

EMPLOYMENT CONTRACT
BETWEEN
ABINGTON/ROCKLAND JOINT BOARD
OF WATER COMMISSIONERS
AND
ASSISTANT SUPERINTENDENT OF THE JOINT WATER WORKS
Thomas E. Royal

This contract made the 3rd day of May 2022, by and between the Abington/Rockland Joint Board of Water Commissioners (herein the Board) and Thomas E. Royal, Assistant Superintendent of the Abington/Rockland Joint Water Works, the Abington Water Department and the Rockland Water Department (herein the Assistant Superintendent).

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

A. LENGTH OF CONTRACT:

This contract shall be in effect July 1st, 2022, through June 30th, 2025.

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.

B. COMPENSATION:

The Assistant Superintendent shall receive the sum of \$105,000 dollars year one, \$107,500 dollars year two- and \$110,000 dollars year three. The Assistant Superintendent shall receive six weeks vacation and at least the same number of 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. The Assistant Superintendent is permitted to work up to \$5,000 in additional overtime. Once this amount is reached, the Assistant Superintendent will meet with the Board of Water Commissioners to discuss an additional overtime amount if deemed necessary at that time.

C. DUTIES:

Accountability: Reports to the Superintendent.

Basic Function & Scope: Assist the Superintendent in the planning, organizing, scheduling of the Treatment and Distribution operations, 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. The employee assists in all day-to-day operations of the Abington/Rockland Joint Water Works and assumes all the duties of the Superintendent in his/her absence.

Example of Duties: Supervises the field operations of the department. Coordinates with the Distribution Supervisor and the Primary Operator to schedule and oversees work done by the field staff.
Continually evaluate through the Primary Operator all treatment operations assuring the production of quality potable drinking water.
Review all trends, charts and daily logs to maintain a high quality of excellence within the treatment plants.
Coordinate the delivery of all D.E.P. reporting,
Evaluate SCADA monitoring equipment to analyze water treatment functions.
Regularly assess treatment facilities for improvements,

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 and compensated accordingly with the approval of the Superintendent. Pagers will be always provided and responded to.

Position Requirements:

High School Diploma or equivalent
Valid Massachusetts Driver's License
Valid Grade IV Full Treatment Operators Certification.
Must obtain Distribution III Operators Certification within 36 months of hire.
Five years of progressively responsible work in a water department, including some supervisory experience; or any equivalent combination of education and experience.
Assistant Superintendent must maintain Grade Certification for appropriate classification.

D. WORK VEHICLE:

The Department shall provide either a company vehicle for use by the Assistant Superintendent 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:

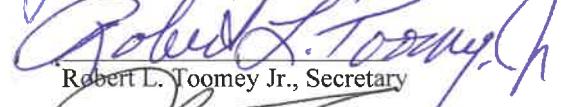
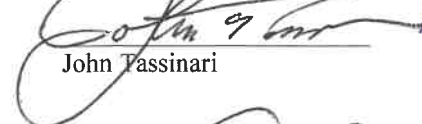
If any provision of the AGREEMENT is deemed illegal or unenforceable then it shall not affect the remaining provisions of this Contract which shall remain in full force and effect.

F GOVERNING LAW:

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

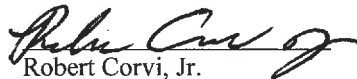
Executed this the 8th day of August 2018.

THE ABINGTON/ROCKLAND JOINT BOARD OF WATER COMMISSIONERS:


June P. Donnelly, Chairman

Robert L. Toomey Jr., Secretary

John Tassinari

Richard D. Muncey

William T. Low


Robert Corvi, Jr.

ASSISTANT SUPERINTENDENT:


Thomas E. Royal