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FEATURED

Detective Pact Includes Service Differential Of \$2,349 to \$3,049

38-Month Deal Includes 7.95% Raise, 'Pauses' Welfare-Fund Pay

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A BIT MORE GOLD GOES WITH THE SHIELD: NYPD Detectives under a tentative contract agreement with the city would see increases of up to \$3,049 in compensation from a differential based on their service, along with 7.95-percent raises consistent with what 11 other uniformed unions have negotiated. The one unresolved contract within that group is that of the Police Benevolent Association. Above, Detectives escorting murder suspect Tyrese Haspil out of the Lower East Side's 7th Precinct in July 2020.

Eduardo Munoz Alvarez/AP Photo

The Detectives' Endowment Association and the city Dec. 30 announced a 38-month contract deal that would provide 7.95 percent in raises and toward its conclusion feature a service differential of up to \$3,049, in what figured to be the last major contract deal of the de Blasio administration.

The deal, assuming it and two other tentative agreements are ratified by unions representing NYPD Sergeants and Firefighters, would further cement a bargaining pattern the administration is hoping to use in its contract arbitration with the Police Benevolent Association—the only one of the city's uniformed unions that has yet to agree to terms. Final arguments in that process are scheduled for Jan. 11 and 12, with an award unlikely to be issued before the summer.

Aiming Much Higher

The PBA is known to have already taken the position that a pattern-conforming agreement would be inadequate because it would leave city cops far behind their counterparts with the State Police and Metropolitan Transportation Authority P.D. who work within the five boroughs.

The key selling point of the DEA contract, as well as those agreed to by other uniformed unions, has been the ability to get the same 2.25-percent differential that the PBA gained nearly five years ago as part of a contract that expired Aug. 1, 2017. While the PBA funded that gain by reducing the steps on its salary scale for future officers, DEA President Paul DiGiacomo, like other uniformed-union leaders, opted to offer the city matching savings in ways that would not come at the expense of future members.

The DEA got nearly one-third of the required savings through a credit based on members wearing body cameras in the field, as did other law-enforcement unions including the PBA.

It also stretched its contract two months beyond the three-year norm, so that it would be retroactive to April 1, 2019 and expire May 31, 2022. A 2.25-percent raise would be implemented on the first day of the contract, followed by a 2.5-percent hike retroactive to April 1, 2020 and a 3-percent increase that would take effect 12 months after that.

21-Month 'Welfare' Pause

The other concession made by the union involves a "pause" in the city's annual \$1,573 welfare-fund contributions to both active employees and retirees that would begin this February and end in November 2023.

The service differential that is the key gain under the deal would take effect April 1 and apply to all First- and Second-Grade Detectives and to Detectives, Third Grade with at least five years in that rank.

For eligible Third-Grade Detectives, the service differential would be \$2,349. Those at Second Grade would get \$2,656, and First-Grade Detectives would receive \$3,049.

Those differentials come in addition to jumps in longevity pay that are tied to the three raises under the pact. The five-year longevity step, which is currently \$3,426 annually, would reach \$3,699 as of last April 1; the 15-year step goes from \$8,547 to \$9,226 over that period, and the 20-year differential improves from \$9,752 to \$10,527. The 10-year longevity step remains frozen at \$4,968.

Total 'Service' Pay

Once the service differentials take effect April 1, total service-related compensation for those with at least five years' tenure as a Third-Grade Detective would total \$6,748. For Detectives 2nd grade with 10 years' service it would be \$7,624 at that point, \$11,882 after 15 years and \$13,183 after 20. First-Grade Detectives with 20 years on the job would be getting a combined \$13,576 from the two differentials.

DEA President Paul DiGiacomo said in a phone interview late that day that 99 percent of his union's delegates voted in favor of recommending the pact to his 5,000 members. He said a ratification schedule was likely to be worked out by early in the new year.

The primary selling point, he said, was that including the 2.25-percent differential, "it's going to be a 10.2-percent raise for our members." The concessions that were made, he said, were relatively painless, noting that the two-month extension of the contract was a month shorter than some other uniformed unions needed to even out the city's costs.

Alluding to the PBA's decision five years earlier to fund that differential largely through reductions in its salary scale for new members, he added, "We don't have the luxury of reducing incoming Detectives' salaries by \$40,000 over five years."

Uniform-Allowance Gain

The DEA also negotiated a \$200 increase in the uniform allowance, which currently is \$1,120 for Detectives with less than 15 years on the job and \$1,500 for those who have passed that point in their NYPD careers.

Ms. Campion said in a statement, "Every single New Yorker depends on the safety that DEA members help to provide, and this deal gives equitable, pattern-conforming increases to the detectives doing this essential work."

She said the deal left the administration with pacts in the current round of bargaining—pending ratification of the three recent uniformed pacts—covering 93 percent of city workers. Besides the PBA, Emergency Medical Service Chiefs and a small group of traffic-enforcement employees represented by the Organization of Staff Analysts are still working under long-expired contracts.

