

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

AND

POLICE CHIEF WILLIAM A. MURRAY

(Personal Services Contract Amendment)

November 3, 2015

WHEREAS, the Town of Ayer (TOWN) and William A. Murray (POLICE CHIEF) successfully negotiated and mutually agreed to a Personal Services Contract for the term of July 1, 2014 to June 30, 2017; 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 POLICE CHIEF in accordance with the POLICE 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 POLICE CHIEF'S FY 2016 Compensation rate to Grade 16, Step 10 to \$55.32 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 \$2,516.00; and

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

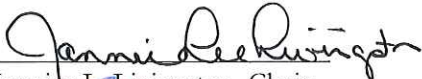
1. FY 2017: Grade 16, Step 11 (Subject to favorable Performance Evaluation)

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


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

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

Signed for the TOWN:


Jannide L. Livingston, Chair


Gary J. Luca, Vice-Chair


Christopher R. Hillman, Clerk

Signed for the POLICE CHIEF


William A. Murray, Police Chief

Dated: 11/3/15

The Ayer Board of Selectmen

Dated: 11-3-2015