

WORK AGREEMENT FOR POLICE LIEUTENANT

This agreement confirms and expressly outlines the salary and fringe benefits to which you shall be entitled as Lieutenant of the Hanover Police Department from July 1, 2016 through June 30, 2018.

Your annual compensation will be \$108,185 for the Fiscal Year ending June 30, 2017 (FY17). Base salary amounts will be determined, up to \$111,431 for FY18 and \$114,773 for FY19. The salary adjustments for FY18 and FY19 are conditioned upon a successful performance review conducted by the Chief of Police. This annual compensation includes Chief coverage, base pay, vacation pay, holiday pay (including M.G.L. Ch.147:17F), personal days, recognition of educational degrees, years of service awards, and any other attainments which enhance your position as Lieutenant. In recognition of the attainment of a Master's Degree in a course of study approved by the Chief of Police there shall be an educational incentive of an additional 5% on the base amount.

You shall also be entitled to the following benefits:

1. A separate uniform allowance of \$1,050, increase by \$50 annual in subsequent years of this contract. Payment to be made upon proof of purchase given to the Chief of Police. The Town will provide a pager, said cost not to exceed \$100. /yr.
2. An annual amount not to exceed \$850 will be paid by the Town of Hanover for cleaning of uniforms and/or dress suits worn in the line of duty.
3. Annual vacation as follows using July 1 of the year of hire for purposes of calculating years of service with the Town;

Employed July 1 with 1 year aggregate service	- 2 weeks vacation.
Employed July 1 with 5 years aggregate service	- 3 weeks vacation.
Employed July 1 with 10 years aggregate service	- 4 weeks vacation.
Employed July 1 with 15 years aggregate service	- 5 weeks vacation.

Time not used may be purchased back by the Town at its sole discretion.

4. Holidays (included in the annual compensation) as follows:

1. Christmas Day	5. Patriots' Day	9. Columbus Day
2. New Years Day	6. Memorial Day	10. Veterans' Day
3. Martin Luther King Day	7. Independence Day	11. Thanksgiving Day
4. President's Day	8. Labor Day	
5. Bereavement leave of four (4) days in the event of death in your immediate family shall be given without loss of pay. For purposes of this paragraph, the term immediate family shall mean and include the following: Mother, Father, Mother/Father-in-law, Sister, Brother, Spouse, Child, Sister/Brother-in-law, Grandchild, Grandparent. Additionally, 1 day of bereavement shall be granted for the death of an Aunt/Uncle, Grandparent/in-law.

6. Sick Leave will be earned at the rate of ten days per year. In the event of an illness exceeding the allotted and accumulated sick time, the Town may, at the sole discretion of the Chief of Police, authorize leave in excess of accumulated amounts.

Sick leave buyback shall be payable in accordance with the formula in Article IX of the Hanover Police Union agreement, payable to the officer or his estate, 75% (seventy five percent) of the officer's accumulated sick leave, up to a maximum of 113 days.

No loss of pay or sick leave will be incurred if you are absent from duty because of an injury sustained in the line of duty, for which you may be entitled to compensation under MGL Ch. 41, Sec. 111F, or if you are exposed to a contagious or infectious disease, as evidenced by a physician's report.

7. The Town will provide up to four (4) personal days per calendar year for absence for personal business.
8. The Town shall make available life insurance as allowed by MGL Ch. 32B Sections 11A and 11D. The Town has purchased on your behalf while you are an employee of the Town a life insurance policy in the amount of \$5,000 subject to your filing the appropriate forms with the Treasurer's office.
9. You shall be provided an opportunity to join the Town of Hanover's Group Insurance Plan, which provides for group life insurance, group hospitalization and surgical benefits, and extended benefits care for employees and retired employees, and their eligible dependents, with the premium or cost shared equally (50%-50% basis) between the employee and the Town. Admission to membership in said plan, and entitlement to its benefits, shall be in accordance with the terms and conditions of the contract between the Town and the insurance carrier.
10. The Town will require and pay for a physical examination every other year, and in order to promote wellness, will authorize enrollment in a local gym and may provide time as authorized by the Chief of Police to engage in wellness activities.
11. You may attend, and the Town shall fund, seminars or courses annually, to be mutually determined with, and approved by, the Chief, the cost of which shall not exceed \$1,500 annually. These courses are to be beneficial to your employment with the Town, preferably relating to Criminal Justice or management. The Town will also provide a training stipend of \$1,300 annually for training directly related to your duties as a Police Lieutenant, as approved by the Chief of Police. At the sole discretion of the Chief of Police, the Lieutenant may be called outside of his normal duty hours to fill a leadership role during an event, planned or otherwise, requiring a coordinated police response. During those events, the rate of pay shall be \$65.00 per hour. The Lieutenant may be eligible for a payment equal to 78.5% of the base hourly rate of the Senior Lieutenant's pay as approved by the Chief of Police for scheduled shifts.

12. The Town agrees to defend, indemnify and hold harmless the Lieutenant from liability arising from negligence in accordance with the applicable provisions of M.G.L. C. 258.

TOWN MANAGER

DATE

12/16/16

POLICE LIEUTENANT

DATE

12/16/16

Labor Counsel

WORK AGREEMENT FOR POLICE LIEUTENANT

This agreement confirms and expressly outlines the salary and fringe benefits to which you shall be entitled as Lieutenant of the Hanover Police Department from July 1, 2016 through June 30, 2018.

Your annual compensation will be \$104,008 for the Fiscal Year ending June 30, 2016 (FY17). Base salary amounts will be determined, up to \$107,128 for FY18 and \$110,342 for FY19. The salary adjustments for FY18 and FY19 are conditioned upon a successful performance review conducted by the Chief of Police. This annual compensation includes Chief coverage, base pay, vacation pay, holiday pay (including M.G.L. Ch.147:17F), personal days, recognition of educational degrees, years of service awards, and any other attainments which enhance your position as Lieutenant. In recognition of the attainment of a Master's Degree in a course of study approved by the Chief of Police there shall be an educational incentive of an additional 5% on the base amount.

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TOWN MANAGER



DATE 12/16/16

 12-27-16

Labor Counsel

POLICE LIEUTENANT



DATE 12/16/16