



OFFICE OF LABOR RELATIONS

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Director, Employee Benefits Program

August 14, 2018

David Paskin
Director of Research and Negotiation
District Council 37, AFSCME, AFL-CIO
125 Barclay Street
New York, New York 10007

Dear Mr. Paskin:

This letter serves to confirm the parties' agreement regarding our joint effort to improve the recruitment and retention of employees in the title of Medicolegal Investigator ("MLI"). In order to improve recruitment and retention in this critical area, the parties agree as follows:

1. As soon as practicable after the execution of this letter agreement, a classification resolution will be issued by the Department of Citywide Administrative Services eliminating the minimum qualification requirement that MLIs in assignment level I must have a Physician Assistant or Nurse Practitioner license. All qualification requirements shall remain in place for assignment levels II and III, and any MLI in assignment level I who obtains a Physician Assistant or Nurse Practitioner license shall be automatically promoted to assignment level II.
2. Any job posting for an MLI I position will include as preferred qualification that they have experience in death scene investigation, or other relevant medical or forensic experience, and that OCME will hire someone without such preferred qualifications only if they are unable to recruit candidates with such qualifications or there is another operational justification to do so. In the event applicants for a MLI I position possess a Physician Assistant or Nurse Practitioner license and are deemed qualified by the agency, OCME shall give preference to those applicants for the position.
3. Effective the date of the resolution referenced in paragraph 1, the minimum incumbent rate for MLI, assignment level I, shall be set at \$70,145 per annum. The maximum rate shall be set at \$81,528.

4. Effective the date of the resolution referenced in paragraph 1, all incumbent MLIs shall receive a salary increase of 8%. The contractual maximum salary shall not be a bar to any incumbent receiving such increase despite it bringing that individual above the maximum salary.
5. MLIs in assignment level III shall continue to perform the duties of "Tour Commander" until such time as the agency can cease and desist from assigning such duties pursuant to the decision in the case docketed as OCB number A-15216-16. As compensation for performance of those duties, the City shall pay a temporary assignment differential in the prorated per annum amount of \$10,000, retroactive to the date of the decision, so long as these duties continue.
6. The Union shall withdraw, with prejudice, the request for arbitration docketed as OCB case number A-15296-17.
7. There shall be a two-year period of review to discuss the medicolegal operation on an ongoing basis. The parties will meet every six months to discuss medicolegal operations. At the conclusion of the two year-period the parties will review the status of the operation, including whether any additional changes to the MLI job specification are required. To the extent the parties mutually agree upon any further changes, they will make a joint recommendation to DCAS.

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

Sincerely,



Robert W. Linn

Agreed and Accepted on Behalf of District Council 37,
AFSCME, AFL-CIO

BY: David Paskin by MG
David Paskin
Director of Research and Negotiation