

2022-2028 Highway and Sewers Inspector Memorandum of Agreement
Law Enforcement Employees Benevolent Association and
the City of New York

1. Term: 5 years, 6 months

9/9/22 – 3/8/28

2. General Wage Increases

<u>Effective Date</u>	<u>General Wage Increases</u>
a. January 25, 2023	3.00%
b. September 9, 2023	3.00% compounded
c. September 9, 2024	3.00% compounded
d. September 9, 2025	3.00% compounded
e. September 9, 2026	3.25% compounded

3. Additions to Gross

The general increase provided for in section 2, e. shall be applied to “additions to gross.” “Additions to gross” shall be defined to include advancement increases, assignment (level) increases, longevity differentials, and uniform allowances.

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 4 of this 2022-2028 Memorandum of Agreement (“MOA”) shall be payable as soon as practicable upon ratification of this 2022-2028 MOA.
- b. The general wage increases pursuant to Section 2a., and 2b. of this 2022-2028 MOA shall be payable as soon as practicable upon ratification of this 2022-2028 MOA.
- c. The general wage increases pursuant to Section 2c., d., and e. of this 2022-2028 MOA shall be payable as soon as practicable following the effective date of such increases.

6. Apprenticeship Program Modifications

- a. Effective September 9, 2025, the apprentice program for the title of Apprentice Inspector (Highways and Sewer) (TC 35007) shall be reduced from five (5) years to four (4) years.
- b. Any Apprentice Inspector who has four (4) or more years of active experience in the Apprentice Inspector title as of September 9, 2025, shall be eligible for appointment to Highways and Sewer Inspector (31626) if they have satisfactorily completed the apprenticeship program. The Department of Transportation shall take the necessary steps to appoint qualified employees permanently if reachable on an active civil service list, or provisionally, in the absence of an active list, within 30 days of: (i) the employees’ individual date of eligibility or; (ii) September 9, 2025, whichever is later. Nothing herein shall modify the current title specification which, pursuant to Note 2, allows candidates to enter the apprentice program as a third year Apprentice at the time of appointment.
- c. This change shall not be retroactively applied to those employees currently serving in the Inspector or Associate Inspector title (TC 31626 and TC 31645, respectively) that previously completed an apprenticeship program of four (4) or more years.
- d. The parties agree to work with the Department of Citywide Administrative Services to effectuate the associated title specification revisions.
- e. Effective September 9, 2025, the starting salary for the Apprentice Inspector (Highways and Sewer) (TC 35007) shall be increased by \$336 to \$37,499.

7. Release Time

Effective September 9, 2025, the union shall have one (1) day per week of paid release time available for use by designated union officials. This release time shall be subject to the provisions of Executive Order 75.

8. Prohibition of Further Economic Demands

No party to this agreement shall make additional economic or non-economic demands during the term of this 2022-2028 MOA or during the negotiations for the applicable Successor Separate Unit Agreement.

9. Payroll

Effective as soon as practicable following ratification of this agreement, all employees of Mayoral agencies, and the New York City Housing Authority 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 or the appropriate method at employers not on NYCAPS.

10. 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.

11. Approval of Agreement

This Agreement is subject to union ratification.

FOR THE CITY OF NEW YORK

BY: 

RENEE CAMPION
Commissioner of Labor Relations

**FOR LAW ENFORCEMENT
EMPLOYEES BENEVOLENT
ASSOCIATION**

BY: 
JAKWAN RIVERS
President

Dated: August 14, 2024

