

**2021-2026 Memorandum of Agreement between Doctors Council SEIU ("the Union"), the City of New York ("City") and NYC Health + Hospitals ("NYC H+H")**

1. Term: 5 years and 6 months

6/28/21 – 12/27/26

2. General Wage Increases

<u>Effective Date</u>	<u>General Wage Increases</u>
i. June 28, 2021	3.00%
ii. June 28, 2022	3.00% compounded
iii. November 28, 2023	3.00% compounded
iv. June 28, 2024	3.00% compounded
v. June 28, 2025	3.25% compounded

3. Ratification Bonus

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 this 2021-2026 *Doctors Council Memorandum of Agreement* ("MOA") 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 MOA 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

Effective June 28, 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 *MOA* shall be payable as soon as practicable upon ratification of this *MOA*.
- ii. The general wage increases pursuant to Section 2(i), (ii), (iii) and (iv) of this *MOA* shall be payable as soon as practicable upon the ratification of the *MOA*.
- iii. The general wage increases pursuant to Section 2 (v) of this *MOA* shall be payable as soon as practical after the effective date of such increases of the *MOA*.

6. OCME

i. City Medical Examiner Teaching Differential:

The parties agree that effective November 28, 2024 the City Medical Examiner Teaching Differential set in the parties *MOA* dated March 16, 2018 shall be increased to \$20,876 per annum and shall be paid to all active OCME City Medical Examiners regardless of years of service.

ii. City Medical Examiner Salary Schedule:

The parties further agree that effective November 28, 2024, the salary schedule for City Medical Examiner Level I and Level II shall be adjusted as set forth in the attached Appendix A.

7. Annuity Fund

The parties agree that, effective November 28, 2024 the existing annuity contribution shall be increased by \$1.83 per hour from \$2.57 per hour worked to \$4.40 per hour worked. As a result, the new total maximum annual contributions shall be as follows:

Hours worked	Current Annuity	New Annuity
	\$2.57 per hour worked	\$4.40 per hour worked
21.5 hours per week	\$2,683 annual maximum	\$4,594 annual maximum
37.5 hours per week	\$4,695 annual maximum	\$8,038 annual maximum
40 hours per week	\$5,031 annual maximum	\$8,613 annual maximum

8. Work Flexibility Committee

The parties agree to a remote work pilot for employees in Mayoral agencies consistent with the terms of the DC37 Remote Work Pilot dated May 31, 2023 as well as a compressed work pilot consistent with the terms of the DC37 Compressed Work Pilot dated January 11, 2024.

The parties agree to a remote work pilot for employees at NYC Health + Hospitals consistent with the terms of the DC37 Remote Work Pilot dated December 21, 2023. The union and NYC H+H agree to meet and discuss the feasibility of a compressed work pilot.

9. Prohibition of Further Economic Demands

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

10. Continuation of Terms

The terms of the predecessor separate unit agreements shall be continued except as modified pursuant to this *MOA*.

11. 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 Employee Self-Service or other appropriate method at employers not on NYCAPS.

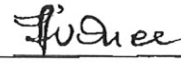
12. Approval of Agreement

This Agreement is subject to union ratification.

**FOR THE CITY OF NEW YORK**

BY:   
RENEE CAMPION  
Commissioner of Labor Relations

**FOR DOCTORS COUNCIL, SEIU:**

BY:   
FRANCES QUEE, MD  
President

**FOR NYC HEALTH + HOSPITALS**

BY:   
ANDREA G. COHEN  
Senior Vice-President and General Counsel

December 13, 2024

## APPENDIX A

\* CME Salary Schedule

		Expired			3% 6/28/2021		
		<u>Hiring Rate</u>	<u>Incumbent Rate</u>	<u>Max</u>	<u>Hiring Rate</u>	<u>Incumbent Rate</u>	<u>Max</u>
City Medical Examiner Level I		\$156,088	\$167,261	\$200,708	\$160,771	\$172,279	\$206,729
		\$163,891	\$175,625		\$168,808	\$180,894	
		\$171,696	\$183,988		\$176,847	\$189,508	
		\$179,493	\$192,345		\$184,878	\$198,115	
		\$187,296	\$200,708		\$192,915	\$206,729	
City Medical Examiner Level II							
	0 - less than 5 years	\$189,527	\$203,102	\$238,942	\$195,213	\$209,195	\$246,110
	At least 5 years, but less than 10 years	\$214,612	\$229,980		\$221,050	\$236,879	
	10 years or more	\$222,975	\$238,942		\$229,664	\$246,110	
		3% 6/28/2022			3% 11/28/2023		
		<u>Hiring Rate</u>	<u>Incumbent Rate</u>	<u>Max</u>	<u>Hiring Rate</u>	<u>Incumbent Rate</u>	<u>Max</u>
City Medical Examiner Level I		\$165,594	\$177,447	\$212,931	\$170,562	\$182,770	\$219,319
		\$173,872	\$186,321		\$179,088	\$191,911	
		\$182,152	\$195,193		\$187,617	\$201,049	
		\$190,424	\$204,058		\$196,137	\$210,180	
		\$198,702	\$212,931		\$204,663	\$219,319	
City Medical Examiner Level II							
	0 - less than 5 years	\$201,069	\$215,471	\$253,493	\$207,101	\$221,935	\$261,098
	At least 5 years, but less than 10 years	\$227,682	\$243,985		\$234,512	\$251,305	
	10 years or more	\$236,554	\$253,493		\$243,651	\$261,098	
		3% 6/28/2024			New Salary Schedule: 11/28/2024		
		<u>Hiring Rate</u>	<u>Incumbent Rate</u>	<u>Max</u>	<u>Hiring Rate</u>	<u>Incumbent Rate</u>	<u>Max</u>
City Medical Examiner Level I		\$175,679	\$188,253	\$225,899	\$185,444	\$225,899	\$225,899
		\$184,461	\$197,668				
		\$193,246	\$207,080				
		\$202,021	\$216,485				
		\$210,803	\$225,899				
City Medical Examiner Level II							
	0 - less than 5 years	\$213,314	\$228,593	\$268,931	\$232,740	\$268,931	\$268,931
	At least 5 years, but less than 10 years	\$241,547	\$258,844		*incumbent rate		
	10 years or more	\$250,961	\$268,931		applies after 2 yrs		
		3.25% 6/28/2025					
		<u>Hiring Rate</u>	<u>Incumbent Rate</u>	<u>Max</u>			
City Medical Examiner Level I		\$191,471	\$233,241	\$233,241			

City Medical Examiner Level II	\$240,304	\$277,671	\$277,671
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