



Chief of Police
Jonathan P. Klarén

Town of Chilmark
Office of
Police Department
Chilmark, Massachusetts 02535

Station (508) 645-3310
Fax 645-3101
Communications 693-1212

TO: Interested Applicants

FROM: Jonathan P. Klarén, Chief of Police

DATE: May 20, 2022

RE: Police Patrolman Vacancy

Thank you for your interest in the position of Patrolman.

The Police Patrolman is one of six full-time and five part-time employees in the department and is supervised by the Chief of Police and his designee.

This position requires the exercise of considerable judgment and discretion. Errors in judgment could result in considerable legal and financial liabilities for the Town and the employee. Candidates should possess excellent communication, organizational, and people skills, as well as computer proficiency.

The Town looks for effective and proactive community policing from its police department and welcomes applicants who have the interest and aptitude to participate in such activities.

Please find enclosed:

- A copy of the published advertisement for the position
- Position Vacancy Notice
- Position Description
- Police Officer Essential Tasks
- Chilmark Job Application form
- Wage Schedule

Please submit your cover letter, resume and completed Job Application form before the **deadline of Friday June 3rd @ 4:00 PM** to the Selectmen's Office, 401 Middle Road, PO Box 199, Chilmark, MA 02535. Interviews will be scheduled during the following two weeks.

Your cover letter should describe the relevant skills and experience you possess for this position. Your communications with the Town regarding this position will be reviewed and assessed as part of our hiring process.

Questions should be submitted to ijklaren@chilmarkma.gov We look forward to reviewing your completed application.

Position Vacancy Notice

POSTING DATE: 20 May 2022 START DATE: 01 July 2022
TITLE: **Police Patrolman**
INITIAL RATE OF PAY: **GRADE 9:** Step 1 \$34.07/hr. Step 3 \$36.50/hr.
FULL-TIME: **40+ Hours a week 2088 hrs/yr.**
BENEFITS: Town pays 75% Health and Life Insurance, County Retirement System, voluntary Deferred Compensation and Dental plans, Sick Time, Vacation Time, (3) Personal Days, Eleven Holidays and Three ½ day Holidays, EAP.

SUMMARY OF DUTIES: Preserve and maintain peace and order. Enforce laws of the Commonwealth and by-laws of the town to protect persons and property. Act in the prevention and detection of crime and delinquency. Investigate all complaints reported and when appropriate, interview witnesses and suspects, apprehend offenders, gather evidence prepare for court proceedings and testify in legal actions when required. Participate in crime prevention and public safety programs when requested by superior officers. Obtain and maintain all training required or recommended by the Commonwealth and/or superior officers. Provide protection to individuals in danger of harm. Be prepared to assist in medical emergencies with first responder service. Coordinate efforts with superior officers to update, maintain and implement departmental procedures.

REQUIREMENTS:

- Police Academy Certification or ability to achieve same within one year.
- Must have ability to handle police actions promptly, tactfully, and impartially.
- Working knowledge of principles and practices of police administration and of approved police methods and procedures.
- Must have working knowledge of town and state by-laws and laws affecting police work.
- Ability to lead and supervise subordinates.
- Tact and the ability to communicate effectively with town employees, state and local officials, and the general public. Maintain good public relations.

SPECIAL CIRCUMSTANCES AND REQUIREMENTS:

- Applicant will be subject to a background check and be available for an interview.
- Work may be performed under hazardous conditions.
- Shortly after beginning employment, applicant will be required to attend an approved municipal police training academy (approximately 22 weeks) unless applicant has already completed academy training or receives a waiver from the Massachusetts Municipal Police Training Committee. Failure to complete successfully will result in termination of employment.
- Applicant will be required to attend other courses as required by the Massachusetts Municipal Police Training Committee (Annual Firearms Training, Suicide Prevention, First Responder (first aid), etc.
- As required by statute, applicant must not smoke any tobacco products.

QUESTIONS: Contact Jonathan P. Klarén, Chilmark Police at 508-645-3310 or jklaren@chilmarkma.gov

APPLICATIONS: Available at the Selectmen's Office, 508-645-2101 or execsec@chilmarkma.gov

DEADLINE: Completed Applications with a cover letter and resume should be submitted to the Selectmen's Office by **4:00 PM on Friday June 3rd, 2022.** Interviews will be scheduled during the following two weeks.

POLICE PATROLMAN

The Chilmark Police are seeking to fill a full-time/year-round Patrolman position. 40+ hours/week plus benefits. Hourly/non-exempt.

Contact Chilmark Selectmen's office at (508)645-2101 or jobs@chilmarkma.gov for an Application Packet. Application deadline is Friday June 3rd, 2022 at 4:00PM.

Town of Chilmark - Job Description -

I. POSITION TITLE: **Police Patrolman**

II. SUPERVISOR: Police Chief, Sergeant and Corporal

III. GENERAL DESCRIPTION OF DUTIES: All duties and responsibilities of a police officer, while working within the guidelines, rules and regulations established by the department supervisors.

IV. SPECIFIC DUTIES AND RESPONSIBILITIES:

- A. Enforce laws of the Commonwealth and by-laws of the town to protect persons and property.
- B. Act in the prevention and detection of crime and delinquency; preserve and maintain peace and order.
- C. Investigate all complaints reported and when appropriate, interview witnesses and suspects, apprehend offenders, gather evidence prepare for court proceedings and testify in legal actions when required.
- D. Participate in crime prevention and public safety programs when requested by superior officers.
- E. Obtain and maintain all training required or recommended by the Commonwealth and/or superior officers.
- F. Provide protection to individuals in danger of harm.
- G. Be prepared to assist in medical emergencies with first responder service.
- H. Coordinate efforts with superior officers to update, maintain and implement departmental procedures.

The essential functions or duties listed are intended only as illustrations of the various types of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related or a logical assignment to the position.

These duties shall be performed appropriately to represent the decisions & policies of the Board and with respect of the confidentiality for the public and the Board.

Educate self in Massachusetts General Laws and other sources as they pertain to the Board's practices and procedures; review changes in requirements with the Board. Participate in continuing education through classes and conferences as determined by the Board.

V. SUPERVISORY RESPONSIBILITIES:

VI. REQUIRED KNOWLEDGE, SKILLS AND ABILITIES:

- A. Police Academy Certification or ability to achieve same within one year.
- B. Must have ability to handle police actions promptly, tactfully, and impartially.
- C. Working knowledge of principles and practices of police administration and of approved police methods and procedures.
- D. Must have working knowledge of town and state by-laws and laws affecting police work. (Over)

VI. Required Knowledge, Skills and Abilities (cont'd):

- E. Ability to lead and supervise subordinates.
- F. Tact and the ability to communicate effectively with town employees, state and local officials, and the general public. Maintain good public relations.

VII. SPECIAL CIRCUMSTANCES AND REQUIREMENTS:

- A. Applicant will be subject to a background check and be available for an interview.
- B. Work may be performed under hazardous conditions.
- C. Shortly after beginning employment, applicant will be required to attend an approved municipal police training academy (approximately 14 weeks) unless applicant has already completed academy training or receives a waiver from the Massachusetts Criminal Justice Training Council. Failure to complete successfully will result in termination of employment.
- D. Applicant will be required to attend other courses as required by the Massachusetts Criminal Justice Council (Annual Firearms Training, Suicide Prevention, First Responder (first aid), etc.
- E. As required by statute, applicant must not smoke any tobacco products.

VIII. POSITION GRADE LEVEL & TIME REQUIREMENTS: Grade IX 40 Hours per week = Full-time
(Various part-time Officers)

Approved by the Personnel Board: Date: _____ Chair: _____

Reviewed by: The Chief of Police: Date: _____ Chair: _____

The Board of Selectmen: Date: _____ Chair: _____

Municipal Police Officer Essential Functions

I. Patrol Duties and Responsibilities
Maintain a proactive approach towards obtaining information such as names, faces, and previous arrest records of known criminals believed to be living in or frequenting the area and their known associates.
Operate a Department vehicle under all conditions while in service.
Patrol a specific geographic area by various patrol methods (e.g., foot, bike, motorcycle) to observe and detect unusual activities or circumstances, or violations of the law.
Use communications equipment (e.g., radio, computer, telephone) to exchange information relative to official duties (e.g., reporting status and location to dispatcher, maintaining contact with other agencies).
Observe and check entrances to buildings and premises to maintain security of property.
Identify a person as disturbed (e.g., mentally, emotionally) or incapacitated (e.g., intoxicated) and detain that person in order to provide for placement.
Participate in specialized details (e.g., seatbelt enforcement checkpoints) and/or investigations.
Monitor radio traffic to keep informed of personnel activities and maintain proper coverage (e.g., need for backup, reassignment of officers).
Observe (Code 8) school crossing fixed post assignment and monitor the area around the school.
II. Traffic Enforcement
Estimate vehicle speed visually or use speed detection equipment (e.g., radar, lidar, vascar) to determine the speed of a vehicle.
Stop vehicles for cause and check for required documents, defective equipment (e.g., headlights, tires), and other violations to issue citations or warnings and to aid in the safe and legal operation of vehicles on the road.
When outside of vehicle (e.g., making a traffic stop), monitor pedestrian or vehicular traffic to reduce risk of injury to self or others and take evasive action when necessary.
Issue a citation or parking ticket to a traffic violator.
Conduct field sobriety tests to determine probable cause for breath or blood test and/or arrest for alcohol and/or drug use.
Direct/Reroute traffic, place emergency signaling devices (e.g., flares) or take other necessary action to ensure a safe and orderly flow of traffic when confronted with unusual traffic conditions (e.g., accidents, stoplight out, parades) or emergencies (e.g., fires).
Protect an accident scene to allow for a determination of the facts of the accident and if warranted call for accident reconstruction.
Determine the status (e.g., stolen, disabled) of a stopped or abandoned vehicle, including checking for inhabitants (e.g., children, victims).
Impound or supervise impounding of equipment or vehicles left on the roadway.
Report safety problems (e.g., potholes) on roadways to appropriate entities.
Conduct a motor vehicle inventory according to Department policy.
Fill out data collection form when necessary.
III. Responding to Crime Incidents, Disturbances, and Calls for Service
Conduct threat assessment.
Serve on special details to help maintain peace and order (e.g., labor strikes, abortion demonstrations, animal rights protests).
Protect one or more persons (e.g., confidential sources, witnesses) to provide for the safety and security of the person(s) and the public.
Operate a Department vehicle at a high rate of speed, using emergency lights and siren and maintaining public safety, to respond to emergency calls for service.
Respond to incidents requiring your presence as specified in Department policies.
Respond to a crime in progress and secure the area to effect an arrest.

Respond to an alarm, secure area, and inspect for entry to protect life and property and apprehend the violator or violators.
Provide back-up to other police personnel.
Request assistance from other police personnel.
Appraise the situation, separate individuals, and discuss the issues to restore order at a domestic dispute following the guidelines of Chapter 209A section 6.
Separate individuals in a fight or disturbance to restore order and minimize injury to those individuals or property.
In response to a report of child/elder/disabled person abuse, observe and evaluate the physical or mental condition of the individual(s), notify the appropriate agencies, and/or place the individual(s) in protective custody to protect the individual(s) from physical or mental harm.
Participate in a large scale coordinated search for one or more persons (e.g., escapees, mental patients, lost people) to locate or apprehend the person(s).
Erect physical barriers, bodily serve as a barrier, issue verbal commands, and/or utilize the necessary degree of authority to effect the safe, peaceful, and orderly flow of a crowd of people.
Contact (in person) the immediate family of an individual or notify uniformed personnel to provide information to the family concerning that person's injury or death.
Utilize personal protective equipment when necessary (e.g., rubber gloves, face mask).
IV. Incident Command
Assume command (until relieved) at incident scene during routine situations, issue assignments, orders, and instructions to personnel to coordinate, direct, and assist them with their activities (e.g., rerouting traffic, securing crime scene, evidence collection).
Assume command (until relieved) at incident scene during emergency and/or unexpected situations, issue assignments, orders, and instructions to personnel to coordinate, direct, and assist them with their activities (e.g., perimeter control, evacuation).
Respond to major crime and incident scenes or in sensitive situations to ensure that proper actions are taken by police personnel and that other law enforcement and public service agencies are contacted.
Attend briefings and debriefings to discuss tactical plans and assignments.
Determine whether or not to initiate or terminate vehicle pursuits based on Department policy, location of pursuit, weather, severity of crime or other considerations.
V. Investigations
Conduct surveillance on one or more persons, places, and/or things to collect information and evidence of criminal activities.
Accurately document the elements of a crime and identify potential witnesses and suspects to produce a prosecutable case.
Canvass the neighborhood, asking questions of persons in order to locate and identify one or more witnesses, victims, or suspects of a crime.
Interview and take written statements from the general public, witnesses, victims, or suspects to obtain and record information pertinent to the enforcement, regulatory, and service functions of the Department.
Evaluate individuals to determine their credibility and/or manner in which they should be handled (e.g., during interrogations).
Determine the probable facts of an incident from examination and comparison of statements and other evidence.
Protect a crime scene from contamination by controlling access to the scene and erecting physical barriers to preserve the evidence of a crime.
Identify, collect and photograph evidence at a crime scene and if necessary diagram the scene to preserve that evidence for use in an investigation.
Evaluate evidence (e.g., article, substance) to determine its relationship to an investigation.
Inspect and/or field test a suspected controlled substance to make a preliminary determination of its identity and request further lab tests as needed.
Transport evidence to various locations (e.g., lab, court), maintaining an unbroken chain of custody.

Mirandize the suspect.
VI. Arrest-Related Activities
Make judgments about probable cause for warrantless searches.
Operate a Department vehicle at a high rate of speed, maintaining public safety and in compliance with Departmental pursuit policy, to pursue and apprehend one or more violators.
Pursue a suspect or violator on foot.
Signal a felon to stop (e.g., emergency light, siren, P.A.) in order to effect an arrest or contain the felon and await backup.
Physically restrain or control a non-violent individual or arrestee to protect self, the person being restrained, and the public, or to effect custody of an arrestee.
Physically restrain or subdue a violent or resisting individual or arrestee to protect self, the person being restrained, and the public, or to effect custody of an arrestee.
Display or discharge a Departmentally approved firearm to protect self and/or the public in accordance with Department policy.
Display or utilize a Departmentally issued non-firearm weapon (e.g., baton, spray, taser) in a defensive manner to control one or more persons in accordance with Department policy.
Determine applicability of Miranda and other Constitutional Rights when arresting and detaining suspects.
Distinguish between felony and misdemeanor classifications when making arrests.
Legally force entry into building to apprehend suspect and/or evidence.
Search one or more persons for weapons, fruits of a crime, or contraband to effect an arrest, protect oneself and the public, and/or to obtain evidence.
Search a vehicle for weapons, fruits of crime, or contraband to effect an arrest, protect self and the public, and/or to obtain evidence.
Search a building for individuals, weapons, fruits of a crime, or contraband to effect an arrest, protect self and the public, and/or to obtain evidence.
Transport person(s) (e.g., witness, victim), maintaining safety, for an official purpose.
Record the arrest of an individual (e.g., fill out forms, photograph) to document that arrest and possible detention.
Review computer and/or booking sheet to obtain information about booked suspects (e.g., criminal history, outstanding warrants).
Ensure prisoners are held and detained in compliance with Department policy and applicable statutes.
Establish probable cause to make recommendations for strip or body cavity search warrants.
Serve arrest warrants.
VII. Evidence/Property Management
Ensure the maintenance of chain of custody for evidence.
Ensure the secure storage of evidence and property in the designated location.
VIII. Care of Victim, Prisoner Welfare
Determine the need for medical treatment.
When confronted with victim(s), conduct victim assessment and administer immediate care to prevent further injury, trauma, or death.
Attempt to calm emotionally upset citizens (e.g., crime victims, complainants).
Protect suspect or prisoner from inflicting physical harm to self.
Administer life saving techniques (e.g., CPR, defibrillator) as training dictates to victim.
Apply basic first aid to treat civilians or agency members until medical personnel arrive.
Carry incapacitated, unconscious, or injured individual to safety, or medical office with or without assistance.
Protect and transport witnesses at potentially volatile incidents.
Request emergency transportation for seriously injured person.
Arrange for the transportation and protection of victims.
Observe individuals for indications of suicidal tendencies or mental disturbances (e.g., major changes in behavior, fright or panic states) and refer to appropriate counselor.

Talk with individuals attempting to commit suicide to persuade them not to make the attempt.
Assist injured officers (e.g., officers involved in shooting incidents).
IX. Internal/External Communication and Coordination
Ensure specialty units (e.g., hostage negotiator, Tactical Response Team) and external agencies (e.g., HAZMAT, fire department) are notified of situations warranting their attention and involvement.
Assist external agencies with their operations (e.g., state police, FBI, fire department).
Notify dispatcher of special conditions that may affect or are affecting sector operations as required by Department procedures.
Request documents in records systems (e.g., pictures, criminal histories).
Monitor and respond to routine communications (e.g., phone).
Receive and relay directives, assignments, and special orders.
Respond to requests for information from superior personnel.
Consult with superior to provide/receive assistance with assigned operational activities and keep him/her apprised of potential developments/problems.
Communicate with other Department personnel informally to discuss and exchange information (e.g., intelligence), and address problems.
Provide guidance and suggestions to personnel to assist them in performing assigned duties and addressing any problems that arise.
Communicate with individuals from other city/state/federal agencies/entities to exchange information and accomplish work objectives.
Notify other Police Department units of unusual situations and conditions as necessary and appropriate.
Contact other law enforcement agencies (e.g., local police departments, FBI) for information and assistance.
Contact outside agencies and organizations (e.g., social service agencies) for information.
Answer investigative inquiries from other law enforcement agencies or refer inquiry appropriately.
Perform dispatch duties when assigned.
Request/Inquire if assistance is necessary based on factors such as symptoms of possible substance abuse.
X. Record and Report Management
Record information required by Department guidelines in proper logs.
Fill in forms requiring specific information accurately and completely (e.g., incident report, crash report).
Write narrative reports (e.g., incident reports, intelligence reports) providing complete, accurate and consistent information.
Record, in writing and/or by video/audiotape, the statements of witnesses, complainants and suspects.
Review own reports to ensure compliance with applicable policies (e.g., format, accuracy, timely completion) and for informational purposes.
Maintain logs (written and/or computerized) of activities occurring during the shift (e.g., accidents, significant incidents) to maintain a record.
Review contents of logs to get an accurate overview of district conditions.
Maintain knowledge of current technologies and the computerized records system.
Ensure proper evidence and additional necessary documentation is brought to court.
Maintain personal copies of Departmental directives as required by Department policy.
XI. Police Department Property
Maintain clothing and personal equipment to satisfy inspection requirements.
Clean and inspect weapons.
Conduct inventory of assigned vehicles and equipment to ensure that necessary equipment is available when needed.
Recognize vehicle and/or equipment damage or malfunctions(s) and ensure that necessary repairs are performed.
XII. Court Activities
Deliver court paperwork to individuals (e.g., restraining orders, subpoenas).
Receive subpoenas and/or court notifications and sign acknowledgments of receipt.

Swear out (sign) complaints, warrants or probable cause affidavits.
Review and discuss the details of a specific investigation with prosecutor and other court personnel to plan investigatory strategy, prepare for a court presentation, etc.
Prepare to testify in court by reviewing reports and notes.
Retrieve evidence to be presented in court.
Appear and testify as a witness in an official proceeding (e.g., traffic court, trial, Civil Service hearing) to assist in fulfilling the Department's role in the judicial and administrative process.
XIII. Public and Community Relations
Provide assistance and information to civilians seeking help (e.g., directions, explanations of municipal codes and ordinances, referrals to other Department personnel or other agencies/entities).
Provide information upon request to individuals and groups (e.g., business owners, neighborhood groups) to increase awareness of potential victimization and deter crime.
Explain police actions to relatives of prisoners or complainants.
Maintain knowledge of geographic area of responsibility (e.g., demographics, crime stats, roadways).
Maintain current information about available social agencies and their roles for use in referring citizens seeking help.
Communicate with neighborhood youths to facilitate police-community relationships and deter criminal behavior.
XIV. Department Policies, Procedures, Rules and Laws
Read agency guidelines, regulations, and memos to update and maintain policy manuals and ensure appropriate procedures are followed when performing job activities.
Refer to legal sources (e.g., Penal Law, city/county/local ordinances) as necessary.
Enforce city/county/local ordinances and state laws.
XV. Professional Development
Read and keep up-to-date on Departmental policies and procedures to ensure appropriate enforcement, investigatory, and administrative activities.
Read and keep up-to-date on federal, state, and local statutes/ordinances and court decisions to ensure appropriate enforcement and investigatory activities.
Read internal reports and training materials to keep current on procedures and issues.
Read outside literature (e.g., texts and journals) to keep current on law enforcement topics.
Participate in in-service training and recertification programs including firearms, policies, and practical/tactical exercises (e.g., defensive tactics) to receive information and develop skills.
Participate in specialized training to fill department need.
Read and keep up-to-date on current events impacting law enforcement (e.g., terrorism, homeland security).

APPLICATION FOR EMPLOYMENT



APPLICATION FOR EMPLOYMENT

Town of Chilmark
P.O. Box 119 401 Middle Rd.
Chilmark, MA 02535-0119

We consider applicants for all positions without regard to race, color, religion, creed, gender, national origin, age, disability, marital or veteran status, or any other legally protected status.

(PLEASE PRINT)

Position(s) Applied For	Date of Application	
How Did You Learn About Us?		
<input type="checkbox"/> Advertisement	<input type="checkbox"/> Friend	<input type="checkbox"/> Inquiry
<input type="checkbox"/> Employment Agency	<input type="checkbox"/> Relative	<input type="checkbox"/> Other _____

Last Name	First Name	Middle Name			
Address	Number	Street	City	State	Zip Code
Telephone Number(s)			Social Security Number		

Best time to contact you at home is: _____:_____ AM PM

If you are under 18 years of age, can you provide required proof of your eligibility to work? ☐ Yes ☐ No

Have you ever filed an application with us before? ☐ Yes ☐ No

If Yes, give date _____

Have you ever been employed with us before? ☐ Yes ☐ No

If Yes, give date _____

Do any of your friends or relatives, other than spouse, work here? ☐ Yes ☐ No

If Yes, state name, relationship and location _____

Are you currently employed? ☐ Yes ☐ No

May we contact your present employer? ☐ Yes ☐ No

Are you prevented from lawfully becoming employed in this country because of Visa or Immigration Status? ☐ Yes ☐ No

Proof of citizenship or immigration status will be required upon employment.

Date available for work ____/____/____ What is your desired salary range? _____

Are you available to work: ☐ Full Time (Please indicate 1 2 3 shift)
☐ Part Time (Please indicate Mornings Afternoon Evenings)
☐ Temporary (Please indicate dates available ____/____ - ____/____)

Are you currently on "lay-off" status and subject to recall? ☐ Yes ☐ No

Can you travel if a job requires it? ☐ Yes ☐ No

WE ARE AN EQUAL OPPORTUNITY EMPLOYER

NAME: _____ POSITION: _____ DATE: ____/____/____

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Re

Start with your present or last job. Include any job-related military service assignments and volunteer activities. You may exclude organizations which indicate race, color, religion, gender, national origin, disabilities or other protected status.

Employer	Dates Employed		Work Performed
	From	To	
Address			
Telephone Number(s)	Hourly Rate/Salary		
Starting/Present Job Title	Starting	Final	
Supervisor			
Reason for Leaving		May We Contact? <input type="checkbox"/> Yes <input type="checkbox"/> No	

Describe any specialized training, apprenticeship, skills and extra-curricular activities.

Describe any job-related training received in the United States military.

List professional, trade, business or civic activities and offices held.

You may exclude membership which would reveal gender, race, religion, national origin, age, ancestry, disability or other protected status:

ADDITIONAL INFORMATION

Other Qualifications Summarize special job-related skills and qualifications acquired from employment or other experience.

SPECIALIZED SKILLS (Skills/Equipment Operated)

<input type="checkbox"/> Terminal	<input type="checkbox"/> Spreadsheet	Production/Mobile Machinery (list)	Other (list)
<input type="checkbox"/> PC/MAC	<input type="checkbox"/> Word Processing	_____	_____
<input type="checkbox"/> Typewriter	<input type="checkbox"/> Shorthand	_____	_____
WPM _____	WPM _____	_____	_____

State any additional information you feel may be helpful to us in considering your application.

Note to Applicants: DO NOT ANSWER THIS QUESTION UNLESS YOU HAVE BEEN INFORMED ABOUT THE REQUIREMENTS OF THE JOB FOR WHICH YOU ARE APPLYING.

Are you capable of performing in a reasonable manner, with or without a reasonable accommodation, the activities involved in the job or occupation for which you have applied? A review of the activities involved in such a job or occupation has been given. ☐ YES ☐ NO

PERSONAL/PROFESSIONAL REFERENCES *Do not include family members or past supervisors.*

Name	Phone Number	Best Time to Call	Occupation
1.			
2.			
3.			

NAME: _____

POSITION: _____

DATE: _____ / _____ / _____

APPLICANT'S STATEMENT

I certify that answers given herein are true and complete.

I authorize investigation of all statements contained in this application for employment as may be necessary in arriving at an employment decision.

This application for employment shall be considered active for a period of time not to exceed 45 days. Any applicant wishing to be considered for employment beyond this time period should inquire as to whether or not applications are being accepted at that time.

I hereby understand and acknowledge that, unless otherwise defined by applicable law, any employment relationship with this organization is of an "at will" nature, which means that the Employee may resign at any time and the Employer may discharge Employee at any time with or without cause. It is further understood that this "at will" employment relationship may not be changed by any written document or by conduct unless such change is specifically acknowledged in writing by an authorized executive of this organization.

In the event of employment, I understand that false or misleading information given in my application or interview(s) may result in discharge. I understand, also, that I am required to abide by all rules and regulations of the employer.

Signature of Applicant

Date

This Application For Employment is sold for general use throughout the United States. Amsterdam Printing assumes no responsibility for the use of said form or any questions which, when asked by the employer of the job applicant, may violate State and/or Federal Law.

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Rev 3r02

AMSTERDAM

Proposed Budget Analysis for FY23

Town of Chilmark
FY2023 Compensation Plan - Based on 3.00% COLA

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
1	12.94	13.39	13.86	14.34	14.85	15.37	15.92	16.46
2	14.75	15.27	15.79	16.35	16.92	17.53	18.13	18.77
3	16.82	17.40	18.03	18.64	19.29	19.97	20.67	21.39
4	19.17	19.83	20.53	21.25	22.01	22.76	23.55	24.39
5	21.85	22.62	23.41	24.23	25.07	25.95	26.86	27.79
6	24.91	25.79	26.68	27.62	28.58	29.59	30.62	31.70
7	27.66	28.61	29.62	30.65	31.73	32.84	34.00	35.19
8	30.69	31.77	32.88	34.04	35.23	36.46	37.73	39.0404
9	34.07	35.26	36.50	37.78	39.09	40.46	41.88	43.34
10	37.83	39.14	40.51	41.92	43.40	44.93	46.49	48.11
11	41.96	43.45	44.97	46.55	48.17	49.86	51.60	53.41
12	46.60	48.22	49.91	51.67	53.47	55.34	57.28	59.28