

Employment Agreement
for
Interim Town Manager
between
Kerry A. Lafleur and the Town of Concord, Massachusetts

Whereas, commencing on January 1, 2022 Kerry A. Lafleur will be appointed by the Concord Select Board to the position of Interim Town Manager; and

Whereas, the terms and conditions of employment for the position of Town Manager are established via an employment contract rather than the Personnel Bylaw; and

Whereas, the position of Town Manager is not included in the Town's Classification and Compensation Plan; and

Whereas, the Town and Ms. Lafleur wish to address how Ms. Lafleur's service as Interim Town Manager shall impact her compensation and other terms and conditions of employment;

Now therefore, the Town and Ms. Lafleur agree as follows:

- The Board hereby appoints Kerry A. Lafleur as Interim Town Manager of the Town of Concord to perform such functions and duties as are set forth in the Charter, the Massachusetts General Laws, and any other laws applicable to the position, and to perform such other legally permissible and proper duties and functions as the Board shall from time to time assign.
- The appointment of Ms. Lafleur as Interim Town Manager shall be from January 1, 2022 to June 30, 2022, and shall continue thereafter until such time as another Town Manager is appointed; provided, however, that either party may end this Agreement at any time upon thirty (30) days' written notice, unless the parties agree otherwise.
- During the term of her appointment as Interim Town Manager, in lieu of her base salary as Chief Financial Officer, the Town shall pay Ms. Lafleur, for her services rendered pursuant hereto, a weekly base salary of \$3,879.31. All other terms and conditions of employment afforded to Ms. Lafleur as Chief Financial Officer shall continue to apply during her service as Interim Town Manager.
- Upon the conclusion of her service as Interim Town Manager, Ms. Lafleur's appointment as Chief Financial Officer shall be restored under the same terms and conditions in place prior to her service as Interim Town Manager.
- Nothing herein shall be construed to prevent the Select Board from appointing Ms. Lafleur as the Town Manager rather than the Interim Town Manager, including during the term of this agreement."

In witness whereof, the Chair of the Board, on behalf of the Town, and Ms. Lafleur have signed and executed this Agreement, in two counterparts, one of which shall be retained by Ms. Lafleur, and one of which shall be retained by the Town Human Resources Department.

Employee:

Kerry A. Lafleur
Kerry A. Lafleur (Dec 21, 2021 20:11 EST)

Kerry A. Lafleur

Date: Dec 21, 2021

For the Town:

Terri Ackerman
Terri Ackerman (Dec 21, 2021 20:36 EST)

Terri Ackerman, Chair, Select Board

Date: Dec 21, 2021