

POLICE BENEVOLENT ASSOCIATION OF THE CITY OF NEW YORK, INC.

CONTRACT UPDATE: A CONTRACT FOR THE FUTURE



www.nycpba.org

Patrick J. Lynch, President

Dear PBA Member:

I am writing with a critical update concerning our contract process.

This week, **the PBA and the City reached an historic eight-year proposed contract settlement (see details below).**

Our long, hard fight has not only delivered the contract that PBA members have been waiting for – it has accomplished several of our key goals:

- **Raises police officers' basic maximum salary above \$100,000 IMMEDIATELY upon ratification.**
- Revolutionizes police officers' working conditions with an agreement for the NYPD to pilot and adopt a modern duty chart of 10- and 12-hour tours.
- Delivers **fully retroactive** general wage increases that are significant at all salary steps.
- Includes **no zeros and no extensions**, continuing 25 years of unbroken progress toward a market rate of pay.
- **Brings our contract current** and provides security into future years.

This agreement marks tremendous progress since the start of this bargaining round. When we began bargaining in April 2017 – three months before the expiration of our contract – the de Blasio administration initially **refused to offer any wage increases**, instead presenting us with a list of giveback demands, with raises listed as “TBD.” That was followed by repeated demands for **up to three and a half years of zero wage increases**, unless raises were 100% paid for through givebacks.

The road from those absurd and insulting proposals to today was incredibly difficult – more so than any our union has traveled in a half-century or more. We have endured the economic fallout of a global pandemic, as well as a generational crisis in American policing.

Just two-and-a-half years ago, when the city's finances teetered on the brink and powerful voices were calling for **the abolition of our entire profession**, this type of agreement was virtually unthinkable. Now it is reality.

For that, we can thank our continued solidarity. Despite the long and frustrating wait, we demonstrated that we could not be stonewalled into accepting a lesser settlement.

We must also acknowledge the leverage and assistance provided by the PERB arbitration and mediation process. We thank mediator Martin Scheinman for recognizing the inequity in our pay versus other police departments, and for helping the City understand that remedying that gap is in the best interests of all New Yorkers, especially in light of the NYPD's current staffing emergency. To be clear, our work is far from done. New York City police officers still deserve to be the highest paid police officers in the nation, and we will not rest until we have achieved that. However, this agreement points the way toward that ultimate goal.

In the coming days, you will receive information about the ratification process.

As always, I urge you to tune out the rumors and review the information inside to understand what it means for you and your family. This is the contract you have worked for and earned – a vote for ratification is a vote for your future.

Fraternally,



Patrick J. Lynch
President

PBA PROPOSED CONTRACT TERMS — 2017-2025

Contract Term

- 8-year period
- August 1, 2017 (expiration of the current contract) to July 31, 2025.

Wages

- This contract contains **NO ZEROS AND NO CONTRACT EXTENSIONS**.
- It provides **28.25% in compounded general wage increases** over the contract term.

WAGE GROWTH		
	Basic Maximum Salary	Total Direct Compensation (at 5.5 years)*
Current	\$85,292	\$102,487
Immediately Upon Ratification	\$101,590 (19.11% increase)	\$122,302 (19.33% increase)
By End of Contract	\$109,352 (28.25% increase)	\$131,544 (28.35% increase)

*Includes base pay, longevity, night shift differential, holiday pay, uniform allowance and neighborhood policing differential. Night shift differential calculated using blended rate of 4.6% of base pay (actual NSD will vary by chart and years of service).

- Increases are applied on the first day of each contract year, as follows:

8/1/2017	8/1/2018	8/1/2019	8/1/2020
2.25%	2.50%	3.00%	3.25%
8/1/2021	8/1/2022	8/1/2023	8/1/2024
3.25%	3.50%	3.50%	4.00%

- For the 2017-2019 period, the general wage increases of 2.25%, 2.50% and 3.00% were obtained **WITHOUT** any zeros or contract extensions.
- In addition to the general wage increases, effective 8/1/2023, there will be additional monies applied to the first four salary steps. This adjustment will benefit all current members on the first four steps, as well as new hires.

Continuing Impact of the Neighborhood Policing Differential & Longevity Escalator

- Thanks to the **2.25%-of-base-pay Neighborhood Policing Differential** the PBA obtained in 2017, members will see the following increases their take-home pay, in addition to the basic salary increases:

	Original NPD	As of 8/1/2017	As of 8/1/2018	As of 8/1/2019	As of 8/1/2020	As of 8/1/2021	As of 8/1/2022	As of 8/1/2023	As of 8/1/2024
First 1.5 years	\$956	\$978	\$1,002	\$1,032	\$1,066	\$1,100	\$1,139	\$1,210	\$1,259
After 1.5 years	\$1,013	\$1,035	\$1,061	\$1,093	\$1,129	\$1,165	\$1,206	\$1,254	\$1,304
After 2.5 years	\$1,035	\$1,058	\$1,085	\$1,117	\$1,154	\$1,191	\$1,233	\$1,278	\$1,329
After 3.5 years	\$1,058	\$1,081	\$1,108	\$1,142	\$1,179	\$1,217	\$1,260	\$1,306	\$1,358
After 4.5 years	\$1,148	\$1,173	\$1,203	\$1,239	\$1,279	\$1,321	\$1,367	\$1,415	\$1,471
After 5.5 years	\$1,919	\$1,962	\$2,011	\$2,072	\$2,139	\$2,208	\$2,286	\$2,366	\$2,460

- The PBA remains the only union for which this differential applies to ALL MEMBERS, regardless of assignment or time in rank.
- There will also be increases to the Longevity Steps with a 28.25% increase resulting from the longevity escalator secured in the 2006-2010 negotiated agreement.
- The additional longevity amounts to a benefit valued at between 2.5-4%, depending on the step, according to the City's traditional costing methods. For

example, in a prior round, a \$1,200 longevity increase was valued at 2% by the City.

STEP	NEW LONGEVITY As of 8/1/2024
5 years	\$8,032
10 years	\$9,580
15 years	\$11,124
20 years	\$12,712

Modern Chart Pilot Program

- In recognition of the unprecedented challenges and stressors that PBA members have faced in recent years, the City and Department have agreed to engage in a **pilot program to facilitate the transition to a permanent modern chart** of 10- and 12-hour tours.
- The initial pilot program will run for **6 months** and will include **PBA members assigned to patrol** in the following commands: 47 Precinct, 45 Precinct, PSA 8 and Transit District 11.
- Each command will have PBA members assigned to **both** 12-hour tours and 10-hour tours in a hybrid chart system similar to the “Orange Chart” currently in use by the Nassau County Police Department.
 - Members assigned to rotating 12-hour tours will work 3 consecutive days, followed by 3 consecutive regular days off, repeated.
 - Members assigned to rotating 10-hour tours will work for 4 consecutive days, followed by 2 consecutive regular days off, then working for 4 consecutive days, followed by 4 consecutive regular days off, repeated.
 - Certain positions selected by the Department will be assigned to steady 10-hour tours, working for 4 consecutive days, followed by 3 consecutive regular days off, repeated.
- All members will continue to work 2088 hours per year, as we do under the current chart. The number of appearances will be reduced.
 - Members assigned to 12-hour tours will work 182 appearances per year, 61 fewer than under the current 8:35 chart.
 - Members assigned to 10-hour tours will work 208 appearances per year, 35 fewer than under the current 8:35 chart.
- PBA members participating in the pilot program will select their tour based on seniority. Commanding officers will make the final determination on tour assignment. There will be a grievance process for members who believe they have been unfairly denied the chart of their choice based on their seniority.
- Upon the successful conclusion of the 6-month pilot period, the Department will expand the pilot program to additional commands. Our goal is to have the modern chart adopted Department-wide as soon as possible.

Health & Welfare Funds

As part of this agreement, the PBA will sign onto the 2018 MLC Health Savings Agreement. As a result, the PBA Health & Welfare Funds will receive two lump sum payments of \$100 per member to both the active and retired funds, a total benefit of more than \$9.7 million. Additionally, the Health & Welfare escalators that the PBA secured in the 2006-2010 bargaining round will produce a more than \$15 million increase in the City's annual contribution to the Funds immediately upon ratification, and a more than \$22 million annual increase by the contract's end.

Retroactive Payments and Total Direct Compensation

- According to the City, retroactive payments to members at Basic Maximum may average \$50,000 or more (depending on chart, OT and years of service).

NEW YORK CITY POLICE OFFICER – SALARY RATE BY END OF CONTRACT

(AFTER 8/1/24)

Year	Base Pay	Longevity	Night Shift Differential*	Holiday Pay**	Uniform Allowance	Neighborhood Policing Differential†	Total Direct Compensation
Academy	\$55,942			\$2,631	\$1,050	\$1,259	\$60,882
After 6 Months (6th Grade)	\$55,942		\$2,631	\$2,631	\$1,050	\$1,259	\$63,513
After 1.5 Years (5th Grade)	\$57,976		\$2,727	\$2,727	\$1,050	\$1,304	\$65,784
After 2.5 Years (4th Grade)	\$59,065		\$2,778	\$2,778	\$1,050	\$1,329	\$67,000
After 3.5 Years (3rd Grade)	\$60,363		\$2,839	\$2,839	\$1,050	\$1,358	\$68,449
After 4.5 Years (2nd Grade)	\$65,387		\$3,075	\$3,075	\$1,050	\$1,471	\$74,059
After 5 Years (2nd Grade + 5 year longevity)	\$65,387	\$8,032	\$3,075	\$3,445	\$1,050	\$1,471	\$82,461
After 5.5 Years (1st Grade/Basic Max)	\$109,352	\$8,032	\$5,143	\$5,513	\$1,050	\$2,460	\$131,544
After 10 Years	\$109,352	\$9,580	\$5,143	\$5,584	\$1,050	\$2,460	\$133,164
After 15 Years	\$109,352	\$11,124	\$5,143	\$5,655	\$1,050	\$2,460	\$134,785
After 20 Years	\$109,352	\$12,712	\$5,143	\$5,728	\$1,050	\$2,460	\$136,446

*Night Shift Differential calculated using blended rate of 4.6% of base pay. Actual NSD will vary by chart and years of service. No NSD during Academy. ** Holiday Pay includes Base Pay, Longevity and Neighborhood Policing Differential. †Neighborhood Policing Differential applies to all PBA members, regardless of assignment. Calculated as 2.25% of base pay.