

Contract

This contract made this 12th day of July, 2021, between the Board of Selectmen of the Town of Acushnet, Massachusetts, hereinafter called the "Board" and Patrick Hannon, Conservation/Stormwater Agent, hereinafter called the "Agent." The Agent's original date of hire is July 12, 2021.

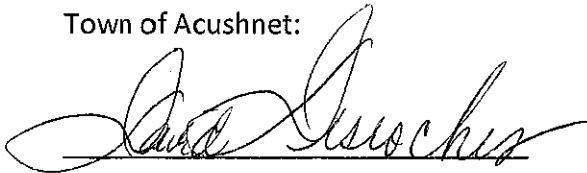
1. The Agent is hereby appointed as the part-time Conservation/Stormwater Agent for the Town of Acushnet for the period of one year beginning July 12, 2021 and ending June 30, 2022. It is understood that the first six (6) months of this appointment are probationary, during which time the Agent may be terminated for any reason at the discretion of the Board.
2. The Agent shall be paid an hourly rate of (Grade 11, Step 4) \$30.47 to commence July 12, 2021 through June 30, 2022, payable in bi-weekly installments, for working twenty-one (21) hours per week. It is expressly agreed and understood that this salary shall be reviewed on or before March 1st of each year during the term of this contract for the purpose of determining the adequacy of the Agent's compensation subject to town vote.
3. After the probationary period has concluded, the Agent shall not be removed from office during this contract except for just cause, in which event appropriate advance notice shall be provided to the Agent and he shall be entitled, prior to removal, to a hearing before the Board.
4. The Agent shall be entitled to participate in all medical and retirement insurance plans of the Town and/or Bristol County and the Town shall participate in said programs to the same extent as it does for other employees.
5. The Agent shall be entitled to all other benefits available to other town employees, including but not limited to: paid holidays, jury pay, funeral leave, and longevity pay, all as stated in the Town Hall Collective Bargaining Contract.
6. It is expressly understood that the Agent is also currently working on a part-time basis for the Board of Health in the role of "Part-Time Assistant Board of Health Agent" and as such, the Board of Health retains the right to reduce or eliminate his hours in that capacity. The Agent shall receive accruals as follows based on his total number of hours between both offices.
7. The Agent shall be entitled to ten (10) vacation days to be used during the year commencing July 1, 2021 and ending June 30, 2022. Vacation shall be scheduled as not to interrupt the normal flow of business within the Conservation Department. Vacation

time must be approved by the Town Administrator in advance. No more than two (2) consecutive weeks will be allowed.

8. The Agent shall be entitled to three (3) personal days per year, which shall be utilized during the year in which the entitlement is generated.
9. All vacation days and/or personal days are to be used by the Agent by June 30th of each year. The Agent may carry over up to five (5) unused vacation days into the next year if the Agent was unable to utilize those days due to on and off the job circumstances beyond the Agent's control with the approval of the Town Administrator or Board of Selectmen.
10. The Agent shall have fifteen (15) days paid sick leave per year with an accumulation up to one hundred and fifty (150) days with no buy-back provision.
11. If any paragraph or part of this contract is invalid, it shall not affect the remainder of said contract, which shall be binding and effective against all parties.

In witness whereof, the parties have hereunto signed and sealed this contract this 12th day of July, 2021.

Town of Acushnet:



David Desroches, Chairman



David E. Wojnar, Member

Kevin A. Gaspar, Sr., Member

Employee:



Patrick Hannon, Conservation/Stormwater Agent