

WHITE LAKE TOWNSHIP

**RESOLUTION AND AGREEMENT BETWEEN
WHITE LAKE TOWNSHIP AND CHIEF JOHN HOLLAND**

RESOLUTION 22-013

At a regular meeting of the Township Board of the Charter Township of White Lake, County of Oakland, State of Michigan, held at in the Township Annex, 7527 Highland Road, White Lake, Michigan on the 15th day of March 2022 at 7:00 p.m. with those present and absent being,

Present:

Absent:

WHEREAS the parties agreed that Chief Hollands's agreement will be re-opened and may be modified in the future,

WHEREAS the attached resolution reflects the terms of the amended agreement between White Lake Township and Chief John Holland,

A motion was made to approve the agreement by _____, seconded by _____.

Ayes:

Nays:

Resolution declared adopted.

I, the undersigned, the duly qualified and acting Township Clerk of the Charter Township of White Lake, Oakland County, Michigan, do hereby certify that the foregoing is a true and complete copy of certain proceedings taken by the Township Board at a regular meeting held on the 15th day of March 2022.

Anthony L. Noble
White Lake Township Clerk

**RESOLUTION AND AGREEMENT BETWEEN
WHITE LAKE TOWNSHIP AND FIRE CHIEF JOHN HOLLAND**

RESOLUTION #22-013

1. That Fire Chief John Holland has been promoted to Fire Chief ~~with a one-year and completed the~~ probationary period under Act 78.

~~2. That Chief Holland has advanced from the position Fire Marshal and Deputy Fire Chief after having risen through the ranks of the Fire Department.~~

~~2.~~ 3. Benefits:

Benefits that Chief Holland had as Deputy Fire Chief during his employment with White Lake Township also apply during his employment as Fire Chief and where applicable, retirement from the position of Fire Chief.

Provisions:

A. Retiree Health Insurance:

- a. Upon retirement, the Township will provide and fully pay for two-person coverage for the employee and spouse at the time of retirement. The parties recognize that members who retire and are eligible for benefits under this provision may have their benefits and insurance changed during retirement to reflect that of active employees.
- b. However, in the event that the employer no longer provides health care insurance to active employees, Chief Holland shall remain at his current level of benefits in effect at the time of cancellation.
- c. The parties acknowledge that if the benefits in a & b above are changed in the IAFF Fire Contract, Chief Holland's agreement will be re-opened, and those modifications will be placed in this agreement.

B. Holidays and Holiday Pay. Chief Holland shall be entitled to township recognized holiday time off with pay.

C. Clothing Allowance. Chief Holland shall be entitled to draw ~~six hundred and fifty (\$650.00)~~ eight hundred and fifty (\$850.00) dollars each year for a clothing allowance.

- D. Vacation. Chief Holland shall be eligible for five (5) weeks' vacation accrued annually on January 1st of each year.
- E. Wages. Chief Holland will be compensated at the current ~~43~~-year Fire Chief wage of ~~\$92,327~~ \$102,360 plus future wage increases as approved by the board. Longevity pay will be discontinued.
- ~~F. Personal Time. 8 hours of Personal Time earned as Fire Marshal / Deputy Chief will be paid out for the first quarter of 2021 as permitted in the current union contract.~~
- F. Sick Leave. The payout at retirement will be at the 2020 Fire Marshal's rate of pay. The Fire Chief will be eligible for the equivalent of 100 hours of sick leave payout at retirement, the equivalent of what he would have received in the bargaining unit.
- G. Chief Holland will be covered by other applicable provisions in the White Lake Charter Township policies and procedures.
- H. The parties acknowledge that these benefits will be in addition to the existing benefits afforded to Chief Holland as the Fire Chief which may be modified in the future except as to the specific items above. There will be no duplication of benefits.
- I. This contract will remain in effect until either side agrees to terminate it. Ninety (90) days shall be required as notification from either party to end this agreement. Should the township terminate this agreement without (90) ninety days' notice, Chief Holland shall be entitled to 90 days severance pay including all approved benefits.

_____ Date _____
 Rik Kowall, Supervisor

_____ Date _____
 Chief John Holland

_____ Date _____
 Witness