

2020-2026 Memorandum of Agreement
District Council 37, Local 983, Urban Park Rangers
and the City of New York

1. Term: 5 years, 6 months

10/26/21 – 4/25/27

2. Wage Increases

- a. General Wage Increases

<u>Effective Date</u>	<u>General Wage Increases</u>
i. October 26, 2021	3.00%
ii. October 26, 2022	3.00% compounded
iii. April 19, 2024	3.00% compounded
iv. October 26, 2024	3.00% compounded
v. October 26, 2025	3.25% compounded

3. Additions to Gross

The general increase provided for in section 2, a. 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.

4. 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.

5. Conditions of Payment

- a. 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.
- b. The general wage increases pursuant to Section 2.a.i., ii., and iii. of this 2021-2027 MOA shall be payable as soon as practicable upon ratification of this 2021-2027 MOA.
- c. The general wage increases pursuant to Section 2.a.iv. and v. of this 2021-2027 MOA shall be payable as soon as practicable following the effective date of such increases.

6. Recurring Increment Payments

- a. Effective October 26, 2024, the 3-year Recurring Increment Payment (RIP) for Urban Park Rangers (“UPR”) and Associate Urban Park Rangers (“AUPR”) shall be increased by \$729 up to total of \$1,000.
- b. Effective October 26, 2024, there shall be a new 4-year RIP for UPR and AUPR of \$363, for a total of \$1,363.
- c. Effective October 26, 2024, there shall be a new 6-year RIP for UPR and AUPR of \$229, for a total of \$3,405.
- d. Effective October 26, 2024, the 10-year RIP for UPR shall be increased by \$2,050 up to a total of \$8,285.
- e. Effective October 26, 2024, the 10-year RIP for AUPR shall be increased by \$646 up to a total of \$8,285.

7. Longevity Differential

Effective October 26, 2024, there shall be a new 23-year Longevity Differential for AUPR in the amount of \$2,847.

8. Welfare Fund

Effective April 19, 2024, there shall be a recurring \$50 per annum per employee (active and retiree) increase to the welfare fund contribution.

9. Annuity Fund

The parties agree to take the necessary measures to establish an Annuity Fund for Covered Employees under this agreement. Effective April 19, 2024, the Annuity Fund contribution for AUPRs with 20 or more years of City service shall be \$1,472 per annum, on behalf of each full-time per annum employee.

10. Prohibition of Further Demands

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

11. Payroll

Effective as soon as practicable following ratification of this agreement, all employees who receive paychecks via direct deposit shall be opted out of receiving paper pay stubs. Employees may choose to opt-in and receive paper stubs via NYCAPS Employee Self-Service.

12. Continuation of Terms

The terms of the predecessor collective bargaining agreement, MOA, and related agreements shall be continued except as modified pursuant to this MOA.

13. Approval of Agreement

This Agreement is subject to union ratification.

FOR THE CITY OF NEW YORK

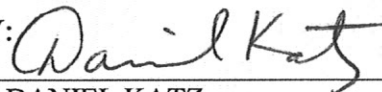
BY:



RENEE CAMPION
Commissioner of Labor Relations

**FOR DISTRICT COUNCIL 37,
AFSCME, AFL-CIO**

BY:



DANIEL KATZ
Director of Research and Negotiations

Dated: March 20, 2024