



Benny N. Napoleon  
*Wayne County Sheriff*

Date: August 25, 2009  
To: Executive Command Staff and All POAM Members  
From: Undersheriff Daniel Pfannes  
Re: POAM Contract – Retirement Incentive Program

This communication is being issued because It appears that a large number of POAM members have misunderstood a provision of their current labor contract. These employees believe that they are able to retire effective September 1, 2009, and that they have the ability to self-terminate their service to the Wayne County Sheriff's Office. A review of page 2 of the attached Memorandum of Agreement between the County of Wayne and the Police Officers Association of Michigan will provide employees with the correct retirement and employment information:

4. Employees who retire on or before August 1, 2009\*, may be required to continue employment in their classification for up to six (6) months (not to exceed 1000 hours) following their effective date of retirement based on the resulting staffing needs of the Sheriff in consultation with the Director of the Personnel/Human Resources. All employees continuing their employment under this section will receive compensation for all hours worked at a rate equivalent to the annual base wage rate received by police officers at the Step 3 wage rate level (i.e. \$36,241).

\* Pursuant to the attached MOA of 8/19/09, the August 1, 2009 retirement date has been changed to October 1, 2009. .

This communication is to be read at all roll calls during the period August 25, 2009 thru August 30, 2009. Employees are to be instructed that upon "retirement," unless they are ordered otherwise, they are to continue reporting for work on their scheduled work days. POAM members should be directed to contact their union leadership if they desire any further information.

Respectfully,

A handwritten signature in cursive script that reads "Daniel Pfannes".

Daniel Pfannes  
Undersheriff

Cc: POAM Executive Board, Wayne County Retirement Board

WAYNE COUNTY SHERIFF'S OFFICE  
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