



ORGANIZATION OF STAFF ANALYSTS

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December 19, 2007

Dear Brothers and Sisters

We have finally been offered a settlement by the City that has met the approval of our negotiating team.

As members are aware, OSA had refused to give up the 1% due from the 02-05 contract as a condition of settlement for the 06-08 contract. Instead we began the long, slow administrative process of an appeal to the Office of Collective Bargaining, charging the City with bad faith bargaining on the issue of the 1%.

At this point, after ten months of unofficial talks we have now been offered a settlement that is significantly better than the one offered last February. Specifically, the longevity increases that come with the current offer go a long way towards compensating for the loss of the "productivity" clause of the old contract.

The negotiating team recommends a yes vote on the 06-08 contract.

Fraternally

Robert J. Croghan
Chairperson

TERMS OF AGREEMENT

1. DURATION

The term of the successor agreement shall be from July 13, 2006 to August 24, 2008.

2. GENERAL WAGE INCREASES

- a. Effective August 13, 2006 employees shall receive a general increase of 2%.
- b. Effective February 13, 2007 employees shall receive a general increase of 5%, compounded.
- c. The general increases shall also be applied to additions-to-gross.
- d. Increases and salaries for employees in titles of Systems Project Leader, Administrative Test & Measurement Specialist, and NYCAPS Process Analyst will be defined in a separate memorandum.

3. ADDITIONAL COMPENSATION FUNDS

Effective August 24, 2008 1.05% to be used in section 4, below.

4. LONGEVITY/SERVICE INCREMENTS

- a. Employees in the titles listed below shall receive the following increments:

	<u>As of</u> <u>7/12/06</u>	<u>Effective</u> <u>8/24/08</u>
10 years	1294	1810
15 years	1294	1810
20 years	1049	1680

Associate Staff Analyst
Management Analyst (DCAS/Personnel) -- Levels I and II
Program Research Analyst
Staff Analysts Levels - I and II
Staff Analyst Trainee
Tests and Measurement Specialist - Levels I, II, and III
Training Development Specialist Trainee
Assistant Systems Analyst
Planner: Production Control and Scheduling (EMS Motor Transport)
Systems Analyst
Senior Systems Analyst
Training and Development Associate - Levels A and B
Analyst (Campaign Finance Board) - Levels II and III
Assistant Planning - Scheduling Analyst
Planning-Scheduling Analyst
Senior Health Care Program Planner Analyst - Levels A and B
Senior Planning-Scheduling Analyst
Tests and Measurement Intern - Levels I and II

- b. Employees in the titles listed below shall receive the following increments:

	<u>As of</u> <u>7/12/06</u>	<u>Effective</u> <u>8/24/08</u>
10 years	281	797
15 years	281	797
20 years	1049	1680

Administrative Staff Analyst (Non-Managerial)
Supervising Systems Analyst
Supervising Superintendent of Maintenance – Levels I and II

- c. Employees in the titles listed below shall receive the following increments:

	<u>Effective</u> <u>8/24/08</u>
10 years	516
15 years	516
20 years	520

NYCAPS Process Analyst – Levels I and II
Senior Management Consultant – Levels I and II
Systems Project Leader
Administrative Tests and Measurement Specialist

5. WELFARE FUND

- a. **July 13, 2006**, increase of \$100.00 per annum.
- b. **November 13, 2006**, one time payment of \$166.67

6. ADDITIONAL ITEMS

- Transit Check enhancements
- OSA to support the Residency Bill
- There shall be a Labor Management Committee on Pension Issues
- There shall be a Salary Review Panel