

**2021-2027 Memorandum of Agreement**  
**Fire Alarm Dispatchers Benevolent Association (FADBA) and the City of New York**

1. Term: 5 years and 6 months

8/1/21 – 1/31/27

2. General Wage Increases

<u>Effective Date</u>	<u>General Wage Increases</u>
i. August 1, 2021	3.00%
ii. August 1, 2022	3.00% compounded
iii. August 1, 2023	3.00% compounded
iv. August 1, 2024	3.00% compounded
v. August 1, 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 August 1, 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), (ii) and (iii) 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 (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. Welfare Fund Increase

Effective January 1, 2024, there shall be a recurring \$150 per annum per employee (active and retiree) increase to the welfare fund contribution

7. Adjustment to Fire Alarm Dispatcher Salary Schedule

Effective August 1, 2023, the 6<sup>th</sup> and 5<sup>th</sup> Grade salary for Fire Alarm Dispatcher shall each be increased by \$3,369. The resulting salary schedule is set forth below:

**Fire Alarm  
Dispatcher**

	<u>Current</u>	<u>8/1/2021</u>	<u>8/1/2022</u>	<u>8/1/2023</u>	<u>8/1/2024</u>	<u>8/1/2025</u>
		3%	3%	3% + adj	3%	3.25%
1st Grade	68,214	70,260	72,368	74,539	76,775	79,270
2nd Grade	55,769	57,442	59,165	60,940	62,768	64,808
3rd Grade	53,627	55,236	56,893	58,600	60,358	62,320
4th Grade	51,567	53,114	54,707	56,348	58,038	59,924
5th Grade	43,115	44,408	45,740	50,481	51,995	53,685
6th Grade	41,254	42,492	43,767	48,449	49,902	51,524

8. Adjustment for Supervising Fire Alarm Dispatcher Level I

Effective August 1, 2023, the Supervising Fire Alarm Dispatcher Level I salary schedule shall be increased as set forth below:

**Supervising Fire  
Alarm  
Dispatcher**

<b><u>Level I</u></b>	<b><u>Current</u></b>	<b><u>8/1/2021</u></b>	<b><u>8/1/2022</u></b>	<b><u>8/1/2023</u></b>	<b><u>8/1/2024</u></b>	<b><u>8/1/2025</u></b>
		3%	3%	3% + adj	3%	3.25%
1st Grade	79,797	82,191	84,657	87,197	89,813	92,732
2nd Grade	76,605	78,903	81,270	85,638	88,207	91,074
3rd Grade	73,405	75,607	77,875	83,711	86,222	89,024
4th Grade	70,216	72,322	74,492	81,000	83,430	86,141

9. Service Increment

Effective August 1, 2023, the existing Service Increment shall be increased as set forth below:

**Service Increment**

	<b><u>Current</u></b>	<b><u>Increase</u></b>	<b><u>8/1/2023</u></b>
10 years of service	364	331	695
15 years of service	1730	400	2461
20 years of service	3508	570	4809

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**

BY:   
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RENEE CAMPION  
Commissioner of Labor Relations

**FOR FADBA:**

BY:   
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FAYE SMYTH  
President

October 18, 2023