January 16, 2020

AFSCME Bargaining Team
C/O Julie Dake Abel
VIA HAND DELIVERY ONLY

RE: City's Third Set of Bargaining Proposals

Dear Unit Members:

In response to the Union's proposals for a collective bargaining agreement between the parties, the City proposes the following terms for a collective bargaining agreement effective July 1, 2020. The City reserves the right to make additions or substitutions to these proposals during negotiations.

The City's proposals are as follows:

A. Article 4 & Appendix B–Wages: The City rejects the Union proposal and counters with:
   - No change to grade 20 or grade 22; and
   - A two and a half percent (2.5%) across-the-board wage increase for each year of the contract.

B. Agreement: The City proposes a three (3) year contract from July 1, 2020, through June 30, 2023.

C. The City rejects the Union proposal to re-insert the previously removed articles and policies from the contract.