



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

Joe Colangelo
Town Manager

**WORK AGREEMENT FOR
DEPUTY CHIEF OF FIRE DEPARTMENT
FREDERICK FREEMAN**

This Agreement confirms and expressly outlines the salary and fringe benefits to which you shall be entitled while serving as Deputy Chief of the Hanover Fire Department from July 1, 2022 until June 30, 2025. The Deputy Fire Chief's continued employment and appoint to this position is subject to the provisions in Section 4-15 of Hanover's General Bylaws.

Your annual compensation will be:

- Annual Salary Equivalent to \$147,000 from July 1, 2022 until June 30, 2023
- Annual Salary Equivalent to \$150,000 from July 1, 2023 until June 30, 2024
- Annual Salary Equivalent to \$152,000 from July 1, 2024 until June 30, 2025

Your annual compensation includes base pay, vacation pay, holiday pay including M.G.L. Ch. 147: 17F); personal days, longevity, recognition of a Master's Degree, and any other attainments which enhance your position of Deputy Chief, including licensure as a Paramedic, which shall be maintained throughout the course of this contract.

You shall also be entitled to the following benefits:

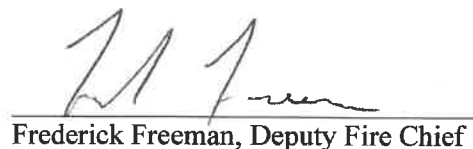
1. Annual paid vacation of five (5) weeks. Vacation days may not roll-over from one fiscal year to the next. No compensatory time will be available under this contract. All unused vacation leave shall be paid in full to you or to your estate upon your death, and upon separation from employment from the 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 accrue at a rate of ten (10) days per year.
5. 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, §111F, or if you are exposed to a contagious or infectious disease, as evidenced by a physician's report. In the event of an illness exceeding the allotted and accumulated sick time, the Town may, at the sole discretion of the Fire Chief, authorize leave in excess of accumulated amounts.

6. Sick Leave Buyback will be paid under this agreement in accordance with Section 10 of the Sick Leave Article in the current Firefighters Contract, recognizing that the Deputy was hired after July 1, 1996 and before July 1, 2011. It is understood that going forward you shall not be entitled to any further Buyback.
 7. The Town will provide up to three (3) personal days per calendar year for absence for personal business.
 8. The Town agrees to provide you with a Command Vehicle. The vehicle shall be provided with emergency communication devices to facilitate contact between the Fire Chief and the Fire Department personnel and apparatus as well as other agencies and vehicles.
 9. 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.
 10. 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.
 11. The Town will require and pay for a physical examination every other year.
 12. A clothing allowance of \$1,000 and uniform cleaning allowance of \$750 will be provided by the town as reimbursement for appropriate expenses.
 13. Professional Development. You are encouraged to attend courses, conferences, training seminars, or other courses appropriate to the Fire Department to be paid for by the town within the confines of the approved budget. Appropriate notification will be made to the Fire Chief regarding your absence while attending such training.
 14. The Town agrees to defend, indemnify and hold harmless the Chief from liability arising from negligence in accordance with the applicable provisions of MGL Ch. 258. Any gross negligence or misconduct voids indemnity.
 15. The position of Deputy Fire Chief is a 24/7/365 commitment and you shall not hold other public office, elective or appointed, or perform any other compensated employment for the Town of Hanover or any other employer, without the written consent of the Town Manager. In support of any request under this provision, the Deputy Chief shall provide the Town Manager with detailed information regarding time-commitment(s) and duties and will certify in writing that no conflict of interest or appearance of a conflict of interests exists. The parties agree that the Town Manager may approve or reject any requests under this provision in his sole discretion at any time.
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16. You agree to give the Town 90 days' notice should you choose to leave the employ of the Town as the Deputy Fire Chief.



Joe Colangelo, Town Manager

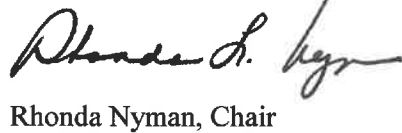


Frederick Freeman, Deputy Fire Chief

Date: 22 June 2022

Date: June 22, 2022

Approved by Select Board:

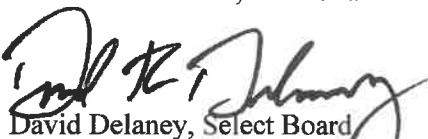


Rhonda Nyman, Chair

Date: June 22, 2022



Vanessa O'Connor, Vice Chair



David Delaney, Select Board



John Tuzik, Select Board



Steve Louko, Select Board