



HUMAN RESOURCE BOARD

Town of Chilmark

To: Select Board
From: Human Resource Board of Chilmark
Date: December 3, 2021
RE: FY2022 Compensation Review Study

Dear Select Board:

The Human Resource Board of Chilmark (HRBC) has completed the Compensation Review Study for Fiscal Year 2022. The HRBC found compensation for all full-time Chilmark employees within or above the range of compensation in other island towns.

The spreadsheet used to tabulate salaries from all island towns and a summary of compensation ranges in Chilmark as compared to other island towns are included with this memo.

We included a comparison of compensation of Chilmark employees to the national median salaries as indicated in the Bureau of Labor Statistics May 2020 report for your information. The Cost of Living Index (COLI) for Massachusetts in Q3 of 2021 (as defined by Council for Community and Economic Research) is 132.5, which ranks Massachusetts as the fourth most expensive state to reside in this country. When median salaries are adjusted for Massachusetts COLI, the HRBC found that Chilmark employee compensation was within range or above national median compensation. A summary of this comparison is also included with this memo. Martha's Vineyard COLI is even higher than that of the state with Vineyard Haven ranking as the most expensive town in the country to live in (reference: <https://www.lendingtree.com/home/mortgage/most-expensive-towns-in-america/>)

The HRBC does not have any recommendations to change compensation for any positions as a result of this study.

Thank you,

Alison Kisselgof, Board Administrator, Human Resource Board of Chilmark

Chilmark Human Resource Board FY2022 Compensation Plan Review Summary

Position Title	Chilmark FY22		OTHER TOWNS		OTHER AV		% OF OTHER AV		Aquinnah		Edgartown		Oak Bluffs		Tisbury		West Tisbury	
	LOW	HIGH	LOW	HIGH	LOW	HIGH	LOW	HIGH	LOW	HIGH	LOW	HIGH	LOW	HIGH	LOW	HIGH	LOW	HIGH
Receptionist/Admin Assistant	\$29.79	\$37.90	\$18.82	\$30.12	\$21.46	\$30.11	139%	126%	\$34.07	\$44.44	\$37.31	\$49.11	\$18.82	\$30.12	\$24.10	\$30.10	\$41.11	\$57.86
Accountant	\$40.74	\$51.86	\$32.06	\$57.86	\$37.57	\$52.03	108%	100%	\$34.07	\$44.44	\$37.31	\$49.11	\$32.06	\$51.29	\$43.30	\$57.46	\$41.11	\$57.86
Assistant Assessor	\$40.74	\$51.86	\$32.06	\$52.57	\$34.91	\$48.52	117%	107%	\$34.07	\$44.44	\$37.31	\$49.11	\$32.06	\$51.29	\$32.88	\$41.09	\$37.37	\$52.57
Treasurer	\$40.74	\$51.86	\$32.06	\$62.49	\$38.32	\$53.04	106%	98%	\$34.07	\$44.44	\$37.31	\$49.11	\$32.06	\$51.29	\$47.05	\$62.49	\$41.11	\$57.86
Tax Collector	\$40.74	\$51.86	\$28.66	\$57.86	\$34.64	\$47.70	118%	109%	\$34.07	\$44.44	\$37.31	\$49.11	\$32.06	\$51.29	\$28.66	\$35.81	\$41.11	\$57.86
Town Clerk	\$40.74	\$51.86	\$32.06	\$51.29	\$34.48	\$48.28	118%	107%	\$34.07	\$44.44	\$37.31	\$49.11	\$32.06	\$51.29	\$37.54	\$49.84	\$41.11	\$57.86
Maint. Supervisor of Buildings	\$33.08	\$42.08	\$24.47	\$57.86	\$37.73	\$50.07	88%	84%	\$39.19	\$51.24	\$46.36	\$60.98	\$24.47	\$30.43			\$41.11	\$57.86
Police Sergeant	\$40.74	\$51.86	\$33.39	\$59.29	\$39.09	\$52.62	104%	99%	\$33.39	\$43.56	\$44.09	\$59.29	\$41.50	\$55.06			\$37.37	\$52.57
Patrol Officer	\$33.08	\$42.08	\$29.04	\$50.08	\$33.49	\$44.62	99%	94%	\$29.04	\$37.88	\$38.58	\$50.08	\$35.47	\$47.06			\$30.88	\$43.45
Officer/Detective	\$33.08	\$42.08	\$29.04	\$50.08	\$34.36	\$45.01	96%	93%	\$29.04	\$37.88	\$38.58	\$50.08	\$35.47	\$47.06			\$33.97	\$47.80
Admin Assistant	\$33.08	\$42.08	\$22.40	\$49.84	\$29.76	\$39.29	111%	107%	\$22.40	\$29.25	\$27.95	\$36.73	\$26.92	\$32.85	\$37.54	\$49.84	\$33.97	\$47.80
Harbormaster	\$36.73	\$46.70	\$26.63	\$52.78	\$32.98	\$46.68	111%	100%	\$26.63	\$38.65	\$40.11	\$52.78	\$32.06	\$51.29	\$33.12	\$43.98		
Shellfish Constable	\$33.08	\$42.08	\$26.63	\$52.78	\$32.98	\$46.68	100%	90%	\$26.63	\$38.65	\$40.11	\$52.78	\$32.06	\$51.29	\$33.12	\$43.98		
Superintendent of Streets	\$36.73	\$46.70	\$39.19	\$62.49	\$43.43	\$58.12	85%	80%	\$39.19	\$51.14	\$46.36	\$60.98			\$47.05	\$62.49	\$41.11	\$57.86
BOH Inspector/Administrator	\$29.79	\$37.90	\$25.76	\$57.46	\$35.94	\$48.19	83%	79%	\$25.76	\$33.61	\$37.31	\$49.11			\$43.30	\$57.46	\$37.37	\$52.57
Library Director	\$40.74	\$51.86	\$29.63	\$52.78	\$33.52	\$48.28	122%	107%	\$29.63	\$38.65	\$37.31	\$49.11			\$29.75	\$52.78	\$37.37	\$52.57
Asst Library Dir/Youth Services	\$33.08	\$42.08	\$25.83	\$39.53	\$28.49	\$37.71	116%	112%	\$30.03	\$39.53	\$30.03	\$39.53			\$25.83	\$32.28	\$28.07	\$39.49
Assistant Librarian	\$26.85	\$34.16	\$22.40	\$35.92	\$24.01	\$31.76	112%	108%	\$22.40	\$29.25					\$24.10	\$30.10	\$25.52	\$35.92
Library Assistant - Programming	\$21.21	\$26.98	\$24.10	\$36.55	\$25.35	\$33.61	84%	80%	\$22.40	\$29.25	\$25.98	\$34.19			\$24.10	\$30.10	\$25.98	\$36.55
Library Assistant - Circulation	\$21.21	\$26.98	\$24.85	\$34.19	\$24.33	\$32.13	87%	84%	\$22.40	\$29.25	\$25.98	\$34.19			\$24.10	\$30.10	\$25.98	\$36.55
Ambulance Chief	\$45.24	\$57.55	\$34.75	\$57.55	\$41.74	\$53.58	108%	107%	\$45.24	\$57.55	\$34.75	\$45.65			\$24.10	\$30.10	\$24.85	\$34.97
Assistant Ambulance Chief	\$36.73	\$46.70	\$36.73	\$46.70	\$36.73	\$46.70	100%	100%	\$36.73	\$46.70							\$45.24	\$57.55
Paramedic	\$33.08	\$42.08	\$30.03	\$42.08	\$31.83	\$40.35	104%	104%	\$33.08	\$42.08	\$30.03	\$39.53					\$36.73	\$46.70
Ambulance - Clerical	\$29.79	\$37.90	\$29.79	\$37.90	\$29.79	\$37.90	100%	100%	\$29.79	\$37.90	\$30.03	\$39.53	\$30.06	\$36.97	\$32.88	\$41.09	\$33.08	\$42.08
																	\$29.79	\$37.90

Chilmark Human Resource Board FY2022 Compensation Plan vs National Median

Source of National Median Information

https://www.bls.gov/oes/current/naics4_999200.htm#13-0000

Position Title	Chilmark FY22		occup. code	National Median	MA COL (132.5) Adjustment	Chilmark Median	Percent of Natl Median
	LOW	HIGH					
Receptionist/Admin Assistant	\$29.79	\$37.90	43-4171	\$ 17.09	\$ 22.64	\$33.85	149%
Accountant	\$40.74	\$51.86	13-2011	\$ 32.91	\$ 43.61	\$46.30	106%
Assistant Assessor	\$40.74	\$51.86	13-2020	\$ 30.34	\$ 40.20	\$46.30	115%
Treasurer	\$40.74	\$51.86	13-0000	\$ 31.99	\$ 42.39	\$46.30	109%
Tax Collector	\$40.74	\$51.86	13-2081	\$ 27.78	\$ 36.81	\$46.30	126%
Town Clerk	\$40.74	\$51.86	43-4199	\$ 23.45	\$ 31.07	\$46.30	149%
Maint. Supervisor of Buildings	\$33.08	\$42.08	37-1010	\$ 23.32	\$ 30.90	\$37.58	122%
Police Sargeant	\$40.74	\$51.86	33-1012	\$ 49.75	\$ 65.92	\$46.30	70%
Patrol Officer	\$33.08	\$42.08	33-3050	\$ 37.12	\$ 49.18	\$37.58	76%
Officer/Detective	\$33.08	\$42.08	33-3021	\$ 33.69	\$ 44.64	\$37.58	84%
Admin Assistant	\$33.08	\$42.08	43-0000	\$ 21.63	\$ 28.66	\$37.58	131%
Harbormaster	\$36.73	\$46.70	11-9013	\$ 35.28	\$ 46.75	\$41.72	89%
Shellfish Constable	\$33.08	\$42.08	45-1011	\$ 26.42	\$ 35.01	\$37.58	107%
Superintendent of Streets	\$36.73	\$46.70	47-1011	\$ 31.08	\$ 41.18	\$41.72	101%
BOH Inspector/Administrator	\$29.79	\$37.90	43-0000	\$ 21.63	\$ 28.66	\$33.85	118%
Library Director	\$40.74	\$51.86	25-4000	\$ 30.07	\$ 39.84	\$46.30	116%
Asst Library Dir/Youth Services	\$33.08	\$42.08	25-9099	\$ 27.26	\$ 36.12	\$37.58	104%
Assistant Librarian	\$26.85	\$34.16	43-4121	\$ 17.71	\$ 23.47	\$30.51	130%
Library Assistant - Programming	\$21.21	\$26.98	43-4121	\$ 17.71	\$ 23.47	\$24.10	103%
Library Assistant - Circulation	\$21.21	\$26.98	43-4121	\$ 17.71	\$ 23.47	\$24.10	103%
Ambulance Chief	\$45.24	\$57.55	11-9161	\$ 34.97	\$ 46.34	\$51.40	111%
Assistant Ambulance Chief	\$36.73	\$46.70	33-0000	\$ 29.37	\$ 38.92	\$41.72	107%
Paramedic	\$33.08	\$42.08	29-2040	\$ 28.24	\$ 37.42	\$37.58	100%
Ambulance - Clerical	\$29.79	\$37.90	43-0000	\$ 21.63	\$ 28.66	\$33.85	118%