

Contract

This contract made this 3rd day of May, 2021, between the Board of Selectmen of the Town of Acushnet, Massachusetts hereinafter called Selectmen and Stephen Tibbels the Golf Course Superintendent hereinafter called "The Superintendent". The Superintendent's original date of hire is January 1, 2006.

1. The Superintendent is hereby appointed as Golf Course Superintendent for the Town of Acushnet for the period of one year, beginning July 1, 2021, and ending June 30, 2022.

2. The Superintendent shall be paid hourly at the rate (Grade 14 Step 9) Forty-Seven Dollars and Thirty-Three Cents (\$47.33) per hour based on a Forty (40) hour expected work week, payable in bi-weekly installments. 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 Superintendent's compensation subject to town vote.

3. The Superintendent shall not be removed from office during this contract except for just cause, in which event appropriate advance notice shall be provided to the Superintendent and he shall be entitled prior to removal to a hearing before the Selectmen.

4. The Superintendent 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 Superintendent 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. It is understood that the golf course is open on holidays during the season and time off will be taken when it does not interfere with the maintenance operation.

6. The Superintendent shall be entitled to Twenty-Five Days (25) paid vacation for the fiscal year. Vacation shall be scheduled as not to interrupt the normal flow of business within the Superintendent's Department. Vacation time must be approved by the Town Administrator or Board of Selectmen. Only Two (2) consecutive weeks will be allowed.

7. The Superintendent shall be entitled to Three (3) personal days per year, which shall be utilized during the year in which the entitlement is generated.

8. All vacation days and or personal days are to be used by the Superintendent by June 30th of each year. The Superintendent may carry over up to Five (5) days vacation into the next year if the Superintendent was unable to utilize those days due to on and off the job circumstances beyond the Superintendent's control with the approval of the Town Administrator or Board of Selectmen.

9. The Superintendent shall have Fifteen (15) days paid sick leave per year accumulation up to One Hundred Fifty (150) days, with no buy-back provision.

10. If any paragraph or part of this contract is invalid, it shall not affect the reminder of said contract, but shall be binding and effective against all parties.

In witness whereof, the parties have hereunto signed and sealed this contract this 3rd day of May, 2021.

Town of Acushnet

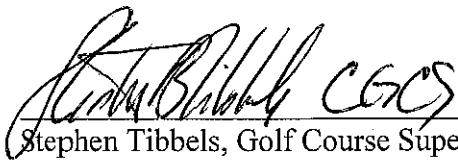
Kevin Gaspar, Sr., Chairman



David Desroches, Member



David E. Wojnar, Member
Board of Selectmen



Stephen Tibbels, Golf Course Superintendent