

**LETTER OF UNDERSTANDING  
BETWEEN  
WATERFORD TOWNSHIP AND THE  
MICHIGAN ASSOCIATION OF POLICE**

It is hereby agreed between Waterford Township (“The Township”) and the Michigan Association of Police (“The Association”) that the following formula shall be used for all newly hired police officers effective March 1, 1999.

- New hires who must attend the police academy would start at the beginning wage as established by contract.
- New hires with certified credentials and less than one year full-time experience as a sworn police patrol officer would start at the 6 month wage.
- Credentialed new hires with 1 - 3 years full-time experience as a sworn police patrol officer would start at the 1 year wage.
- Credentialed new hires with 3 - 5 years full-time experience as a sworn police patrol officer would start at the 2 year wage.
- Credentialed new hires with 5 or more years full-time experience as a sworn police patrol officer would start at the 3 year wage.

Also effective March 1, 1999, all current police officers hired within the past four years, shall have their pay adjusted in accordance with the above formula.

Officers entitled to a pay adjustment shall submit proof of full-time service as a sworn officer by March 1, 1999. There shall be no retro-active pay adjustments.

The Chief of Police shall determine new hire pay eligibility for all applicants and current employees based on demonstrated experience as a sworn police patrol officer.

This agreement does not affect any other Article or section of the existing contract between the Waterford Township and the Michigan Association of Police (MAP).

**Dated: February 10, 1999**

**THE ASSOCIATION**

**THE TOWNSHIP**

---

WTPOA President

---

Chief of Police

---

WTPOA Vice President

---

Fiscal & Human Resources Director

---

Fred Timpner MAP

Labor Relations  
MAP-Patrol Officer  
Letter of Understanding  
New Hire Pay