2022-2026 Memorandum of Agreement
Organization of Staff Analysts, the New York City Public Advocate and the City of New York

1. Term: 48 Months, 20 Days

   10/2/2022 – 10/21/2026

2. General Wage Increases

	Effective Date	General Wage Increases
a.	May 24, 2023	3.00%
b.	May 24, 2024	3.00% compounded
c.	May 24, 2025	3.25% compounded

3. 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. Part-time Employees shall receive a pro-rata lump sum cash payment the computation of which shall be based on their regularly scheduled hours between October 1, 2023 and September 30, 2024.

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

      For the purposes of this section, any employee on terminal leave at the time of ratification will not be eligible for the ratification bonus payment.

4. Conditions of Payment

   a. The Lump sum cash payment pursuant to Section 3 of this 2022-2026 MOA shall be payable as soon as practicable upon ratification of this 2022-2026 MOA.

b. The general wage increase pursuant to Section 2a. of this 2022-2026 MOA shall be payable as soon as practicable upon ratification of this 2022-2026 MOA.

c. The general wage increases pursuant to Section 2b. and 2c. of this 2022-2026 MOA shall be payable as soon as practicable following the effective date of such increases.

5. Salary Ranges

Employees in the following title(s) shall be subject to the following specified salary(ies), salary adjustment(s), and/or salary range(s):

a. Effective October 2, 2022, the following salary ranges shall apply:

TITLES	i. Minimum	ii. Maximum
Assistant to Public Advocate (94496)	$50,000	$70,000
Part-Time	$20,000	$30,000
Assistant to Public Advocate, Research & Planning (94497)	$55,000	$70,000
Part-Time	$20,000	$30,000
Office Assistant (Public Advocate) (94507)	$50,000	$55,000
Part-Time	$20,000	$30,000
Special Assistant (Public Advocate) (94512)	$55,000	$55,000
Part-Time	$20,000	$30,000

b. Effective May 24, 2023, the following salary ranges shall apply:

	i. Minimum	ii. Maximum
Assistant to Public Advocate (94496)	$54,636	$76,491
Part-Time	$21,855	$32,782
Assistant to Public Advocate, Research & Planning (94497)	$60,101	$76,491
Part-Time	$21,855	$32,782
Office Assistant (Public Advocate) (94507)	$54,636	$60,101
Part-Time	$21,855	$32,782
Special Assistant (Public Advocate) (94512)	$60,101	$60,101
Part-Time	$21,855	$32,782

c. Effective May 24, 2024, the following salary ranges shall apply:

	i. Minimum	ii. Maximum
Assistant to Public Advocate (94496)	$56,275	$78,786
Part-Time	$22,511	$33,765
Assistant to Public Advocate, Research & Planning (94497)	$61,904	$78,786
Part-Time	$22,511	$33,765
Office Assistant (Public Advocate) (94507)	$56,275	$61,904
Part-Time	$22,511	$33,765
Special Assistant (Public Advocate) (94512)	$61,904	$61,904
Part-Time	$22,511	$33,765

d. Effective May 24, 2025, the following salary ranges shall apply:

	i. Minimum	ii. Maximum
Assistant to Public Advocate (94496)	$58,104	$81,346
Part-Time	$23,243	$34,862
Assistant to Public Advocate, Research & Planning (94497)	$63,916	$81,347
Part-Time	$23,243	$34,862
Office Assistant (Public Advocate) (94507)	$58,104	$63,916
Part-Time	$23,243	$34,862
Special Assistant (Public Advocate) (94512)	$63,916	$63,916
Part-Time	$23,243	$34,862

6. Compensatory Time

Effective the Sunday after the date of ratification, the following compensatory time rules shall apply for full-time employees:

a. A supervisor may only approve an employee accruing seven (7) additional hours of Comp Time per workweek per eligible employee.

b. There are no exceptions to the cap of seven (7) hours of Comp Time any employee may be allowed by a supervisor to work in a given workweek, unless the Chief of Staff and/or the Deputy Chief of Staff approves such work in writing/email. This approval must be in advance of the work.

All other existing policies and procedures relating to compensatory time shall remain unchanged.

7. 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. The per annum per employee active and retiree contribution will increase from $1,825 per annum to $2,664 per annum.

8. Education and Training Fund

Effective October 2, 2022, the titles covered herein shall be added to the OSA Education and Training Fund and there shall be a twenty-five dollar ($25.00) per annum contribution made on behalf of each full-time per annum employee to the Organization of Staff Analysts.

9. Prohibition of Further Demands

No party to this agreement shall make additional economic or non-economic demands during the term of this 2022-2026 MOA or during the negotiations for the applicable Successor Separate Unit Agreement.

10. Payroll

Effective as soon as practicable following ratification of this agreement, all employees of Mayoral agencies, 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. Other Terms and Conditions

All other economic and non-economic terms of employment are contained in a draft collective bargaining agreement, which is attached as an Appendix and which the parties agree will be executed upon ratification of this MOA.

12. Approval of Agreement

This Agreement is subject to union ratification.

FOR THE CITY OF NEW YORK

BY: _____

RENEE CAMPION
Commissioner of Labor Relations

FOR THE ORGANIZATION OF STAFF ANALYSTS

BY: Robert Croghan

ROBERT CROGHAN
Chairperson

FOR THE NEW YORK CITY OFFICE OF THE PUBLIC ADVOCATE

BY: _____

JUMAANE D. WILLIAMS
Public Advocate

Dated: December 16, 2024