

**REINSTATEMENT OF NOVEMBER 20, 2007 MEMORANDUM OF UNDERSTANDING  
BETWEEN WATERFORD TOWNSHIP AND WATERFORD TOWNSHIP  
PATROL OFFICERS ASSOCIATION (MAP)**

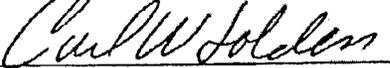
---

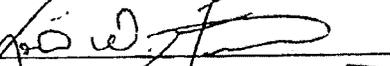
It is agreed between the Charter Township of Waterford ("Township") and the Waterford Township Patrol Officers Association, Michigan Association of Police ("WTPOA" or "MAP" or "Union") that the November 20, 2007 Memorandum of Understanding regarding the hiring by the Township of part-time prisoner detention officers shall, pursuant to paragraph "H", be reinstated effective October 12, 2011, subject to the following modification:

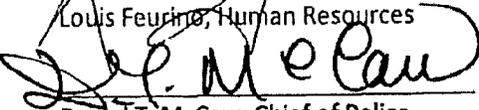
1. The following language will be substituted for paragraph "G" of the November 20, 2007 Memorandum of Understanding.
  - a. Laid off Waterford Patrol Officers shall be offered the opportunity of employment as part-time prisoner detention officers prior to the recall or hiring of any laid-off part time detention officers.
  - b. Upon offering all laid off Waterford Patrol Officers a detention officer position, if no laid off officers, or an insufficient number, accept such position(s), the Township may recall laid-off part-time detention officers in reverse order of lay-off.
  - c. In the event there are insufficient number(s) of laid-off part time detention officers available for recall to sufficiently staff the necessary positions, the Township may hire additional part time detention officers, subject to the terms and conditions of the November 20, 2007 Memorandum of Understanding.
  - d. In the event of future lay-offs of Waterford Patrol Officers, such Patrol Officers shall, at their election, have the right to bump part-time detention officers.
  - e. All laid off Waterford Township patrol officers working in the detention facility shall be given the opportunity to work any available hours, based on seniority, before any part-time detention officers.
  - f. Detention Officer's duties shall be limited to the oversight of prisoners within the detention facility during court operating hours only. The Detention Facility is defined as being the cell area, booking and control room located within the Police Department. For the purpose of this agreement the back hall of the court and the court rooms, as accessed by the back hall, would be used by Detention Officers to transfer prisoners (who are already in custody) to court proceedings.
2. In all other respects, the terms and conditions of the November 20, 2007 Memorandum of Understanding and the March 23, 2011 Supplemental Agreement (as pertains to laid off Waterford Township Police Officers) shall remain in full force and effect and shall continue until the expiration of the current Collective Bargaining Agreement between the parties.

**(Signatures on following page)**

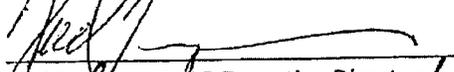
CHARTER TOWNSHIP OF WATERFORD

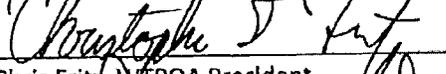
  
Carl W. Solden, Township Supervisor

  
Louis Feuring, Human Resources

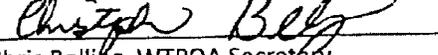
  
Daniel T. McCaw, Chief of Police

WTPOA and MICHIGAN ASSOC. OF POLICE

  
Fred Timmer, MAA Executive Director

  
Chris Fritz, WTPOA President

  
Dan Himmelspach, WTPOA Vice President

  
Chris Belling, WTPOA Secretary