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No. 1186 P. 2

**WATERFORD TOWNSHIP
AND
MICHIGAN ASSOCIATION OF POLICE**

TENTATIVE AGREEMENT

Through 12/31/2017

1. Duration –

One-year extension through December 31, 2017.

2. Article VI – Subcontracting:

Section 6.2 – Extend through December 31, 2018.

3. Article XXXII – Wages:

- 2015 – 2.0% pay increase.
- 2016 – 2.0% pay increase.
- 2017 – 2.0% pay increase.

4. Article XXXVII – Part-time Officers:

Modify as follows:

- i. There will be a maximum of 5 part-time officers during the remainder of this provision, except as noted below;
- ii. The part-time officer program will end on 12-31-16, except as noted in (iii) below. No new part-time police officers will be hired by the Township after this date.
- iii. Any part-time officer employed as of the date of this agreement will be red-circled and shall remain employed as a part-time police officer after 12-31-2016 until the employee resigns, is terminated or otherwise leaves the position of part-time police officer.
- iv. The Township and the Union will work on a provision to provide preferential points for hiring purposes to qualified part-time officers should they be desirous of applying through the Act 78 Police and Fire Civil Service Commission for employment on a full-time basis.

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5. A Defined Contribution Plan is proposed. The Defined Contribution Pension shall be funded as follows for all new full time hires on or after November 1, 2014:

12% Employer Contribution to the Defined Contribution Plan and 3% by the Employee to the Defined Contribution Plan.

Members shall be fully vested on an immediate basis in the Defined Contribution Plan.

6. A Disability Pension provision is proposed for the Defined Contribution Plan.

a. Upon the application of a member or the member's department head, a member who becomes totally incapacitated for duty by reason of a personal injury or disease occurring as the natural and proximate result of causes arising out of and in the course of the member's employment by the municipality shall be retired by the retirement board consistent with Act 345.

The Township's liability for the disability benefit shall be offset by the lifetime annuity value of the employee's 401(a) defined contribution retirement account, determined as of the effective date of the employee's disability-related separation from service.

b. Upon the employee's disability-related separation from service, the employee will elect whether to draw on the balance in the DC account to supplement the employee's net disability pay.

7. Pension Guarantee for Present Police Officers and Moratorium on Pension Changes:

A Defined Benefit Pension Moratorium Letter of Agreement is attached.

8. For existing Police Officer Members of the Bargaining Unit, the second tier of the Defined Benefit Plan will be eliminated and they will receive the benefits of the higher tier. These benefits will also be included in the Moratorium noted in the paragraph 3 above.

WATERFORD TOWNSHIP

Ray Wall 12-16-14
BY: DATE

[Signature] 12-16-14
BY: DATE

BY: DATE

MICHIGAN ASS'N OF POLICE

[Signature] 12-18-2014
BY: DATE

[Signature] 12-19-2014
BY: DATE

Christopher Bell 12-19-2014
BY: DATE

Christopher J. [Signature] 12-19-2014
BY: DATE