

TO: PAUL J. SCHLEICHER, FIRE CHIEF AND DIRECTOR OF EMERGENCY
MANAGEMENT

FROM: MICHAEL D. YUNITS, TOWN MANAGER

DATE: September 12, 2017

RE: COMPENSATION AND BENEFITS AS FIRE CHIEF AND DIRECTOR
OF EMERGENCY MANAGEMENT

As Chief of the Norton Fire Department, the following is a summary of the terms and conditions of your appointment:

1. Any working conditions previously accumulated will be carried over and assimilated as part of your compensation and employment as Chief

2. Your base salary is set as follows:

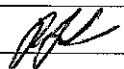
For Fiscal Year 2018 it is established at One Hundred Twenty-One Thousand Six Hundred Sixty-Nine (\$121,669.00) Dollars, plus the additional benefits listed below.

For Fiscal Year 2019 it is established at One Hundred Twenty-Four Thousand One Hundred Two. (\$124,102.00) Dollars, plus the additional benefits listed below.

For Fiscal Year 2020 it is established at One Hundred Twenty-Six Thousand Five Hundred Eighty-Four (\$126,584.00) Dollars, plus the additional benefits listed below.

3. Your normal work week will be forty (40) hours, to be worked Monday through Friday, four (4) ten (10) hour days.

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4. You will receive the following paid holidays: Floating Holiday

| | | |
|------------------|------------------------|------------------|
| New Year's Day | Martin Luther King Day | Memorial Day |
| Patriot's Day | Labor Day | Thanksgiving Day |
| Independence Day | President's Day | Christmas Day |
| Veteran's Day | Columbus Day | Christmas Eve |

If one of the above falls on a scheduled day off you will take another day at the Town's convenience within seven (7) days in the same fiscal year.

5. You shall be entitled to the following pay differentials for certain qualifications:

- A. EMT Certification: Six Thousand One Hundred Fifty and No Hundredths (\$6,150.00) Dollars;
- B. Defibrillation Certification: Five Hundred Fifty and No Hundredths (\$550.00) Dollars;
- C. Educational pay for Associates Degree, Bachelor's Degree, and Master's Degree shall be commensurate with other full-time uniformed members of the Department; and,
- D. FF II Certification: Seven Hundred and no hundredths (\$750.00) dollars
- E. Chief Fire Officer IV certification: Five thousand and no hundredths (\$5000.00) dollars
- F. Emergency Management Director: Five Thousand Five Hundred and no hundredths (\$5500.00) dollars

All differentials shall be paid annually on the pay day nearest December 1st.

- 6. Longevity Pay: Seven Hundred Fifty and No Hundredths (\$750.00) Dollars in recognition of more than thirty (30) years of service; One Thousand and No Hundredths (\$1000.00) Dollars in recognition of more than thirty five (35) years of service.
- 7. Clothing Allowance: One Thousand Nine Hundred and No Hundredths (\$1,900.00) Dollars annually paid the first payroll in July 2017. No Allowance after FY 2018.
- 8. Vacation Leave: The Chief shall be entitled to twenty-eight (28) days of paid vacation leave on an annual basis. Vacation leave shall be taken at such times as are compatible with the work schedule of the Chief and the business needs of the Town. At least three (3) days' notice must be given to the Town Manager in writing prior to taking a vacation of more than 4 days. The Chief shall be permitted to carry over Fifteen (15) vacation days from year to year.

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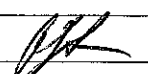
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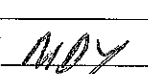
9. Health Insurance: The Chief shall be eligible to participate in the Town's Group Health and Life Insurance Plan in accordance with Chapter 32B of the General Laws on the same basis as other Town employees.

10. Sick Leave: The Chief shall be entitled to sick leave as follows:

- A. Sick Leave: The Chief shall earn and accumulate sick leave at the rate of one and one-half (1.5) days per month and shall continue to accumulate same during leaves of absence with pay, authorized sick leave, and vacation time;
- B. If the Chief dies or retires from the Bristol County Retirement System under the provisions of M.G.L. Chapter 32, he shall receive a lump sum equal to fifty (50%) percent of his accumulated sick leave days total up to one hundred eighty (180) days.
- C. Any sick leave of a duration of more than four (4) consecutive days shall be substantiated by a doctor's certificate at the Chiefs expense prior to the payment of the sick leave. For any sick leave of a duration of more than four (4) consecutive days, the Town may also require the Chief to submit to a medical examination by a physician of the Town's choosing and at the Town's expense prior to the payment of the sick leave.
- D. Family Sick Leave: The Chief shall be permitted to utilize up to ten (10) days of his accumulated sick leave each year to care for a sick or injured member of his immediate family. For purposes of this provision, immediate family shall be defined as spouse, child, mother, father, brother, sister or grandparent. Any family sick leave of a duration of four (4) consecutive days, if the Town so requests, shall be substantiated by a doctor's certificate at the Chiefs expense prior to the payment of the sick leave. Any family sick leave of a duration of more than four (4) consecutive days shall be substantiated by a doctor's certificate at the Chief's expense prior to the payment of the sick leave.

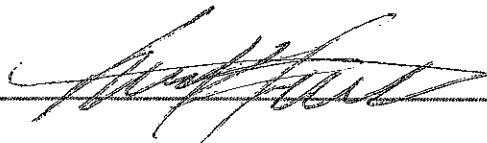
11. Bereavement Leave: In the event of the death of a family member, the Chief shall be entitled to four (4) days leave without loss of pay for the purpose of arranging for burial and/or attending funeral services. Said four (4) days shall not be deducted from vacation, personal, or sick leave. A family member is defined as a spouse, father, mother, brother, sister, child, mother-in-law, father-in-law, brother-in-law, sister-in-law, grandparent, aunt, or uncle.

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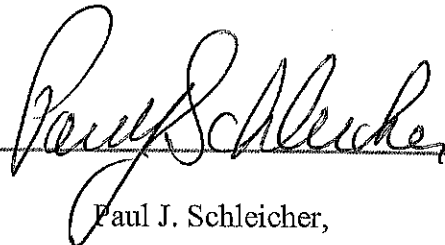
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13. Personal Days: The Chief shall be entitled to Forty (40) hours of paid personal days per year.
14. The position of Fire Chief is a non-union management position, not part of the bargaining unit. You are not required to pay union dues or agency fees.
15. You will be assigned a low profile-unmarked vehicle for your use while on duty and off duty. This vehicle will be kept by you twenty-four (24) hours per day for your work and personal use and shall not be used when you are away from town on vacation, when your non-department travel takes you in excess of two (2) hours from town, when you are off duty and circumstances preclude you from response, and as directed by the Town Manager.
16. The Town agrees to pay a minimum of Two Thousand Five Hundred and No Hundredths (\$2,500.00) Dollars annually for payment of any costs incurred for tuition, fees, or books for all courses to complete degrees in the fire service area. The costs may be prepaid. If the Chief does not successfully complete the course, the full amount must be refunded to the town.
17. The Fire Chief's Outside Detail rate of pay will be Ninety dollars (\$90.00) per hour.

Duration July 1, 2017 – June 30, 2020



Michael D. Yunits
Town Manager
September 12, 2017




Paul J. Schleicher,
Fire Chief/EMD
September 12, 2017

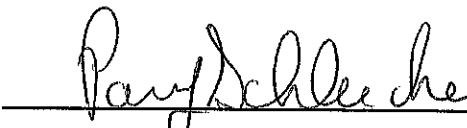
FIRE CHIEF FY 2019 CONTRACT AMENDMENT

On this the 30th day of August 2018 it is agreed that the current contract between the Town of Norton and the Fire Chief/Emergency Management Director, Dated September 17, 2017, be amended for the year commencing July 1, 2018 and remain in effect for the duration of the contract as follows:

All differentials and longevity pay will be paid annually on the pay day nearest to August 1st.



Michael D. Yunits, Town Manager



Paul J. Schleicher, Fire Chief/EMD