

EMPLOYMENT CONTRACT  
BETWEEN  
ABINGTON/ROCKLAND JOINT BOARD  
OF WATER COMMISSIONERS  
AND  
DISTRIBUTION SUPERVISOR OF THE JOINT WATER WORKS  
WILLIAM ROYAL

This contract made the 18th day of June 2019, by and between the Abington/Rockland Joint Board of Water Commissioners (herein the Board) and William Royal, Distribution Supervisor of the Abington/Rockland Joint Water Works, the Abington Water Department and the Rockland Water Department (herein the Distribution Supervisor).

The Board and the Distribution Supervisor hereby agree that the following terms and conditions shall govern the salary and fringe benefits payable under this contract to which the Distribution Supervisor shall be entitled while appointed as Distribution Supervisor of the aforementioned Departments.

A. LENGTH OF CONTRACT:

This contract shall be in effect for three (3) years commencing on July 1st, 2019 through June 30, 2022. The term of this agreement may be renewed at any time by agreement of both parties. In the event, however, that either party desires not to renew the agreement, it must notify the other party in writing in or within 180 days of the date of termination. Otherwise, the agreement automatically shall be renewed on one (1) year beyond its termination date.

B. COMPENSATION:

The Distribution Supervisor shall receive the sum of \$86,648.64 dollars per year, increasing to \$89,148.64 on July 1, 2020 and \$91,648.64 on July 1, 2021. The Distribution Supervisor shall receive at least the same number of vacation days, sick days, personal days and the same paid holidays, the same uniform expenses and all other benefits (including sick leave days accumulation and retirement/death reimbursements) to the same extent as do all other regular personnel employed by the Board with the exception of compensation for stand by duty.

C. DUTIES:

**Accountability:** Reports to the Superintendent.

**Basic Function & Scope:** Assist the Superintendent in the planning, organizing, scheduling of the operation, and repairs of the Town of Abington, Town of Rockland and the Abington/Rockland Joint Water Works Distribution System and all other related work as required.  
The employee directly supervises the daily field operations and assumes the distribution duties of the Superintendent in his/her absence.

**Example of Duties:** Supervises the field operations of the department, schedules and oversees work done by the field staff, including but not limited to, repairs and relocation of water mains and/or services, meter replacements and/or installations, hydrant maintenance, repairs and/or replacements as well as the semi-annual system wide flushing program. The Distribution Supervisor will also be responsible for the overseeing and scheduling the maintenance of the water department office as well as its grounds. Perform employee evaluations and invoke through the Superintendent necessary disciplinary actions when required.  
Performs related duties as directed by the Superintendent.

**Work Schedule:**

40 hours per week as assigned by the Superintendent  
Additional hours to perform supervisory duties and /or emergency response will be required and compensated accordingly with the approval of the Superintendent.

**Position Requirements:**

High School Diploma or equivalent  
Valid Massachusetts Driver's License  
Valid Grade IV Full Distribution Operators Certification  
Five years of progressively responsible work in a water department, including some supervisory experience; or any equivalent combination of education and experience.  
Distribution Supervisor must maintain Grade Certification for appropriate classification.

D. SEVERABILITY CLAUSE:

If any provision of the AGREEMENT is deemed illegal or unenforceable then it shall not affect the remaining provisions of this Contract which shall remain in full force and effect.


F GOVERNING LAW:

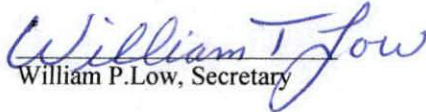
This Contract shall be governed by and construed in accordance with the laws of the Commonwealth of Massachusetts.

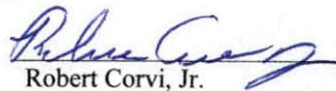
Executed this the 18th day of June 2019.

THE ABINGTON/ROCKLAND JOINT BOARD OF WATER COMMISSIONERS:

  
Richard D. Muncey, Chairman

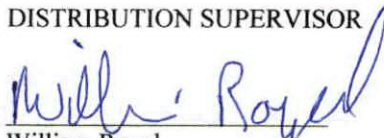
  
June P. Donnelly

  
William P. Low, Secretary

  
Robert Corvi, Jr.

\_\_\_\_\_  
Michael Egan

\_\_\_\_\_  
Robert L. Toomey Jr.

DISTRIBUTION SUPERVISOR  
  
William Royal

# Payroll / Status Change Notice

PLEASE PRINT

Routing  Payroll  \_\_\_\_\_  \_\_\_\_\_  
 Effective Date of Change 7/1/2019  New Hire  Change  Separation

Employee Name Royal William  
last first middle

Social Security # \_\_\_\_\_ Employee/Payroll # D Abington & Rockland  
Joint Water

## New Hire Information

Street \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_

Telephone # \_\_\_\_\_ Date of Birth (for Administrative use only) \_\_\_\_\_  
 Status:  Full-Time  Part-Time  Full-Time Temporary  Part-Time Temporary  Other \_\_\_\_\_ Intern  
 Exempt  Non-Exempt  Hourly W-4 attached  Yes  No

## Change(s) for Current Employee

Type	From	To	Comments
Address Change			
Demotion			
Department			
Insurance Eligibility			
Job Title			
Change of Insurance			
Layoff			
Length of Service Increase			
End of Introductory Period			
Promotion	Foreman@\$33.59	Distribution Supervisor@\$41.34	
Re-evaluation of Current Job			
Rehire			
Resignation			
Retirement			
Salary / Wage			
Separation			
Shift Change			
Transfer			
Union Scale			
Other			

Leave Of Absence  Educational  Short-Term Disability  Personal  Long-Term Disability  RETURN FROM LEAVE  Family/Medical Leave (including pregnancy)  Other

Separation  SEPARATION DATE  Involuntary Separation  LAST DAY WORKED  LAST DAY PAID  
 Election of COBRA Yes  No  Start date of Coverage: \_\_\_\_/\_\_\_\_/\_\_\_\_  
 Notice of COBRA Rights provided on

If yes, describe type of coverage elected

## Additional Comments

Employee Signature William Royal 6/26/2019  
 Supervisor/Designated Manager Signature [Signature] Name and Title \_\_\_\_\_ Date 6/26/19  
 Town Administrator Signature \_\_\_\_\_ Name and Title \_\_\_\_\_ Date \_\_\_\_/\_\_\_\_/\_\_\_\_