Memoranda of Understanding
between
The Charter Township of Waterford
and
Waterford Professional Firefighters Association Local 1335
of the International Association of Firefighters

Eligibility for 2015 Line Lieutenant Testing

The conditions to this agreement shall be applicable only one time to determine the Waterford Regional Fire Department personnel eligible to test for the position of Line Lieutenant and establish a certified Line Lieutenant promotional list as mandated by the Waterford Police and Fire Civil Service Commission.

1. Personnel who currently have five (5) years of seniority or more with the Waterford Regional Fire Department, at the time of testing, shall be eligible to test for the position of Line Lieutenant.

2. Personnel who currently have (5) years of seniority or more with the Waterford Regional Fire Department, at the time of testing, shall have their Seniority Points calculated and awarded as stated in the current Waterford Police and Fire Civil Service Commission Rules and Regulations.

3. Former Pontiac Fire Department Personnel hired on February 1, 2012 by the Waterford Regional Fire Department shall be eligible to test for the position of Line Lieutenant only if they meet the following qualification:

A. Their combined years of seniority with the Waterford Regional Fire Department and the former Pontiac Fire Department together is five (5) years or more, at the time of testing.

4. Only former Pontiac Fire Department Personnel hired on February 1, 2012 by the Waterford Regional Fire Department, who are eligible to test for the position of Line Lieutenant, shall be awarded Seniority Points as follows:

A. Combined years of seniority with the Waterford Regional Fire Department and the former Pontiac Fire Department shall not be less than five (5) years seniority.

B. Seniority Points, at the time of testing, shall be calculated and awarded as stated in the current Waterford Police and Fire Civil Service Commission Rules and Regulations. They shall receive their seniority points as the sum of their seniority at Pontiac Fire Department and Waterford Regional Fire Department.

5. The certified Promotional list for the Position of Line Lieutenant for the Waterford Regional Fire Department shall follow the current Waterford Police and Fire Civil Service Commission Rules and Regulations, including the awarding of points as follows:

A. Written Exam	(100 points maximum)
B. Oral Board	(100 points maximum)
C. Seniority Points	(25 points maximum)
D. Workmanship Points	(20 points maximum)

6. The conditions of this agreement shall be only for this Line Lieutenant testing and shall not be used for any future Officer testing, of any rank, for the Waterford Regional Fire Department.

7. The conditions of this agreement shall not be a precedent for any future Officer testing, of any rank, for the Waterford Regional Fire Department.

The Memoranda of Understanding has been reached on this _____ day of March, 2015.

Gary Wall
Gary Wall - Supervisor — 3/11/15 Date

Ronald R Spears
Ronald R. Spears - Fire Chief — 3-11-15 Date

Damon Harney - President - Local 1335 — 3-14-15 Date

Tobin Thorell - Vice President - Local 1335 — 3-23-2015 Date

Lou Feurino - Human Resource Director — 3/12/15 Date

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE CHARTER TOWNSHIP OF WATERFORD
AND
WATERFORD PROFESSIONAL FIRE FIGHTERS ASSOCIATION
LOCAL 1335

Eligibility for Line Lieutenant Testing Amendment

The conditions to this agreement shall be to modify the Memoranda of Understanding effective date of 3/23/2015 to determine the Waterford Regional Fire Department personnel eligibility for Line Lieutenant testing and establish a certified Line Lieutenant promotional list as mandated by the Waterford Police and Fire Civil Service Commission.

Paragraph 3 is amended as follows,

1. Only former Pontiac Fire Department Personnel hired on February 1, 2012 by the Waterford Regional Fire Department shall be eligible to test for the position of Line Lieutenant if they meet the following qualifications;

A. Their combined year of senority with the Waterford Rrgional Fire Department and the former Pontiac Fire Department together is five (5) years or more, as of October 31st, 2014. As stated in the Local Rules of the Waterford Township Police & Fire Civil Service Commission Rules; **Testing**

2. This amendment eliminates paragraphs **6** and **7** of the Memoranda of Understanding effective date of 3/23/2015.

The Memoranda of Understanding amendment has been reached on this _____ day of April, 2015.

Gary Wall - Supervisor	Date 4/24/15
Ronald R. Spears - Fire Chief	Date 4/24/15
Damon Harney - President -Local 1335	Date 4/24/15
Tobin Thorell- Vice President - Local 1335	Date 04/24/2015
Lou Feurino - Human Resource Director	Date 4/24/15