

**Management Financial Counter**  
**July 1, 2020**

For this coming year, and in light of our loss of approximately \$700,000 in City funding and the additional economic uncertainties facing the City and State budgets, we make this final financial offer. We remain committed to continuing to address pay equity in future collective bargaining.

- We will provide an increase to the base salaries of all staff on Scales A-F of at least \$1500. With the addition of compounding, this will mean that more experienced staff will get even larger amounts built into their base salaries.
- We will provide an increase to the base salaries of all staff on Scales G-J of at least \$2000. With the addition of compounding, this will mean that more experienced staff will get even larger amounts built into their base salaries.

This offer is approximately \$274K more than our previous offer. The below table shows how base salaries would increase from Step to Step.

	<b>Step 1 (base salary increase)</b>	<b>Step 8 (base salary increase)</b>	<b>Step 15 (base salary increase)</b>
<b>Scale A</b>	\$1,500	\$1,914	\$2,236
<b>Scale G</b>	\$2,000	\$2,299	\$2,517
<b>Scale H-1</b>	\$2,000	\$2,316	\$2,548

This approach will address structural inequities in our salary scales by increasing the base salaries of lower paid staff (Scales G-J) by a greater percentage than it will for higher paid staff (A-F).

The chart below shows how our offer increases salaries from job to job and Step to Step.

<b>Sample Population</b>					
<b>Scale</b>	<b>Step</b>	<b>6/30/2020 Base Salary</b>	<b>New Base Salary</b>	<b>Base Salary After Moving to Next Step</b>	<b>Total % Increase</b>
A	2	\$ 71,191	\$ 72,747	\$ 75,320	5.80%
G	2	50,413	52,468	53,865	6.85%
H-1	2	47,843	49,901	51,034	6.67%
A	8	87,625	89,539	91,684	4.63%
G	8	56,424	58,723	59,697	5.80%
H-1	8	53,845	56,161	57,128	6.10%
A	15	102,360	104,596	106,336	3.88%
G	15	61,744	64,261	64,981	5.24%
H-1	15	59,081	61,629	62,324	5.49%