

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

**AND**

**TOWN ADMINISTRATOR ROBERT A. PONTBRIAND**

**(Personal Services Contract Amendment)**

November 3, 2015

WHEREAS, the Town of Ayer (TOWN) and Robert A. Pontbriand (Town Administrator) successfully negotiated and mutually agreed to a Personal Services Contract for the term of July 1, 2013 to June 30, 2016; 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 TOWN ADMINISTRATOR in accordance with the TOWN 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 TOWN ADMINISTRATOR'S FY 2016 Compensation rate to Grade 17, Step 6 to \$55.13 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 \$6,751.89; and

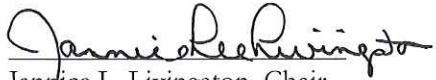
WHEREAS, the TOWN has adopted a new Non-Union Classification and Compensation on October 26, 2015, the TOWN and TOWN ADMINISTRATOR mutually agree that the TOWN ADMINISTRATOR'S Compensation for FY 2017 and beyond, subject to the negotiation of a successor contract (current contract expires June 30, 2016) shall follow the TOWN's Non-Union Classification and Compensation Plan; and

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

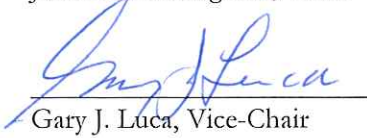
WHEREAS, the TOWN and TOWN ADMINISTRATOR'S mutually agree that all funding components of the TOWN ADMINISTRATOR'S Personal Services Contract and Memorandum of Agreement are subject to appropriation by the Ayer Town Meeting; and

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

Signed for the TOWN:



Janrice L. Livingston, Chair



Gary J. Luca, Vice-Chair



Christopher R. Hillman, Clerk

The Ayer Board of Selectmen

Dated: 11/3/2015

Signed for the TOWN ADMINISTRATOR



Robert A. Pontbriand, Town Administrator

Dated: 11/3/2015