Personnel Board 2023 Annual Report

To the Select Board

In 2023 town services were back to normal with all staff back in their offices on a regular schedule. The only aspect of town hall business that has not completely returned to normal is that not all town board and committee meetings are being held in person.

We welcomed Larry Schilmeister to the Board in July. Thanks to Jim Klingensmith for serving on this board for 3 years.

Town Meeting approved the Board’s recommendation of a 4.4 % wage adjustment for all Town employees. Additionally, Town Meeting approved a one-time 10% increase in hourly wages to help employees deal with the high cost of living on Martha’s Vineyard. For FY2025, the board is recommending a 4.4 % wage adjustment for all employees effective July 1, 2024.

The Town had the following staffing changes in 2023:

* Omar Johnson, the Board of Health Agent moved back to Connecticut. Alex Lam who was the Assistant Agent moved into the lead position and Susan Toste became the Assistant Board of Health Agent.
* The Community Preservation Committee hired Maura Valley to replace Cindy Kraus to serve as their Administrative Assistant.
* Amelia Smith worked for the fairly new Energy and Climate Committee for 2 years. She recently left town employment.
* After more than 20 years Rhonda Conley retired, and Wanda Higgins has joined the staff to work for the Affordable Housing Committee.
* At the Library, 7 substitute circulation assistants have been added to fill in as needed, and Hannah Burdige is our new Children/Youth Services Librarian and Kira Shepherd became the first full time circulation assistant.
* Long time police officer Sergeant Garrison Viera moved to the Chilmark Police Department. Thank you for your service to West Tisbury. To fill the spot vacated by Garrison, Officer Jeremey Rogers was promoted to Sargent.
* Noah Stobie joined the Police Force.

Welcome to all our new employees.

Joyce Albertine, Council on Aging Director has announced that she will retire in May 2024. Joyce has been with the Town in this capacity since 1986 one of the longest tenures in West Tisbury. Joyce’s exuberance and sensitivity to the needs of seniors has been exemplary.

Bruce Stone, the Town Accountant announced that he will retire in June 2024. Bruce will be sorely missed. He has been a steady, confident explainer of all matters related to the Town Budget. Happy golfing Bruce!

Part of the Personnel Board’s mission as outlined in the Personnel Bylaw is the administration of the classification and compensation plans for the town. The classification plan which is required to be reviewed and updated every five years, seeks to establish and provide a uniform system of classifying all positions to establish proper relations between positions based on the level of responsibility assumed and the minimum qualification required to perform the job so that the same schedule of compensation may be applied to each class, ensuring equal pay for equal work.

In addition to an employee’s compensation, the Town provides health care benefits, paid vacations, sick and personal time to all employees who work over 20 hours a week.

The Board continues to review and approve performance evaluations, new hires and other personnel matters.

Respectfully submitted,

Leon A. Brathwaite, II, Chair

Janice Haynes, Employee Representative

Hunter Moorman

Larry Schilmeister

Brian Smith

Maria McFarland, Board Administrator