



TOWN OF IPSWICH
25 Green Street
IPSWICH, MASSACHUSETTS 01938

WORK AGREEMENT – Kevin Merz, Treasurer/Collector

This Agreement confirms and expressly outlines the salary and fringe benefits to which you shall be entitled as Treasurer/Collector for the Town of Ipswich from July 1, 2019 until June 30, 2022.

Your salary will be \$105,000 for Fiscal Year (FY20). The salary for FY21 will increase 2% above FY20's annual salary and your FY22 salary will increase 2.5% from FY21's salary after the completions of a successful annual performance review by the Town Manager. Your annual compensation includes base pay, vacation pay, holiday pay, personal days, longevity, recognition of educational degrees and other attainments, which enhance your position of Treasurer/Collector.

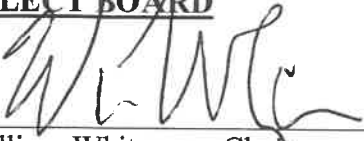
You shall also be entitled to the following fringe benefits:

1. The Treasurer/Collector shall be entitled to annual leave benefits in accordance with the current Clerical Unions Collective Bargaining Agreement. Compensatory time will be available in accordance with the Personnel Bylaws. Up to two (2) weeks of vacation may be carried over from one year to the next, or compensated at the request of the Treasurer/Collector. All unused vacation leave shall be paid in full to you or to your estate upon your death, and upon separation from employment from the Town, unless such separation is due to just cause.
2. The Treasurer/Collector shall be entitled to holiday leave benefits in accordance with the relevant schedule of their respective department's current operable bargaining agreement. Holidays (included in the annual salary) as follows: New Year's Day, Martin Luther King Day, Presidents' Day, Patriots' Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, Friday after Thanksgiving Day, Christmas Day. Either Christmas Eve or the day after Christmas will also be off at the discretion of the Town Manger.
3. Bereavement leave shall be awarded in accordance with the provisions of the Clerical Unions Collective Bargaining Agreement. Bereavement leave shall not be charged to sick leave or vacation leave. One (1) day of bereavement shall be granted for the death of an Aunt/Uncle or Grandparent/in-law.
4. The Town will provide up to three (3) personal days per calendar for absence due to non-work related injury, illness or other important personal business.
5. The Treasurer/Collector shall receive sick leave benefits in accordance with the provisions of the Clerical Unions Collective Bargaining Agreement.
 - i. Buy-back at retirement: on resignation, retirement or death, within the purview of Chapter 32 of the General Laws of the Commonwealth of Massachusetts, with fifteen (15) years or more of service in Ipswich, an employee will be paid fifty dollars (\$50) for each attendance bonus day

he/she has to his/her credit, up to a maximum of one hundred fifty (150) days.

6. The Town shall make available Life Insurance as allowed by MGL Ch. 32B, §5, §11A and §11D. The Town has purchased on your behalf, while you are an employee of the Town, a life insurance policy in the amount of \$2,000 subject to your filing the appropriate forms with the Human Resources office.
 7. You shall be provided an opportunity to join the Town of Ipswich's Group Insurance Plan, which provides for group life insurance, group accidental death and dismemberment insurance, group hospitalization and surgical benefits, and extended benefits care for employees and retired employees, and their eligible dependents, with the premium shared (65% - 35% basis) between the Town and the employee, respectively. Admission to the membership in said plan, and entitlement to its benefits, shall be in accordance with the terms and conditions of the contract between the Town and the Insurance Carrier.
 8. Professional Development – the Treasurer/Collector shall attend, and the Town shall fund, conferences and seminars to MCTA, GFOA and EMTCA. Attendance at any additional conferences or seminars will be determined in consultation with and approval of the Town Manager.
 9. It is the intent of the parties to review this salary and benefit Agreement annually with you so that appropriate compensation will be provided. The review process will also consist of a performance evaluation and an annual meeting to assess position goals, objectives, progress and challenges.
 10. You agree to give the Town 90-day notice should you choose to leave the employ of the Town as the Treasurer/Collector prior to the end of this agreement.
 11. If any paragraph or part of this Agreement is invalid, it shall not affect the remainder of said Agreement, but said remainder shall be binding and effective against all parties.
 12. All other benefits, including pension benefits to which you may be entitled as a matter of law, shall be provided by the Town where particular statutes are applicable and so provided.
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SELECT BOARD

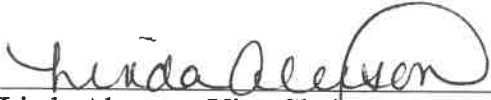


William Whitmore, Chair

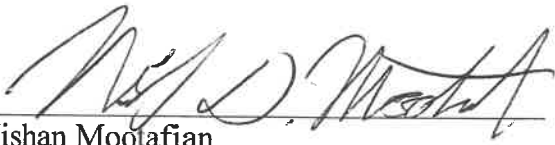
TREASURER/COLLECTOR



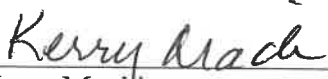
Kevin Merz, Treasurer/Collector



Linda Alexson, Vice Chair



Nishan Mootafian



Kerry Mackin



Tammy Jones

Date: 7/1/19

cc: Accountant
Treasurer
Personnel