



DETECTIVES' ENDOWMENT ASSOCIATION, INC.

POLICE DEPARTMENT • CITY OF NEW YORK

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DEA TENTATIVE CONTRACT AGREEMENT **APRIL 1, 2019 THROUGH MAY 31, 2022**

Base salary

April 1, 2019 – 2.25%

April 1, 2020 – 2.50%

April 1, 2021 – 3.00%

Upon ratification, members will receive an immediate 7.95% compounded wage increase.

A rate increase in longevity at the above percentages based on the escalator clause at the 5, 15, and 20 year longevity steps.

Service Differential (Pensionable)

April 1, 2022 – 2.25%

After five (5) years of service in rank, **all** 3rd Grade Detectives

All 1st and 2nd Grade Detectives

Effective April 1, 2022, the Detectives named above will have received a compounded wage increase of 10.20%.

*To pay for the Service Differential —

The length of the contract has been extended two (2) months at the end of the contract. Other Unions have stretched three (3) or more months.

The Department now has the right to equip all Detectives with a body worn camera as terms and condition of employment.

Effective February 1, 2022, the City will pause contributions to the DEA Health & Welfare Fund, which includes prescription drugs, eyeglasses, and dental (**not** City Health Benefits which is Emblem Health/GHI/HIP and Blue Cross/Blue Shield), for a total of 21 months. On November 1, 2023, the City will resume contributions at the current amounts.

Note: The DEA currently has 52 months of reserves in its Health and Welfare Funds for prescription drugs, eyeglasses, and dental. Members will experience **NO CHANGE in service.*

Uniform Allowance

Effective April 1, 2022, **every** Detective will receive a \$200 increase in Uniform Allowance.

Detectives with less than 15 years of service, \$1,320.

Detectives with more than 15 years of service, \$1,700.

The DEA will now be given the Uniform Allowance to disperse this benefit to members *tax free*.

Labor Management Committee

The DEA raised the cost of Detectives answering their phones, emails, and texts while off-duty for work related issues. Upon ratification, the City has agreed to engage a special Labor/Management Committee with the Union immediately after ratification of the contract. Going forward, the DEA will ask Detectives to track any and all phone calls, texts, and emails received off duty. If we cannot agree on a financial resolution of this issue, the Union will then either file a formal grievance or pursue litigation in federal court.

Annual Leave Donation Program

The DEA and the City will implement a Pilot Program allowing active members to donate vacation days to a time bank. In the event of a catastrophic medical emergency of an immediate family member, the days will be used by the member in need. A Labor/Management Panel will be formed with members of the Department and the Union to disperse the emergency days.

****The above contract terms and conditions are all subject to ratification by the membership.***

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DEA TENTATIVE CONTRACT SALARY

Base Salary

	Today	4-1-19	4-1-20	4-1-21	4-1-22
Base Salary	Current	2.25%	2.50%	3.00%	2.25%
1st Grade	\$125,531	\$128,355	\$131,564	\$135,511	\$138,560
2nd Grade	\$109,360	\$111,821	\$114,617	\$118,056	\$120,712
3rd Grade (top pay)	\$97,324	\$99,514	\$102,002	\$105,062	\$107,426

Longevity Escalator

5 year	\$3,426	\$3,503	\$3,590	\$3,698	\$3,781
10 year	\$4,968	\$4,968	\$4,968	\$4,968	\$4,968
15 year	\$8,637	\$8,831	\$9,051	\$9,322	\$9,531
20 year	\$9,750	\$9,969	\$10,218	\$10,524	\$10,760

**Base salary figures do NOT include overtime, night differential, holiday pay or longevity.*

Estimated retroactive payment upon ratification of contract.

Does NOT include Longevity, Overtime, or Night Differential

<u>GRADE / STEP</u>	<u>ESTIMATED RETROACTIVE</u>
3rd GRADE ENTRY LEVEL	\$12,571
3rd GRADE 1st STEP	\$12,597
3rd GRADE 2nd STEP	\$12,623
3rd GRADE 3rd STEP	\$12,650
3rd GRADE 4th STEP	\$12,666
3rd GRADE TOP PAY	\$12,671
2nd GRADE DETECTIVE	\$14,238 <u>(Starting on April 1, 2019)</u>
1st GRADE DETECTIVE	\$16,343 <u>(Starting on April 1, 2019)</u>

****Retro assumes step progression happens on April 1st for all 3rd Grade Detectives in steps.***