

**Northfield Township
Police Department**

Memo

To: Township Board of Trustees

From: Chief Wagner *WW*

cc:

Date: March 14, 2017

Re: Approval of Letter of Understanding to promote Officer Johnston full time

I am requesting approval of the attached Letter of Understanding to the current contract with POAM. This agreement will assist in the management of staffing issues that have arisen since the placement of an employee on administrative leave. This will save in Overtime hours of current fulltime officers and employee burnout. There will be cost in the administration of healthcare. The healthcare increase can be absorbed in the current budget due to an unexpected denial of benefits by another current officer that was budgeted for. As stated in the agreement, if the current employee on leave returns, Officer Johnston will return to part time. If approved it would be contingent on Labor attorney approval.

**NORTHFIELD TOWNSHIP
AND THE
NORTHFIELD TOWNSHIP POLICE
OFFICERS ASSOCIATION OF MICHIGAN**

**LETTER OF UNDERSTANDING
PART-TIME OFFICER ASSIGNED TO FULL-TIME POLICE OFFICER POSITION**

Due to the fact that Lieutenant Greene has been placed on Administrative Leave for an undetermined amount of time causing man power issues within the police department, the parties mutually agree to the assignment of current Part-Time Police Officer Corey Johnston to Full-Time Police Officer status. While Officer Johnston is working in a Full-Time Police Officer status, he will receive the wages and benefits contained in the current Collective Bargaining Agreement between the parties.

Officer Johnston has been advised that he may be moved from Full-Time Police Officer status to Part-Time Police Officer status upon the return of Lieutenant Greene. In that event, his Part-Time date of hire and accumulated hours, for purposes of Longevity and Seniority, will remain as calculated from his original Part-Time date of hire; All time accumulated during his status as Full-Time Police Officer would be credited in a future return to Full-Time Police Officer status.

If Lieutenant Greene's employment with the police department separates, Officer Johnston will remain working in a Full-Time Police Officer Status with wages and benefits contained in the current Collective Bargaining Agreement between the parties

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 incident.

FOR THE UNION

FOR THE EMPLOYER

_____	_____	_____	_____
Thomas Funke, Business Agent	Date		Date
_____	_____		
Local POAM Representative	Date		
_____	_____		
Corey Johnston	Date		