

AGREEMENT
Between
TOWN of ACUSHNET
And
DANIEL MENARD

This contract made this 1st day of July, 2022, between the Board of Selectmen of the Town of Acushnet, Massachusetts hereinafter called the "Selectmen" and Daniel Menard, Director of Highway and Water/Sewer hereinafter called "Director". The Director's original date of hire is February 14, 2011.

1. The Director is hereby appointed as Director for the Town of Acushnet for the period of One (1) year, beginning July 1, 2022, and ending June 30, 2023.
2. The Director shall be paid hourly at the rate of Forty-Nine Dollars and Eighty-Five Cents (\$49.85) per hour based on a Forty (40) hour work week, payable in bi-weekly installments. It is understood that, included in the salary listed above, Fifteen Thousand Six Hundred Six Dollars (\$15,606.00) is covering payment for holding a Class 2 Drinking Water License. It is expressly agreed and understood that this salary shall be reviewed on or before May 1st, of each year during the term of this contract for the purpose of determining the adequacy of the Director's compensation subject to appropriation and Town Meeting vote.
3. The Director shall not be removed from office during this contract except for just cause, in which event appropriate advance notice shall be provided to the Director and he shall be entitled prior to removal to a hearing before the Selectmen.
4. The Director 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 Director 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 Laborer's International Union 1249 Bargaining Contract.
6. The Director shall be entitled to Twenty-Two (22) vacation days. Vacation shall be scheduled as not to interrupt the normal flow of business within the Department of Public Works. Vacation time must be approved by the Town Administrator and the Board of Selectmen. No more than Two (2) consecutive weeks will be allowed.
7. The Director 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 Director by June 30th of each year. The Director may carry over up to Five (5) days vacation into the next year if the Director was unable to utilize those days due to on and off the job circumstances beyond the Director's control with the approval of the Town Administrator and the Board of Selectmen.

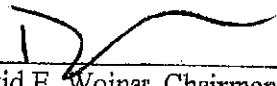
9. The Director shall have Fifteen (15) days paid sick leave per year accumulation up to One Hundred and Fifty (150) days, with no buy-back provision.

10. To facilitate the Director's response to emergency situations that arise from time to time, the Director shall have a Town vehicle at his disposal at all times, for Town business, garaged at the Director's domicile.

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

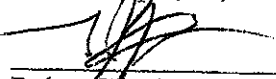
In witness whereof, the parties have hereunto signed and sealed this contract this day of July, 2022.

Town of Acushnet

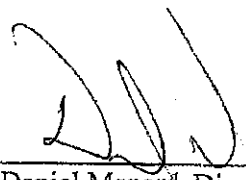


David E. Wojnar, Chairman

Kevin Gaspar, Sr., Member



Robert Hinckley, Member
Board of Selectmen



Daniel Menard, Director