



HARBORMASTER

401 MIDDLE ROAD
BEETLEBUNG CORNER
P.O. BOX 119
CHILMARK, MA 02535-0119

April 22, 2024

TO: HR Assistant, Treasurer, and Select Board
FR: Harbormaster Ryan Rossi
RE: Jacob Maccaferri Employment

To Whom it May Concern,

After careful consideration and review of Jacob Maccaferri's tenure with the Harbor Department, I have decided to adjust his compensation as an Assistant Wharfinger. Due to changes in the Assistant Wharfinger position and compensation structure during Jacob's time with us, determining the appropriate pay step has been challenging.

Considering Jacob's experience and tenure with the Department, I believe it is fair to compensate him at Grade 5 Step 6. This adjustment aligns more closely with his years of service and contribution to the Town. Additionally, I have taken into account that the HR Manual guidelines regarding compensation for employees accepting a lesser paid position do not apply to seasonal employees.

Thank you for your attention to this matter.

Respectfully,
Ryan D. Rossi
Harbormaster
Town of Chilmark