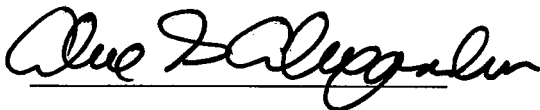


COLLECTIVE BARGAINING AGREEMENT

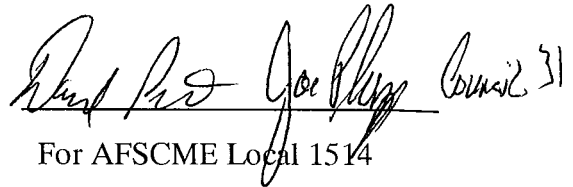
City of Aurora and AFSCME Local 1514

1/1/2017 – 12/31/2017

1. The collective bargaining agreement between the City of Aurora and AFSCME Local 1514 will be effective 1/1/2017 through 12/31/2017.
2. Wages will be increased by 2.25% for Tier 1 and Tier 2 employees retroactive to 1/1/2017.
3. The parties agree that if a 2017 one-year wage rollover agreement for any other bargaining unit exceeds 2.25%, then the additional increase shall be paid to AFSCME Local 1514.
4. All other contractual terms shall remain in effect per current contract.
5. Negotiations for a successor contract shall commence no later than 10/1/2017.
6. This agreement shall be non-precedential. The parties agree that the status quo is a three (3) year collective bargaining agreement.



For City of Aurora



For AFSCME Local 1514

Date: 4/5/17