

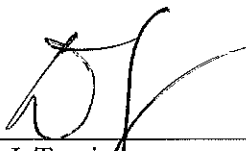
MEMORANDUM OF AGREEMENT

The Town of Dover (hereinafter "Town") and OPEIU, Local 32 (hereinafter "Local 32"), having engaged in good faith collective negotiations for a successor collective negotiations agreement, hereby agree to modify their current collective negotiations agreement, which expired on December 31, 2017, as follows:

1. All terms of the agreement covering the period January 1, 2018 through December 31, 2018 shall remain unchanged in the new agreement unless modified by the following paragraphs.
2. All employees covered by the Agreement shall receive a wage increase as follows:

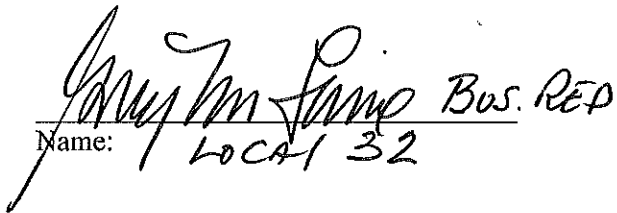
2.0% effective January 1, 2018.
3. This Memorandum of Agreement is subject to ratification of the bargaining unit members of Local 32, and by the Town, respectively, in accordance with their respective rules and procedures related thereto and in accordance with any relevant laws. This Memorandum of Agreement shall not be legally effective absent ratification.
4. The undersigned parties agree to recommend the terms and conditions contained in this Memorandum of Agreement to their respective constituencies for approval and ratification.
5. The Town shall be responsible for preparing the successor collective bargaining agreement containing the modifications and amendments contained herein, subject to the review and approval of the parties' respective legal counsel or representatives.
6. The undersigned represent that they are authorized to enter into this Memorandum of Agreement on behalf of their respective constituencies subject to the terms and conditions herein.
7. The undersigned parties agree that neither shall disclose to the media the terms and conditions contained in this Memorandum of Agreement, and shall only disclose the fact that a tentative agreement has been reached between the parties, prior to their respective ratification of same.

FOR THE TOWN:



Donald J. Travishano
Business Administrator

FOR OPEIU LOCAL 32:


Name: Amy M. Fano Bus. Rep
 LOCAL 32


Name: Angelica