



Office of Labor Relations

22 Cortlandt Street, New York, NY 10007
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Commissioner
Daniel Pollak
First Deputy Commissioner
Nicole Andrade
General Counsel

Claire Levitt
Deputy Commissioner
Health Care Strategy
Georgette Gestely
Director, Employee Benefits Program

April 8, 2024

Saul Fishman, President
Civil Service Bar Association
216 West 14th Street, 7th Floor
New York, NY 10001

Re: CSBA and City Equity Agreement

Dear Mr. Fishman:

This is to confirm the understanding and agreement of the parties use of the 0.88% Equity Fund consistent with the terms of the 2021-2026 Civil Service Bar Association (“CSBA”) Memorandum of Agreement (“MOA”) between the City of New York and the CSBA.

Effective October 18, 2023, the existing April 18, 2023, “After 1” year of service increment for the Recurring Increment Payment (“RIP”) shall increase by the amount of \$437 and the “After 5” years of service increment shall increase by the amount of \$668 as set forth below:

Years of Service	4/18/2023 Increment	4/18/2023 Total RIP	10/18/2023 Increment	10/18/2023 Total RIP
After 1	\$2,307	\$2,307	\$2,744	\$2,744
After 2	\$798	\$3,105	\$798	\$3,542
After 3	\$662	\$3,767	\$662	\$4,204
After 4	\$591	\$4,358	\$591	\$4,795
After 5	\$373	\$4,731	\$1,041	\$5,836
After 6	\$1,523	\$6,254	\$1,523	\$7,359
After 7	\$649	\$6,903	\$649	\$8,008
After 8	\$827	\$7,730	\$827	\$8,835
After 9	\$535	\$8,265	\$535	\$9,370
After 10	\$909	\$9,174	\$909	\$10,279
After 11	\$226	\$9,400	\$226	\$10,505

Years of Service	4/18/2023	4/18/2023	10/18/2023	10/18/2023
	Increment	Total RIP	Increment	Total RIP
After 12	\$1,001	\$10,401	\$1,001	\$11,506
After 13	\$185	\$10,586	\$185	\$11,691
After 14	\$185	\$10,771	\$185	\$11,876
After 16	\$226	\$10,997	\$226	\$12,102
After 18	\$818	\$11,815	\$818	\$12,920
After 20	\$1,327	\$13,142	\$1,327	\$14,247

The parties agree that the increases to the RIPs, as defined herein, exhaust in full the entire 0.88% Equity Fund pursuant to the 2021-2026 CSBA MOA.

If the above accords with your understanding, please indicate your acceptance by signing below.

Very truly yours,



Renee Campion

Agreed and Accepted on Behalf of CSBA

BY: 

Saul Fishman
President