



Lieutenants Benevolent Association

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Dear Lieutenant:

On October 31, 2018, the most recent contract between the Lieutenants Benevolent Association and the City of New York expired. Prior to the expiration of the contract we initiated bargaining talks with the City as part of a uniformed unions coalition composed of the LBA, Captains Endowment Association, the Uniformed Fire Officers Association, the Correction Officer's Benevolent Association, the Correction Captain's Association, the Assistant Deputy Wardens Association, the Sanitation Officers Association, and the Uniformed Sanitation Chiefs Association. On Wednesday, December 18th, the City of New York and the Lieutenants Benevolent Association, along with our coalition partners, reached an agreement on a tentative economic package. After additional negotiations between the LBA and the City of New York we agreed to the bargaining units of the contract. Having negotiated a complete contract (composed of the economic and bargaining units), and as per the Constitution of the Association, a special meeting of the Delegate body was convened on Tuesday, January 21st, to review, explain and to vote on the proposed contract between the Association and the City of New York. At the conclusion of this meeting, the Delegate body of the Lieutenants Benevolent Association voted unanimously to forward the proposed contract to the membership for ratification.

TERM OF CONTRACT: November 1, 2018 to February 15, 2022: 39 Months and 15 Days

TOTAL WAGE & SALARY INCREASES FOR A TOP LONGEVITY LBA MEMBER

November 1, 2018 = 2.25%

November 1, 2019 = 2.50%

November 1, 2020 = 3.00%

July 1, 2021 = 1.25% (Lt's with 5 or more years in rank) – See asterisk below

November 1, 2021 = 1.00% (Lt's with 5 or more years in rank) – See asterisk below

Compounded Increase = 10.25%

**UPON RATIFICATION OF CONTRACT MEMBERS WILL RECEIVE AN IMMEDIATE 4.75% PAY RAISE
AND ALL RETROACTIVE MONEY DUE TO THEM**

ADDITIONAL SALARY INCREASES (Longevity refers to years in the rank of Lieutenant):

*July 1, 2021 = 1.25% wage increase for those members in the rank of lieutenant with five (5) or more years (completion of five (5) years in rank of Lieutenant) on that date.

*November 1, 2021 = 1.00% wage increase for those members in the rank of lieutenant with five (5) or more years (completion of five (5) years in rank of Lieutenant) on that date.

**If you do not have five (5) years in rank on the dates mentioned above, the additional 2.25% wage increase will go in effect upon completing your 5th year anniversary in rank.

NOTE: We have a four (4) month window to separately negotiate "Union Bargaining" issues for "0" Net Cost.

EXTRA IMPROVEMENTS EFFECTIVE JULY 1, 2021:

- \$100 annual increase (per member) into the "Active" Health & Welfare Fund
- \$166 annual increase (per member) into the "Retiree" Health and Welfare Fund

Lieutenant	Oct. 31, 2018	Nov. 1, 2018	Nov. 1, 2019	Nov. 1, 2020	July 1, 2021*	Nov. 1, 2021 *
	Current	2.25%	2.50%	3.00%	1.25%	1.00%
1 st Step – Promo	\$113,842	\$116,403	\$119,313	\$122,892		
2 nd Step + 1 yr.	\$114,289	\$116,861	\$119,783	\$123,376		
3 rd Step + 2 yrs.	\$114,811	\$117,394	\$120,329	\$123,939		
Top Step + 3 yrs.	\$125,531	\$128,355	\$131,564	\$135,511		
+ 4 yrs. In Rank	\$125,531	\$128,355	\$131,564	\$135,511		
+ 5 yrs. In Rank *					\$ 1,694	\$ 1,355
					\$ 137,205	\$138,560
Holiday Pay	\$5,685	\$5,813	\$5,958	\$6,137	\$6,213	\$6,275

Additional Compensation (Night Differential and O/T when applicable):

Longevity: 5Year = \$5,745
10 Year = \$6,745
15 Year = \$8,245
20 Year = \$9,245

Lt. SA/CDS	Oct. 31, 2018	Nov. 1, 2018	Nov. 1, 2019	Nov. 1, 2020	July 1, 2021*	Nov. 1, 2021 *
	Current	2.25%	2.50%	3.00%	1.25%	1.00%
1 st Step – Promo	\$126,622	\$129,471	\$132,708	\$136,689		
2 nd Step + 1 yr.	\$127,934	\$130,813	\$134,083	\$138,105		
3 rd Step + 2 yrs.	\$129,593	\$132,509	\$135,822	\$139,896		
Top Step + 3 yrs.	\$138,089	\$141,196	\$144,726	\$149,067		
+ 4 yrs. In Rank	\$138,089	\$141,196	\$144,726	\$149,067		
+ 5 yrs. In Rank *					\$ 1,802	\$ 1,441
					\$150,869	\$152,310
Holiday Pay	\$6,216	\$6,355	\$6,513	\$6,708	\$6,792	\$6,859

Additional Compensation (Night Differential and O/T when applicable):

Longevity: 5Year = \$5,745
10 Year = \$6,745
15 Year = \$8,245
20 Year = \$9,245

Fraternally,



Louis Turco
President