

**MEMORANDUM OF UNDERSTANDING  
BETWEEN WATERFORD TOWNSHIP AND WATERFORD TOWNSHIP  
PATROL OFFICERS ASSOCIATION (MAP)**

**AMENDMENT TO PARAGRAPH h. – HISTORICAL LANGUAGE REMAINS THE SAME OTHERWISE**

It is agreed between the Charter Township of Waterford ("Township") and the Waterford Township Patrol Officers Association, Michigan Association of Police ("WTPOA" or "MAP" or "Union") that this Memorandum of Understanding regarding the hiring by the Township of part-time police officers shall be effective upon the ratification by MAP Union membership and approval of the Waterford Township Board of Trustees and shall continue until the termination of a new CBA entered into by the parties or until and unless the Employer fails to ratify a tentative agreement approved by the union for a successor Agreement whichever comes first.

- a. Two laid off Waterford Patrol Officers shall be rehired as Full Time (FT) Officers prior to the hiring of Part Time (PT) Officers and these re-called officers shall be entitled to full contractual benefits with the exception that they shall receive a reduced pension multiplier of 1.5% from date of recall until January 1, 2013 when their pension multiplier shall be returned to the pension multiplier they were entitled to at the time of lay-off.
- b. The remaining laid off FT Officers shall be offered the PT positions in reverse order of being laid off prior to the hiring of new PT employees.
- c. Upon offering all laid off Waterford Patrol Officers a PT officer position and no laid off officers, or an insufficient number, accept such position(s), the Township may hire PT officers from outside the layoff list provided that these officers shall be MCOLE certified and hired in accordance with the provisions of Act 78.
- d. In the event of future Police Department lay-offs, Detention Officers shall be laid off first, then PT officers followed by FT officers. All lay-offs shall be in accordance with seniority, meaning that the last hired shall be first laid off.
- e. PT officers will be required to adhere to the same requirements as FT officers and in compliance with the current job description provided, however, that PT officers shall be limited to patrol duties excluding all other special assignments.
- f. PT officers, except for laid off Waterford officers who will not serve a probationary period, will be on probation until they have reached 2500 hours of employment. Until completion of their probationary period, PT officers will be "At Will Employees". Upon successful completion of their probationary period, PT employees shall only be disciplined or discharged for cause and shall have full contractual rights to the grievance procedure.
- g. The maximum number of PT officers shall be 25% of the number of full time WTPOA-MAP MCOLES certified patrol officers.
- h. *PT officers shall be scheduled for an average of 28 hours per week and no more than 1456 hours in a calendar year.*

- i. PT officers shall not be used to supplement Special Details/OT opportunities for the FT Road Patrol Officers.
- j. The hourly rate of pay for laid-off Waterford officers hired as PT officers shall be the hourly rate they would have been entitled to as full-time officers.
- k. The hourly rate of pay for non-laid-off Waterford officers hired as PT officers shall be:
  - 1. First 1,000 hours 85% of officer wage
  - 2. 1,000 – 2,000 hours - 90% of officer wage
  - 3. 2,000 – 3,000 hours - 95% of officer wage
  - 4. 3,000 or more -100% of officer wage
- l. PT officers shall not be entitled to any fringe benefits otherwise provided for in the CBA between the Township and the Waterford Patrol Officers Association – Michigan Association of Police.
- m. PT officers shall be members of the Waterford Patrol Officers Association – Michigan Association of Police.
- n. In all other respects, the terms and conditions of the current Collective Bargaining Agreement shall remain in full force and effect.

Dated: 7-10-14

CHARTER TOWNSHIP OF WATERFORD

Gary Wall  
Gary Wall, Township Supervisor

Louis Ferrino  
Louis Ferrino, Human Resources

Daniel T. McCaw  
Daniel T. McCaw, Chief of Police

WTPOA and MICHIGAN ASSOC. OF POLICE

Fred Timpner FOR FRED TIMPNER  
Fred Timpner, MAP Executive Director 7/9/14

Michael Harps  
Michael Harps, WTPOA President

R. Knapp  
R. Knapp, WTPOA Vice President

Christopher Belling  
Chris Belling, WTPOA Secretary

Chris Fritz  
Chris Fritz, WTPOA Treasurer