



Town of Chilmark
Office of
Police Department
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Chilmark Human Resource Board,

July 23, 2021

As a result of unprecedented difficulties I have experienced this season with recruiting and retaining our traffic officers, I would like you to review the following proposal.

I have been in discussions with Master Chief Longval at USCG Station Menemsha about the possibility of his staff assisting the police department with traffic officers. While the discussion is in its infancy and involves scheduling challenges, I am requesting that that this board allow these candidates receive compensation above Step 1.

The town's current FY22 compensation plan for traffic officer (Grade5) ranges from \$21.21/hr- \$26.98/hr. Employee Compensation (Page 17 of Chilmark's Human Resource Procedures Manual) states:

"The hiring rate shall be at the minimum of the rate range for the job unless the Department Head requests compensation at a higher rate based upon exceptional qualifications or a lack of qualified applicants available at the minimum rate."

I am requesting that any current member from the USCG that begins employment with the Chilmark Police Department as a traffic officer, receive the starting wage at Step 5 (\$24.34/hr). I believe that they certainly meet the 'exceptional qualification' standard required by your board as well as our current lack of qualified applicant pool.

Characteristics of active members from USCG Station Menemsha:

- Thoroughly vetted by federal background checks
- Required to meet annual physical standards
- Have year-round housing
- Do not leave mid-August to return to college.

It is my goal, if this pilot program is successful, members of USCG Station Menemsha could assist the Chilmark Police for summer seasons to come.

Thank you for your consideration,