



# TOWN OF CHILMARK, MASSACHUSETTS

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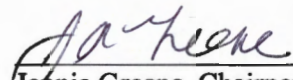
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To: Chilmark Board of Selectmen  
From: Chilmark Human Resources Board  
Date: February 28, 2020  
Re: Amendment to the Human Resources Bylaw procedures manual

The Human Resources Board of Chilmark (HRBC) held a properly posted and published public hearing on Thursday, February 6, 2020 and voted to recommend that the Human Resources Bylaw Procedures Manual be amended in the following section, on page 17:

## **Compensation Plan**

The Human Resources Board shall develop a salary Compensation Plan to promote the recruitment of qualified applicants and to reward and retain employees based on a satisfactory job performance and evaluation. The Compensation Plan shall take into consideration the relative responsibilities of positions as set forth in the job descriptions, wage rates paid for comparable positions in comparable communities as well as in the private sector, wage rates paid under collective bargaining agreements, economic conditions in the general labor market and the Town's fiscal condition. The plan, after approval by the Appointing Authority, shall be reviewed, and revised as needed, **every five years from time to time** in order to maintain a fair and equitable compensation system for the Town.

  
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Jennie Greene, Chairperson