

2017-2026 Memorandum of Agreement (“MOA”)
Law Enforcement Employees’ Benevolent Association (“LEEBA” or “Union”) and the City
of New York (“City”)
Environmental Police Officers

1. Term: 10/1/17 – 11/1/26

2. General Wage Increases

<u>Effective Date</u>	<u>General Wage Increases</u>
a. October 1, 2017	2.00%
b. October 1, 2018	2.25% compounded
c. November 1, 2019	3.00% compounded
d. May 1, 2021	3.00% compounded
e. May 1, 2022	3.00% compounded
f. May 1, 2023	3.00% compounded
g. May 1, 2024	3.00% compounded
h. May 1, 2025	3.25% compounded

3. Additions to Gross

The general increase provided for in section 2. h. shall be applied to “additions to gross.” “Additions to gross” shall be defined to include uniform allowance and assignment differentials and the EPO differential.

4. Ratification Bonus

A lump sum cash payment in the amount of \$4,409 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”) or military leave with pay (“K status”). 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 \$4,409. 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.

5. Conditions of Payment

- a. The Lump sum cash payment pursuant to Section 4 of this MOA shall be payable as soon as practicable upon ratification.
- b. The general wage increases pursuant to Section 2. a., 2. b., 2. c., 2.d., 2.e., and 2.f. of this MOA shall be payable as soon as practicable upon ratification.
- c. The general wage increases pursuant to Section 2. g., and 2. h. of this MOA shall be payable as soon as practicable following the effective date of such increases.

6. Separations From Service

Employees who separated from service before December 1, 2023, other than by retirement, are not entitled to the retroactive increases pursuant to paragraphs 2 and 3 of this MOA.

7. EPO Differential

Effective October 1, 2017, all employees covered by this agreement shall be entitled to a differential of \$285 per annum. Effective April 1, 2025, the differential shall be increased to \$648 per annum. This amount shall be considered an “addition to gross” and shall not increase by general wage increases, except the 3.25% increase set forth in section 2.h.

8. Uniform Allowance

Effective April 30, 2021, there shall be a \$100 per annum increase to the uniform allowance.

9. Overtime

Effective July 1, 2024, employees shall be paid at the rate of 1.5x their straight-time hourly rate for work performed in excess of 45 hours per work week. All time in pay status (i.e., work time and paid leave) shall count toward the 45-hour threshold.

10. Body-Worn Cameras

The parties recognize that employees may be required to wear body-worn cameras and perform duties related to body-worn cameras as a term and condition of employment.

11. Prohibition of Further Economic Demands

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

12. Payroll

Effective as soon as practicable following ratification of this agreement, all employees of Mayoral agencies, the Department of Education, and the New York City Housing Authority who receive paychecks via direct deposit shall be opted out of receiving paper pay stubs. Employees may choose to opt-in and receive paper stubs via NYCAPS Employee Self-Service or the appropriate method at employers not on NYCAPS.

13. Continuation of Terms


The terms of the predecessor collective bargaining agreement, MOA, and related agreements shall be continued except as modified pursuant to this MOA.

14. Approval of Agreement

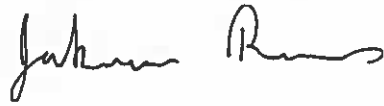
This Agreement is subject to union ratification.

FOR THE CITY OF NEW YORK

FOR LEEBA

BY:  DP
For RC

RENEE CAMPION
Commissioner of Labor Relations

BY: 

JAKWAN RIVERS
President

Dated: December 19, 2023