

## **Exhibit B**

### Proviso

1. The Administration in the second quarter 2023, shall review its landscape maintenance needs for the city parks and determine if additional maintenance is needed to maintain the character of the parks to prevent overgrowth and to remove invasive species of plants and weeds. The Administration shall report to the City Council, if such additional maintenance is needed and whether it may be completed using existing city personnel, or if an outside firm should be employed and at what cost.
2. The Administration will bring forward proposed changes to the city art program to establish a process by which the program is funded and how those funds are held and approved for expenditure, during Q2 of 2023.
3. As part of the 2023 mid-biennial budget adjustment and based on market conditions, consider a one-time staff retention incentive in an amount to be determined for those employees who meet performance standards for their respective position.
4. As part of the 2023 mid-biennial budget adjustment and upon submittal of a one-time climate initiative by the Climate Action Committee, consider funding a one-time climate action "early action initiative" in an amount no more than \$10,000; action should be completed within approximately one year.