

**MEMORANDUM OF AGREEMENT BETWEEN THE  
TOWN OF AYER**

**AND**

**FIRE CHIEF ROBERT J. PEDRAZZI**

**(Personal Services Contract Amendment)**

November 3, 2015

WHEREAS, the Town of Ayer (TOWN) and Fire Chief Robert J. Pedrazzi (FIRE CHIEF) successfully negotiated and mutually agreed to a Personal Services Contract for the term of July 1, 2015 to June 30, 2018; and

WHEREAS, the FIRE CHIEF's Personal Services Contract reads under Section 7 "Compensation", "In the event that a new Salary and Compensation Plan be adopted; the Chief shall receive compensation as determined by the new plan. The years of service as Fire Chief shall determine the step at which compensation will be paid."; and

WHEREAS, the Ayer Town Meeting passed and adopted the new Non-Union Classification and Compensation Study on October 26, 2015 with all ; and

WHEREAS, the TOWN and FIRE CHIEF in accordance with Section 7 of the FIRE CHIEF's Personal Services Contract mutually agree to open the Personal Services Contract to adjust the compensation in accordance with the Non-Union Classification and Compensation as follows:

1. Adjust the FIRE CHIEF's FY 2016 Compensation rate to Grade 15, Step 10 to \$50.30 per hour retroactive to July 1, 2015;
2. The retroactive pay adjustment to July 1, 2015 per the Non-Union Classification and Compensation Plan approved by Town Meeting on October 26, 2015 will be \$2,680.05;
3. The FIRE CHIEF's adjusted Emergency Management Stipend for FY 2016 per the Non-Union Classification and Compensation Plan approved by Town Meeting on October 26, 2015 will be \$879.75; and

WHEREAS, the TOWN has adopted a new Non-Union Classification and Compensation on October 26, 2015, the TOWN and FIRE CHIEF mutually agree that the FIRE CHIEF's Compensation for FY 2017; FY 2018; and FY 2019 shall follow the Classification and Compensation Plan as follows:


1. FY 2017: Grade 15, Step 11 (Subject to favorable Performance Evaluation); and
2. FY 2018: Grade 15, Step 11 (Stepped Out)

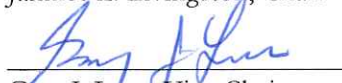
WHEREAS, the TOWN and FIRE CHIEF mutually agree that with the exception of the mutually agreed to terms above, all terms of the FIRE CHIEF's Personal Services Contract shall remain in full force and effect; and

WHEREAS, the TOWN and FIRE CHIEF mutually agree that all funding components of the FIRE CHIEF's Personal Services Contract and Memorandum of Agreement are subject to appropriation by the Ayer Town Meeting; and

NOW, THEREFORE, the TOWN and FIRE CHIEF mutually agree and execute this Memorandum of Agreement on November 3, 2015.

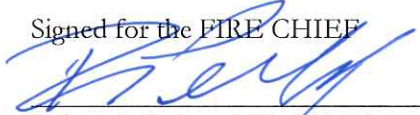
Signed for the TOWN:

  
Jannice L. Livingston, Chair

  
Gary J. Luca, Vice-Chair

  
Christopher R. Hillman, Clerk

Signed for the FIRE CHIEF

  
Robert J. Pedrazzi, Fire Chief

Dated: 11-3-15

The Ayer Board of Selectmen

Dated: 11-3-2015