

2017-2021 Memorandum of Agreement
Law Enforcement Employees Benevolent Association (“LEEBA” or “Union”) and the City
of New York (“City”)

1. Term: 12/31/17 – 7/30/21 (43 months)

2. General Wage Increases

| <u>Effective Date</u> | <u>General Wage Increases</u> |
|-----------------------|-------------------------------|
| i. December 31, 2017 | 2.00% |
| ii. December 31, 2018 | 2.25% compounded |
| iii. January 31, 2020 | 3.00% compounded |

3. Additions to Gross

The general wage increases provided for in Section 2(i), (ii) and (iii) shall not 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.

4. Conditions of Payment

The parties agree that payment of the wage increases under Section 2 shall be payable as soon as practicable upon ratification of this MOA.

5. Uniform Allowance

Effective October 31, 2018, the Uniform Allowance shall be increased from \$808 to \$947 per annum per employee.

6. Annuity Fund

Effective October 31, 2019, the Annuity Fund contribution shall be increased from \$261 to \$419 on behalf of each full-time per annum employee.

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.

10. 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. Prohibition of Further Economic Demands

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


12. Continuation of Terms

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

13. Approval of Agreement

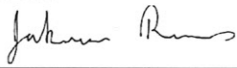
This Agreement is subject to union ratification.

FOR THE CITY OF NEW YORK:

BY: 

RENEE CAMPION
Commissioner of Labor Relations

FOR LEEBA:

BY: 

JAKWAN RIVERS
President

Feb
~~January~~ 23, 2024