



Office of Labor Relations

22 Cortlandt Street, New York, NY 10007
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Renee Campion
Commissioner
Daniel Pollak
First Deputy Commissioner

Claire Levitt
Deputy Commissioner
Health Care Strategy
Georgette Gestely
Director, Employee Benefits Program

October 5, 2023

Louis Turco
President
Lieutenants Benevolent Association
233 Broadway
New York, NY 10279

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

Dear Mr. Turco:

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 LBA unit agreement shall be February 16, 2022 through April 15, 2027.
2. Effective November 28, 2023 and ceasing April 15, 2027, the LBA shall be granted one additional position on full-time release with pay.
3. The 24 additional union excusal days per year to which the LBA is entitled shall be forfeited for calendar year 2023.
4. Sections 3.a.iii., iv, and v of the UOCEA shall be amended to delay each of those general wage increases by one month each (i.e., general wage increases of 3.50% on March 16, 2024, 3.50% on March 16, 2025, and 4% on March 16, 2026).
5. Effective February 16, 2025, the following salary schedule for Lieutenants shall apply:

Step 1	\$136,893
Step 2	\$137,143
Step 3	\$137,393
Step 4	\$149,518

6. The 20-year longevity increment shall be increased by the wage increases set forth in Sections 3.a.iii., iv, and v of the UOCEA, resulting in the following amounts:

3/16/24	3/16/25	3/16/26
\$9,569	\$9,904	\$10,300

7. Effective August 1, 2027, the annual contribution to the welfare fund on behalf of active and retired employees shall be increased by \$100.
8. Effective February 16, 2027, the annual contribution to the Employee Expense Reimbursement Account shall be increased by \$392.
9. Effective August 1, 2027, there shall be a lump sum contribution of \$266,622 to the Employee Expense Reimbursement Fund.
10. Lieutenants shall participate in the 10 and 12-hour tour pilot. The parties agree to work together to agree upon terms for such participation within 90 days of execution of this agreement.

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.

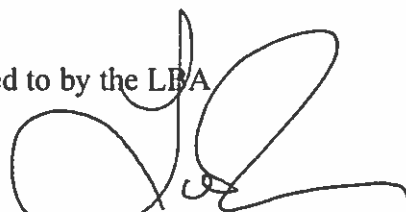
Sincerely,



Renee Campion

Agreed to by the LBA

BY:



Louis Turco, President