

**Northfield Township
Police Department**

Memo

To: Township Board of Trustees
From: Chief Wagner *WW*
cc:
Date: March 14, 2017
Re: Discretion in determining Part time officer starting pay

I am requesting approval of the attached Letter of Understanding to the current POAM contract. If approved this will give me latitude in determining the starting wage of new Part Time Officers. The current contract calls for a new part time officer to start at a wage of \$16.31 an hour. This would be appropriate for a new “out of the academy” officer. We are attempting to attract experienced newly retired officers that are looking to retain their certification by working part time at Northfield Township PD. These officers would be much less likely to leave because they are not looking for full time status at another department that we cannot offer. If we are able to offer something closer to the \$20 an hour wage it would make it more attractive and still save us from paying current fulltime officers time and a half.

NORTHFIELD TOWNSHIP
AND THE
NORTHFIELD TOWNSHIP POLICE
OFFICERS ASSOCIATION OF MICHIGAN

LETTER OF UNDERSTANDING
DISCRETION FOR STARTING SALARIES OF NEW PART TIME EMPLOYEES

In an effort to attract more experienced and tenured police officer applicants, the parties mutually agree that **newly hired part time employees** may be hired with a starting salary higher than the current Collective Bargaining Agreement starting salary at the discretion of the Director of Public Safety upon the following conditions:

- The new employee must have prior law enforcement experience as a road patrol officer or road patrol supervisor.
- The Director of Public Safety must keep the wages consistent with the current Collective Bargaining Agreement.

The parties agree that this Letter of Understanding is non-precedent setting and that neither party can use this agreement in any future negotiations and/or arbitration proceedings not directly related to this Letter of Understanding. That parties agree that this Letter of Understanding expires with the current Collective Bargaining Agreement and to open this topic for discussion during the 2018 contract negotiations to consider adding language to the next contract.

FOR THE UNION

FOR THE EMPLOYER

Thomas Funke, Business Agent Date

Date

Local POAM Representative Date

Local POAM Representative Date