

2021-2027 Memorandum of Agreement
District Council 37 Local 983 Traffic Enforcement Agents Levels III & IV and the
City of New York

1. Term: 5 years and 6 months

11/11/21 – 5/10/27

2. General Wage Increases

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

3. Ratification Bonus

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

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

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

4. Additions to Gross

- i. Effective November 11, 2025, the general wage increase provided for in Section 2(v) shall be applied to “additions to gross.” “Additions to gross” shall be defined to include uniform allowances, equipment allowances, transportation allowances, uniform maintenance allowances, assignment differentials, service increments, longevity differentials, advancement increases, assignment (level) increases, and experience, certification, educational, license, evening, or night shift differentials.

5. Conditions of Payment

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

6. Annuity Fund Increase

Effective November 11, 2024 a new annuity contribution in amount of \$901.00 per annum shall be established for employees who have completed twenty (20) or more years of city service.

7. Uniform Allowance

Effective November 11, 2024, the uniform allowance shall be increased by \$214 per annum for a new total uniform allowance of \$1,000 per annum.

8. Welfare Fund Increase

Effective May 26, 2023 there shall be a recurring \$50 per annum per employee (active and retiree) increase to the welfare fund contribution, for a new total annual contribution amount \$1,875 per employee per annum.

9. Salary Schedule

- i. Effective November 11, 2024, there shall be an increase of \$1,450 to the TEA Level III hiring rate and an increase \$550 to the TEA III Step I rate. The resulting TEA Level III salary schedule is set forth below: schedule is set forth in the attached Appendix A.
- ii. Effective November 11, 2024, there shall be an increase of \$1,947 to the TEA Level IV hiring rate. The resulting TEA Level IV salary schedule is set forth in the attached Appendix A.

10. Prohibition of Further Economic Demands

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

11. Continuation of Terms

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

12. Payroll

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

13. Approval of Agreement

This Agreement is subject to union ratification.

FOR THE CITY OF NEW YORK

FOR DC 37

BY: _____

RENEE CAMPION
Commissioner of Labor Relations

BY: _____

DANIEL KATZ
Director Research & Negotiations

March 8, 2024

APPENDIX

CBU 020 TEA 3&4 - Illustration of Proposed Salary Increases to L III hiring rate, step 1, and LIV hiring rate, for incumbents

CURRENT				11/11/2021	3.00%	11/11/2022	3.00%			
TEA L III				Hiring Rate	Incumbent Rate	Max	Hiring Rate	Incumbent Rate	Max	
HR/Step 0	\$40,562	\$46,646	\$49,718	\$41,778	\$48,045	\$51,210	\$43,031	\$49,486	\$52,746	
Step 1	\$41,301	\$47,496		\$42,540	\$48,921		\$43,817	\$50,389		
Step 2		\$48,345			\$49,795			\$51,289		
Step 3		\$48,755			\$50,218			\$51,725		
Step 10		\$49,168			\$50,643			\$52,162		
4/11/2024				3.00%						
TEA L III				11/11/2024 Adjustments			11/11/2024 3.00% Incumbent			
HR/Step 0	\$44,323	\$50,971	\$54,328	\$ 45,583	\$52,421	\$54,328	\$ 46,951	\$ 53,994	\$ 55,958	
Step 1	\$45,131	\$51,901		\$ 45,610	\$52,451		\$ 46,978	\$ 54,025		
Step 2		\$52,828			\$52,828			\$ 54,413		
Step 3		\$53,277			\$53,277			\$ 54,875		
Step 10		\$53,727			\$53,727			\$ 55,339		
11/11/2025				3.25%			L III adjustment amounts:			
HR/Step 0	\$ 48,477	\$ 55,749	\$ 57,777	HR/Step 0	\$ 1,450.00					
Step 1	\$ 48,505	\$ 55,781		Step 1	\$ 550					
Step 2		\$ 56,181								
Step 3		\$ 56,658								
Step 10		\$ 57,138								
CURRENT				11/11/2021	3.00%	11/11/2022	3.00%			
TEA L IV				Hiring Rate	Incumbent Rate	Max	Hiring Rate	Incumbent Rate	Max	
HR/Step 0	\$41,237	\$47,423	\$53,347	\$42,475	\$48,846	\$54,947	\$43,749	\$50,311	\$56,595	
Step 1	\$1,375	\$1,581		\$1,416	\$1,628		\$1,458	\$1,677		
Step 2	\$689	\$792		\$710	\$816		\$730	\$840		
S2w10yrs		\$413			\$425			\$438		
4/11/2024				3.00%						
TEA L IV				11/11/2024 Adjustments			11/11/2024 3.00% Incumbent			
HR/Step 0	\$45,061	\$51,820	\$58,293	\$ 46,754	\$53,767	\$58,293	\$ 48,157	\$ 55,380	\$ 60,042	
Step 1	\$1,502	\$1,727		\$ 1,502	\$1,727		\$ 1,547	\$ 1,779		
Step 2	\$752	\$865		\$ 752	\$865		\$ 775	\$ 891		
S2w10yrs		\$451			\$451			\$ 465		
11/11/2025				3.25%			L IV adjustment amount:			
HR/Step 0	\$ 49,722	\$ 57,180	\$ 61,993	HR/Step 0	\$ 1,947.00					
Step 1	\$ 1,597	\$ 1,837								
Step 2	\$ 800	\$ 920								
S2w10yrs		\$ 480								