

# IMPLEMENTATION AGREEMENT

between

**CITY OF FERNDALE**

and

**FERNDALE FIREFIGHTERS, LOCAL 812**

The City of Ferndale (City) is considering an Agreement to provide fire protection to Royal Oak Township (Township).

The City and the Ferndale Firefighters Association, Local 812 (Union) have met and discussed what will occur should the Agreement be adopted by the City and Township and actually implemented.

The City and the Union have agreed to the following should the Fire Protection Agreement between the City and Township be adopted and actually implemented:

1. The City will agree to maintain two Captain positions as long as the Agreement between the City and Township is adopted and is in operation.
2. The City is presently budgeted for 31 Firefighters. The City will hire the two (2) additional Firefighters subsequent to the Agreement with Royal Oak Township. The City agrees that it will maintain 33 Firefighters if an agreement is adopted by the City and Township, as long as the City is providing fire protective services to the Township under that agreement and as long as the Township is not in default under its payment obligations to the City; and the circumstances under Number 4 below. The hiring process will begin within thirty (30) days after the City begins to provide fire protective services to the Township while striving to hire the additional Firefighters as soon as possible after the Township has paid its first three (3) monthly payments to the City.
3. The Union agrees that the daily shift staffing provisions between the City and the Union will remain at an eight-man minimum per day.
4. The City will not be required to maintain the staffing provision in Number 2 above if the City suffers a reduction in State Shared Revenue, loss of the Pleasant Ridge Fire Contract or other significant impairments of its financial condition.
5. This is the entire Agreement between the parties over this issue.
6. Subject to City Council approval.

Signed this 2nd day of August, 2005 by:

**FOR THE CITY**

Thomas W. Barwin  
7/25/05

**FOR THE UNION**

Brian E. Batten  
8/2/05