



HUMAN RESOURCE BOARD

Town of Chilmark

July 28, 2021 **APPROVED** MEETING MINUTES

Present: Jennie Greene, Chair, Bruce Golden, Don Leopold, Jim Malkin, Bill Rossi, Warren Doty

Not present: Molly Glasgow, Irene Ziebarth

Other Attendees: Police Chief Jonathan Klaren, Shavanae Anderson of MVTV

Staff: Alison Kisselgof, Administrator

Meeting called to order at 5:01PM via ZOOM remote platform, Meeting ID 955 2316 8193

Police Chief Klaren Request to Hire Active Duty Coast Guard as Traffic Officers:

- Chief Klaren recounted how he started the season with 4 full-time traffic officers and is now down to 1 full-time and 1 part-time officer.
- A member of the Coast Guard approached the police department about job openings. Chief Klaren spoke to the Coast Guard master chief about the idea of filling open traffic officer positions with active Coast Guard members. Coast Guard master chief presented the idea to the Coast Guard staff and found there was interest.
- Chief Klaren requested to hire Coast Guard staff at a higher pay grade than is normally used for this position. He explained that the Coast Guard staff is already trained in CPR & first response, vetted through Federal background checks and meet annual physical standards which is better training than current officers on the job.
- Chief Klaren says he spoke to attorney Jack Collins who consulted the Department of Labor and confirmed there were no labor law issues with the town hiring Coast Guard employees.
- Selectman Malkin reported speaking with Chief Klaren about the starting pay grade, noting that the procedures manual allows for hiring at a higher grade under certain scenarios which he felt this situation was.
- Selectman Rossi asked whether there was money in the police department budget for the increased pay and Chief Klaren confirmed that there was.
- The difficulty in hiring this season island-wide was briefly discussed.
- Chief Klaren proposed that Coast Guard staff be hired at Step 5 due their exceptional qualifications.
- Selectman Doty asked if the current traffic officers should increase to Step 5 also and Chief Klaren responded that the Coast Guard staff is more experienced which justified a higher rate than current staff.
- A motion was made by HRB chair Greene to hire the Coast Guard members to fill traffic officer positions starting at Step 5 pay grade citing that Coast Guard officers have higher training and the current police department situation is desperate. The motion was seconded by Mr. Leopold. Roll call vote: Greene - AYE, Golden - AYE, Leopold - AYE
- A motion was made by Selectman Rossi to accept Chief Klaren's request to hire Coast Guard staff to fill the open traffic officers starting at Step 5 pay grade. The motion was seconded by Mr. Doty. Roll call vote: Doty - AYE, Rossi - AYE, Malkin - AYE
- Chief Klaren asked how to proceed with hiring and Selectman Malkin answered that the Chief should introduce each candidate to a Select Board member for approval.

Next Meetings:

- Thursday, August 5, 2021, 8AM

Meeting adjourned at 5:27PM

Minutes Respectfully Submitted: Alison Kisselgof