

November 17, 2021

To: Chilmark Select Board
From: Ebba Hierta, Library Director
Re: Coverage of salary increase in FY22

Dear Select Board members,

At their November 17, 2021 meeting the Human Resources Board approved a new job description for our Adult Programming position and recommended it be increased to Grade 6, from the current Grade 5.

Should you approve this now, we will not need additional funds to cover the increase of approximately \$2,850 to cover this new salary for the rest of the year and this will have minimal impact on our overall salary budget in FY23.

FY 22 impact: due to pandemic adjustments we did not hire additional summer staff this year, leaving unspent funds of approximately \$5,000. Also, our Assistant Director/Youth Services position was budgeted at Grade 9, Step 5. We ended up hiring a new person in the position in October at Grade 9, Step 1, and will have approximately \$5100 unspent in that line at the end of FY22.

FY23 impact: We will be budgeting the Assistant Director/Youth Services position at Grade 9, Step 2, instead of Grade 9, Step 6, a reduction of \$9,500.