



Office of Labor Relations

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

Renee Campion
Commissioner

Daniel Pollak
First Deputy Commissioner

Claire Levitt
Deputy Commissioner
Health Care Strategy

Georgette Gestely
Director, Employee Benefits Program

September 22, 2023

Christopher Monahan
President
Captains Endowment Association
233 Broadway
New York, NY 10279

RE: 2022-2027 Uniform Officers Coalition Economic Agreement (“UOCEA”)

Dear Mr. Monahan:

This is to confirm the parties’ mutual understanding and agreement concerning additional economic items negotiated by the parties pursuant to Section 4 of the UOCEA (“Unit Bargaining”).

1. The term of the agreement set forth in Section 1 of the UOCEA shall be extended by 2 months. Therefore, the term of the CEA unit agreement shall be August 1, 2022 through September 30, 2027.
2. Effective January 1, 2024, the CEA shall be granted an additional four days per week of release time.
3. Sections 3.a.iii., iv, and v of the UOCEA shall be amended to delay each of those general wage increases to September 22nd of the applicable year (i.e., general wage increases of 3.50% on September 22, 2024, 3.50% on September 22, 2025, and 4% on September 22, 2026).
4. Effective August 1, 2025, the following salary schedule for Captains shall apply:

Step 1	\$160,030
Step 2	\$160,893
Step 3	\$161,813
Step 4	\$194,689

5. Effective October 1, 2023, the \$35 annual contribution to the 401(a) savings incentive plan will cease, and the annual contribution to the Employee Expense Reimbursement Fund shall be increased by \$35.
6. Effective August 1, 2027, the annual contribution to the welfare fund on behalf of active and retired employees shall be increased by \$100.
7. Effective August 1, 2027, the annual contribution to the Employee Expense Reimbursement Account shall be increased by \$245.
8. Effective August 1, 2027, the 15 and 20-year longevity steps shall each be increased by \$650.

This agreement fully resolves all unit bargaining matters as set forth in Section 4 of the UOCEA MOA.

If the above conforms to your understanding, please execute the signature line below.

Sincerely,



Renee Campion

Agreed to by the CEA

BY:



Christopher Monahan, President



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Captains Endowment Association
233 Broadway
New York, NY 10279

RE: 2022-2027 Uniform Officers Coalition Economic Agreement (“UOCEA”)

Dear Mr. Monahan:

This letter confirms the parties’ agreement that, should either party wish to discuss an extended tour pilot for members of the service represented by the CEA, the parties will meet to discuss such a pilot upon request.

If the above conforms to your understanding, please execute the signature line below.

Sincerely,

Renee Campion

Agreed to by the CEA

BY:



Christopher Monahan, President