

## **LETTER OF UNDERSTANDING**

This Letter of Agreement is entered into this 26<sup>th</sup> day of October, 2021, by and between the Charter Township of Redford, a Michigan municipal corporation, whose address is 15145 Beech Daly Road, Redford Township, Michigan 48239 (“Township”), and the Redford Police Officers Association of Michigan (“POAM”); collectively referred to as the “Parties”.

**WHEREAS**, the United States Government passed the American Rescue Plan Act (“ARPA”); and

**WHEREAS**, the Township has received funding pursuant to ARPA; and

**WHEREAS**, the Township is permitted to use ARPA funding to provide hazard pay premiums to eligible employees under certain conditions; and

**WHEREAS**, the Parties are subject to a collective bargaining agreement (“CBA”) regarding Township patrol and dispatch employees; and

**WHEREAS**, the eligible POAM employees, as emergency responders and essential workers, had to be physically present at their jobs during the pandemic and continue to be physically present at their jobs at all times thereby placing their physical well-being at risk to meet the daily needs of Redford Township; and

**WHEREAS**, the Parties wish to enter into this LOU regarding distribution of a portion of those ARPA monies received to eligible POAM employees;

**NOW THEREFORE**, in consideration of the mutual covenants, promises, and obligations contained in this Letter of Understanding, the Parties agree as follows:

1. The Township intends to provide ARPA hazard pay premiums to eligible POAM Patrol and Dispatch employees as follows and subject to the conditions herein:

- Four thousand and five hundred dollars (\$4,500.00) payable by the first pay period in December 2021, but no later than December 31, 2021;
- Four thousand and five hundred dollars (\$4,500.00) payable by the first pay period in December 2022, but no later than December 31, 2022;
- Four thousand and five hundred dollars (\$4,500.00) payable by the first pay period in December 2023, but no later than December 31, 2023;
- Four thousand and five hundred dollars (\$4,500.00) payable by the first pay period in December 2024, but no later than December 31, 2024; and

2. To be eligible for ARPA hazard pay premiums set forth herein, a POAM employee must meet all the following conditions:

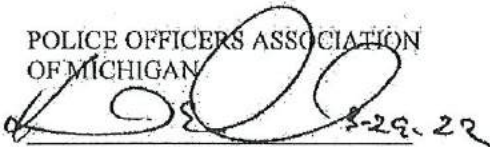
- Only full-time employees on the payroll on the date of the ratification of the CBA between the Parties shall receive payment in December 2021;
- For payments in years 2022-2024, an employee must be a full-time employee on the payroll on the date the ARPA hazard pay premium is paid to be eligible for payment;
- Newly hired full-time employees will receive prorated bonuses the December of their first year of hire;

3. Payment of any ARPA hazard pay premium shall be subject to payroll tax and will not be included in any calculations of final average compensation toward defined benefit and/or compensation toward defined contribution retirement plans; and

4. This LOU shall expire on the date of payment of hazard pay to eligible employees as set forth herein, or upon mutual agreement of the Parties;

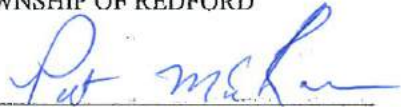
NOW, WHEREFORE, the Union and the Township have caused this Letter of Understanding to be executed in their names by their duly authorized representatives below.

POLICE OFFICERS ASSOCIATION  
OF MICHIGAN



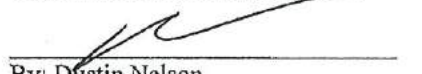
By: Kenneth E. Grabowski  
Its: Business Agent

TOWNSHIP OF REDFORD



By: Pat McRae  
Its: Supervisor

REDFORD TOWNSHIP POLICE  
OFFICERS ASSOCIATION



By: Dustin Nelson  
Its: President



By: Garth Christie  
Its: Clerk