II	\$53,922	\$62,010	\$71,715
Traffic Device Maintainer **			
	hiring rate	\$41,003	\$47,153
	after 1 year	\$43,056	\$49,514
	after 3 years		\$51,718
	after 5 years		\$53,923
Watch Person *	\$28,074	\$32,285	\$37,106
Water Plant Operator	\$34,597	\$39,787	\$47,422
Watershed Maintainer **			
	hiring rate	\$34,597	\$39,787
	after 1 year	\$35,929	\$41,318
	after 2 years		\$43,636
	after 3 years		\$45,960
	after 4 years		\$48,282
	after 5 years		\$50,605

**b. Effective September 3, 2011**

**UNIT B – NON-SUPERVISORY BLUE COLLAR**

Increment	i. Minimum		ii. Maximum
	(1) Hiring Rate***	(2) Incumbent Rate	
Apprentice (Construction Laborer)			
hiring rate	\$12.87	\$14.80	per hour
after 6 months	\$15.48	\$17.80	per hour
after 12 months	\$18.07	\$20.78	per hour
after 18 months	\$20.62	\$23.71	per hour
Assistant City Highway Repairer	\$40,424	\$46,488	\$52,234
Assistant Gardener #	\$36,968	\$42,513	\$53,207
Assistant Printing Press Operator	\$44,173	\$50,799	\$57,106
Associate Park Service Worker	\$38,689	\$44,492	\$55,190
Attendant *	\$27,669	\$31,819	\$36,691
Attendant Guard	\$25,584	\$29,422	\$35,448
City Attendant	\$27,669	\$31,819	\$36,691
City Custodial Assistant	\$27,336	\$31,436	\$38,048
City Debris Remover	\$31,839	\$36,615	Flat Rate
City Elevator Operator	\$27,980	\$32,177	\$39,768
City Parking Equip. Service Worker L. I	\$30,815	\$35,437	\$44,172
City Park Worker	\$29,564	\$33,999	\$45,920
City Pest Control Aide	\$24,299	\$27,944	\$30,000
City Security Aide	\$27,669	\$31,819	\$36,691
Climber & Pruner **, ****			
hiring rate	\$47,523	\$54,652	
after 1 year	\$48,254	\$55,492	
after 2 years		\$56,325	
after 3 years		\$57,163	
after 4 years		\$57,997	
after 5 years		\$58,841	
Curator of Jumel Mansion	\$27,336	\$31,436	\$38,048
Custodial Assistant	\$27,336	\$31,436	\$38,048
Elevator Operator *	\$28,664	\$32,964	\$40,555

Exterminator	\$28,976	\$33,322	\$42,262
Gardener			
Level I	\$36,968	\$42,513	\$53,207
Level II **	starting		
	rate	\$47,523	\$54,652
	after 1 year	\$48,254	\$55,492
	after 2 years		\$56,325
	after 3 years		\$57,163
	after 4 years		\$57,997
	after 5 years		\$58,841
Laborer (City Rent)	\$27,336	\$31,436	\$38,048
Lead Abatement Worker	\$39,896	\$45,880	Flat Rate
Park Service Worker	\$29,564	\$33,999	\$45,920
Pest Control Aide	\$26,721	\$30,729	\$32,992
Police Attendant	\$31,663	\$36,412	Flat Rate
Telephone Service Technician			
Level I	\$44,703	\$51,408	\$61,040
Level II	\$54,461	\$62,630	\$72,432
Traffic Device Maintainer **			
	hiring rate	\$41,413	\$47,625
	after 1 year	\$43,486	\$50,009
	after 3 years		\$52,235
	after 5 years		\$54,462
Watch Person *	\$28,355	\$32,608	\$37,477
Water Plant Operator	\$34,943	\$40,185	\$47,896
Watershed Maintainer **			
	hiring rate	\$34,943	\$40,185
	after 1 year	\$36,288	\$41,731
	after 2 years		\$44,072
	after 3 years		\$46,420
	after 4 years		\$48,765
	after 5 years		\$51,111

c. Effective September 3, 2012

**UNIT B – NON-SUPERVISORY BLUE COLLAR**

Increment	i. Minimum		ii. Maximum
	(1) Hiring Rate***	(2) Incumbent Rate	
Apprentice (Construction Laborer)			
hiring rate	\$13.00	\$14.95	per hour
after 6 months	\$15.63	\$17.98	per hour
after 12 months	\$18.25	\$20.99	per hour
after 18 months	\$20.83	\$23.95	per hour
Assistant City Highway Repairer	\$40,829	\$46,953	\$52,756
Assistant Gardener #	\$37,337	\$42,938	\$53,739
Assistant Printing Press Operator	\$44,615	\$51,307	\$57,677
Associate Park Service Worker	\$39,076	\$44,937	\$55,742
Attendant *	\$27,945	\$32,137	\$37,058
Attendant Guard	\$25,840	\$29,716	\$35,802
City Attendant	\$27,945	\$32,137	\$37,058
City Custodial Assistant	\$27,609	\$31,750	\$38,428
City Debris Remover	\$32,157	\$36,981	Flat Rate
City Elevator Operator	\$28,260	\$32,499	\$40,166
City Parking Equip. Service Worker L. I	\$31,123	\$35,791	\$44,614
City Park Worker	\$29,860	\$34,339	\$46,379
City Pest Control Aide	\$24,542	\$28,223	\$30,300
City Security Aide	\$27,945	\$32,137	\$37,058
Climber & Pruner **, ****			
hiring rate	\$47,999	\$55,199	
after 1 year	\$48,737	\$56,047	
after 2 years		\$56,888	
after 3 years		\$57,735	
after 4 years		\$58,577	
after 5 years		\$59,429	
Curator of Jumel Mansion	\$27,609	\$31,750	\$38,428
Custodial Assistant	\$27,609	\$31,750	\$38,428



Elevator Operator *	\$28,951	\$33,294	\$40,961
Exterminator	\$29,265	\$33,655	\$42,685
Gardener			
Level I	\$37,337	\$42,938	\$53,739
Level II **	starting		
	rate	\$47,999	\$55,199
	after 1 year	\$48,737	\$56,047
	after 2 years		\$56,888
	after 3 years		\$57,735
	after 4 years		\$58,577
	after 5 years		\$59,429
Laborer (City Rent)	\$27,609	\$31,750	\$38,428
Lead Abatement Worker	\$40,295	\$46,339	Flat Rate
Park Service Worker	\$29,860	\$34,339	\$46,379
Pest Control Aide	\$26,988	\$31,036	\$33,322
Police Attendant	\$31,979	\$36,776	Flat Rate
Telephone Service Technician			
Level I	\$45,150	\$51,922	\$61,650
Level II	\$55,005	\$63,256	\$73,156
Traffic Device Maintainer **			
	hiring rate	\$41,827	\$48,101
	after 1 year	\$43,921	\$50,509
	after 3 years		\$52,757
	after 5 years		\$55,007
Watch Person *	\$28,638	\$32,934	\$37,852
Water Plant Operator	\$35,293	\$40,587	\$48,375
Watershed Maintainer **			
	hiring rate	\$35,293	\$40,587
	after 1 year	\$36,650	\$42,148
	after 2 years		\$44,513
	after 3 years		\$46,884
	after 4 years		\$49,253
	after 5 years		\$51,622

**d. Effective September 3, 2013**

**UNIT B – NON-SUPERVISORY BLUE COLLAR**

<b>Increment</b>	<b>i. Minimum</b>	<b>ii. Maximum</b>
	<b>(1) Hiring Rate***</b>	<b>(2) Incumbent Rate</b>

Apprentice (Construction Laborer)

hiring rate	\$13.13	\$15.10	per hour
after 6 months	\$15.79	\$18.16	per hour
after 12 months	\$18.43	\$21.20	per hour
after 18 months	\$21.03	\$24.19	per hour
Assistant City Highway Repairer	\$41,237	\$47,423	\$53,284
Assistant Gardener #	\$37,710	\$43,367	\$54,276
Assistant Printing Press Operator	\$45,061	\$51,820	\$58,254
Associate Park Service Worker	\$39,466	\$45,386	\$56,299
Attendant *	\$28,224	\$32,458	\$37,429
Attendant Guard	\$26,098	\$30,013	\$36,160
City Attendant	\$28,224	\$32,458	\$37,429
City Custodial Assistant	\$27,885	\$32,068	\$38,812
City Debris Remover	\$32,479	\$37,351	Flat Rate
City Elevator Operator	\$28,543	\$32,824	\$40,568
City Parking Equip. Service Worker L. I	\$31,434	\$36,149	\$45,060
City Park Worker	\$30,158	\$34,682	\$46,843
City Pest Control Aide	\$24,787	\$28,505	\$30,603
City Security Aide	\$28,224	\$32,458	\$37,429
Climber & Pruner **, ****			
hiring rate	\$48,479	\$55,751	
after 1 year	\$49,223	\$56,607	
after 2 years		\$57,457	
after 3 years		\$58,312	
after 4 years		\$59,163	
after 5 years		\$60,023	
Curator of Jumel Mansion	\$27,885	\$32,068	\$38,812
Custodial Assistant	\$27,885	\$32,068	\$38,812
Elevator Operator *	\$29,241	\$33,627	\$41,371
Exterminator	\$29,558	\$33,992	\$43,112
Gardener			
Level I	\$37,710	\$43,367	\$54,276
Level II ** starting rate	\$48,479	\$55,751	
after 1 year	\$49,223	\$56,607	
after 2 years		\$57,457	
after 3 years		\$58,312	
after 4 years		\$59,163	

	after 5 years	\$60,023	
Laborer (City Rent)	\$27,885	\$32,068	\$38,812
Lead Abatement Worker	\$40,697	\$46,802	Flat Rate
Park Service Worker	\$30,158	\$34,682	\$46,843
Pest Control Aide	\$27,257	\$31,346	\$33,655
Police Attendant	\$32,299	\$37,144	Flat Rate
Telephone Service Technician			
Level I	\$45,601	\$52,441	\$62,267
Level II	\$55,556	\$63,889	\$73,888
Traffic Device Maintainer **			
hiring rate	\$42,245	\$48,582	
after 1 year	\$44,360	\$51,014	
after 3 years		\$53,285	
after 5 years		\$55,557	
Watch Person *	\$28,924	\$33,263	\$38,231
Water Plant Operator	\$35,646	\$40,993	\$48,859
Watershed Maintainer **			
hiring rate	\$35,646	\$40,993	
after 1 year	\$37,017	\$42,569	
after 2 years		\$44,958	
after 3 years		\$47,353	
after 4 years		\$49,746	
after 5 years		\$52,138	

**e. Effective September 3, 2014**

**UNIT B – NON-SUPERVISORY BLUE COLLAR**

Increment	i. Minimum		ii. Maximum
	(1) Hiring Rate***	(2) Incumbent Rate	
Apprentice (Construction Laborer)			
hiring rate	\$13.33	\$15.33	per hour
after 6 months	\$16.03	\$18.43	per hour
after 12 months	\$18.71	\$21.52	per hour
after 18 months	\$21.35	\$24.55	per hour
Assistant City Highway Repairer	\$41,856	\$48,134	\$54,083
Assistant Gardener #	\$38,277	\$44,018	\$55,090
Assistant Printing Press Operator	\$45,737	\$52,597	\$59,128

Associate Park Service Worker	\$40,058	\$46,067	\$57,143
Attendant *	\$28,648	\$32,945	\$37,990
Attendant Guard	\$26,490	\$30,463	\$36,702
City Attendant	\$28,648	\$32,945	\$37,990
City Custodial Assistant	\$28,303	\$32,549	\$39,394
City Debris Remover	\$32,966	\$37,911	Flat Rate
City Elevator Operator	\$28,970	\$33,316	\$41,177
City Parking Equip. Service Worker L. I	\$31,905	\$36,691	\$45,736
City Park Worker	\$30,610	\$35,202	\$47,546
City Pest Control Aide	\$25,159	\$28,933	\$31,062
City Security Aide	\$28,648	\$32,945	\$37,990
Climber & Pruner **, ****			
hiring rate	\$49,206	\$56,587	
after 1 year	\$49,962	\$57,456	
after 2 years		\$58,319	
after 3 years		\$59,187	
after 4 years		\$60,050	
after 5 years		\$60,923	
Curator of Jumel Mansion	\$28,303	\$32,549	\$39,394
Custodial Assistant	\$28,303	\$32,549	\$39,394
Elevator Operator *	\$29,679	\$34,131	\$41,992
Exterminator	\$30,002	\$34,502	\$43,759
Gardener			
Level I	\$38,277	\$44,018	\$55,090
Level II ** starting rate	\$49,206	\$56,587	
after 1 year	\$49,962	\$57,456	
after 2 years		\$58,319	
after 3 years		\$59,187	
after 4 years		\$60,050	
after 5 years		\$60,923	
Laborer (City Rent)	\$28,303	\$32,549	\$39,394
Lead Abatement Worker	\$41,308	\$47,504	Flat Rate
Park Service Worker	\$30,610	\$35,202	\$47,546
Pest Control Aide	\$27,666	\$31,816	\$34,160
Police Attendant	\$32,783	\$37,701	Flat Rate
Telephone Service Technician			
Level I	\$46,285	\$53,228	\$63,201
Level II	\$56,389	\$64,847	\$74,996

Traffic Device Maintainer **			
hiring rate	\$42,879	\$49,311	
after 1 year	\$45,025	\$51,779	
after 3 years		\$54,084	
after 5 years		\$56,390	
Watch Person *	\$29,358	\$33,762	\$38,804
Water Plant Operator	\$36,181	\$41,608	\$49,592
Watershed Maintainer **			
hiring rate	\$36,181	\$41,608	
after 1 year	\$37,572	\$43,208	
after 2 years		\$45,632	
after 3 years		\$48,063	
after 4 years		\$50,492	
after 5 years		\$52,920	

**f. Effective September 3, 2015**

**UNIT B – NON-SUPERVISORY BLUE COLLAR**

Increment	i. Minimum		ii. Maximum
	(1) Hiring Rate***	(2) Incumbent Rate	
Apprentice (Construction Laborer)			
hiring rate	\$13.66	\$15.71	per hour
after 6 months	\$16.43	\$18.89	per hour
after 12 months	\$19.18	\$22.06	per hour
after 18 months	\$21.88	\$25.16	per hour
Assistant City Highway Repairer	\$42,902	\$49,337	\$55,435
Assistant Gardener #	\$39,233	\$45,118	\$56,467
Assistant Printing Press Operator	\$46,880	\$53,912	\$60,606
Associate Park Service Worker	\$41,060	\$47,219	\$58,572
Attendant *	\$29,364	\$33,769	\$38,940
Attendant Guard	\$27,152	\$31,225	\$37,620
City Attendant	\$29,364	\$33,769	\$38,940
City Custodial Assistant	\$29,011	\$33,363	\$40,379
City Debris Remover	\$33,790	\$38,859	Flat Rate
City Elevator Operator	\$29,695	\$34,149	\$42,206
City Parking Equip. Service Worker L. I	\$32,703	\$37,608	\$46,879



City Park Worker	\$31,376	\$36,082	\$48,735
City Pest Control Aide	\$25,788	\$29,656	\$31,839
City Security Aide	\$29,364	\$33,769	\$38,940
Climber & Pruner **, ****			
hiring rate	\$50,437	\$58,002	
after 1 year	\$51,210	\$58,892	
after 2 years		\$59,777	
after 3 years		\$60,667	
after 4 years		\$61,551	
after 5 years		\$62,446	
Curator of Jumel Mansion	\$29,011	\$33,363	\$40,379
Custodial Assistant	\$29,011	\$33,363	\$40,379
Elevator Operator *	\$30,421	\$34,984	\$43,042
Exterminator	\$30,752	\$35,365	\$44,853
Gardener			
Level I	\$39,233	\$45,118	\$56,467
Level II ** starting rate	\$50,437	\$58,002	
after 1 year	\$51,210	\$58,892	
after 2 years		\$59,777	
after 3 years		\$60,667	
after 4 years		\$61,551	
after 5 years		\$62,446	
Laborer (City Rent)	\$29,011	\$33,363	\$40,379
Lead Abatement Worker	\$42,341	\$48,692	Flat Rate
Park Service Worker	\$31,376	\$36,082	\$48,735
Pest Control Aide	\$28,357	\$32,611	\$35,014
Police Attendant	\$33,603	\$38,644	Flat Rate
Telephone Service Technician			
Level I	\$47,443	\$54,559	\$64,781
Level II	\$57,798	\$66,468	\$76,871
Traffic Device Maintainer **			
hiring rate	\$43,951	\$50,544	
after 1 year	\$46,150	\$53,073	
after 3 years		\$55,436	
after 5 years		\$57,800	
Watch Person *	\$30,092	\$34,606	\$39,774
Water Plant Operator	\$37,085	\$42,648	\$50,832
Watershed Maintainer **			
hiring rate	\$37,085	\$42,648	

after 1 year	\$38,511	\$44,288
after 2 years		\$46,773
after 3 years		\$49,265
after 4 years		\$51,754
after 5 years		\$54,243

**g. Effective September 3, 2016**

**UNIT B – NON-SUPERVISORY BLUE COLLAR**

Increment	i. Minimum		ii. Maximum
	(1) Hiring Rate***	(2) Incumbent Rate	
Apprentice (Construction Laborer)			
hiring rate	\$14.07	\$16.18	per hour
after 6 months	\$16.92	\$19.46	per hour
after 12 months	\$19.76	\$22.72	per hour
after 18 months	\$22.53	\$25.91	per hour
Assistant City Highway Repairer	\$44,189	\$50,817	\$57,098
Assistant Gardener #	\$40,410	\$46,472	\$58,161
Assistant Printing Press Operator	\$48,286	\$55,529	\$62,424
Associate Park Service Worker	\$42,292	\$48,636	\$60,329
Attendant *	\$30,245	\$34,782	\$40,108
Attendant Guard	\$27,967	\$32,162	\$38,749
City Attendant	\$30,245	\$34,782	\$40,108
City Custodial Assistant	\$29,882	\$34,364	\$41,590
City Debris Remover	\$34,804	\$40,025	Flat Rate
City Elevator Operator	\$30,585	\$35,173	\$43,472
City Parking Equip. Service Worker L. I	\$33,683	\$38,736	\$48,285
City Park Worker	\$32,317	\$37,164	\$50,197
City Pest Control Aide	\$26,562	\$30,546	\$32,794
City Security Aide	\$30,245	\$34,782	\$40,108
Climber & Pruner **, ****			
hiring rate	\$51,950	\$59,742	
after 1 year	\$52,747	\$60,659	
after 2 years		\$61,570	

	after 3 years		\$62,487	
	after 4 years		\$63,398	
	after 5 years		\$64,319	
Curator of Jumel Mansion		\$29,882	\$34,364	\$41,590
Custodial Assistant		\$29,882	\$34,364	\$41,590
Elevator Operator *		\$31,334	\$36,034	\$44,333
Exterminator		\$31,675	\$36,426	\$46,199
Gardener				
	Level I	\$40,410	\$46,472	\$58,161
	Level II **	starting		
		rate	\$51,950	\$59,742
		after 1 year	\$52,747	\$60,659
		after 2 years		\$61,570
		after 3 years		\$62,487
		after 4 years		\$63,398
		after 5 years		\$64,319
Laborer (City Rent)		\$29,882	\$34,364	\$41,590
Lead Abatement Worker		\$43,611	\$50,153	Flat Rate
Park Service Worker		\$32,317	\$37,164	\$50,197
Pest Control Aide		\$29,208	\$33,589	\$36,064
Police Attendant		\$34,611	\$39,803	Flat Rate
Telephone Service Technician				
	Level I	\$48,866	\$56,196	\$66,724
	Level II	\$59,532	\$68,462	\$79,177
Traffic Device Maintainer **				
	hiring rate	\$45,270	\$52,060	
	after 1 year	\$47,535	\$54,665	
	after 3 years		\$57,099	
	after 5 years		\$59,534	
Watch Person *		\$30,995	\$35,644	\$40,967
Water Plant Operator		\$38,197	\$43,927	\$52,357
Watershed Maintainer **				
	hiring rate	\$38,197	\$43,927	
	after 1 year	\$39,667	\$45,617	
	after 2 years		\$48,176	
	after 3 years		\$50,743	
	after 4 years		\$53,307	
	after 5 years		\$55,870	

NOTE:

- \* For present incumbents only
- \*\* Increments are payable on an annual basis on the January 1st or July 1st next succeeding completion of the requisite year of service.
- \*\*\* Employees hired on or after 9/3/16 shall be paid the hiring rate effective 9/3/16. Upon completion of two (2) years of active or qualified inactive service, such employee shall be paid the indicated "minimum" for the applicable title that is in effect on the two year anniversary of their original appointment as set forth in the applicable Successor Separate Unit Agreement. In no case shall an employee receive less than the stated hiring rate.
- \*\*\*\* Each appointment to this position above the September 3rd, 2016 minimum will be handled on a case by case basis.
- # To be deleted

**Section 3. Wage Increases.**

**a. Ratification Bonus**

A lump sum cash payment in the amount of \$1,000, 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 on payroll as of the date of ratification. The lump sum cash payment shall be pensionable, consistent with applicable law.

- i. Full-time per annum and full-time per diem Employees shall receive a pro-rata lump sum cash payment the computation of which shall be based on service during the period from July 1, 2013 through June 30, 2014.
- ii. Where the regular and customary work year for a title is less than a twelve-month year, such as a school year, such computations shall be based on service during the period from September 5, 2013 through June 26, 2014 or other applicable dates for other school-based employees.
- iii. Part-time per annum, part-time per diem (including seasonal appointees), per session, hourly paid Employees and Employees whose normal work year is less than a full calendar year shall receive a pro-rata portion of the lump sum cash payment based on their regularly scheduled hours and the hours in a full calendar year.
- iv. The lump sum cash payments shall not become part of the Employee's basic salary rate nor be added to the Employee's basic salary for the calculation of any salary based benefits including the calculation of future collective bargaining increases.

For circumstances that were not anticipated by the parties, the First Deputy Commissioner of Labor Relations may elect to issue, on a case-by-case basis, interpretations concerning the application of Section 3(a) of this agreement. Such case-by-case interpretations shall not be subject to any dispute resolution procedures as per past practice of the parties.

**b. General Wage Increase**

**i.** The general wage increases, effective as indicated, shall be:

1. Effective September 3, 2011, Employees shall receive a general increase of 1.00%.
2. Effective September 3, 2012, Employees shall receive an additional general increase of 1.00%.
3. Effective September 3, 2013, Employees shall receive an additional general increase of 1.00%.
4. Effective September 3, 2014, Employees shall receive an additional general increase of 1.50%.
5. Effective September 3, 2015, Employees shall receive an additional general increase of 2.50%.
6. Effective September 3, 2016, Employees shall receive an additional general increase of 3.00%.
7. Part-time per annum, part-time per diem Employees (including seasonal appointees), per session and hourly paid Employees and Employees whose normal work year is less than a full calendar year shall receive the increases provided in Section 3, subsections b(i)(1)-(6) on the basis of computations heretofore utilized by the parties for all such Employees.

**ii.** The increases provided for in Section 3(b)(i) above shall be calculated as follows:

1. The general increase in Section 3(b)(i)(1) shall be based upon the base rates (including salary or incremental salary schedules) of the applicable titles in effect on September 2, 2011;
2. The general increase in Section 3(b)(i)(2) shall be based upon the base rates (including salary or incremental salary schedules) of the applicable titles in effect on September 2, 2012;
3. The general increase in Section 3(b)(i)(3) shall be based upon the base rates (including salary or incremental salary schedules) of the applicable titles in effect on September 2, 2013;
4. The general increase in Section 3(b)(i)(4) shall be based upon the base rates (including salary or incremental salary schedules) of the applicable titles in effect on September 2, 2014;
5. The general increase in Section 3(b)(i)(5) shall be based upon the base rates (including salary or incremental salary schedules) of the applicable titles in effect on September 2, 2015;



6. The general increase in Section 3(b)(i)(6) shall be based upon the base rates (including salary or incremental salary schedules) of the applicable titles in effect on September 2, 2016;

**iii.**

1. The general increases provided for in this Section 3(b)(i)(1)-(6) shall be applied to the base rates, incremental salary levels, and the minimum “hiring rate” and “incumbent rate” and maximum rates (including levels), for the applicable titles.
2. Effective September 3, 2016, the general increase provided for in this Section 3(b)(i)(6) shall be applied to “additions to gross.” “Additions to gross” shall be defined to include uniform allowances, equipment allowances, transportation allowances, uniform maintenance allowance, assignment differentials, service increments, longevity differentials, advancement increases, assignment (level) increases, and experience, certification, educational, license, evening, or night shift differentials.
3. Section 3(b)(iii)(2) does not apply to Recurring Increment Payments (RIPs) that automatically increase with wage increases.
4. Section 3(b)(iii)(2) does not apply to Service Increments once earned for two years that are rolled into base salary and increased with wage increases.

**Section 4. New Hires.**

- a. The appointment rate for an employee newly hired on or after March 3, 2010 and appointed at a reduced hiring rate shall be the applicable minimum “hiring rate” set forth in subsections 2(a)(i)(1) through 2(g)(i)(1). On the two year anniversary of the employee’s original date of appointment, such employee shall be paid the indicated minimum “incumbent rate” for the applicable title that is in effect on such two year anniversary as set forth in subsection 2(a)(i)(2) through 2(g)(i)(2) of this Article III.
- b.
  - i. For a title subject to an incremental pay plan, the employee shall be paid the appropriate increment based upon the employee’s length of service. Section 2 of this Article III reflects the correct amounts and has been adjusted in accordance with the provisions of Section 3(b)(iii)(1) of this Article III.
  - ii. Employees who change titles or levels before attaining two years of service will be treated in the new title or level as if they had been originally appointed to said title or level on their original hiring date.
- c. For the purposes of Sections 4(a) and 4(b), employees 1) who were in active pay status before March 3, 3008, and 2) who are affected by the following personnel actions after said date shall not be treated as “newly hired” employees and shall be entitled to receive the indicated minimum “incumbent rate” set forth in subsections 2(a)(i)(2) and 2(g)(i)(2) of this Article III:

- i. Employees who return to active status from an approved leave of absence.
- ii. Employees in active status (whether full or part-time) appointed to permanent status from a civil service list, or to a new title (regardless of jurisdictional class or civil service status) without a break in service of more than 31 days.
- iii. Employees who were laid off or terminated for economic reasons who are appointed from a recall/preferred list or who were subject to involuntary redeployment.
- iv. Provisional employees who were terminated due to a civil service list who are appointed from a civil service list within one year of such termination.
- v. Permanent employees who resign and are reinstated or who are appointed from a civil service list within one year of such resignation.
- vi. Employees (regardless of jurisdictional class or civil service status) who resign and return within 31 days of such resignation.
- vii. A provisional employee who is appointed directly from one provisional appointment to another.
- viii. For employees whose circumstances were not anticipated by the parties, the First Deputy Commissioner of Labor Relations is empowered to issue, on a case-by-case basis, interpretations concerning application of this Section 4. Such case-by-case interpretations shall not be subject to the dispute resolution procedures set forth in Article VI of this Agreement.

d. The First Deputy Commissioner of Labor Relations may, after notification to the affected union(s), exempt certain hard to recruit titles from the provisions of subsection 4.

### **Section 5.**

Each general increase provided herein, effective as of each indicated date, shall be applied to the rate in effect on the date as specified in Section 3 of this Article. In the case of a promotion or other advancement to the indicated title on the effective date of the general increase specified in Section 3 of this Article, such general increase shall not be applied, but the general increase, if any, for the title formerly occupied, effective on the date indicated shall be applied.

### **Section 6.**

In the case of an Employee on leave of absence without pay the salary rate of such Employee shall be changed to reflect the salary adjustments specified in Article III.

### **Section 7.**

A person permanently employed by the Employer who is appointed or promoted on a permanent, provisional, or temporary basis in accordance with Personnel Rules and Regulations of the City of New York or, where the Personnel Rules and Regulations of the City of New York are inapplicable to a public employer, such other Rules or Regulations as are applicable to the public employer, without a break in service to any of the following title(s) from another title in the direct line of promotion or from another title in the Career and Salary Plan, the minimum rate of which is exceeded by at least 8 percent by the minimum rate of the title to which appointed or promoted, shall receive upon the date of such appointment or promotion either the minimum basic salary for the title to which such appointment or promotion is made, or the salary received or receivable in the lower title plus the specified advancement increase, whichever is greater:

<u>TITLE</u>	<u>3/3/10</u>	<u>9/3/16</u>
Assistant Maintenance Supervisor	\$1,347	\$1387
Assistant Principal Custodial Supervisor	\$1,347	\$1387
Associate Park Service Worker	\$1,347	\$1387
Crew Chief (Pest Control)	\$1,101	\$1134
Curator of Jumel Mansion	\$918	\$946
Custodial Assistant (including OTB)	\$918	\$946
Custodial Supervisor (incl spec.)	\$982	\$1011
Exterminator	\$1,101	\$1134
Laborer (City Rent)	\$918	\$946
Maintenance Supervisor	\$1,405	\$1447
Pest Control Aide	\$1,101	\$1134
Principal Custodial Supervisor	\$1,468	\$1512
Security Specialist	\$1,347	\$1387
Senior Custodial Supervisor	\$1,227	\$1264
Senior Supervisor (Exterminators)	\$1,468	\$1512
Senior Crew Chief (Pest Control)	\$1,347	\$1387
Supervisor (Exterminators)	\$1,347	1387

An employee promoted to or advanced to the titles of Borough Supervisor, Climber & Pruner, Foreman of Gardeners, Gardener, Superintendent of Water & Sewer Systems, Supervisor, Supervisor of Gardeners or Supervisor of Water & Sewer Systems shall receive upon such promotion or advancement either the minimum rate of such title or an amount to be added to the rate in the title from which advanced equal to one increment of the title to which advanced, whichever resultant rate is greater. If such resultant rate is not identical with any increment included in effect for the title to which advanced, such resultant rate shall be increased to equal the next higher increment in effect.

#### **Section 8. Uniform Allowances**

Uniform allowances in the pro-rated annual amounts set forth below shall be provided to those employees in positions specified below who are required by their agency to wear a uniform.

<u>TITLE</u>		<u>3/3/10</u>	<u>9/3/16</u>
Assistant Park Director	Department Parks/Recreation	\$331	\$341
Foreman of Gardeners	Department Parks/Recreation	\$331	\$341

General Park Foreman	Department Parks/Recreation	\$331	\$341
Horticulturist	Department Parks/Recreation	\$331	\$341
Associate Park Service Worker	Department Parks/Recreation	\$235	\$242
City Park Worker		\$235	\$242
Park Service Worker		\$235	\$242
Climber & Pruner	Department Parks/Recreation	\$286	\$295
Gardener Level II	Department	\$198	\$204
Parks/Recreation			
Park Supervisor	Department Parks/Recreation	\$1,191	\$1227
Principal Park Supervisor	Department Parks/Recreation	\$1,191	\$1227
Attendant [Female] *,**,***	Department Transportation	\$109	\$112
City Attendant [ Female] ***		\$109	\$112
Traffic Device Maintainer	Dept. of Transportation	\$152	\$157
Police Attendant	Police Department	\$220	\$227
City Elevator Operator	Department of Correction	\$534	\$550
City Security Aide	DCAS/Div. Public Bldgs	\$534	\$550
Watch Person*	NYC Health + Hospitals	\$534	\$550
	Human Resources Administration		\$550
	Police Department		\$550
Supervisor of Parks Maint. & Operations		\$1,191	\$1227

Note:

- \* For present incumbents only
- \*\* This uniform allowance applies only to Attendants who work in DOT.
- \*\*\* This uniform allowance applies only to City Attendants who work in DOT.

## **Section 9. Equipment Allowances**

Equipment allowances in the pro-rated annual amounts set forth below shall be provided to those employees in positions specified below:

<u>Title</u>	<u>Agency</u>	<u>Annual Amount</u>	
		<u>3/3/10</u>	<u>9/3/16</u>
Assistant City Highway Repairer	Dept. of Transportation	\$163	\$168
Assistant Highway Repairer*		* To be deleted	

## **Section 10. Assignment Differentials**

- a. An assignment differential shall be paid to incumbents in the class of positions of Traffic Device Maintainer in the amount *per shift* indicated below for the operation of a heavy duty vehicle or the special vehicle known as the "Night Liner":



**Effective  
March 3, 2010**

**Effective  
September 3, 2016**

\$5.00 (per shift)

\$5.30 (per shift)

- b. An assignment differential in the pro-rata annual amount indicated below shall be paid to the incumbent in the class of positions of Attendant and City Attendant while assigned on a continuing basis and officially designated as "Assistant to the Director in Charge of Female Attendants" in the Department of Transportation (Bureau of Ferry and General Aviation Operations):

**Effective  
March 3, 2010**

**Effective  
September 3, 2016**

\$767

\$790

- c. An assignment differential in the pro-rata annual amount indicated below shall be paid to employees in the class of positions of Custodial Assistant and City Custodial Assistant while assigned on a continuing basis to the "Special Cleaning Action Team" in the Department of General Services:

**Effective  
March 3, 2010**

**Effective  
September 3, 2016**

\$2,559

\$2,636

- d. An assignment differential in the pro-rata annual amount indicated below shall be paid to employees in the class of positions of Security Coordinator (OTB) while assigned on a continuing basis to act as "Shift Supervisor."

**Effective  
March 3, 2010**

**Effective  
September 3, 2016**

\$1,281

\$1,319

- e. Employees of Mayoral agencies serving in the titles of Exterminator, Supervisor (Exterminators) and Senior Supervisor (Exterminators) who possess a Commercial Pesticide Application Certificate issued by New York State shall receive a differential in the pro-rata annual amount indicated below:

**Effective  
March 3, 2010**

**Effective  
September 3, 2016**

\$990

\$1,020



- f. An assignment differential shall be paid in the amount indicated below, to employees in the position of Associate Park Service Worker, as a daily differential, for the operation of the following vehicles:

<u>Effective</u>	<u>3/3/10</u>	<u>9/3/16</u>
16 Yd Packer	\$17.15 (per day)	\$17.66 (per day)
25 Yd Packer	\$17.15 (per day)	\$17.66 (per day)
Beach Cleaner	\$17.15 (per day)	\$17.66 (per day)
Boom Truck	\$17.15 (per day)	\$17.66 (per day)
Bus (40 passengers)	\$17.15 (per day)	\$17.66 (per day)
Leaf Vacuum	\$17.15 (per day)	\$17.66 (per day)
Rollback	\$17.15 (per day)	\$17.66 (per day)
Roll-off Container	\$17.15 (per day)	\$17.66 (per day)
Surf Rake	\$17.15 (per day)	\$17.66 (per day)
Sweeper	\$17.15 (per day)	\$17.66 (per day)
Backhoe	\$24.49 (per day)	\$25.22 (per day)
Crawler/Bulldozer	\$24.49 (per day)	\$25.22 (per day)
Front End Loader	\$24.49 (per day)	\$25.22 (per day)
Class A CDL Work	\$0.93 (per day)	\$0.96 (per day)

- g. An Associate Park Service Worker assigned to operate Front End Loader, Backhoe, Cleat Tractor and/or Bulldozer on a full-time basis shall receive an assignment differential in the pro-rata annual amount indicated below. This shall be in addition to the assignment differential provided for in Article III, Section 10. f., above.

<u>Effective</u> <u>March 3, 2010</u>	<u>Effective</u> <u>September 3, 2016</u>
\$7,903	\$8,140

- h. An assignment differential in the pro-rata annual amount indicated below shall be paid to employees in the class of positions of City Park Worker and Associate Park Service Worker while assigned to Specialized/Heavy Duty Work Crews described in the Memorandum of Agreement dated October 31, 1994:

<u>Effective</u> <u>March 3, 2010</u>	<u>Effective</u> <u>September 3, 2016</u>
\$7,749	\$7,981

- i. An assignment differential in the pro-rata annual amount indicated below shall be paid to employees in the class of positions of Watershed Maintainer who are required by the Department of Environmental Protection in the performance of their official duties to possess and maintain a valid Grade 2, 2a, 3, 3a, 4, or 4a Wastewater Treatment Plant Operation Certificate:

<u>Effective</u> <u>March 3, 2010</u>	<u>Effective</u> <u>September 3, 2016</u>
--	--

\$3,575

\$3,682

- j. An assignment differential in the pro-rata annual amount indicated below shall be paid to employees in the class of positions of Watershed Maintainer who holds a valid Grade 2, 2a, 3, 3a, 4, or 4a Wastewater Treatment Plant Operation Certificate and is designated by the Department of Environmental Protection to be “in charge” of one or more wastewater treatment plant(s) on a Saturday, Sunday or holiday for each tour actually worked:

**Effective**  
**March 3, 2010**

**Effective**  
**September 3, 2016**

\$66.57

\$68.57

- k. An assignment differential in the pro-rata annual amount indicated below shall be paid to an employee in the class of position of City Park Worker when assigned on a continuing basis and officially designated to perform the duties of “Inspector” in the Department of Parks and Recreation:

**Effective**  
**March 3, 2010**

**Effective**  
**September 3, 2016**

\$4,377

\$4,616

- l. An assignment differential in the pro-rata annual amount indicated below shall be paid to employees in the class of position of Watershed Maintainer who are assigned to perform duties in the New York City Department of Environmental Protection’s West of Hudson Control Center, e.g., monitor SCADA system conditions for water supply reservoirs and associated facilities; respond to alarms; monitor reservoir stream releases and water supply diversions and monitor target flows, and related duties on a full time basis:

**Effective**  
**March 3, 2010**

**Effective**  
**September 3, 2016**

\$3,575

\$3,682

### **Section 11. Premium Pay**

- a. Employees of the Department of Parks and Recreation in the titles of Park Supervisor, Principal Park Supervisor, and Horticulturist shall be entitled to be paid at the rate of time and one-half (1-1/2x) for all hours actually worked on a Saturday or a Sunday. Notwithstanding the above, work performed on a sixth or seventh day of work within a calendar week or on a holiday shall be compensated in accordance with the overtime and holiday premium pay provision of the Citywide Agreement.
- b. Employees of the Department of Environmental Protection in the titles of Supervisor (Water and Sewer Systems) and District Supervisor (Water and Sewer Systems) shall continue to be entitled to be paid at the rate of time and one-half (1-1/2x) for all hours actually worked on a

Saturday or Sunday. Notwithstanding the above, work performed on a sixth or seventh day of work within a calendar week or on a holiday shall be compensated in accordance with the overtime and holiday premium pay provisions of the Citywide Agreement.

- c. In lieu of the provisions of Article III, Sections 1 of the Citywide Agreement, employees of the Department of Environmental Protection in the titles of Supervisor (Water and Sewer Systems) and District Supervisor (Water and Sewer Systems) shall be compensated for night work at the rates per shift set forth below.

<u>Effective</u> <u>March 3, 2010</u>	<u>Effective</u> <u>September 3, 2016</u>
\$12.96	\$13.35

### **Section 12. Longevity Increment:**

- a. Employees with 15 years or more of "City" service in pay status shall receive a longevity increment of \$800 per annum.
- b. The rules for eligibility for the longevity increment described above in subsection 12(a), shall be set forth in Appendix A of this Agreement and are incorporated by reference herein.

### **Section 13. Recurring Increment Payment**

- a. Full-time Employees shall be eligible to receive the Recurring Increment Payments ("RIP") indicated below with the exception of titles listed in Section 13. b. of this section.

<u>Bargaining Unit</u>	<u>Years of</u> <u>City Service</u>	<u>9/2/11</u>	<u>9/3/11</u>	<u>9/3/12</u>	<u>9/3/13</u>	<u>9/3/14</u>	<u>9/3/15</u>	<u>9/3/16</u>	<u>3/3/17</u>
		<u>RIP</u>	<u>RIP</u>	<u>RIP</u>	<u>RIP</u>	<u>RIP</u>	<u>RIP</u>	<u>RIP</u>	<u>RIP</u>
Unit A (Supervisory)	10 Years	\$2,701	\$2,728	\$2,755	\$2,783	\$2,825	\$2,896	\$2,983	
Unit A (Supervisory)	15 Years	N/A	N/A	N/A	N/A	N/A	N/A	\$3,407	
Unit B (Non Supervisory)	10 Years	\$2,349	\$2,372	\$2,396	\$2,420	\$2,456	\$2,517	\$2,593	\$2,593
Unit B (Non Supervisory)	15 Years	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$3,387

- b. Full time Employees in the classes of positions of Assistant City Highway Repairer and Associate Park Service Worker shall be eligible to receive the Recurring Increment Payment ("RIP") indicated below:

<u>Bargaining Unit</u>	<u>Years of</u> <u>City Service</u>	<u>9/2/11</u>	<u>9/3/11</u>	<u>9/3/12</u>	<u>9/3/13</u>	<u>9/3/14</u>	<u>9/3/15</u>	<u>9/3/16</u>	<u>3/3/17</u>
		<u>RIP</u>	<u>RIP</u>	<u>RIP</u>	<u>RIP</u>	<u>RIP</u>	<u>RIP</u>	<u>RIP</u>	<u>RIP</u>
Unit B (Non Supervisory)	10 Years	\$1,634	\$1,650	\$1,667	\$1,684	\$1,709	\$1,752	\$1,805	\$1,805
Unit B (Non Supervisory)	15 Years	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$2,599

- c. The RIPs shall be based upon years of City service and shall be paid in addition to the longevity increment set forth in Section 12. RIPs shall be payable on the January 1, April 1,



July 1, or October 1 subsequent to the qualifying employee's anniversary date, subject to the rules for eligibility set forth in Appendix B of this Agreement.

## **ARTICLE IV - WELFARE FUND**

### **Section 1.**

- a. In accordance with the election by the Union pursuant to the provisions of Article XIII of the Citywide Agreement between the City of New York and related public employers and District Council 37, AFSCME, AFL-CIO, the Welfare Fund provisions of the 1995-2001 Citywide Agreement, as amended or any successor agreement(s) thereto, shall apply to Employees covered by this Agreement.
- b. When an election is made by the Union pursuant to the provisions of Article XIII, Section 1(b), of the Citywide Agreement between the City of New York and related public employers and District Council 37, AFSCME, AFL-CIO, the provisions of Article XIII, Section 1(b) of the 1995-2001 Citywide Agreement, as amended or any successor agreement(s) thereto, shall apply to Employees covered by this Agreement, and when such election is made, the Union hereby waives its right to training, education and/or legal services contributions provided in this Agreement, if any. In no case shall the single contribution provided in Article XIII, Section 1(b) of the 1995-2001 Citywide Agreement, as amended or any successor agreement(s) thereto, exceed the total amount that the Union would have been entitled to receive if the separate contributions had continued.

### **Section 2.**

The Unions agree to provide welfare fund benefits to domestic partners of covered employees in the same manner as those benefits are provided to spouses of married covered employees.

### **Section 3.**

In accordance with the Health Benefits Agreement dated January 11, 2001, each welfare fund shall provide welfare fund benefits equal to the benefits provided on behalf of an active employee to widow(er)s, domestic partners and/or children of any employee who dies in the line of duty as that term is referenced in Section 12-126(b)(2) of the New York City Administrative Code. The cost of providing this benefit shall be funded by the Stabilization Fund.

### **Section 4.**

This Agreement incorporates the terms of the May 5, 2014 Letter Agreement regarding health savings and welfare fund contributions between the City of New York and the Municipal Labor Council, as appended to this agreement.

### **Section 5.**

This Agreement incorporates the terms of the January 12, 2017 Letter Agreement regarding welfare fund contributions, as appended to this agreement.

## **ARTICLE V - PRODUCTIVITY AND PERFORMANCE**

### **Introduction**

Delivery of municipal services in the most efficient, effective and courteous manner is of paramount importance to the Employer and the Union. Such achievement is recognized to be a mutual obligation of both parties within their respective roles and responsibilities. To achieve and maintain a high level of effectiveness, the parties hereby agree to the following terms:

### **Section 1. - Performance Levels**

- a. The Union recognizes the Employer's right under the New York City Collective Bargaining Law to establish and/or revise performance standards or norms notwithstanding the existence of prior performance levels, norms or standards. Such standards, developed by usual work measurement procedures, may be used to determine acceptable performance levels, to prepare work schedules and to measure the performance of each employee or group of employees. Notwithstanding the above, questions concerning the practical impact that decisions on the above matters have on employees are within the scope of collective bargaining. The Employer will give the Union prior notice of the establishment and/or revision of performance standards or norms hereunder.
- b. Employees who work at less than acceptable levels of performance may be subject to disciplinary measures in accordance with applicable law.

### **Section 2. - Supervisory Responsibility**

- a. The Union recognizes the Employer's right under the New York City Collective Bargaining Law to establish and/or revise standards for supervisory responsibility in achieving and maintaining performance levels of supervised Employees for Employees in supervisory positions listed in Article I, Section 1, of this Agreement. Notwithstanding the above, questions concerning the practical impact that decisions on the above matters have on Employees are within the scope of collective bargaining. The Employer will give the Union prior notice of the establishment and/or revision of standards for supervisory responsibility hereunder.
- b. Employees who fail to meet such standards may be subject to disciplinary measures in accordance with applicable law.

### **Section 3. - Performance Compensation**

The Union acknowledges the Employer's right to pay additional compensation for outstanding performance.

The Employer agrees to notify the Union of its intent to pay such additional compensation.



## **ARTICLE VI - GRIEVANCE PROCEDURE**

### **Section 1. - Definition:**

The term “*Grievance*” shall mean:

- a. A dispute concerning the application or interpretation of the terms of this Agreement;
- b. A claimed violation, misinterpretation or misapplication of the rules or regulations, written policy or orders of the Employer applicable to the agency which employs the grievant affecting terms and conditions of employment; provided, disputes involving the Personnel Rules and Regulations of the City of New York or the Rules and Regulations of the NYC Health + Hospitals with respect to those matters set forth in the first paragraph of Section 7390.1 of the Unconsolidated Laws shall not be subject to the grievance procedure or arbitration;
- c. A claimed assignment of Employees to duties substantially different from those stated in their job specifications;
- d. A claimed improper holding of an open-competitive rather than a promotional examination;
- e. A claimed wrongful disciplinary action taken against a permanent Employee covered by Section 75(1) of the Civil Service Law or a permanent Employee covered by the Rules and Regulations of the NYC Health + Hospitals upon whom the agency head has served written charges of incompetence or misconduct while the Employee is serving in the Employee’s permanent title or which affects the Employee’s permanent status.
- f. Failure to serve written charges as required by Section 75 of the Civil Service Law or the Rules and Regulations of the NYC Health + Hospitals upon a permanent Employee covered by Section 75(1) of the Civil Service Law or a permanent employee covered by the Rules and Regulations of the NYC Health + Hospitals where any of the penalties (including a fine) set forth in Section 75(3) of the Civil Service Law have been imposed.
- g. A claimed wrongful disciplinary action taken against a labor class Employee with one year of service in title, except for Employees during the period of a mutually-agreed upon extension of probation.
- h. A claimed wrongful disciplinary action taken against an eligible provisional employee of a Mayoral agency who has served without a break in service for two years in the same or similar title or related occupational group in the same agency on a full-time per annum or full-time per diem basis and assigned regularly to work the normal, full-time work week established for that title.
- i. A claimed wrongful disciplinary action taken against an employee appointed pursuant to Rule 3.2.11 of the Personnel Rules and Regulations of the City of New York who has served continuously for two years in the same or similar title or related occupational group in the same agency.

- j. A claimed wrongful disciplinary action taken against a full-time non-competitive employee with one year of service in title, except for employees during the period of a mutually agreed upon extension of probation

## **Section 2.**

The Grievance Procedure, except for grievances as defined in Sections 1(d), 1(e), 1(g), 1(h) and 1 (i) of this Article, shall be as follows:

Employees may at any time informally discuss with their supervisors a matter which may become a grievance. If the results of such a discussion are unsatisfactory, the Employees may present the grievance at **Step I**.

All grievances must be presented in writing at all steps in the grievance procedure. For all grievances as defined in Section 1(c), no monetary award shall in any event cover any period prior to the date of the filing of the **Step I** grievance unless such grievance has been filed within thirty (30) days of the assignment to alleged out-of-title work. No monetary award for a grievance alleging a miscalculation of salary rate resulting in a payroll error of a continuing nature shall be issued unless such grievance has been filed within the time limitation set forth in **Step I** below for such grievances; if the grievance is so filed, any monetary award shall in any event cover only the period up to six years prior to the date of the filing of the grievance.

**Step I** The Employee and/or the Union shall present the grievance in the form of a memorandum to the person designated for such purpose by the agency head no later than 120 days after the date on which the grievance arose except that grievances alleging a miscalculation of salary rate resulting in a payroll error of a continuing nature shall be presented no later than 120 days after the first date on which the grievant discovered the payroll error. The Employee may also request an appointment to discuss the grievance and such request shall be granted. The person designated by the Employer to hear the grievance shall take any steps necessary to a proper disposition of the grievance and shall issue a determination in writing by the end of the third work day following the date of submission.

**NOTE:** *The following STEP I(a) shall be applicable only in the NYC Health + Hospitals in the case of grievances arising under Sections 1(a) 1(b) 1(c) and 1(f) of this Article and shall be applied prior to Step II of this Section:*

**STEP I(a)** An appeal from an unsatisfactory determination at **Step I** shall be presented in writing to the person designated by the agency head for such purpose. The appeal must be made within five (5) work days of the receipt of the **Step I** determination. A copy of the grievance appeal shall be sent to the person who initially passed upon the grievance. The person designated to receive the appeal at this Step shall meet with the Employee and/or the Union for review of the grievance and shall issue a determination to the Employee and/or the Union by the end of the fifth work day following the day on which the appeal was filed.

**STEP II** An appeal from an unsatisfactory determination at **STEP I** or **STEP I(a)**, where applicable, shall be presented in writing to the agency head or the agency head's designated representative who shall not be the same person designated in **STEP I**. The appeal must be made within five (5) work days of the receipt of the **STEP I** or **STEP I(a)** determination. The agency head or designated representative, if any, shall meet with the Employee and/or the Union for review of the grievance and shall issue a determination in writing by the end of the tenth work day following the date on which the appeal was filed.

**STEP III** An appeal from an unsatisfactory determination at **STEP II** shall be presented by the Employee and/or the Union to the Commissioner of Labor Relations in writing within ten (10) work days of the receipt



of the **STEP II** determination. The grievant or the Union should submit copies of the **STEP I** and **STEP II** grievance filings and any agency responses thereto. Copies of such appeal shall be sent to the agency head. The Commissioner of Labor Relations or the Commissioner's designee shall review all appeals from **STEP II** determinations and shall issue a determination on such appeals within fifteen (15) work days following the date on which the appeal was filed.

#### **STEP IV**

An appeal from an unsatisfactory determination at **STEP III** may be brought solely by the Union to the Office of Collective Bargaining for impartial arbitration within fifteen (15) work days of receipt of the **STEP III** determination. In addition, the Employer shall have the right to bring directly to arbitration any dispute between the parties concerning any matter defined herein as a "grievance". The Employer shall commence such arbitration by submitting a written request therefor to the Office of Collective Bargaining. A copy of the notice requesting impartial arbitration shall be forwarded to the opposing party. The arbitration shall be conducted in accordance with the Consolidated Rules of the Office of Collective Bargaining. The costs and fees of such arbitration shall be borne equally by the Union and the Employer.

The arbitrator's decision, order or award (if any) shall be limited to the application and interpretation of the Agreement, and the arbitrator shall not add to, subtract from or modify the Agreement. The arbitrator's award shall be final and binding and enforceable in any appropriate tribunal in accordance with Article 75 of the Civil Practice Law and Rules. The arbitrator may provide for and direct such relief as the arbitrator deems necessary and proper, subject to the limitations set forth above and any applicable limitations of law.

#### **Section 3.**

As a condition to the right of the Union to invoke impartial arbitration set forth in this Article, including the arbitration of a grievance involving a claimed improper holding of an open-competitive rather than a promotional examination, the Employee or Employees and the Union shall be required to file with the Director of the Office of Collective Bargaining a written waiver of the right, if any, of the employee and the Union to submit the underlying dispute to any other administrative or judicial tribunal except for the purpose of enforcing the arbitrator's award.

#### **Section 4.**

- a. Any grievance under Section 1 (d) relating to a claimed improper holding of an open-competitive rather than a promotional examination shall be presented in writing by the Employee or the Union representative to the Commissioner of Labor Relations not later than thirty (30) days after the notice of the intention to conduct such open-competitive examination, or copy of the appointing officer's request for such open-competitive examination, as the case may be, has been posted in accordance with Section 51 of the Civil Service Law. The grievance shall be considered and passed upon within ten (10) days after its presentation. The determination shall be in writing, copies of which shall be transmitted to both parties to the grievance upon issuance.
- b. A grievance relating to the use of an open-competitive rather than a promotional examination which is unresolved by the Commissioner of Labor Relations may be brought to impartial arbitration as provided in Sections 2 and 3 above. Such a grievance shall be presented by the Union, in writing, for arbitration within 15 days of the presentation of such grievance to the Commissioner of Labor Relations, and the arbitrator shall decide such grievance within 75 days of its presentation to the arbitrator. The party requesting such arbitration shall send a

copy of such request to the other party. The costs and fees of such arbitration shall be borne equally by the Employer and the Union.

### **Section 5. Competitive Class Disciplinary Procedure**

In any case involving a grievance under Section 1(e) of this Article, the following procedure shall govern upon service of written charges of incompetence or misconduct:

**STEP A** Following the service of written charges, a conference with such Employee shall be held with respect to such charges by the person designated by the agency head to review a grievance at **STEP I** of the Grievance Procedure set forth in this Agreement. The Employee may be represented at such conference by a representative of the Union. The person designated by the agency head to review the charges shall take any steps necessary to a proper disposition of the charges and shall issue a determination in writing by the end of the fifth day following the date of the conference.

If the Employee is satisfied with the determination in **STEP A** above, the Employee may choose to accept such determination as an alternative to and in lieu of a determination made pursuant to the procedures provided for in Section 75 of the Civil Service Law or the Rules and Regulations of the NYC Health + Hospitals. As a condition of accepting such determination, the Employee shall sign a waiver of the employee's right to the procedures available to him or her under Sections 75 and 76 of the Civil Service Law or the Rules and Regulations of the NYC Health + Hospitals.

**STEP B(i)** If the Employee is not satisfied with the determination at **STEP A** above then the Employer shall proceed in accordance with the disciplinary procedures set forth in Section 75 of the Civil Service Law or the Rules and Regulations of the NYC Health + Hospitals. As an alternative, the Union with the consent of the Employee may choose to proceed in accordance with the Grievance Procedure set forth in this Agreement, including the right to proceed to binding arbitration pursuant to **STEP IV** of such Grievance Procedure. As a condition for submitting the matter to the Grievance Procedure the Employee and the Union shall file a written waiver of the right to utilize the procedures available to the Employee pursuant to Sections 75 and 76 of the Civil Service Law or the Rules and Regulations of the NYC Health + Hospitals or any other administrative or judicial tribunal, except for the purpose of enforcing an arbitrator's award, if any. Notwithstanding such waiver, the period of an Employee's suspension without pay pending hearing and determination of charges shall not exceed thirty (30) days.

**STEP B(ii)** If the election is made to proceed pursuant to the Grievance Procedure, an appeal from the determination of **STEP A** above, shall be made to the agency head or designated representative. The appeal must be made in writing within five (5) work days of the receipt of the determination. The agency head or designated representative shall meet with the Employee and the Union for review of the grievance and shall issue a determination to the Employee and the Union by the end of the tenth work day following the day on which the appeal was filed. The agency head or designated representative shall have the power to impose the discipline, if any, decided upon, up to and including termination of the accused Employee's employment. In the event of such termination or suspension without pay totaling more than thirty (30) days, the Union with the consent of the grievant may elect to skip **STEP C** of this Section and proceed directly to **STEP D**.

**STEP C** If the grievant is not satisfied with the determination of the agency head or designated representative the grievant or the Union may appeal to the Commissioner of Labor Relations in writing within ten (10) days of the determination of the agency head or designated representative. The Commissioner of Labor Relations shall issue a written reply to the grievant and the Union within fifteen (15) work days.



**STEP D** If the grievant is not satisfied with the determination of the Commissioner of Labor Relations, the Union with the consent of the grievant may proceed to arbitration pursuant to the procedures set forth in **STEP IV** of the Grievance Procedure set forth in this Agreement.

### **Section 6. Labor Class Disciplinary Procedure**

In any case involving a grievance under Section 1(g) of this Article, the following procedures shall apply upon service of charges of incompetence or misconduct:

**STEP A** Following the service of written charges upon an Employee a conference with such Employee shall be held with respect to such charges by the person designated by the agency head to review a grievance at **STEP I** of the Grievance Procedure set forth in this agreement. The Employee may be represented at such conference by a representative of the Union. The person designated by the agency head to review the charges shall take any steps necessary to a proper disposition of the charges and shall issue a determination in writing by the end of the fifth day following the date of the conference.

**STEP B** If the Employee is dissatisfied with the determination in **STEP A** above, he or she may appeal such determination. The appeal must be made within five (5) working days of the receipt of such determination. Such appeal shall be treated as a grievance appeal beginning with **STEP II** of the Grievance Procedure set forth herein.

### **Section 7. Provisional Disciplinary Procedure**

In any case involving a grievance by an employee under Section 1(h) of this Article, all terms of the "Disciplinary Procedure for Provisional Employees", as set forth in the agreements between DC 37 and the City of New York dated August 30, 2011 and April 27, 2018, appended to this agreement, shall govern.

### **Section 8. Disciplinary procedure for Non-Competitive Employees**

In any case involving a grievance under Section 10) of this Article, the following procedures shall apply upon service of written charges of incompetence or misconduct. The provisions contained in this section shall not apply to any of the following categories of employees covered by this contract:

- a. Per diem employees.
- b. Temporary employees.
- c. Probationary employees.
- d. Non-competitive employees with less than one year of service in this title.
- e. Competitive class employees.
- f. Employees covered by section 75(1) of the Civil Service Law or Section 7:5:1 of the Rules and Regulations of the Health and Hospitals Corporation.

**Step 1(n)** - Following the service of written charges upon an employee a conference with such employee shall be held with respect to such charges by the person who is designated by the agency head to review such charges. The employee may be represented at such conference by a representative of the Union. The person designated by the agency head to review the charges shall take any steps necessary to a proper disposition of the charges and

shall issue a determination in writing by the end of the fifth day following the date of the conference.

**Step II(n)** - If the employee is dissatisfied with the determination in the Step I(n) above, he or she may appeal such determination. The appeal must be made within five (5) working days of the receipt of such determination. Such appeal shall be treated as a grievance appeal beginning with Step II of the Grievance Procedure set forth herein.

#### **Section 9.**

A grievance concerning a large number of Employees and which concerns a claimed misinterpretation, inequitable application, violation or failure to comply with the provisions of this Agreement may be filed directly at **STEP III** of the grievance procedure except that a grievance concerning employees of the NYC Health + Hospitals may be filed directly at **STEP II** of the grievance procedure. Such "group" grievance must be filed no later than 120 days after the date on which the grievance arose, and all other procedural limits, including time limits, set forth in this Article shall apply. All other individual grievances in process concerning the same issue shall be consolidated with the "group" grievance.

#### **Section 10.**

If a determination satisfactory to the Union at any level of the Grievance Procedure is not implemented within a reasonable time, the Union may re-institute the original grievance at **STEP III** of the Grievance Procedure; or if a satisfactory **STEP III** determination has not been so implemented, the Union may institute a grievance concerning such failure to implement at **STEP IV** of the Grievance Procedure.

#### **Section 11.**

If the Employer exceeds any time limit prescribed at any step in the Grievance Procedure, the grievant and/or the Union may invoke the next step of the procedure, except that only the Union may invoke impartial arbitration under **STEP IV**.

#### **Section 12.**

The Employer shall notify the Union in writing of all grievances filed by Employees, all grievance hearings, and all determinations. The Union shall have the right to have a representative present at any grievance hearing and shall be given forty-eight (48) hours' notice of all grievance hearings.

#### **Section 13.**

Each of the steps in the Grievance Procedure, as well as time limits prescribed at each step of this Grievance Procedure, may be waived by mutual agreement of the parties.



#### **Section 14.**

A non-Mayoral agency not covered by this Agreement but which employs Employees in titles identical to those covered by this Agreement may elect to permit the Union to appeal an unsatisfactory determination received at the last step of its Grievance Procedure prior to arbitration on fiscal matters only to the Commissioner of Labor Relations. If such election is made, the Union shall present its appeal to the Commissioner of Labor Relations in writing within ten (10) work days of the receipt of the last step determination. The Union should submit copies of the grievance filings at the prior steps of its Grievance Procedure and any agency responses thereto. Copies of such appeals shall be sent to the agency head. The Commissioner of Labor Relations, or the Commissioner's designee, shall review all such appeals and answer all such appeals within fifteen (15) work days. An appeal from a determination of the Commissioner of Labor Relations may be taken to arbitration under procedures, if any, applicable to the non-Mayoral agency involved.

#### **Section 15.**

The grievance and the arbitration procedure contained in this Agreement shall be the exclusive remedy for the resolution of disputes defined as "grievances" herein. This shall not be interpreted to preclude either party from enforcing the arbitrator's award in court. This Section shall not be construed in any manner to limit the statutory rights and obligations of the Employer under Article XIV of the Civil Service Law.

#### **Section 16. Expedited Arbitration Procedure**

- a. The parties agree that there is a need for an expedited arbitration process which would allow for the prompt adjudication of grievances as set forth below.
- b. The parties voluntarily agree to submit matters to final and binding arbitration pursuant to the New York City Collective Bargaining Law and under the jurisdiction of the Office of Collective Bargaining. An arbitrator or panel of arbitrators, as agreed to by the parties, will act as the arbitrator of any issue submitted under the expedited procedure herein.
- c. The selection of those matters which will be submitted shall include, but not limited to, out-of-title cases concerning all titles, disciplinary cases wherein the proposed penalty is a monetary fine of one week or less or written reprimand, and other cases pursuant to mutual agreement by the parties. The following procedures shall apply:
  - i. **SELECTION AND SCHEDULING OF CASES:**
    - (1) The Deputy Chairperson for Disputes of the Office of Collective Bargaining shall propose which cases shall be subject to the procedures set forth in this Section 15 and notify the parties of proposed hearing dates for such cases.
    - (2) The parties shall have ten business days from the receipt of the Deputy Chairperson's proposed list of cases and hearing schedule(s) raise any objections thereto.

- (3) If a case is not proposed by the Deputy Chairperson for expedited handling, either party may, at any time prior to the scheduling of an arbitration hearing date for such case, request in writing to the other party and to the Deputy Chairperson of Disputes of the Office of Collective Bargaining that said case be submitted to the expedited procedure. The party receiving such request shall have ten business days from the receipt of the request to raise any objections thereto.
- (4) No case shall be submitted to the expedited arbitration process without the mutual agreement of the parties.

**ii. CONDUCT OF HEARINGS:**

- (1) The presentation of the case, to the extent possible, shall be made in the narrative form. To the degree that witnesses are necessary, examination will be limited to questions of material fact and cross examination will be similarly limited. Submission of relevant documents, etc., will not be unreasonably limited and may be submitted as a “packet” exhibit.
- (2) In the event either party is unable to proceed with hearing a particular case, the case shall be rescheduled. However, only one adjournment shall be permitted. In the event that either party is unable to proceed on a second occasion, a default judgment may be entered against the adjourning party at the Arbitrator’s discretion absent good cause shown.
- (3) The Arbitrator shall not be precluded from attempting to assist the parties in settling a particular case.
- (4) A decision will be issued by the Arbitrator within two weeks. It will not be necessary in the Award to recount any of the facts presented. However, a brief explanation of the Arbitrator’s rationale may be included. Bench decisions may also be issued by the Arbitrator.
- (5) Decisions in this expedited procedure shall not be considered as precedent for any other case nor entered into evidence in any other forum or dispute except to enforce the Arbitrator’s award.
- (6) The parties shall, whenever possible, exchange any documents intended to be offered in evidence at least one week in advance of the first hearing date and shall endeavor to stipulate to the issue in advance of the hearing date.

**Section 17. Seasonal Employees**

The first season of employment as a seasonally appointed employee of the Department of Parks and Recreation shall be deemed a “probationary” season. After the first season, a seasonal employee of the Department of Parks and Recreation who has both completed his/her “probationary” season and has worked for at least ninety (90) cumulative days with the Department of Parks and Recreation in a

seasonal capacity is terminated, the employee or union representative may request a review by the Commissioner or his designee within ten (10) calendar days of such termination.

## **ARTICLE VII - BULLETIN BOARDS: EMPLOYER FACILITIES**

The Union may post notices on bulletin boards in places and locations where notices usually are posted by the Employer for the Employees to read. All notices shall be on Union stationery, and shall be used only to notify Employees of matters pertaining to Union affairs. Upon request to the responsible official in charge of a work location, the Union may use Employer premises for meetings during Employees' lunch hours, subject to availability of appropriate space and provided such meetings do not interfere with the Employer's business.

## **ARTICLE VIII - NO STRIKES**

In accordance with the New York City Collective Bargaining Law, as amended, neither the Union nor any employee shall induce or engage in any strikes, slowdowns, work stoppages, mass absenteeism, or induce any mass resignations during the term of this Agreement.

## **ARTICLE IX - CITYWIDE ISSUES**

This Agreement is subject to the provisions, terms and conditions of the Agreement which has been or may be negotiated between the City and the Union recognized as the exclusive collective bargaining representative on Citywide matters which must be uniform for specified Employees, including the Employees covered by this Agreement.

Employees in Rule X titles shall receive the benefits of the *Citywide Agreement* unless otherwise specifically excluded herein.

## **ARTICLE X - UNION ACTIVITY**

Time spent by Employee representatives in the conduct of labor relations with the City and on Union activities shall be governed by the terms of Executive Order No. 75, as amended, dated March 22, 1973, entitled "Time Spent on the Conduct of Labor Relations between the City and Its employees and on Union Activity" or any other applicable Executive Order.

## **ARTICLE XI - LABOR-MANAGEMENT COMMITTEE**

### **Section 1.**

The Employer and the Union, having recognized that cooperation between management and employees is indispensable to the accomplishment of sound and harmonious labor relations, shall



jointly maintain and support a labor-management committee in each of the agencies having at least fifty employees covered by this Agreement.

## **Section 2.**

Each labor-management committee shall consider and recommend to the agency head changes in the working conditions of the Employees within the agency who are covered by this Agreement. Matters subject to the Grievance Procedure shall not be appropriate items for consideration by the labor-management committee.

## **Section 3.**

Each labor-management committee shall consist of six members who shall serve for the term of this Agreement. The Union shall designate three members and the agency head shall designate three members. Vacancies shall be filled by the appointing party for the balance of the term to be served. Each member may designate one alternate. Each committee shall select a chairperson from among its members at each meeting. The chairpersonship of each committee shall alternate between the members designated by the agency head and the members designated by the Union. A quorum shall consist of a majority of the total membership of a committee. A committee shall make its recommendations to the agency head in writing.

## **Section 4.**

The labor-management committee shall meet at the call of either the Union members or the Employer members at times mutually agreeable to both parties. At least one week in advance of a meeting the party calling the meeting shall provide, to the other party, a written agenda of matters to be discussed. Minutes shall be kept and copies supplied to all members of the committee.

# **ARTICLE XII - FINANCIAL EMERGENCY ACT**

The provisions of this Agreement are subject to applicable provisions of law, including the New York State Financial Emergency Act for the City of New York as amended.

# **ARTICLE XIII - APPENDICES**

The Appendix or Appendices, if any, attached hereto and initialed by the undersigned shall be deemed a part of this Agreement as if fully set forth herein.

# **ARTICLE XIV - SAVINGS CLAUSE**

In the event that any provision of this Agreement is found to be invalid, such invalidity shall not impair the validity and enforceability of the remaining provisions of this Agreement.

# **ARTICLE XV - CONTRACTING-OUT CLAUSE**

The problem of "Contracting Out" or "Farming Out" of work normally performed by personnel covered by this Agreement shall be referred to the Labor-Management Committee as provided for in Article XI of this Agreement.

## **ARTICLE XVI – MISCELLANEOUS**

### **Section 1.**

Until such time as an examination is held for Horticulture Inspector or other appropriate title, employees in the title of Climber and Pruner, and Gardener Level II, are eligible for assignment as Tree Inspector. Prior to making an assignment to a position within a borough, notice of the existence of the assignment will be posted in the respective borough and applications will be accepted.

### **Section 2.**

Badges will be issued by the Department of Parks and Recreation to all dispatchers and identification cards to all Tree Inspectors.

### **Section 3.**

In the event of a reduction of forces of Tree Inspectors, the latest Tree Inspectors will be reassigned before senior employees in that category, everything else being equal.

### **Section 4.**

During snow emergencies Associate Park Service Workers shall be the first assigned to heavy duty equipment.

## **ARTICLE XVII - CIVIL SERVICE AND CAREER DEVELOPMENT**

A joint committee composed of representatives of the Offices of Management and Budget, Municipal Labor Relations, the Department of Citywide Administrative Services, NYC Health + Hospitals, and the Union shall meet to study problems related to career development and retention of personnel, and where deemed necessary make recommendations to the appropriate Employer officials.

WHEREFORE, we have hereunto set our hands and seals this 10<sup>th</sup> day of July 2025.

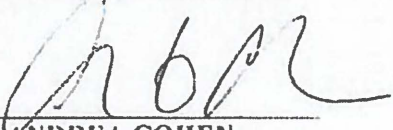
FOR THE CITY OF NEW YORK AND RELATED  
PUBLIC EMPLOYERS AS DEFINED HEREIN:

BY:   
RENEE CAMPTON  
Commissioner of Labor Relations

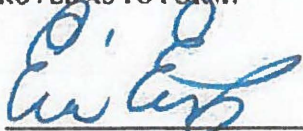
FOR DISTRICT COUNCIL 37,  
AFSCME, AFL-CIO:

BY:   
HENRY GARRIDO  
Executive Director

FOR NYC HEALTH + HOSPITALS:

BY:   
ANDREA COHEN  
Senior Vice President and General Counsel

APPROVED AS TO FORM:

BY:   
ERIC EICHENHOLTZ  
Acting Corporation Counsel

OFFICE OF LABOR RELATIONS	
REGISTRATION	
OFFICIAL	CONTRACT
NO: <b>26001</b>	DATE: <u>7/10/25</u>

DATE SUBMITTED TO THE FINANCIAL CONTROL BOARD: July 10, 2025

UNITS: Blue Collar "A" and "B"

TERM: March 3, 2010 - September 25, 2017

26001



## Appendix A

### Longevity Increment Eligibility Rules

The following rules shall govern the eligibility of Employees for the longevity increments provided for in Article III, Section 12 of the *2010-2017 Blue Collar Agreement*.

1. Only service in pay status shall be used to calculate the 15 years of service, except that for other than full time per annum Employees only a continuous year of service in pay status shall be used to calculate the 15 years of service. A continuous year of service shall be a full year of service without a break of more than 31 days. Where the regular and customary work year for a title is less than a twelve month year, such as a school year, such regular and customary year shall be credited as a continuous year of service counting towards the 15 years of service. If the normal work year for an employee is less than the regular and customary work year for the Employee's title, it shall be counted as a continuous year of service if the Employee has customarily worked that length work year and the applicable agency verifies that information.
2. Service in pay status prior to any breaks in service of more than one year shall not be used to calculate the 15 years of service. Where an Employee has less than seven years of continuous service in pay status, breaks in service of less than one year shall be aggregated. Where breaks in service aggregate to more than one year they shall be treated as a break in service of more than one year and the service prior to such breaks and the aggregated breaks shall not be used to calculate the 15 years of service. No break used to disqualify service shall be used more than once.
3. The following time in which an employee is not in pay status shall not constitute a break in service as specified in paragraph 2 above:
  - a. Time on a leave approved by the proper authority which is consistent with **the Rules and Regulations of the New York City Personnel Director** or the appropriate personnel authority of a covered organization.
  - b. Time prior to a reinstatement.
  - c. Time on a preferred list pursuant to **Civil Service Law Sections 80 and 81** or any similar contractual provision.
  - d. Time not in pay status of 31 days or less.Notwithstanding the above, such time as specified in subsections a, b and c above shall not be used to calculate the 15 years of service.
4. Once an Employee has completed the 15 years of "City" service in pay status and is eligible to receive the \$800 longevity increment, the \$800 shall become part of the Employee's base rate for all purposes except as provided in paragraph 5 below.
5. The \$800 longevity increment shall not become pensionable until fifteen months after the Employee begins to receive such \$800 increment. Fifteen months after the Employee begins to receive the \$800 longevity increment, such \$800 longevity increment shall become pensionable and as part of the Employee's base rate, the \$800 longevity increment shall be subject to the general increases provided in Article III, Section 3(b) of this **Agreement**.

## Appendix B

The following rules shall govern the eligibility of Employees for the Recurring Increment Payment ("RIP") provided for in Article III, Section 13 of the 2010 - 2017 Blue Collar Agreement.

1. Only service in pay status shall be used to calculate the qualifying years of service. A continuous year of service shall be a full year of service without a break of more than 31 days. Where the regular and customary work year for a title is less than a twelve month year, such as a school year, such regular and customary year shall be credited as a continuous year of service counting towards the qualifying years of service. If the normal work year for an Employee is less than the regular and customary work year for the Employee's title, it shall be counted as a continuous year of service if the Employee has customarily worked that length work year and the applicable agency verifies that information.
2. Part-time employees shall be ineligible to receive RIPs, but prior part-time service shall be credited to full-time employees on a pro rata basis, provided all other terms and conditions set forth herein are met.
  - a. An employee must have regularly worked at least one half the regular hours of full time employees in the same title or if no full-time equivalent title exists then at least 17-1/2 hours for white collar positions or 20 hours for blue collar positions.
  - b. Such part time service shall be prorated by dividing the number of hours worked per week by a part-time employee by the number of hours worked per week by a full-time employee in the same title. If no full-time equivalent title exists then the divisor shall be 35 hours for white collar positions or 40 hours for blue collar positions.
3. Service in pay status prior to a break in service of more than one year shall **not** be used to calculate the qualifying years of service.
4. The following time in which an Employee is not in pay status shall not constitute a break in service, but such time shall **not** be used to calculate the qualifying years of service:
  - a. time on a leave approved by the proper authority which is consistent with the Personnel Rules and Regulations of the City of New York or the appropriate personnel authority of a covered organization,
  - b. time prior to a reinstatement,
  - c. time on a preferred or recall list, and
  - d. time not in pay status of 31 days or less.
5. RIPs shall be considered a salary adjustment for the purposes of Article III, Section 1(d) of this Agreement and the maximum salary of an eligible title shall not constitute a bar to the payment thereof.
6. Once an Employee has qualified for a RIP and is receiving it, the RIP shall become part of the Employee's base rate and included in calculating all salary based payments, except as provided in paragraph 7 below. Any future negotiated general increases shall be applied to RIPs.
7. A RIP shall not become pensionable until two years after the Employee begins to receive such RIP.



# Office of Labor Relations

22 Cortlandt Street, New York, NY 10007  
nyc.gov/olr

**Renee Campion**  
Commissioner

**Steven H. Banks**  
First Deputy Commissioner  
General Counsel

**Claire Levitt**  
Deputy Commissioner  
Health Care Strategy

**Georgette Gestely**  
Director, Employee Benefits Program

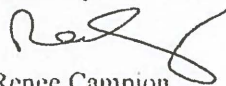
Henry Garrido  
Executive Director  
District Council 37, AFSCME, AFL-CIO  
125 Barclay Street  
New York, New York 10007

## Re: 2010 - 2017 Blue Collar Agreement

Dear Mr. Garrido:

This is to confirm our mutual understanding and agreement that the Memorandum of Understanding dated July 21, 1995 and the side letter thereto also dated July 1, 1995, concerning the supervision of Work Experience Program participants shall continue in force during the term of the 2010 - 2017 Blue Collar Agreement and shall be deemed to be an appendix to thereto.

Sincerely,



Renee Campion

**AGREED TO ON BEHALF OF  
DISTRICT COUNCIL 37, AFL-CIO**

BY: 

Henry Garrido  
Executive Director