

Human Resource Board of Chilmark 2020

To the Honorable Board of Selectmen
and the Residents of the Town of Chilmark:

Human Resource Board of Chilmark (HRBC) Annual Report:

The mission of the HRBC is to help ensure that the town is in compliance with all applicable employment statutes, that its employees are treated fairly and uniformly in a transparent, merit-based human resources system, and that the service delivery to Town residents and taxpayers is enhanced through a performance-driven, efficient and motivated work force.

In 2020, the Board reviewed and recommended changes to the Chilmark Human Resources Procedures Manual to require the Town to perform a compensation evaluation every five years. The next compensation evaluation is due to be completed in FY2022. The Board also approved changes to the Procedures Manual to allow for earned Holiday time to be used in the fiscal year following the year in which it was earned.

In May of 2020, in order to support Town staff working during the first months of the Covid-19 pandemic, the Board voted to allow Vacation time, earned in the prior year (FY19) and due to expire on June 30, 2020, to be used during FY21.

In the fall of 2020, the Board reviewed the Cost of Living Adjustment (COLA) calculation and recommended a 1.4% COLA to the Finance Committee in preparation for the FY2022 Budget Hearings in January & February 2021.

The Board wishes to welcome new member Irene Ziebarth to the Board!

The HRBC traditionally meets at 8am on the first Thursday of every month and we encourage your attendance. Please visit www.chilmarkma.gov for more information about the Board.

Respectfully Submitted,

JENNIE GREENE, Chairman
DONALD LEOPOLD
MOLLY GLASGOW
BRUCE E. GOLDEN
IRENE ZIEBARTH
CHUCK HODGKINSON, Employee Representative