

**MEMORANDUM OF AGREEMENT BETWEEN THE  
TOWN OF AYER  
AND  
ASSESSING ADMINISTRATOR / THOMAS S. HOGAN, JR.  
(Personal Services Contract Amendment)**

November 10, 2015

WHEREAS, the Town of Ayer (TOWN) and Thomas S. Hogan, Jr. (ASSESSING ADMINISTRATOR) successfully negotiated and mutually agreed to a Personal Services Contract for the term of July 1, 2015 to June 30, 2018; 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 THOMAS S. HOGAN, JR. in accordance with the ASSESSING ADMINISTRATOR'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 ASSESSING ADMINISTRATOR'S FY 2016 Compensation rate to Grade 13, Step 11 to \$42.59 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 \$2,149.29;

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

1. FY 2017: Grade 13, Step 11 (Stepped Out)
2. FY 2018: Grade 13, Step 11 (Stepped Out)

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

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

NOW, THEREFORE, the TOWN and ASSESSING ADMINISTRATOR mutually agree and execute this Memorandum of Agreement on November 10, 2015.

Signed for the TOWN:

Denis Callahan  
Denis Callahan, Chair

C. Edward Cornellier  
C. Edward Cornellier, Clerk

Paul D. Bresnahan  
Paul D. Bresnahan, Member

Signed for the ASSESSING ADMINISTRATOR

Thomas S. Hogan, Jr.  
Thomas S. Hogan, Jr.

Dated: 11/10/15

The Ayer Board of Assessors

Dated: 11/10/2015