

EMPLOYMENT CONTRACT
BETWEEN
ABINGTON/ROCKLAND JOINT BOARD
OF WATER COMMISSIONERS
AND
DISTRIBUTION SUPERVISOR OF THE JOINT WATER WORKS
JOSEPH LAPOINTE

This contract made the 28th day of July 2014, by and between the Abington/Rockland Joint Board of Water Commissioners (herein the Board) and Joseph Lapointe, Distribution Supervisor of the Abington/Rockland Joint Water Works, the Abington Water Department and the Rockland Water Department (herein the Distribution Supervisor).

The Board and the Distribution Supervisor hereby agree that the following terms and conditions shall govern the salary and fringe benefits payable under this contract to which the Distribution Supervisor shall be entitled while appointed as Distribution Supervisor of the aforementioned Departments.

A. LENGTH OF CONTRACT:

This contract shall be in effect for three (3) year commencing on ~~July 28, 2014~~ ^{Aug. 2, 2014} through June 30, 2017. The term of this agreement may be renewed at any time by agreement of both parties. In the event, however, that either party desires not to renew the agreement, it must notify the other party in writing in or within 180 days of the date of termination. Otherwise, the agreement automatically shall be renewed on one (1) year beyond its termination date.

Handwritten notes:
OB/ (28) Rdw
Aug. 2, 2014 AB R. W. L.

B. COMPENSATION:

The Distribution Supervisor shall receive the sum of \$80,000.00 dollars per year, increasing to \$81,600.00 on July 1, 2015 and \$83,232.00 on July 1, 2016. The Distribution Supervisor shall receive at least the same number of vacation days, sick days, personal days and the same paid holidays, the same uniform expenses and all other benefits (including sick leave days accumulation and retirement/death reimbursements) to the same extent as do all other regular personnel employed by the Board with the exception of compensation for stand by duty.

C. DUTIES:

Accountability: Reports to the Superintendent.

Basic Function & Scope: Assist the Superintendent in the planning, organizing, scheduling of the operation, and repairs of the Town of Abington, Town of Rockland and the Abington/Rockland Joint Water Works Distribution System and all other related work as required.
The employee directly supervises the daily field operations, and assumes the distribution duties of the Superintendent in his/her absence.

Example of Duties: Supervises the field operations of the department, schedules and oversees work done by the field staff, including but not limited to, repairs and relocation of water mains and/or services, meter replacements and/or installations, hydrant maintenance, repairs and/or replacements as well as the semi-annual system wide flushing program. The Distribution Supervisor will also be responsible for the overseeing and scheduling the maintenance of the water department office as well as its grounds. Perform employee evaluations and invoke through the Superintendent necessary disciplinary actions when required.
Performs related duties as directed by the Superintendent.

Work Schedule: 40 hours per week as assigned by the Superintendent
Additional hours to perform supervisory duties and /or emergency response will be required.

Position Requirements: High School Diploma or equivalent
Valid Massachusetts Driver's License
Valid Grade III Full Distribution Operators Certification
Five years of progressively responsible work in a water department, including some supervisory experience; or any equivalent combination of education and experience.
Distribution Supervisor must maintain Grade Certification for appropriate classification.

Extended Requirements: Must obtain a Grade IV Distribution Operator's Certification within 24 months from the date of hire or date of advancement

D. WORK VEHICLE:

The Department shall provide either a company vehicle for use by the Distribution Supervisor and all attendant operating and maintenance expenses and insurance shall be paid for by the Departments. The company vehicle shall be for business use only.

E. SEVERABILITY CLAUSE:

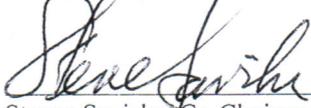
If any provision of the AGREEMENT is deemed illegal or unenforceable then it shall not effect the remaining provisions of this Contract which shall remain in full force and effect.

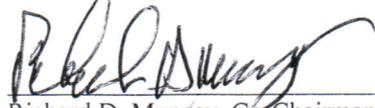
F GOVERNING LAW:

This Contract shall be governed by and construed in accordance with the laws of the Commonwealth of Massachusetts.

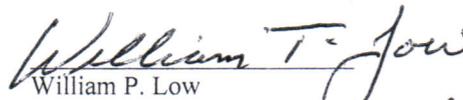
Executed this the 28th day of July 2014.

THE ABINGTON/ROCKLAND JOINT BOARD OF WATER COMMISSIONERS:

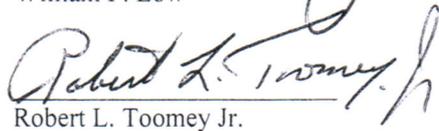

Steven Savicke, Co-Chairman


Richard D. Muneey, Co-Chairman

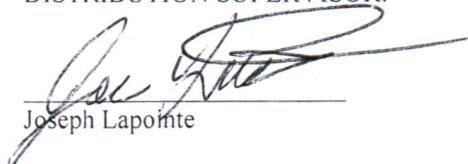

Douglas Billings, Secretary


William P. Low


Alex Bezanson


Robert L. Toomey Jr.

DISTRIBUTION SUPERVISOR:


Joseph Lapointe