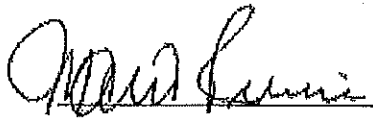
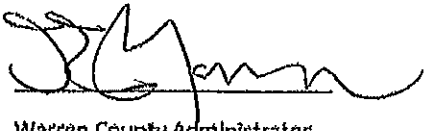


MEMORANDUM OF AGREEMENT

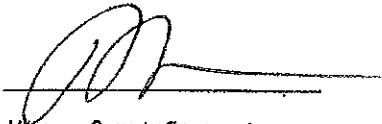
1. Two year term of contract - 1/1/18 to 12/31/19;
2. Wages -
 - a. Effective and retroactive to 1/1/18 - Two percent (2%) across the board increase for all employees, and
 - b. Effective 1/1/19 - Two percent (2%) across the board increase for all employees;
3. Medical Benefits - See attached revised Article 13 with exhibits.
4. Holiday Pay - Employees shall receive 2x their regular rate of pay for working on Holidays as defined by the labor contract.
5. All other items not contained in the labor contract shall remain status quo.
6. All other proposals are hereby withdrawn by both parties.
7. All parties agree to recommend for ratification their terms and conditions contained herein to their respective constituents.
8. All parties acknowledge these terms and conditions are subject to ratification, and the mediator retains jurisdiction.



CWA Local 1032



Warren County Administrator



Warren County Prosecutor

Dated: 10-2-18