



TOWN OF HANOVER
550 HANOVER STREET, SUITE 29
HANOVER, MASSACHUSETTS 02339
781-826-5000 ext. 1084

Joe Colangelo
Town Manager

**WORK AGREEMENT FOR
LIEUTENANT OF POLICE DEPARTMENT
BRIAN METIVIER**

This Agreement confirms and expressly outlines the salary and fringe benefits to which you shall be entitled while serving as a Lieutenant of the Hanover Police Department from July 1, 2022 until June 30, 2025.

Your annual compensation will be:

- Annual Salary Equivalent to \$152,000 from July 1, 2022 until June 30, 2023
- Annual Salary Equivalent to \$153,000 from July 1, 2023 until June 30, 2024
- Annual Salary Equivalent to \$154,000 from July 1, 2024 until June 30, 2025

Your annual compensation includes base pay, vacation pay, holiday pay including: personal days, longevity, recognition of a Master's Degree, and any other attainments which enhance your position of Lieutenant which shall be maintained throughout the course of this contract.

You shall also be entitled to the following benefits:


1. Annual paid vacation of five (5) weeks. Vacation days may not roll-over from one fiscal year to the next. No compensatory time will be available under this contract. All unused vacation leave shall be paid in full to you or to your estate upon your death, and upon separation from employment from the Town, unless such separation is due to just cause.
2. Holidays (included in the annual compensation) are pursuant to the Town of Hanover's Select Board Policy and Procedures Section 5.
3. 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, one (1) day of bereavement shall be granted for the death of an Aunt/Uncle, Grandparent/in-law.
4. 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.

5. The Town will provide up to three (3) personal days per calendar year for absence for personal business.

6. The Town shall make available life insurance as allowed by MGL Ch. 32B §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 Payroll/Benefits Office.
7. 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 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.
8. The Town will require and pay for a physical examination every other year.
9. A clothing allowance of \$1,000 and uniform cleaning allowance of \$750 will be provided by the town as reimbursement for appropriate expenses.
10. Professional Development. You are encouraged to attend courses, conferences, training seminars, or other courses appropriate to the Police Department to be paid for by the town within the confines of the approved budget. These courses are to be beneficial to your employment with the town, preferably relating to Criminal Justice or management. Appropriate notification will be made to the Police Chief regarding your absence while attending such training.
11. Upon implementation of the body camera program \$750.00 will be added to your base compensation.
12. 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 \$80.00 per hour.
13. The Town agrees to defend, indemnify and hold harmless the Lieutenant from liability arising from negligence in accordance with the applicable provisions of MGL Ch. 258. Any gross negligence or misconduct voids indemnity.
14. You agree to give the Town 90 days' notice should you choose to leave the employ of the Town as Lieutenant.


Joe Calangelo, Town Manager

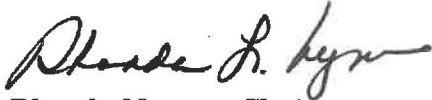

Brian Metivier, Lieutenant

Date: 22 June 2022


Date: 7/12/22


Approved by Select Board:


Date: 6/30/22


Rhonda Nyman, Chair


Vanessa O'Connor, Vice Chair


David Delaney, Select Board


John Tuzik, Select Board


Steven Louko, Select Board