

**AGREEMENT BETWEEN**  
**ABINGTON/ROCKLAND JOINT BOARD**  
**OF WATER COMMISSIONERS**

**AND**

**JOANNE HALL**

**EXECUTIVE ADMINISTRATOR**

WHEREAS, the Abington/Rockland Joint Board of Water Commissioners (hereinafter referred to as the 'BOARD') has appointed JoAnne E. Hall to the position of Executive Administrator for the Department and hereby agree to enter into the following agreement. Any future appointment to this position will be made by the Abington/Rockland Joint Board of Water Commissioners.

ARTICLE 1 - STABILITY OF AGREEMENT

- 1.0 If any of the provisions of this AGREEMENT shall in any manner conflict with any Federal Law or Statute, or Statutes of the Commonwealth of Massachusetts, such provisions shall be considered null and void and shall not be binding on the parties hereto; and in such event, the remaining provisions of this AGREEMENT shall remain in full force and effect.

ARTICLE 2 - HOURS OF WORK AND WORK WEEK

- 2.0 The work week shall consist of forty (40) hours per week, and the work shift shall be 7:30 a.m. to 3:30 p.m. or at the discretion of the respective Department Head.

ARTICLE 3 - SALARY

- 3.0 The Executive Administrator shall be paid in accordance with the following wage schedule:

July 29, 2019 \$41.43 /HR .  
July 1, 2020 Thru June 30, 2021 \$89,148.64  
July 1, 2021 Thru June 30, 2022 \$91,648.64

#### ARTICLE 4 - SICK LEAVE

- 4.0 The Executive Administrator will receive one (1) days of sick leave with pay for each month of continuous service provided such leave is caused by sickness, injury or exposure to contagious disease. Sick leave may be accumulated to an unlimited number.
- 4.1 Effective for employee hired prior to July 1, 2011, the Executive Administrator shall be compensated in cash for all unused sick leave up to a maximum of one hundred and thirty-five days when she is permanently separated from employment with the Abington/Rockland Joint Water Works by retirement or death. In the event of the death of the Executive Administrator, payment shall be made to her designated beneficiary or estate. Employee hired after July 1, 2011 will not be entitled to any sick leave buy back. If in the future any current employee of the Abington/Rockland Joint Water Works, hired prior to July 1, 2011, should transfer from their existing position to the Executive Administrator position this will not affect their sick leave buy back. The official date of hire will be deemed to be prior July 1, 2011.
- 4.2 Sick leave is authorized by the Department Head. If the Executive Administrator is absent three (3) days or more, chargeable sick leave, a statement from her physician may be required; the statement to give the nature of the illness and the expected duration. Such statement may be required at the discretion of the Department Head.
- 4.3 The Board may require a medical examination of the Executive Administrator on sick leave. This examination shall be at the expense of the Abington/Rockland Joint Water Works and by a physician appointed by the Board unless otherwise waived by the Board.
- 4.4 All unused, accumulated sick leave shall be kept to a laid-off Executive Administrator's credit, and in the event of a rehire, shall be restored to the Executive Administrator.
- 4.5 If Executive Administrator did not utilize any sick leave in the period of July 1 through June 30 of the previous year, two (2) additional days of personal time shall be granted to the Executive Administrator and must be taken during the next calendar year.

#### ARTICLE 5 - VACATION

5.0 The Executive Administrator shall receive paid vacation annually depending on the years of service in accordance with the following schedule:

32 weeks to 4 years	10 days	18 years to 25 years	25 days
4 years to 8 years	15 days	plus 1 day per year for the 21 <sup>st</sup> thru the 25 <sup>th</sup> year	
8 years to 18 years	20 days	over 25 years	30 days

Five Vacation Days may be carried over to the next fiscal year with the restriction that they are utilized in the next fiscal year.

At no time will there be more than five carried over days on the books.

5.1 In the event of the termination of this AGREEMENT by either party, the Executive Administrator shall receive a lump sum payment in lieu of any earned vacation leave not yet taken.

#### ARTICLE 6 - HOLIDAYS

6.0 The Executive Administrator shall receive the following paid holidays if employed at the time the holiday occurs:

NEW YEARS DAY	LABOR DAY
MARTIN LUTHER KING DAY	COLUMBUS DAY
PRESIDENTS DAY	VETERANS DAY
PATRIOTS DAY	THANKSGIVING DAY
MEMORIAL DAY	CHRISTMAS DAY
INDEPENDENCE DAY	

When Christmas Day falls on a Tuesday, Wednesday, Thursday or Friday, the Executive Administrator shall receive a half day off on Christmas Eve.

#### ARTICLE 7 - BEREAVEMENT LEAVE

- 7.0 The Executive Administrator shall receive leave without loss of pay in the event of a death in the Executive Administrator immediate family. Such leave shall be up to five (5) days. The immediate family shall include the spouse, child, father, mother, mother-in-law, father-in-law, sister, brother, grandchild, grandparent, step-parent and step-child. In the event that an aunt, uncle, daughter-in-law, son-in-law, brother-in-law, or sister-in-law shall die, the Executive Administrator shall be granted up to one (1) day of leave after the date of death without loss of pay. In special circumstances, leave (bereavement and or personal earned leave) may be extended/granted at the discretion of the Department Head.

#### ARTICLE 8 - OTHER LEAVE

- 8.0 The Executive Administrator shall receive four (4) days of paid personal leave, Said days to be taken subject to the approval of the respective Department Head. The Executive Administrator shall be granted one (1) personal day per annum without loss of pay. Such personal day must be utilized on the day after Thanksgiving. If the Executive Administrator is required to work the day after Thanksgiving the Executive Administrator will receive a Compensation Day. Compensation Days shall not carry over or accrue from year to year.
- 8.1 The Executive Administrator, at her discretion shall receive either monetary reimbursement or compensatory time off from work at time and one-half (1 ½) to the number of hours worked on Joint Water Works business at time other than the normal work week, subject to the approval of the respective Department Head. Board Meetings which shall be compensated with a minimum equivalent to a call-out for the employees of the Abington/Rockland Joint Water Works.
- 8.2 The Executive Administrator shall be allowed to take a leave of absence without pay for a limited period of time not to exceed ninety (90) days, said leave to be taken for personal compelling reasons and not be subject to the approval of the respective Department Head.

#### ARTICLE 9 - INSURANCE

- 9.0 The Executive Administrator shall receive health and life insurance benefits at the same rate as other Joint Water Works employees.

#### ARTICLE 10 - LONGEVITY

- 10.0 The Executive Administrator shall, upon attaining five (5) to ten (10) years of consecutive employment, be paid a longevity benefit of two hundred fifty (\$250.00) dollars per year in a lump sum payment. Upon attaining ten (10) to fifteen (15) years of consecutive employment, the Executive Administrator shall be paid a longevity benefit of five hundred fifty (\$550.00) dollars per year in a lump sum payment. Attaining fifteen (15) to twenty (20) years of consecutive

employment, the Executive Administrator shall be paid a longevity benefit of eight hundred fifty (\$850.00) dollars per year in a lump sum payment. Upon attaining twenty (20) to twenty-five (25) years of consecutive employment, the Executive Administrator shall be paid a longevity benefit of one thousand two hundred (\$1,200.00) dollars per year in a lump sum payment. Attaining twenty-five (25) years or more of consecutive employment, the Executive Administrator shall be paid one thousand five hundred (\$1,500.00) per year in a lump sum payment. Payment under this paragraph shall not be added to base pay for the purpose of computing any other pay benefit. The eligibility date for computation of years of service shall begin with the date of service (hire date) and payment made on or around December 15th.

#### ARTICLE 11 - PAY PRACTICES

- 11.0 In each succeeding year of this contract, the Executive Administrator shall receive the same base salary as stated in the above contract, plus increases in at least as large a percentage as received by all other employees of the Joint Water Works who are members of the AFSCME Union Local 1700 in each said year. The Executive Administrator shall in addition, receive all other benefits including without limitation sick days, vacation days, and any other benefits to same extent of other employees of the Joint Water Works who are members of the AFSCME Union Local 1700.

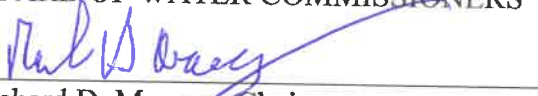
#### ARTICLE 12 - DURATION

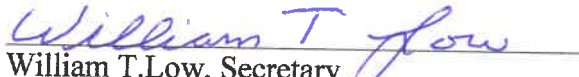
12.0 This AGREEMENT SHALL be effective July 29, 2019 and continue in full force and effect to and including June 30, 2021 and from year to year thereafter unless modified or terminated as hereinafter provided.

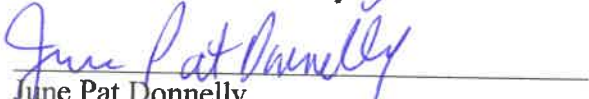
12.1 This contract may be reopened for negotiations.

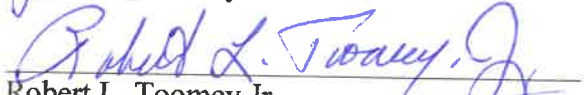
AGREED to this 23rd day of July 2019 by the following parties.

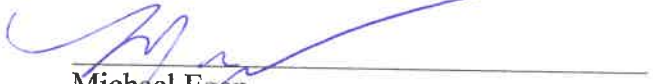
FOR THE ABINGTON/ROCKLAND JOINT  
BOARD OF WATER COMMISSIONERS

  
Richard D. Muncy, Chairman

  
William T. Low, Secretary

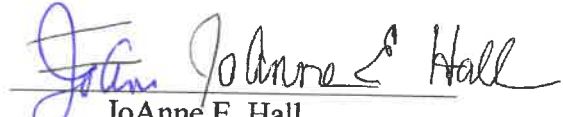
  
June Pat Donnelly

  
Robert L. Toomey, Jr.

  
Michael Egan

  
Robert Corvi, Jr.

Executive Administrator

  
JoAnne E. Hall