

2017-2020 Memorandum of Agreement
District Council 37, Local 983 and the City of New York –
Traffic Enforcement Agents, Levels 3 and 4

1. Term: 4 years, 1 month, and 16 days (49 months, 16 days)

9/26/2017-11/10/2021

2. General Wage Increases

<u>Effective Date</u>	<u>General Wage Increases</u>
i. September 26, 2017	2.00%
ii. September 26, 2018	2.25% compounded
iii. February 26, 2020	3.00% compounded

3. Additions to Gross

- i. The general wage increases provided for in Section 2(i) and (ii) shall not be applied to “additions to gross.” Effective February 26, 2020 or the applicable date of the Successor Separate Unit Agreement, the general increase provided for in subsection 2. (iii) 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.
- ii. Section 3 i. does not apply to Recurring Increment Payments (RIPs) which automatically increase with wage increases.

4. Conditions of Payment

- i. 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 this MOA.

5. Salary Increment

Effective July 26, 2020, after the completion of the 10th year of service, there shall be a 10-year salary step increment payment of \$413 for employees in the title Traffic Enforcement Agent, Level 3 and Level 4.

6. RIP Increase: Effective July 26, 2020 the following recurring increment payment (RIP) increases shall apply for employees in the title Traffic Enforcement Agent, Level 3 and Level 4:

5-year RIP (after completion of 5th year of service): \$200 increase

10-year RIP (after completion of 10th year of service): an additional \$200 increase
(for a total \$400 increase)

The new RIP increases will be added to the current RIPS effective July 26, 2020.

7. Prohibition of Further Economic Demands

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

8. Education Fund

Effective on July 26, 2018, the City's contribution to the DC 37 Education Fund shall be a total of \$100 per covered employee per annum.

9. Health Savings and Welfare Fund Contributions

The May 5, 2014 and June 28, 2018 Letter Agreements regarding health savings and welfare fund contributions between the City of New York and the Municipal Labor Committee, will be attached as Appendix and are deemed to be part of this MOA.

Effective April 26, 2021, there shall be a \$50 per annum per employee (active and retiree) increase to the welfare fund contribution.

10. Paid Family Leave

The parties agree to work together to "opt-in" to the New York State Paid Family Leave program as soon as practicable following the ratification of this MOA and agree to take the necessary steps to implement.

11. Continuation of Terms

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

12. Direct Deposit

Effective the day after this agreement is ratified, the Employer may require that all newly hired employees be paid exclusively through direct deposit or electronic funds transfer. For

employees on direct deposit, the employer may provide pay stubs electronically except where the employee has requested in writing to receive a printed pay stub.

Further, the parties shall work together regarding incumbent employees' enrollment in direct deposit, with the objective of 100% of employees being paid electronically.

11. Approval of Agreement

This Agreement is subject to union ratification.

FOR THE CITY OF NEW YORK

FOR DISTRICT COUNCIL 37

BY: 

RENEE CAMPION
Commissioner of Labor Relations

BY: 

HENRY GARRIDO
EXECUTIVE DIRECTOR

April 19, 2021