

TOWN OF TIVERTON
EMPLOYMENT AGREEMENT
PART TIME ZONING OFFICER

THIS AGREEMENT is made and entered into this ___th day of November 2021, by and between the Town of Tiverton, Rhode Island, a Rhode Island municipal corporation (hereinafter referred to as the "Town") and Joseph R. Kaufman (hereinafter the "Employee").

The Town and Employee have agreed that Employee will serve as Part-Time Zoning Officer, and have also agreed on the conditions of employment, and therefore, in consideration of the mutual covenants herein contained, the parties agree as follows:

1. DUTIES:

The Town hereby agrees to employ Employee as Part-Time Zoning Officer to perform the functions and duties specified in the attached job description (Attachment A), under the supervision of the Building Official of the Town of Tiverton, and to perform other legally permissible and proper duties and functions as the Building Official may from time to time assign, and to perform all of said duties with due diligence, meeting accepted standards of professionalism, skill and competence, and to perform said duties in keeping with, and conforming to, applicable laws and regulations of the State of Rhode Island and the Town of Tiverton.

2. TERM:

- A. Employee's term began on November 1, 2019 up to and through fiscal year 2020-21, subject to other provisions of this Agreement. The term is being extended for the period July 1, 2021 through June 30, 2023 by mutual agreement, subject to appropriation by the Town Council of funding for the position.
- B. Nothing in this Agreement shall prevent, limit or otherwise interfere with the right of the Town to terminate the services of Employee for just cause, pursuant to Section 3 of this Agreement.
- C. Nothing in this Agreement shall prevent, limit or otherwise interfere with the right of Employee to resign at any time from his position with the Town, subject only to the provisions set forth in Section 3 of this Agreement.
- D. Employee agrees not to accept other employment that in any way conflicts or may conflict with the duties set forth in Section 1 of this Agreement while this Agreement is in full force and effect.

3. TERMINATION:

- A. The Town may terminate the services of Employee for just cause due to violation of any of the terms or conditions or standards of performance of this Agreement. Said termination shall conform to the personnel rules and regulations adopted by the Town of Tiverton, as well as all relevant laws pertaining to the termination of employees.
- B. In the event that Employee is removed by the Town for cause as set forth in Section 3A above, or in the event that Employee is convicted of any criminal wrongdoing, or is guilty of malfeasance or misfeasance, then Employee may be immediately terminated at the discretion of the Town Manager.
- C. In the event that Employee resigns following a request by the Building Official or Town Manager to resign, he shall not be eligible for severance benefits.
- D. In the event Employee voluntarily resigns his position with the Town, he shall give the Town two (2) weeks' notice in advance unless the parties otherwise agree.

4. PART-TIME EMPLOYMENT AND WORK SCHEDULE:

- A. Employee shall generally work no more than five (5) days per week, for a total of nineteen (19) hours per week over the course of the fiscal year.
- B. The Building Official and Employee shall agree on a work schedule that allows Employee to make the most efficient use of the part-time hours, and shall from time to time evaluate, and may modify, the schedule to ensure it enables Employee to perform the duties and provide the services as described in this Agreement, including coordination and collaboration with other Town employees and with constituents and stakeholders.

5. SALARY:

Employee shall receive a salary of \$32.80 per hour beginning as of 1/1/2022 which is a 1.25% increase over the existing rate of 32.39 per hour..

6. GENERAL PROVISIONS:

- A. This contract shall be subject to ratification by the Tiverton Town Council as required by Section 407 (13) of the Tiverton Town Charter.
- B. The text herein constitutes the entire Agreement between the parties.

C. This Agreement shall be governed by, and construed according to, the laws of the State of Rhode Island.

IN WITNESS WHEREOF, the Town of Tiverton, Rhode Island has caused this Agreement to be signed and executed in its behalf by the Town Manager of the Town of Tiverton, and duly attested by its Town Clerk, and Joseph R. Kaufman has signed and executed this Agreement, both in duplicate, the day and year first above written.

TOWN OF TIVERTON

EMPLOYEE:

By _____
Christopher Cotta, Town Administrator

Joseph R. Kaufman

ATTEST:

Joan Chabot, Town Clerk

PART-TIME CODE ENFORCEMENT OFFICER

TOWN OF TIVERTON, R.I.

Job Description

GENERAL

This position is part of the Tiverton Building and Zoning Office and reports to the Building Official. It is responsible for monitoring compliance with state and local laws and regulations relating to zoning, land use, building construction and maintenance, public health and safety, minimum housing standards, nuisances, blight and other matters of public concern. Duties include conducting inspections, preparing and tracking enforcement actions, and providing information and assistance to businesses, residents, the general public, and other Town departments and offices.

This position requires work in the field as well as in the office. A valid driver's license is required.

QUALIFICATIONS AND REQUIREMENTS

Knowledge of:

Municipal code compliance program operations and procedures; pertinent laws and regulations; methods and techniques of conducting and documenting field investigations; legal procedures applicable to code enforcement; modern office procedures, methods, and equipment including computers and supporting word processing and spreadsheet applications; occupational hazards and standard safety practices.

Ability to:

Independently perform a full range of municipal code enforcement and compliance duties; interpret and apply ordinances, codes and regulations; inspect and identify violations; enforce pertinent provisions of laws and regulations with impartiality and efficiency; respond to inquiries, complaints, and requests for service in a timely, fair, tactful, and firm manner; mediate resolutions in a timely and tactful manner. Prepare accurate and detailed documentation of investigation findings. Maintain complex logs, records, and files.

Research, compile, and collect data; prepare clear and concise technical reports; make oral presentations and testify in court; work independently in the absence of supervision; read assessor's maps and property profiles; read and interpret legal documents and descriptions; understand and follow oral and written instructions; type and enter data accurately at a speed necessary for successful job performance; communicate clearly and concisely, both orally and in writing; establish and maintain effective working relationships with those contacted in the course of work.

Abatement Office of the need for vandalism clean-up; obtain and collect right of entry forms for graffiti abatement on private property; enter calls into computer system and track case progress.

- Attend meetings and serve as a resource to other City departments, divisions, the general public, and outside agencies in the enforcement of zoning regulations; provide research and documentation for meetings; interpret and explain municipal codes and ordinances to members of the general public, contractors, business owners, and other interested groups in the field, over the counter, and on the telephone.
- Operate computer to enter, process, and acquire data relative to complaints, inspection sites, and effective code enforcement practices; research complaints; use code enforcement software to enter relevant case information, track progress, generate notices and reports, and evaluate effectiveness of the compliance and enforcement program .
- Assist and provide guidance to community organizations and volunteers interested in public education, community clean-up, preservation, revitalization, etc.
- Locate vacant residences and businesses; secure buildings with proper materials as necessary; post the property as necessary; check vacant buildings regularly for transient activity, graffiti, and other forms of vandalism.
- May assist in researching, drafting, and rewriting municipal codes; participate in the development of forms and processes utilized to address various issues.
- Perform related duties as required.

The Town of Tiverton is seeking an individual with a track record of working well with the public and diverse interest groups.