

**Waterford Township
and
Association of Waterford Police Supervisors
Letter of Understanding for Contract Extension and Modification**

This agreement is entered into between the **Charter Township of Waterford, Michigan ("The Township")** and the Command Officer's Association of Michigan representing the **Association of Waterford Police Supervisors ("The Union")**.

1. Extension of Contract – Article 35.1
 - a. Subject to the terms hereinafter set forth, the current Collective Bargaining Agreement between the parties that expires on December 31, 2016, shall be extended to expire on December 31, 2017
 - b. Article 35.1 This Agreement shall continue in full force and effect until 11:59 p.m. December 31, 2017

2. Except as herein modified, all terms and conditions of the current Collective Bargaining Agreement shall remain in full force and effect.

3. No Sub-Contracting addition - new article 7.2
 - a. Article 7.2 - The Township shall not subcontract or relocate work currently performed by the employees of the bargaining unit except in cases of emergency, but for no longer than 60 days. This article shall stay in effect until December 31, 2018.

4. Change of Article 28.10 – Pension for employees hired after January 1, 2004
 - a. Article 28.10 - Employees hired after January 1, 2015 who are promoted into the Association shall maintain the same pension benefits they were afforded before their promotion (Defined Contribution Plan)

5. Change of Article 33.2 – Promotional Testing
 - a. Article 33.2 - Any bargaining unit member hired after January 1, 2003 must have a Bachelor's Degree from a North Central accredited university or college in order to test for the rank of Lieutenant.

6. Recognition of the Defined Benefit Pension Moratorium in Patrol Contract

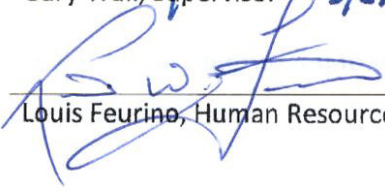
[Signatures are listed on page two of this Letter of Understanding]

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For Township:



Gary Wall, Supervisor 3/27/15

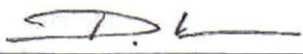


Louis Feurino, Human Resources

For the Union:



Mark Rosenkranz, President 3/20/15



Dwyane Warner, Vice-President 3-20-15



Tom Funke, C.O.A.M. 3/26/15