

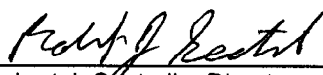
SUPPLEMENTAL AGREEMENT TO THE  
JANUARY 1, 2008 TO DECEMBER 31, 2012  
CBA BETWEEN THE TOWNSHIP OF WATERFORD AND MAP

It is hereby agreed by and between the Charter Township of Waterford (hereinafter referred to as the "Township") and the Michigan Association of Police (hereinafter referred to as the "Union") that, the following items shall be modified in the 2008 – 2012 collective bargaining agreement:


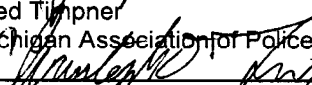
1. Effective for the 1<sup>st</sup> pay period after ratification by the Union and Township, all members shall pay 1.0% of wages into the Township Retiree Health Insurance Trust.
2. Effective for the 1<sup>st</sup> pay period after ratification by the Union and Township, all members shall pay 7.0% of wages (an additional 2.0%) into the Police and Fire Pension system.
3. The Township agrees to not layoff any additional full-time employees during the 2011 calendar year.
4. The Township shall offer currently laid off police officers positions as part-time Detention Officers limited to the oversight of prisoners in the detention facility during court operating hours only.
5. Laid off Police officers working as Detention Officers shall be paid \$25.00 per hour with no additional benefits.
6. All laid off Police officers will be offered the opportunity to apply for these part time positions. Positions will be filled on a first-laid off first-filled basis.
7. Laid off police officers electing to work as Detention Officers shall be allowed to sign-up for shifts based on seniority.
8. Shifts may be shortened or canceled due to lack of prisoners. A Detention Officer called to work and who reports to work shall be guaranteed one-hour show-up pay.
9. Laid off police officers electing to work as Detention Officers shall be permitted to participate in annual departmental fire arms training in order to allow them to retain their MCOLES Certification.
10. While assigned as Detention Officers employees shall be subject to just cause discipline and shall be allowed due process under the contract grievance procedures.
11. This agreement shall remain in effect until such time as the Township elects to layoff additional patrol officers or the end of the current collective bargaining agreement, which ever occurs first.
12. When the agreement is no longer in effect the conditions of the original 2008-12 agreement shall be in force.
13. Should the Local, State or Federal Government alter the membership's pay and or benefits in any way or by any means, the Union has the right to terminate this agreement and return to the original provisions or the 2008-12 collective bargaining agreement.
14. This agreement is subject to the approval of the MAP membership and the Township Board.

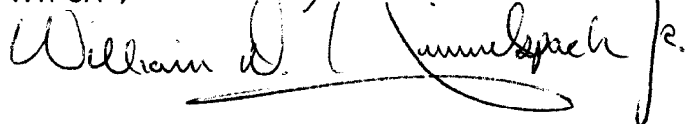
Agreed To: March 23, 2011

THE TOWNSHIP OF WATERFORD

  
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Robert J. Seeterlin, Director  
Fiscal & Human Resources

UNION

  
\_\_\_\_\_  
Fred Timpner  
Michigan Association of Police  
  
\_\_\_\_\_  
Chris Fritz, President  
WTPOA

  
\_\_\_\_\_  
William D. Linnelspeck Jr.