

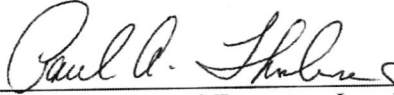
MEMORADUM OF AGREEMENT  
BETWEEN THE  
MILFORD POLICE DEPARTMENT  
GENERAL TEAMSTERS LOCAL 326  
AND THE  
CITY OF MILFORD, DELAWARE  
AGREEMENT EFFECTIVE  
August 21, 2019

**Bilingual Pay Differential Allowance Policy**

The City and the Union agree as follows:


1. Police Officers will participate in the City's Bilingual Pay Differential Allowance Policy which authorizes officers to receive additional compensation for bilingual proficiency.
2. The City will determine the languages which are part of the program, the testing processes and minimum proficiency levels, and the number of employees, by position, that are eligible to participate.
3. Pay will be discontinued if the officer is reassigned to a different job position, the functions of the job position no longer meet the requirements, or if the officer does not maintain proficiency.
4. The program may be suspended or discontinued due to financial or other constraints at the discretion of the City. Participating officers will be compensated for all work performed under the program prior to the date the program is suspended or terminated.

IN WITNESS WHEREOF, the parties hereto agree to and have caused this Amendment to be signed in their respective names by their representatives hereunto duly authorized dated:

  
\_\_\_\_\_  
Signature for General Teamsters Local 326

8/22/19  
\_\_\_\_\_  
Date

Title: SECRETARY / TREASURER  
\_\_\_\_\_

  
\_\_\_\_\_  
Signature for the City of Milford

8/22/19  
\_\_\_\_\_  
Date

Title: MAYOR  
\_\_\_\_\_