

2021-2027 Memorandum of Agreement (“MOA”)  
Organization of Staff Analysts (“OSA” or “Union”) and the City of New York (“City”)

1. Term: 5 years, 6 months

9/6/21 – 3/5/27

2. General Wage Increases

<u>Effective Date</u>	<u>General Wage Increases</u>
a. September 6, 2021	3.00%
b. September 6, 2022	3.00% compounded
c. September 6, 2023	3.00% compounded
d. September 6, 2024	3.00% compounded
e. September 6, 2025	3.25% compounded

3. Additions to Gross

The general increase provided for in section 2, e.. shall be applied to “additions to gross.” “Additions to gross” shall be defined as assignment differentials. “Additions to gross” shall be defined to include uniform allowances, equipment allowances, transportation allowances, uniform maintenance allowances, assignment differentials, service increments, longevity differentials, advancement increases, assignment (level) increases, and experience, certification, educational, license, evening, or night shift differentials.

4. Ratification Bonus

- a. A lump sum cash payment in the amount of \$3,000, pro-rated for other than full time employees, shall be payable as soon as practicable upon ratification of the Agreement to those employees who are in active payroll status and in a title covered by this Agreement, as of the date of ratification. Active payroll status is defined as being in active payroll status (“B Status”), military leave with pay (“K status”), or on paid family leave. The lump sum cash payment shall be pensionable, consistent with applicable law.

All full time per annum and full time per diem employees who were in active status on the date of the ratification are entitled to receive the lump sum cash payment of \$3,000. Employees who were terminated for cause, resigned, retired, or otherwise separated from service prior to the date of ratification of this Agreement shall not be eligible for the lump sum cash payment.

In no event shall any employee receive greater than \$3,000 in bonus payments pursuant to this section.

5. Conditions of Payment

- a. The Lump sum cash payment pursuant to Section 4 of this 2021-2027 OSA MOA shall be payable as soon as practicable upon ratification.
- b. The general wage increases pursuant to Section 2. a., 2. b., and 2. c. of this 2021-2027 OSA MOA shall be payable as soon as practicable upon ratification.
- c. The general wage increases pursuant to Section 2. d., and 2. e. of this 2021-2027 OSA MOA shall be payable as soon as practicable following the effective date of such increases.

6. Work Flexibility

The parties agree to a remote work pilot consistent with the terms of the District Council 37 Remote Work Pilot dated May 31, 2023. The parties further agree to continue to discuss work flexibility measures to enhance the recruitment and retention of City employees and employee morale, including but not limited to compressed schedules and flexible scheduling.

7. Adjustment of Incumbents to New Salary Minimums

Employees in titles listed in Appendix "A" of this agreement who were in an affected title and active in the unit as of June 30, 2021, and remained in the same title and active in the unit as of September 5, 2023, shall have their salaries adjusted to meet the incumbent minimum and/or new hire minimum salaries that were effective July 1, 2021 for employees newly entering the title pursuant to the 2017-2021 Staff Analyst Memorandum of Agreement. Employees shall have the general wage increases set forth in Section 2 applied to the salaries as adjusted pursuant to this section.

8. Welfare Fund

Effective September 6, 2026, there shall be a recurring \$839 per annum per employee (active and retiree) increase to the welfare fund contribution.

9. Prohibition of Further Economic Demands

No party to this agreement shall make additional economic demands during the term of this 2021-2027 OSA MOA.

10. Payroll

Effective as soon as practicable following ratification of this agreement, all employees of Mayoral agencies, the Department of Education, and the New York City Housing Authority who receive paychecks via direct deposit shall be opted out of receiving paper pay stubs. Employees may choose to opt-in and receive paper stubs via NYCAPS Employee Self-Service or the appropriate method at employers not on NYCAPS.

11. Continuation of Terms


The terms of the predecessor collective bargaining agreement, MOA, and related agreements shall be continued except as modified pursuant to this MOA.

12. Approval of Agreement

This Agreement is subject to union ratification.

**FOR THE CITY OF NEW YORK**

**FOR ORGANIZATION OF STAFF ANALYSTS**

BY:   
\_\_\_\_\_  
RENEE CAMPION  
Commissioner of Labor Relations

BY:   
\_\_\_\_\_  
ROBERT CROGHAN  
Chairperson

Dated: December 11, 2023

APPENDIX "A"

<b>Title Code</b>	<b>Title Name</b>
1002A	Admin Staff Analyst fmr M1
1002D	Admin Staff Analyst fmr M2
1002E	Admin Staff Analyst fmr M3
1002F	Admin Comm Rel Specialist fmr M1-3
1006C	Health Svcs Mgr NM L1
1006D	Health Svcs Mgr NM L2
06711	Budget Analyst (Compt)
06713	Budget Analyst (IBO)
50103	Strategic Initiative Specialist (NC DOT)
50938	Strategic Initiative Specialist (NC HRA)
50940	Strategic Initiative Specialist (NC DEP)
54737	Confidential Strategy Planner (HRA)
54738	Confidential Strategy Planner (DOI)
54739	Confidential Strategy Planner (DCAS)
54740	Confidential Strategy Planner (Compt)
54741	Confidential Strategy Planner (ACS)
54743	Confidential Strategy Planner (DOHMH)
54745	Confidential Strategy Planner (DOITT)
54746	Confidential Strategy Planner (HPD)
55075	Asst Director Intergroup Relations (HA)
55091	Director Tenant/Community Affairs (HA)
1019A	Deputy Asst Director fmr M1-2 (CCRB)



# Office of Labor Relations

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**Renee Campion**  
*Commissioner*  
**Daniel Pollak**  
*First Deputy Commissioner*  
**Nicole M. Andrade**  
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**Claire Levitt**  
*Deputy Commissioner*  
*Health Care Strategy*  
**Georgette Gestely**  
*Director, Employee Benefits Program*

December 20, 2023

Robert Croghan  
Chairman  
Organization of Staff Analysts  
220 East 23<sup>rd</sup> Street, Suite 707  
New York, NY 10010

RE: Newly Certified Titles

Dear Mr. Croghan:

This letter serves to confirm the parties' understanding and agreement concerning newly accreted titles:

- a) The titles newly certified to the Union, included in Appendix "A" attached hereto, shall be incorporated into the applicable sections of the *2021-2027 OSA Staff Analyst Agreement* consistent with the understanding of the parties.
- b) Employees in such titles that had been accreted to the union prior to the effective dates of the general wage increases provided for in Section 2 shall receive such increases. In no event shall any employee receive across-the-board general wage increases, including any they may receive as a manager, original jurisdiction, or NYC H+H Group 11 managerial title, that exceed those provided for in Section 2, nor shall any employee be deprived of a general wage increase as a result of being added to the OSA bargaining unit.

For example, if an employee receives the first 3% increase on September 6, 2021, as an OSA member, they would not be eligible to receive the same increase as a manager, even if the effective date of a managerial increase preceded their accretion into the OSA unit.

- c) All newly certified titles, effective the date of implementation of their accretion into the unit, shall accrue annual leave in accordance with the applicable rate in Article XI Section 2(c)(i) or (ii) of the 2008-2010 Staff Analyst Agreement.

Sincerely,



Renee Champion

Agreed and accepted on behalf of the  
Organization of Staff Analysts



Robert Croghan  
Chairperson

## **Appendix “A” - Newly Certified Titles**

Chart Abstractor Level I and II (title code 342800, 342900), added to Certification No. 3-88 (as amended) by OCB Decision No. VR-1709-23, dated March 14, 2023;

Infection Control Preventionist Level I, II, and III (title code 344110, 344120, 344130), added to Certification No. 3-88 (as amended) by OCB Decision No. VR-1708-23, dated February 8, 2023;

Director, Systems and Programming Level I, II, and III (title code 039991, 039992, 039993), (H+H title code 019990, 029990, 039990), added to Certification No. 3-88 (as amended) by OCB Decision No. AC-1691-22, dated November 14, 2022;

Director of Health Care Program/Planning Analysis (HCPPA) Level I, II, and III (title code 002552, 002553, 002554) (H+H title code 015550, 025550, 035550), added to Certification No. 3-88 (as amended) by OCB Decision No. AC-1695-22, dated November 14, 2022;

Associate Director (Hospitals) Level I, II, and III (title code 981311, 981322, 981333) (H+H title code 981310, 981320, 981330), added to Certification No. 3-88 (as amended) by OCB Decision No. AC-57-10, dated December 13, 2021

Director, Information Services Level I, II, and III (title code 001522, 001523, 001524) (H+H title code 152210, 152220, 152230), added to Certification No. 3-88 (as amended) by OCB Decision AC-1670-19, dated November 30, 2021;

Confidential Strategy Planner (Finance) (title code 54744), added to Certification No. 3-88 (as amended) by OCB Decision VR-1700-22, dated September 13, 2022;

Confidential Strategy Planner (FDNY) (title code 54749), added to Certification No. 3-88 (as amended) by OCB Decision VR-1700-22, dated September 13, 2022;

Confidential Strategy Planner (NYCERS) (title code 54736), added to Certification No. 3-88 (as amended) by OCB Decision VR-1700-22, dated September 13, 2022;

Confidential Strategy Planner (Kings County DA) (title code 54742), added to Certification No. 3-88 (as amended) by OCB Decision AC-1699-22, dated June 1, 2023;

Confidential Strategy Planner (Buildings) (title code 54748), added to Certification No. 3-88 (as amended) by OCB Decision AC-1699-22, dated June 1, 2023;