

**AGREEMENT**  
**between the**  
**TOWN OF CANTON**  
**and the**  
**ADMINISTRATIVE EMPLOYEES ASSOCIATION**

**July 1, 2018 - June 30, 2021**

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This AGREEMENT is made by AEA and between the Town of Canton, hereinafter referred to as the Employer, and the Administrative Employees Association, hereinafter referred to as the Association. Any reference to the term employee or employees within this Agreement shall mean an employee or employees covered by this Agreement as defined in Article II. The Employer reserves its right under this Agreement to exercise its authority by designating the Town Administrator to enforce the Agreement and supervise those positions within the Recognition Section of the Agreement. Designee(s) shall include the Town Administrator.

## **ARTICLE I**

### **Duration**

This Agreement shall become effective on July 1, 2018 and will continue in effect until June 30, 2021. Thereafter, it shall be renewed automatically from year to year unless either party gives to the other party not less than ninety (90) days' written notice prior to the end of any contract year of its desire to amend or terminate this Agreement.

## **ARTICLE II**

### **Recognition**

The Employer recognizes the Association as the sole and exclusive bargaining agent for the following employees of the Town: Director of Public Health, Parks and Recreation Director, Building Commissioner, Director of the Council on Aging, and Director & Agent – Veterans' Services (DAVS). Effective July 1, 2018 the position of Director of Assessing shall be added as a recognized position under the Association.

Effective July 1, 2015 – removal of Animal Control Officer (ACO) and Superintendent of Buildings and Grounds positions from union.

### **ARTICLE III**

#### **Hours of Work**

Positions of the union; Building Commissioner, Director & Agent – Veterans’ Services (DAVS), Director of Assessing, Director of the Council on Aging, Director of Parks and Recreation, and the Director of Public Health are considered Department Heads working at 40 hours per week in an FLSA Exempt status. The regular work week for all members shall consist of five (5) consecutive days, Monday through Friday, and of eight (8) hours each day, excepting the lunch period, except as hereinafter provided. The above shall not apply during emergencies. Except for emergency situations, work schedules shall not be changed unless the changes are mutually agreed upon by the Association and the Appointing Authority/Department Head. Approved leave with pay shall be synonymous with work. These hours of work will generally be applicable to all employees. These hours are sufficiently flexible to allow response to emergency calls.

During contract year: July 1, 2012 – June 30, 2015: Directors of Public Health and COA: The Town agrees to review the hours per week of the Director of the Council on Aging and the Director of Public Health and, if necessary, to adjust the hours (either up or down) to align with the surrounding comparable communities. The hours review will occur during FY13 and any hours and/or salary adjustments will be effective on July 1, 2013 for FY14. Any changes in hours will be subject to approval by AEA and the Board of Selectmen. In addition, the Town agrees to give the COA Director a one-time non-precedent-setting payment of \$1000 for additional duties she previously performed during the extended absence of the COA Outreach Worker.

### **ARTICLE IV**

#### **Overtime**

Overtime is required when essential work remains to be done. Essential work is that which, if left undone until the regular working hours, will result in unsafe conditions, excessive expense to the Town, or serious inconvenience to residents of the Town. Determination of essential work shall be made by the Appointing Authority or designee(s). The Association may appeal the determination; however, in no case shall the work be delayed during the appeal.

**Section One:**

Department Heads, as those individuals responsible for ensuring that the essential services of a Department are performed, are often required to work beyond the scheduled work week. Department Heads will be required to work those hours necessary, in excess of the scheduled work week, in order to accomplish essential work. Department Heads, Division Heads, and any other employees covered by this Agreement who are exempt employees under FLSA as a result of their executive, administrative and/or professional position (Exempt Employees) shall not be eligible to receive overtime pay, but they will be eligible to receive compensatory time off at straight time, provided that it is approved in advance in writing by the Appointing Authority or his/her designee. For purposes of this Article, Exempt Employees will be the following: the Building Commissioner, , the Director of Parks and Recreation, The Director of Public Health, the Director of the Council on Aging, the Director & Agent - Veterans' Services (DAVS) and the Director of Assessing.

In Fiscal Year 2015 the parties agreed to pay the Director of Parks and Recreation the accrued balance of her compensatory time that is on the books as confirmed by the Department of Finance payroll records as of June 30, 2015.

**Section Two:**

Part-time employees under this Agreement will not be entitled to receive time and one-half payments, unless they work more than forty (40) hours in a weekly pay period.

**ARTICLE V**

**Seniority**

Seniority is defined as the length of continuous employment for the Town of Canton. In filling vacancies, the Appointing Authority will consider, among other factors, the seniority date of the individual. If the senior person is not selected, the Appointing Authority shall give an explanation to the individual upon request.

Seniority shall be broken by:

- a) Resignation;
- b) Layoff due to lack of work for a period of one (1) year and one (1) day; or
- c) Discharge.

For the purpose of calculating benefits related to vacation accruals for the incumbent Building Commissioner, seniority date shall begin on July 1, 2000.

**ARTICLE VI**

**Performance Incentive Payment**

Employees who receive a *Meets Expectations* performance rating or higher shall receive the following annual non-cumulative performance incentive payments:

After <b>5</b> years of continuous full time service	\$500.00
After <b>10</b> years of continuous full time service	\$800.00
After <b>15</b> years of continuous full time service	\$1,000.00
After <b>20</b> years of continuous full time service	\$1,250.00
After <b>25</b> years of continuous full time service	\$1,750.00
After <b>30</b> years of continuous full time service	\$2000.00

Full performance incentive payments (PIP) will be made on the anniversary date of the employee's initial date of employment. In the event a written performance evaluation has not been completed by the employee's anniversary date, the employee will receive the PIP as if he/she had received a *Meets Expectations* rating. Payment for this article shall come from operating departments affected.

Effective July 1, 2016 The parties agree to add a step of five (5%) percent to the base wage for employees who have served 20 years of full time service with the Town of Canton.

**ARTICLE VII**

**Health Insurance**

A plan of group life insurance, group accidental death and dismemberment insurance and group general or blanket hospital, surgical and medical insurance shall be paid seventy-five percent (75%) by the Town and twenty-five percent (25%) by the employee. A plan of dental insurance shall also be provided to employees with 75% paid by the Town and 25% paid by the employee.

**ARTICLE VIII**

**Vacation Leave**

Vacation leave with pay shall be granted to Employees in accordance with the following provisions:

- a) Employees shall accrue vacation monthly beginning on their date of hire. While recruiting candidates for covered positions the Town Administrator shall have the authority to offer more than two weeks' vacation to start but no more than three weeks.

- b) Employees shall be credited as of their anniversary date with vacation leave with pay not to exceed the following:

Service less than 5 years	10 vacation days per year
Service 5 years, less than 10 years	20 vacation days per year
Service 10 years, less than 15 years	25 vacation days per year
Service 15 years, less than 30 years	25 vacation days per year
Service 30 or more years	28 vacation days per year

- c) If an Employee's anniversary date occurs after the summer vacation months, and he wishes to take a vacation during this period, he may with the approval of his Appointing Authority receive an advance on his vacation leave up to the amount of leave actually earned at the time of his vacation. Any such advance shall be deducted from the amount of credit due on his anniversary date.
- d) Pursuant to an Agreement voted on by the Board of Health, accrual of vacation time for the Director of Public Health shall be calculated by including the total time the Director was employed as a paid state employee and a paid municipal employee in other Massachusetts towns; plus the time served as an employee of the Town of Canton in determining the number of days earned for vacation each year.
- e) When a paid holiday falls within an Employee's paid vacation period on a working day, the paid vacation shall be extended by one day.
- f) The Appointing Authority or Designee(s) shall grant vacation leave at such times during the vacation year as will best serve the public interest. Preference shall be given persons on the basis of years of service for the Town. Requests for vacation shall be submitted in advance in writing to the Appointing Authority or Designee(s).
- g) The Appointing Authority or Designee(s) shall grant vacation leave in the vacation year in which it becomes available, unless it is impossible to do so because of work schedules or other emergencies. Employees shall not be allowed to carry over more than 30 days from one vacation year to the next. The Appointing Authority has the responsibility of seeing that the Employee has the opportunity to take sufficient vacation unless it is impossible or impractical because of work schedules or other emergencies.
- h) An employee (or, in case of death, his estate) who is separated from the employ of the Town of Canton shall be paid for the number of days of unused vacation leave in a lump sum. Notice of intent to retire must be given to the Town by November 1 of the fiscal year prior to the fiscal year in which the employee is retiring to assure that payment will be made in the same fiscal year as the date of retirement.
- i) An employee who enters military service may either obtain a lump sum payment for the number of days of unused vacation leave or may elect to let it remain to his credit until he returns.

- j) No Employee shall be allowed to take his or her vacation pay while continuing to work for the Town in any department, except that under unusual circumstances the application of this section may be waived by the Appointing Authority.

## ARTICLE IX

### Disability Benefits and Sick Leave

#### Section One: Non-Occupational Sick Leave

The payment of compensation to employees who are absent from work because of non-occupational illness or injury or exposure to contagious disease or severe emotional shock shall be subject to the following provisions:

- a) Employees shall accrue paid sick leave entitlement at the rate of 1 1/4 days per month, accumulating without limit, less paid sick leave taken.
- b) The Employee shall give to the Appointing Authority/Department Head notification of absence as early as possible on the first day of absence. If such notification is not made, the Appointing Authority/Department Head shall investigate and ascertain the validity of any request for sick leave. If it is determined that the request is valid, the Appointing Authority/Department Head shall approve the sick leave requested. A physician's certificate may be required by the Appointing Authority/Department Head for absences over five (5) consecutive working days.
- c) An Employee whose service is terminated shall not be entitled to compensation for any unused sick leave credit.
- d) An Employee who retires pursuant to M.G.L. Chapter 32, shall be entitled to receive salary compensation for fifty percent (50%) of unused accumulated sick time, or seventy (70) days, whichever is lesser. The maximum amount that an employee can receive under this Article shall be Six Thousand Dollars (\$6,000.00). Notice of intent to retire must be given to the Town with 120 day notice of retirement/separation.
- e) The Town agrees to pay for eyeglasses broken or lost in the line of duty through no negligence on the part of the employee.
- f) A voluntary sick bank shall be established as needed. Unused sick bank days will expire each June 30 unless no days have been used that year, in which case the days shall be returned to the employees who donated them to the bank.
- g) Employees may use up to five (5) of their fifteen (15) annual sick days for family illness.
- h) The Town will fund \$600 of the \$600 Life/Disability Insurance reimbursement from section 910 of the Employee Benefits Department budget.

- i) **Sick Leave Buy Back:** Effective July 1, 2012, employees who use no sick days for the entire fiscal year will have the option of receiving five (5) days' pay at the end of the fiscal year or of having five (5) days added to their accumulated vacation. Employees who use no more than one (1) sick day in the fiscal year will have the option of four (4) days' pay at the end of the fiscal year or four (4) days added to their accumulated vacation. Employees who use no more than two (2) sick days in the fiscal year will have the option of three (3) days' pay at the end of the fiscal year or three (3) days added to their accumulated vacation. Employees who use no more than three (3) sick days in the fiscal year will have the option of two (2) days' pay at the end of the fiscal year or two (2) days added to their accumulated vacation. Employees who use no more than four (4) sick days in the fiscal year will have the option of one (1) day's pay at the end of the fiscal year or one (1) day added to their accumulated vacation. The benefits of this Section will not be available to employees who use more than four (4) sick days in a fiscal year. Employees who utilize the benefits of this Section will not have their number of sick days reduced. The increased costs associated with this benefit will be paid from the operating budget of the applicable department of each employee.

## **Section Two: Occupational Sick Leave**

The payment of compensation to Employees who are absent from work because of injury or illness arising out of employment in the Town service shall be subject to the following provisions:

- a) Each Employee subject to Chapter 152 of the General Laws (Workers' Compensation) shall be entitled to the benefits of said Chapter, and shall be entitled also to use accumulated non-occupational sick leave credit on a pro-rata basis, while such credits are available, to the extent that a full week's pay will be received.
- b) Employees who utilize non-occupational sick leave credits under this section on a temporary pro-rata basis while such credits are available, for the purpose of receiving a full week's pay, shall reimburse the employer for such pay so advanced, upon receipt of Workers' Compensation benefits made in this regard.

## **ARTICLE X**

### **Leaves of Absence**

A leave of absence without pay for a period not exceeding three (3) months may be granted by the Appointing Authority with a written notice to the Employer.

**ARTICLE XI**

**Personal Leave**

All employees of the bargaining unit shall be granted three (3) days' leave per year to conduct personal business. Such leave shall not be cumulative and must be requested in writing with twenty-four (24) hours' notice, if possible.

**ARTICLE XII**

**Bereavement Leave**

In the event of death in the immediate family of an employee, the employee shall be granted up to four (4) days' leave without loss of pay. For purposes of this Article, the term "immediate family" shall include the employee's mother, father, wife, husband, brother, sister, child, grandchild, grandparent, mother-in-law, father-in-law, brother-in-law and sister-in-law. In the event of death of the employee's uncle, aunt, nephew, or niece, the employee shall be granted two (2) day's leave.

**ARTICLE XIII**

**Military Leave**

Military leave for training in the National Guard or Reserve organization shall be granted without charge to annual leave and without compensation. An Employee leaving the service of the Town to serve the federal or state government in its Armed Forces shall retain his or her seniority during such service and shall be returned to employment as provided by law. The Town will comply with all state and federal requirements related to military leave

**ARTICLE XIV**

**Maternity/Paternity/Adoption Leave**

A maternity leave of ninety (90) days shall be granted to female employees subject to and in conformity with the requirements of Chapter 149, Section 105D of the General Laws. The Town will comply with all state and federal requirements related to Maternity/Paternity/Adoption leave.

**ARTICLE XV**

**Jury Duty Pay**

The Appointing Authority agrees to make up the difference between an employee's normal weekly wage and his/her compensation received for Jury Duty, provided the employee is available for work when the Jury is not sitting.

**ARTICLE XVI**

**Association Business Leave**

Employees who are members of the Association's collective bargaining team shall be allowed reasonable time off to participate in the Association's negotiations or conferences with the Employer. Approval for time off to negotiate may not be unreasonably withheld by the Appointing Authority or Designee(s).

**ARTICLE XVII**

**Other Leave With Pay**

No charge is made against leave in certain instances, such as:

- a) Taking part in official training programs or attendance at professional seminars when approved by the Department Head or, in the case of a Department Head request, when approved by the Appointing Authority or Designee(s) including Town Administrator.
- b) Promotional examinations held for employees of the Town.
- c) Blood donations, up to four hours.
- d) Professional Management, Training and Development Day (1) annually and shall not be carried over from one year to the next.

**ARTICLE XVIII**

**Holidays**

The following days shall be recognized as paid holidays on the day on which they are observed:

New Year's Day	Labor Day
Martin Luther King Day	Columbus Day
Washington's Birthday	Veterans' Day
Patriots' Day	Thanksgiving Day
Memorial Day	Christmas Day and ½
Independence Day	working day preceding it

If any of these days fall on a Saturday, the preceding Friday will be considered the holiday; holidays falling on a Sunday will be celebrated on Monday.

Should a holiday fall on a non-regularly scheduled work day, and the employee is required to work on this holiday, the employee shall be paid for such work at time and one-half in addition to his holiday allowance and/or compensatory time off at time and one half for all hours worked.

**ARTICLE XIX**

**Travel Expense**

Employees who use their own car on Town business shall be reimbursed at the current rate authorized by the IRS.

**ARTICLE XX**

**Job Posting and Bidding – Removed Language effective July 1, 2015**

**ARTICLE XXI**

**Job Reclassification**

The Employer shall maintain an up-to-date classification and pay plan, based upon a point factor comparison system, to enable the Employer to review and update job descriptions and classifications upon the request of an employee, the Association or the Employer. All requests for salary adjustments and/or reclassifications shall be done as part of a negotiation process and not Town Meeting.

**ARTICLE XXII**

**Disciplinary Action**

No employee shall be discharged except for just cause. The starting work time of an employee shall not be changed merely for disciplinary reasons unless agreed to by the Association.

**ARTICLE XXIII**

**Employee Files and Records**

- A) No material relating to an employee's misconduct, service, character, or personality shall be placed in his/her personnel file unless the employee has had the opportunity to read the material and also acknowledge in writing that he or she has read it.
- B) The employee shall have the right to answer any material filed and to include the answer within the file.
- C) The employee shall have the right, upon request, at reasonable times to examine his/her personnel file and to have a copy of any material in it.
- D) An employee may have information removed from his or her file by use of the grievance procedure on the grounds that the information in the file is improper, incorrect or irrelevant to the employee-employer relationship.
- E) The Appointing Authority or Designee(s)/Department Head shall not reveal information in any employee's files to anyone outside the management of the Town except:
  - 1) records subpoenaed by law; and
  - 2) those things consented to by the employee in writing.
- F) The Department Head shall be responsible for keeping all employee records up to date and free from being copied by any unauthorized persons.

**ARTICLE XXIV**

**Severability**

If any federal or state law or court of competent jurisdiction invalidates any section of this Agreement, the remainder of the Agreement shall remain in full force and effect.

**ARTICLE XXV**

**Grievance Procedure**

A grievance to be subject to this grievance procedure shall only be for grievances which occur after the date of execution of this contract and which involve a claim that one or more of the provisions of this Agreement have been violated by the Employer.

**Step 1** If an employee has a grievance, he shall first consult the Town Administrator, and an earnest effort shall be made to adjust the grievance in an informal manner. If the grievance is not satisfactorily settled, it may be appealed to the subsequent steps of this grievance procedure.

**Step 2** If the grievance is not resolved at Step 1, the employee and/or his Association Representative may within the next seven (7) days appeal to the Board of Selectman, who shall meet with the employee within fifteen (15) days from the time the appeal is received by them. The Appointing Authority or Designee(s) shall within ten (10) days after the meeting render a decision in writing to the Employee.

**Step 3** If the grievance is not adjusted at Step 2, then within fourteen (14) days from the time the Association receives notice of the decision at Step 2, the Association may submit the grievance to final and binding arbitration pursuant to the rules of the American Arbitration Association and the provisions of General Laws, Chapter 150C.

Failure to request an appeal to the Appointing Authority or Designee(s) within seven (7) days of the conclusion of Step 1 shall constitute a waiver of the grievance.

**ARTICLE XXVI**

**No Strike Clause**

The Association and its members agree that there shall be no strikes, picketing, slow downs, or stoppages of work during the life of this Agreement.

**ARTICLE XXVII**

**Management Rights Clause**

Except where such rights, powers and authority are specifically relinquished, abridged, or limited by the express provisions of this Agreement, the Employer and the Designee( s) has and will continue to retain, whether exercised or not, all of the rights, powers and authority heretofore had by it and delegated to it in the future by any statute or by-law. It shall have the sole and unquestioned right, responsibility and prerogative of management of the affairs of the Employer and direction of the working forces.

**ARTICLE XXVIII**

**Step Rates**

**Section 1:** The probationary period for new employees shall be 180 days. During this probation they can be discharged, suspended or demoted for any reason without just cause.

**Section 2:** Upon approval of the Department Head/Appointing Authority or designee, Employees must serve 12 months in a specific position before becoming eligible for a step increase.

**Section 3:** Successive step advances will occur every twelve (12) months thereafter, subject to the approval and recommendation of the Department Head/Appointing Authority.

**ARTICLE XXIX**

**Wages**

Payday shall be changed to Friday as implemented by the Finance Director

Effective July 1, 2018 (FY19), there shall be a 2.0% increase to the salary schedules.

Effective July 1, 2019 (FY20), there shall be a 2.5% increase to the salary schedules.

Effective July 1, 2020 (FY21), there shall be a 2.5% increase to the salary schedules.

**Retirement Incentive:** Employees who are eligible to retire under G.L. c. 32, upon retirement, shall receive a severance payment of \$5,000 if they have given the Town at least four (4) months' notice of their retirement date. In the event that the Commonwealth of Massachusetts offers and early retirement incentive, employees who retire with at least four months' notice shall receive a severance payment of \$1,000.

The Parties agreed to participate in a compensation study, which funding was approved for at Annual Town Meeting in May 2015. Such compensation information will serve as an evaluation tool for establishing mutually agreed future compensation for the AEA bargaining unit that began on July 1, 2016, FY17. Parties agreed to re-open the contract at the conclusion of the compensation review to discuss study results.

Effective July 1, 2016 The parties agree to add a step of five (5%) percent to the base wage for employees who have served 20 years of full time service with the Town of Canton.

On January 23, 2017 (FY17) the Town and AEA mutually agreed to the following:

1. The parties mutually agree to adopt the job descriptions listed in Attachment (A)
2. The parties agree to eliminate the existing pay schedule and implement a new schedule as outlined in Attachment B. Attachment B also contains a list of where each union and position will be place in the new salary schedule
3. The parties agree that the stipend paid to the Parks and Recreation Director shall not be paid. The town and the union agree to discuss the payment of said stipend when and if a new rink facility is built and operated by the Town of Canton

### **Stipends**

**Director of Parks and Recreation Stipend:** Parties agree to include the \$8,300 rink stipend into the Director of Parks and Recreation's base salary effective July 1, 2016, FY17. This stipend shall remain in the base salary for as long as said function remains in the job duties of the Director of Parks and Recreation. These duties include being responsible for management, operation, maintenance, and assisting in the planning design and construction administration of the Town Rink. Further, if ice rink permanently ceases operation, said stipend shall be removed from base salary.

**Building Commissioner Stipend:** Annual Stipend of \$160.00 in lieu of IRS travel rule, applies to the Building Commissioner position only and to no other positions now or in the future. Stipend to be paid annually on or by August 31st of each contract year.

**Equity Review:**

- The parties acknowledge that an appropriation of funds will be sought via Town meeting in May 2015, to conduct a municipal compensation review for the positions of the bargaining group. If the appropriation is approved, such compensation information will serve as an evaluation tool for establishing compensation for the AEA.
- Effective July 1, 2016 parties agree to amend the successor agreement as follows:
  1. The parties agree to mutually adopt the job descriptions
  2. The parties agree to eliminate the existing pay schedule and implement a new schedule as outlined in Attachment B. Attachment B also contains a list of where each union position will be placed in the new salary schedule
  3. The parties agree that the stipend to the Parks and Recreation director shall not be paid. The town and union agree to discuss the payment of said stipend when and if a new rink facility is built and operated by the Town of Canton

**ARTICLE XXX**

**Physical Fitness**

Effective July 1, 2018, Employees will be reimbursed for 50% of their membership fee at an approved health club up to a maximum of \$350.00 per employee, such reimbursement to be approved in advance by the Employer or its designee(S). In lieu of payment for a health club membership, employees may apply for \$350 toward:

1. The purchase of eyeglasses that are not already paid for under Article IX, section 1e; or
2. For one time during a five year period the reimbursement for a price of durable exercise equipment such as an exercise bicycle, stair stepper, elliptical machine, rowing machine, etc.; not to include clothing, sneakers, or regular bicycles.

**ARTICLE XXXI**

**Educational Reimbursement**

An Educational Reimbursement Fund in the amount of three thousand dollars (\$3,000) shall be established. Disbursement of funds shall be upon the approval of the Town Administrator. Reimbursement must be for work-related training, workshops or other educational opportunities.

## **ARTICLE XXXII**

### **Performance Appraisal**

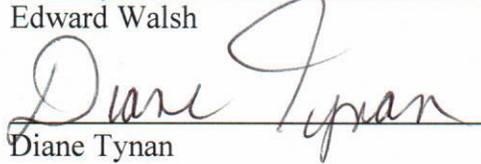
Employees will receive an annual performance evaluation. For purposes of this Article, the Employer is the Board of Selectmen. Employees who work under other elected or appointed boards besides the Selectmen (e.g., the Board of Health, Recreation Commission, Council on Aging) must also answer to those boards, but final authority as to performance appraisal rests with the Employer. Other elected or appointed boards will serve in an advisory capacity to the Selectmen on performance appraisals of employees who work for those other boards or commissions. Performance appraisals for purposes of this article can be performed by Board of Selectmen and/or their Designee(s). Persons responsible for performance appraisal must be qualified and trained to evaluate employee performance before they are eligible to perform that role.

IN WITNESS WHEREOF, the parties hereto do set their hands and seals this 19th day of March,

FOR THE ASSOCIATION

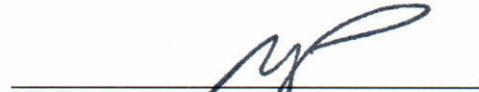
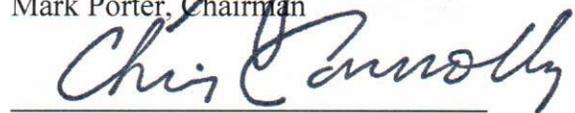
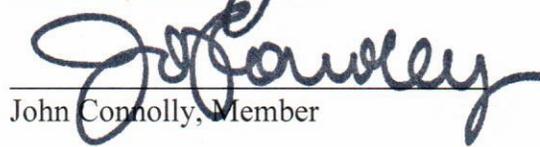


Edward Walsh



Diane Tynan

FOR THE TOWN

  
\_\_\_\_\_  
Mark Porter, Chairman  
\_\_\_\_\_  
Christopher Connolly, Vice Chairman  
\_\_\_\_\_  
Thomas Theodore, Clerk  
\_\_\_\_\_  
John Connolly, Member

DATE: 3/19/2019

DATE: 3/19/19

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16
A	\$63.67	\$64.63	\$65.60	\$66.58	\$67.58	\$68.59	\$69.62	\$70.66	\$71.72	\$72.80	\$73.89	\$75.00	\$76.13	\$77.27	\$78.43	\$79.61
B	\$58.37	\$59.24	\$60.13	\$61.03	\$61.95	\$62.88	\$63.82	\$64.78	\$65.75	\$66.74	\$67.74	\$68.76	\$69.79	\$70.84	\$71.90	\$72.98
C	\$53.06	\$53.86	\$54.67	\$55.49	\$56.32	\$57.16	\$58.02	\$58.89	\$59.77	\$60.67	\$61.58	\$62.50	\$63.44	\$64.39	\$65.36	\$66.34
D	\$42.45	\$43.08	\$43.73	\$44.38	\$45.05	\$45.73	\$46.41	\$47.11	\$47.82	\$48.53	\$49.27	\$50.00	\$50.76	\$51.51	\$52.29	\$53.06
E	\$37.14	\$37.70	\$38.27	\$38.84	\$39.42	\$40.01	\$40.62	\$41.23	\$41.84	\$42.47	\$43.11	\$43.75	\$44.40	\$45.07	\$45.75	\$46.43
F	\$31.83	\$32.31	\$32.80	\$33.29	\$33.79	\$34.30	\$34.81	\$35.33	\$35.86	\$36.40	\$36.94	\$37.50	\$38.06	\$38.63	\$39.21	\$39.81
G	\$29.71	\$30.16	\$30.61	\$31.07	\$31.54	\$32.01	\$32.48	\$32.97	\$33.47	\$33.97	\$34.48	\$35.00	\$35.52	\$36.05	\$36.59	\$37.14
H	\$27.59	\$28.01	\$28.43	\$28.85	\$29.28	\$29.72	\$30.17	\$30.63	\$31.09	\$31.56	\$32.03	\$32.50	\$32.99	\$33.49	\$33.99	\$34.50
I	\$25.47	\$25.86	\$26.23	\$26.63	\$27.03	\$27.44	\$27.86	\$28.26	\$28.69	\$29.12	\$29.56	\$30.01	\$30.46	\$30.91	\$31.38	\$31.84
J	\$23.35	\$23.70	\$24.05	\$24.42	\$24.79	\$25.15	\$25.53	\$25.92	\$26.31	\$26.69	\$27.09	\$27.50	\$27.92	\$28.33	\$28.75	\$29.18
K	\$21.23	\$21.54	\$21.87	\$22.21	\$22.53	\$22.87	\$23.22	\$23.55	\$23.91	\$24.27	\$24.62	\$25.00	\$25.38	\$25.77	\$26.14	\$26.54
L	\$19.10	\$19.39	\$19.69	\$19.97	\$20.28	\$20.58	\$20.89	\$21.21	\$21.52	\$21.85	\$22.19	\$22.51	\$22.85	\$23.19	\$23.53	\$23.89