

CHARTER TOWNSHIP OF WATERFORD  
5200 CIVIC CENTER DRIVE  
WATERFORD, MI 48329  
August 23, 2010  
6:30 PM  
- A G E N D A -

APPROVE AGENDA -  
APPROVE MINUTES -  
APPROVE BILL PAYMENT -

ANNOUNCEMENTS:

1. The Clerk's Office is accepting applications for Precinct Workers for the November General Election. Applications are available on line at the Clerk's web page: [www.twp.waterford.mi.us/clerk/electioninformation](http://www.twp.waterford.mi.us/clerk/electioninformation) or you may contact the Clerk's office at 248-674-6266.

REPORTS:

1. Clerk's Office – July 2010
2. Treasurer's Office – July 2010

OLD BUSINESS:

1. Approval of Rezoning Case No. 10-06-01
2. Amend State Housing Development Authority Act Tax Exemption Ordinance
3. Amend Waterford Meadows Elderly Housing Tax Exemption Ordinance
4. General Employee Pension Ordinance
5. Police & Fire Pension Ordinance

NEW BUSINESS:

1. Waterford Kettering Fireworks Display Permit
2. Approval of Ballot Language for Headlee Override for Police and Fire Millages

EXECUTIVE SESSION:

1. Approve Agreement with the Association of Waterford Police Supervisors
2. Approve Agreement with the Waterford Professional Firefighters Association
3. Approve Retirement Incentive for Police and Fire Civil Service Management Employees

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Betty Fortino, Clerk

IN CONFORMANCE WITH THE AMERICANS WITH DISABILITIES ACT, LARGE-PRINT AGENDAS AND MINUTES ARE AVAILABLE UPON REQUEST. BARRIER-FREE PARKING AND ACCESS ARE ALSO AVAILABLE AT TOWN HALL. MINUTES ARE AVAILABLE UPON REQUEST AT THE CLERK'S DEPARTMENT, AND ON THE TOWNSHIP'S WEB SITE.

Minutes of the Waterford Township Board Meeting, held August 23, 2010 at 6:30 PM in Town Hall Auditorium, 5200 Civic Center Drive, Waterford, Michigan 48329.

BOARD MEMBERS PRESENT:

Carl W. Solden, Supervisor  
Betty Fortino, Clerk  
Margaret Birch, Treasurer  
Heather M. Coats, Trustee  
David Kramer, Trustee  
David Maloney, Trustee  
Bette O'Shea, Trustee

OTHERS PRESENT:

Steve Ryner  
PJ Osika  
Mark Giroux  
Lisa Fritz  
Joy Nick  
Scott Ritter  
Daniel T McCaw  
Steve Booth  
Ron Spears  
Jon Knapp  
Dennis Storrs  
Regina Strong  
Kayla Strong

Kendall Strong  
Anthony Bartolotta  
Brent Ross  
John Gatti  
Dave Lippincott  
Micheal S.  
Phillip Zorza  
Charles J. Biggs  
William Merrell  
Karen Payne  
James Sherman  
Post  
Mike Zorza

Erin Prah  
Teresa Leonard  
Jake Helgen  
Jim Booth  
Liz Lesnau  
Joseph Denver  
Kelly Denver  
Stan Kurzman  
Rob Seeterlin  
Barry Hague  
Donna Hague  
Lisa Plunkett

Supervisor Carl Solden called the meeting to order at 6:30 P.M., asked for a moment of silence and then led the Pledge of Allegiance.

Moved by O'Shea,  
Supported by Maloney, RESOLVED, to approve the August 23, 2010 Agenda as printed.

Motion carried unanimously.

Moved by O'Shea,  
Supported by Maloney, RESOLVED, to approve the August 9, 2010 minutes as printed.

Motion carried unanimously.

Moved by Coats,  
Supported by O'Shea, RESOLVED, to approve the payment of the bills for August 23, 2010, as presented. A list of the bills is attached to these minutes.

Motion carried unanimously.

Supervisor Solden made the following announcements:

1. The Clerk's Office is accepting applications for Precinct Workers for the November General Election. Applications are available on line at the Clerk's web page: [www.twp.waterford.mi.us/clerk/electioninformation](http://www.twp.waterford.mi.us/clerk/electioninformation) or you may contact the Clerk's office at 248-674-6266.

The following reports were presented:

1. Clerk's Office - June 2010
2. Treasurer's Office – July 2010

Moved by O'Shea,  
Supported by Kramer, RESOLVED, to receive the foregoing reports.

Motion carried unanimously.

The following memo was received from Larry Lockwood, Division Head of Community Planning and Development.

As you will recall, this case was presented to the Township Board on June 28, 2010. As outlined in the attached memo, the case was subsequently brought before the Zoning Board of Appeal to request a lot area variance. The ZBA heard this case at their August 17, 2010 meeting and unanimously resolved to grant the necessary variance (please see attached meeting minutes).

This case is now back before the Township Board for final adoption of rezoning the property from M-1 to M-2. Staff will be present at Monday's meeting. However, if you have any questions or require additional information in advance of the meeting, please feel free to contact the CPD Office.

Move by O'Shea,  
Supported by Fortino, RESOLVED, to approve Rezoning Case No. 10-06-01 (from M-1, Light Industrial District to M-2, General Industrial District) 2491 Dixie Highway – Mack's Auto.

Motion carried unanimously.

At the August 9, 2010 Township Board Meeting to adopt the State Housing Development Authority Act Tax Exemption Ordinance for First Introduction and to place on the August 23, 2010 agenda for Final Action.

**CHARTER TOWNSHIP OF WATERFORD  
STATE HOUSING DEVELOPMENT AUTHORITY ACT  
TAX EXEMPTION ORDINANCE AMENDMENT**

An ordinance to amend the State Housing Development Authority Act Tax Exemption Ordinance adopted December 14, 2009, to modify provisions on tax exemption commencement, the time and manner in which annual service charges in lieu of taxes are calculated and payable, and regarding what housing projects are tax exempt.

**THE CHARTER TOWNSHIP OF WATERFORD ORDAINS:**

**Section 1 of Ordinance**

Sections 15.5-6, 15.5-7, 15.5-8(a) and 15.5-13 in Division 1 of Article I, In General, of Chapter 15.5, Taxation, of the Waterford Charter Township Code of Ordinances are amended to read as follows:

**DIVISION 1. STATE HOUSING DEVELOPMENT AUTHORITY ACT TAX EXEMPTIONS**

**Sec. 15.5-6. Tax exemption commencement.**

As provided in the Act, the tax exempt status for exemption of an eligible housing project from property taxes begins in the year following a timely notice to the township assessor of the Authority's approval of the exemption or exemption eligibility.

**Sec. 15.5-7. Annual service charges in lieu of taxes.**

(a) By separate ordinance at any time during the period that a tax exemption is in effect for an eligible housing project, the township may establish or change the annual service charge to be paid in lieu of taxes to an amount different than the service charge specified in the Act, provided that the amount established shall not exceed the property taxes that would be payable if the eligible housing project was not exempt and the amount is applied to all other eligible housing projects in the same class. A proposed ordinance under this section and written notice of the dates when it will be considered for introduction and adoption shall be provided to the Owner. If the township does not adopt such an ordinance, the annual service charge shall be as required by the Act when the tax exemption commences (10% of annual shelter rents as of December 14, 2009 when the ordinance that added this division was adopted.)

(b) Notwithstanding the annual service charge specified in the Act or by ordinance, for any portion of the eligible housing project that is occupied by other than low income persons and families with an elderly member of the household, the township may assess and require payment of an amount equal to the full amount of taxes that would be payable on that portion of the project if it were not tax exempt.

Ordinance continued.

**Sec. 15.5-8. Payment of annual service charge in lieu of taxes.**

(a) On or before June 1 of the year following each tax year that an eligible housing project has tax exempt status as provided in section 15.5-6, the owner shall pay the township the required annual service charge in lieu of taxes. The calendar and tax year that ended on December 31 immediately preceding the date the payment is due shall be the applicable period for calculating annual shelter rents if those are a basis for the annual service charge. Owner's payment shall be accompanied by supporting documentation of the rent or occupancy charges collected and charges for utilities furnished to occupants and paid for by owner.

(b) and (c) [Unchanged]

**Sec. 15.5-13. Previously approved tax exempt eligible housing projects.**

(a) The housing projects with exemption from property taxes under ordinances that remain in effect that were approved prior to the ordinance that added this division, which are now subject to the requirements of this division to the extent allowed by the Act and ordinances which approved the exemptions are: Riverside Gardens as described in Article II of this Chapter (Parcel No. 13-21-227-006), Whispering Meadows Elderly Housing (Parcel No. 13-32-301-035) and Lakeland Place Elderly Housing (Parcel No. 13-25-176-003), and the elderly housing portion of the Waterford Meadows housing project (Parcel No. 13-24-451-011) pursuant to Ordinance No. 114, as amended.

(b) As of December 14, 2009 when the ordinance that added this division was adopted, Ordinance No. 114, which approved tax exempt status for the elderly housing portion of the Waterford Meadows housing project (Parcel No. 13-24-451-011), was in effect.

(b) As of December 14, 2009 when the ordinance that added this division was adopted, the non-elderly portion of the Waterford Meadows housing project (Parcel No. 13-24-451-012) was exempt from property taxes for the 2009 tax year only pursuant to the Act. As of December 18, 2009 when the ordinance that adopted this division was published and took effect and pursuant to Section 15.5-4, commencing with the 2010 tax year, the non-elderly housing portion of the Waterford Meadows housing project (Parcel No. 13-24-451-012) is not exempt from property taxes under the Act.

**Section 2 of Ordinance**

Should any section, subdivision, sentence, clause or phrase of this ordinance be declared by the Courts to be invalid, the same shall not affect the validity of the ordinance as a whole or any other parts not invalidated.

**Section 3 of Ordinance**

This Ordinance shall be effective immediately upon publication.

Moved by Kramer,

Supported by Birch, RESOLVED, to adopt the State Housing Development Authority Act Tax Exemption Ordinance and instructed the Clerk to publish the ordinance in the manner prescribed by law. This Ordinance shall be effective immediately upon publication.

Motion carried unanimously.

At the August 9, 2010 Township Board Meeting to adopt the amend Ordinance No.114, being the State Housing Authority Tax Exemption Ordinance No.2A, for First Introduction and to place on the August 23, 2010 agenda for Final Action.

**CHARTER TOWNSHIP OF WATERFORD  
ORDINANCE NO. 114-A  
TAX EXEMPTION ORDINANCE AMENDMENT  
(Waterford Meadows Elderly Housing)**

An ordinance to amend Ordinance No. 114, being the State Housing Authority Tax Exemption Ordinance No. 2A, to provide for the annual service charge paid in lieu of taxes to be based on annual shelter rent without credits, amend definitions and make other changes in conformity with applicable state law.

**THE CHARTER TOWNSHIP OF WATERFORD ORDAINS:**

**Section 1 of Ordinance**

Section 3.00, Definitions, of Ordinance No. 114, being the State Housing Tax Exemption Ordinance No. 2A, is amended by changing subsections A, D and F and adding subsection I to read as follows:

A. "Act" means the State Housing Development Authority Act, Public Act No. 346 of 1966, as amended, specifically including MCL 125.1415a.

D. "Persons of low income" means persons and families that satisfy the requirements under the Act and of the Authority for occupancy at, and exemption from property taxes for, the Project.

F. "Elderly" means a single person who is 55 years of age or a household in which at least one member is 55 years of age or older and no other household members are under the age of 50 years.

I. "Annual shelter rent" means the total collections during a calendar/tax year that the Project has tax exempt status, from all occupants of the Project of rent or occupancy charges, excluding any collections from occupants of charges for gas, electricity, heat, water and other utilities furnished to occupants and paid for by the Owner.

**Section 2 of Ordinance**

Sections 6.00, 8.00 and 10.00 of Ordinance No. 114, being the State Housing Tax Exemption Ordinance No. 2A, are amended to read as follows.

Sec. 6.00 **TAX EXEMPTION TO PROJECT: TERMS:** This Ordinance is in recognition that the Authority has determined pursuant to Section 15a(3) of the Act, that the Project is exempt from all ad valorem property taxes imposed by the State of

Michigan or by any political subdivision, public body or taxing district. During the period of such exemption the Owner shall:

A. Devote the entire Project and its rental units to the exclusive occupancy of elderly persons of low income as defined herein.

B. Allocate the full benefits of the tax exemption granted to the Project under the Act exclusively to elderly persons of low income in the form of reduced housing charges.

Ordinance continued:

Sec. 8.00 ANNUAL SERVICE CHARGE IN LIEU OF TAXES: Except as otherwise provided in this Section, on or before June 1 of the year following each calendar/tax year that the Project is exempt from property taxes, the Owner shall pay the Township an annual service charge in lieu of all property taxes for that calendar/tax year in an amount equal to the following percentage of annual shelter rent in that calendar/tax year. The percentage shall be 4 % through the 2022 tax year. Beginning with the 2023 calendar/tax year, the percentage shall be increased by 0.5 % over the prior year's percentage, with the maximum annual service charge to be 10 % of annual shelter rent. Owner's payments shall be accompanied by supporting documentation of the rent or occupancy charges collected and charges for utilities furnished to occupants and paid for by Owner, with the Township having a right to inspect Owner's records regarding the annual shelter rent upon written request. For any portion of the Project that is occupied by other than low income persons, the annual service charge shall be equal to the full amount of taxes that would be payable on that portion if the Project were not tax exempt. All annual service charges received by the Township shall be distributed as provided in Section 15a of the Act.

Sec. 10.00 PERIOD OF EFFECTIVENESS: The period that the tax exemption for the Project is effective under the Section 15a(3) of the Act, MCL 125.1415a(3), is subject to and conditioned on continuing compliance with the terms in Section 6.00 of this Ordinance, as hereby amended.

**Section 3 of Ordinance**

This Ordinance shall be effective immediately upon publication.

**Section 4 of Ordinance**

Except as hereby amended, Ordinance No. 114, shall remain in full force and effect.

Moved by O'Shea,

Supported by Kramer, RESOLVED, to adopt the ordinance to amend Ordinance No.114, being the State Housing Authority Tax Exemption Ordinance No.2A, and direct the Clerk to publish the ordinance in the manner prescribed by law. This Ordinance shall be effective immediately upon publication.

Motion carried unanimously.

The Waterford Charter Township Ordinance Amendment (General Pension) was passed for First introduction at the August 9, 2010 meeting and was on the agenda for Final Action. The Ordinance shall become effective on the 31<sup>st</sup> day of August, 2010, following publication in the manner prescribed by law.

**WATERFORD CHARTER TOWNSHIP ORDINANCE AMENDMENT (GENERAL PENSION)**

The Board of Trustees of the Waterford Charter Township Ordain:

That Division 3 shall be amended by adding the following Section 2-115:

If a member, pursuant to the terms of their collective bargaining agreement or the Management & Administrative Group Personnel Policy, is permitted to purchase additional credited service for prior active service in the armed forces of the United States or for full-time employment by another state, local, or federal governmental agency, said purchase may be effectuated by a direct trustee-to-trustee transfer of assets from a qualified plan described in Internal Revenue Code sections 401(a), 403(b) or 457(b). This section shall be subject to Section 415 of the Internal Revenue Code and purchased credited service shall not exceed 5 years.

Moved by O'Shea,

Supported by Coats, RESOLVED, to move for Final Adoption and direct the Clerk to publish the ordinance in the manner prescribed by law. This Ordinance shall be effective immediately upon publication.

Motion carried unanimously.

The Waterford Charter Township Ordinance Amendment (Police & Fire) was passed for First introduction at the August 9, 2010 meeting and was on the agenda for Final Action. The Ordinance shall become effective on the 31<sup>st</sup> day of August, 2010, following publication in the manner prescribed by law.

**WATERFORD CHARTER TOWNSHIP ORDINANCE AMENDMENT (POLICE & FIRE)**

The Board of Trustees of the Waterford Charter Township Ordains:

That Chapter 2, Article III, Divisions 3 and 11 shall be amended by adding the following Sections 2-115 and 2-223:

If a member, pursuant to the terms of their collective bargaining agreement or the Management and Administrative Group Personnel Policy, is permitted to purchase additional credited service for prior active service in the armed forces of the United States or for full-time employment by another state, local, or federal governmental agency, said purchase may be effectuated by a direct trustee-to-trustee transfer of assets from a qualified plan described in Internal Revenue Code sections 401(a), 403(b) or 457(b), This section shall be subject to Section 415 of the Internal Revenue Code and purchased credited service shall not exceed 5 years.

Moved by O'Shea,

Supported by Coats, RESOLVED, to move for Final Adoption and direct the Clerk to publish the ordinance in the manner prescribed by law. This Ordinance shall be effective immediately upon publication.

Motion carried unanimously.

A permit for a Fireworks Display at Waterford Kettering High School was requested. All requirements had been met.

Moved by Maloney,

Supported by O'Shea, RESOLVED to approve the Firework Display at Waterford Kettering High School to be held September 29, 2010.

Motion carried unanimously.

The following memo was received from Daniel T. McCaw, Police Chief and Dennis Storrs, Fire Chief.

McCaw Memo:

As all of you are aware the Police and Fire Millages have been reduced by the economic downturn that our State and Township has experienced over the past several years. Because of these reductions, we have been forced to reduce the services we once provided. In addition, we will be forced to further reduce our services and staffing levels in 2011.

I am requesting that the Honorable Township Board of Trustees of Waterford Township consider the placement of a "Headlee Override" for the Police and Fire Millages on the November 2, 2010 ballot. If placed on the ballot and approved by the vote of the people, it would provide specific funding for both the Police and Fire Departments. I am requesting the following ballot language to be approved:

POLICE AND FIRE HEADLEE OVERRIDE MILLAGE PROPOSAL

Shall a "Headlee Override" be adopted so that the current limitation on the amount of Township taxes that may be levied against all taxable property in the Township of Waterford, Oakland County, Michigan be increased?

- Up to 1.5 mills from approximately 1.3519 mills (\$1.50 from approximately \$1.3519 per \$1,000 of taxable value) for Police operating expenses as originally approved by the voters in 1974.
- Up to 1.5 mills from approximately 1.4356 mills (\$1.50 from approximately \$1.4356 per \$1,000 of taxable value) for Police operating expenses as originally approved by the voters in 1986.
- Up to 1.0 mills from approximately 0.7694 mills (\$1.00 from approximately \$0.7694 per \$1,000 of taxable value) for Advanced Life Support Service expenses as originally approved by the voters in 1976.
- Up to 1.0 mills from approximately 0.9570 mills (\$1.00 from approximately \$0.957 per \$1,000 of taxable value) for Advanced Life Support Service expenses as originally approved by the voters in 1986.
- Up to 0.63 mills from approximately 0.6175 mills (\$0.63 from approximately \$0.6175 per \$1,000 of taxable value) for Advanced Life Support Service expenses as originally approved by the voters in 2002.

McCaw memo continued.

If approved and levied in its entirety, this millage would raise an estimated maximum amount of \$498,682.00 for the Police Department and \$674,644.00 for the Fire Department in 2011 by allowing the township to levy the maximum mills previously approved by the voters and authorized by State law which have been reduced as required by the Michigan Constitution of 1963. We respectfully ask that the citizens be allowed to be heard on this issue by their vote. If you have any questions I am available to answer them.

Storrs Memo:

As all of you are aware the Police and Fire Millages have been reduced by the economic downturn that our State and Township has experienced over the past several years. Because of these reductions, we have been forced to reduce the services we once provided. In addition, we will be forced to further reduce our services and staffing levels in 2011.

I am requesting that the Honorable Township Board of Trustees of Waterford Township consider the placement of a "Headlee Override" for the Police and Fire Millages on the November 2, 2010 ballot. If placed on the ballot and approved by the vote of the people, it would provide specific funding for both the Police and Fire Departments. I am requesting the following ballot language to be approved:

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- Up to 1.0 mills from approximately 0.7694 mills (\$1.00 from approximately \$0.7694 per \$1,000 of taxable value) for Advanced Life Support Service expenses as originally approved by the voters in 1976.
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- Up to 0.63 mills from approximately 0.6175 mills (\$0.63 from approximately \$0.6175 per \$1,000 of taxable value) for Advanced Life Support Service expenses as originally approved by the voters in 2002.

If approved and levied in its entirety, this millage would raise an estimated maximum amount of \$498,682.00 for the Police Department and \$674,644.00 for the Fire Department in 2011 by allowing the township to levy the maximum mills previously approved by the voters and authorized by State law which have been reduced as required by the Michigan Constitution of 1963.

Storrs memo continued:

I respectfully ask that the citizens be allowed to be heard on this issue by their vote. If you have any questions I am available to answer them.

Moved by Fortino,

Supported by Coats, RESOLVED, to approve the ballot language for the Headlee Override for Police and Fire Millages as requested by Police Chief Daniel T. McCaw and Fire Chief Dennis Storrs and direct the Clerk to forward the Ballot Proposal Language to the Oakland County Clerk for placement on the November 2, 2010 General Election Ballot.

Motion carried unanimously.

Moved by O'Shea,

Supported by , RESOLVED, to adjourn to Executive Session for discussion of Executive Session items 1. Approve Agreement with the Association of Waterford Police Supervisors, 2. Approve Agreement with the Waterford Professional Firefighters Association, and 3. Approve Retirement Incentive for Police and Fire Civil Service Management at 7:13 PM. Roll call was taken.

Motion carried unanimously.

Moved by O'Shea,

Supported by Maloney, RESOLVED, to adjourn Executive Session and return to vote on the Executive Session items.

Motion carried unanimously.

The following was received from Robert Seeterlin, Fiscal & Human Resource Director regarding the Association of Waterford Police Supervisors Early Retirement Incentive Program.

Early Retirement Incentive Program

1. Any member with between 20 and 25 years of service will be allowed to retire between August 15 and December 31, 2010 on a pension based on a 2.65% multiplier with full health insurance. Members must make an irrevocable application to retire no later than October 15, 2010.
2. Those electing to retire, under item 1, will receive a \$10,000 payment in December 2010 as part of payroll but not included in the employee's FAC and a \$10,000 payment in both January 2012 and 2013 (a total of \$30,000). Employees will be issued a 1099 for the January 2012 and 2013 payments.
3. The DROP program will be eliminated effective December 31, 2011.
4. The 15% DC retention program will be eliminated effective December 31, 2011.

Seeterlin memo continued.

5. Employees may purchase up to two years pension service time limited to any amount necessary to make them eligible to qualify for the early retirement incentive program. Time purchased shall be based on a factor of 28.79% of the employee's wages. Wages shall be calculated for this purpose as calculate for the purchase of military time

DROP Participant Retirement Incentive Program

1. Any member currently in the DROP who elects to fully retire prior to December 31, 2010 shall be paid an \$ 8,000 payment in December 2010 as part of payroll but not included in the employee's FAC and a \$8,000 payment in both January 2012 and 2013 (a total of \$24,000). Employees will be issued a 1099 for the January 2012 and 2013 payments.

Retiree Health Insurance

1. Effective for all pays after 1-1-11 employees will pay 3.5% of total wages into the Township Retiree Health Insurance Fund.

Sick Bank

1. Effective October 1, 2010 members shall have the same sick bank program as Police & Fire Management plus an initial seeding of the Bank of 80 hours and an annual cap of 160 hours in October. This assumes commercial coverage is available at a reasonable rate. If commercial coverage is not available the township may elect to self insure or revert back to the prior long term disability leave program.

2. Any employee off on STD on October 1, 2010 shall be grandfathered into the old program until their return to work. Upon return to work they shall receive the 80 hour seeding.

Other Concessions

1. Eliminate PL days effective 12-31-2010.
2. Cap Comp time at 120 hours of use per year
3. Eliminate SOU Sergeant OT Language

12 hour shift

1. The Township shall implement a 12 hour shift effective on the shift change starting after October 1, 2010.
2. The 12 hour shift shall not result in any greater than 80 scheduled hours in a pay period.
3. Shift and vacation selection shall be for a six month period (26 weeks).
4. If necessary the 12 hours shift may be delayed for one month and allow for the first selection to be 22 weeks.
5. The 12 hour shift shall continue for one year and after that may be eliminated under management's rights.
6. If the 12 hour shift is eliminated the change to a new shift schedule shall be subject to interest based arbitration.

The remainder of the Current Bargaining Agreement except as modified above shall be extended through December 31, 2012.

Moved by O'Shea,  
Supported by Kramer, RESOLVED, to approve the agreement with the Association of Waterford Police Supervisors.

Aye Votes: Solden, Kramer, Coats, Maloney, O'Shea  
Nay Votes: Fortino, Birch  
Absent: None

Motion passed.

The Following was received from Robert Seeterlin regarding the Waterford Professional Firefighters Association Retirement Incentive Program.

Any member currently in the DROP or who is currently eligible to retire who elects to fully retire prior to October 31, 2010 shall be paid a retirement bonus based on the following:

One year or less remaining in DROP eligibility - \$5,000  
More than 1 and up to 2 years remaining in DROP Eligibility - \$10,000  
More than 2 and up to 3 years remaining in Drop Eligibility - \$20,000  
More than 3 years remaining in DROP Eligibility - \$30,000

Members taking advantage of either of the retirement incentive programs must make an irrevocable application to retire no later than October 15, 2010

Moved by O'Shea,  
Supported by Maloney, RESOLVED, to approve the agreement with the Waterford Professional Firefighters Association.

Motion carried unanimously.

The following memo was received from Robert Seeterlin, Fiscal & Human Resource Director:

Supervisor Solden has instructed me to request Board approval for a retirement incentive program for Police and Fire Management employees. The intent of the retirement incentive program is to allow current eligible employees to retire in the hopes of reducing budgeted payroll in future years. This incentive program will be temporary and will expire on December 31, 2010. The retirement incentive shall be as follows:

- Current employees covered under the Police and Fire Civil Service Management policy that are eligible to retire by December 31, 2010 shall be paid the remainder of 2010 without being required to attend work.
- Payments for time remaining through December 31, 2010 and any payments for accrued leave banks will be made as a lump sum payment payable as soon as practical after the employee separates.

Seeterlin memo continued.

- Accumulation of accrued leave shall cease immediately upon electing to separate.
- Any employee retiring prior to December 31, 2010 shall have their pension escalator, as allowed for under the Township pension ordinance, calculated based on 2 years of escalator for every year, or major fraction thereof, of service as a management employee beyond eligibility for retirement.

Please contact me if you have any questions regarding this matter.

Moved by Maloney,

Supported by O'Shea, RESOLVED, to approve the Retirement Incentive for Police and Fire Civil Service Management Employees.

Motion carried unanimously.

Moved by Maloney,

Supported by Kramer, RESOLVED, to adjourn at 9:05 PM.

Motion carried unanimously.

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Betty Fortino, Clerk

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Carl W. Solden, Supervisor