

LETTER OF AGREEMENT

Waterford Township ("Township") and Teamsters Local 214 ("Union") are parties to a Collective Bargaining Agreement.

The Township approached the Union and indicated that it intends to provide a one-time adjustment to the wages set forth in Article 51, Classification and Wages, in the Collective Bargaining Agreement.

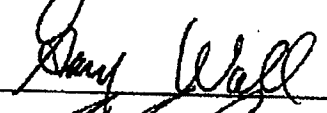
The Township reached out to the Union due to the unique and unprecedented circumstances which have occurred over the last several years, and in appreciation of the efforts of all Township employees during these difficult times.

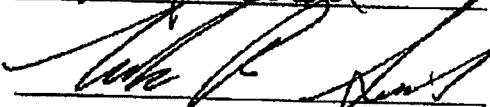
And, accordingly, the parties agree as follows:

1. Effective in the first full pay period starting September 10, 2023, all classification wages shall be adjusted by rolling in an additional \$1.50 per hour.
2. Article 51.1 of the present Collective Bargaining Agreement will be adjusted to reflect the following:
 - 51.1 During the course of the Agreement Wages shall be adjusted as follows:
 - A. 01/01/2022: 2.5%
 - B. 01/01/2023: 2.5%
 - C. Effective the first full pay period starting September 10, 2023, \$1.50 per hour will be added to all classifications.
 - D. 01/01/2024: 2.25%
 - E. 01/02/2025: 2.25%
3. The parties acknowledge that this will require approval of the Township Board.

3. This is the entire agreement between the parties.

WATERFORD TOWNSHIP





TEAMSTERS LOCAL 214

