

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

AND

TOWN ENGINEER DANIEL VAN SCHALKWYK

(Personal Services Contract Amendment)

April 19, 2016

WHEREAS, the Town of Ayer (TOWN) and Daniel Van Schalkwyk (Town Engineer) successfully negotiated and mutually agreed to a Personal Services Contract for the term of November 17, 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 position of TOWN ENGINEER was reclassified per the Personnel Board and Board of Selectmen on recommendation of the Town Administrator to be in accordance with the Non-Union Classification and Compensation Study; and

WHEREAS, the TOWN and TOWN ENGINEER in accordance with the TOWN ENGINEER's Personal Service 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 TOWN ENGINEER's FY 2017 salary rate to Grade 12, Step 8 to \$35.96 per hour effective July 1, 2016. The \$2,600 annual license increment as identified in Section 7 of the Contract is not changed. The salary may be adjusted annually by a cost-of-living-allowance (COLA).

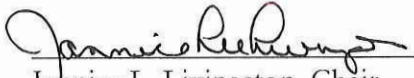
WHEREAS, the TOWN has adopted a new Non-Union Classification and Compensation on October 26, 2015, the TOWN and TOWN ENGINEER mutually agree that the TOWN ENGINEER'S Compensation for FY 2017 and beyond, shall follow the TOWN's Non-Union Classification and Compensation Plan; and


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


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

NOW, THEREFORE, the TOWN and TOWN ENGINEER mutually agree and execute this Memorandum of Agreement on April 19, 2016.

Signed for the TOWN:


Jannice L. Livingston, Chair



Gary J. Luca, Vice-Chair


Christopher R. Hillman, Clerk

The Ayer Board of Selectmen

Dated: 4/19/16

Signed for the TOWN ENGINEER


Daniel Van Schalkwyk, P.E., Town Engineer

Dated: 04/19/16