

Town of Nantucket

MEMO

TO: All Employees
FROM: C. Elizabeth Gibson, Town Manager
DATE: November 4, 2013
RE: Wage Classification & Compensation Study



The Town of Nantucket has engaged Don Jacobs of D.I. Jacobs Consulting Company out of Holden, MA to conduct a wage classification and compensation study. This work will begin formally on November 13th when Mr. Jacobs presents an outline of this work to the Board of Selectmen. The following day, November 14th, Mr. Jacobs is scheduling meetings with all of the union presidents. That day he will also present to the Personnel Compensation Review Committee at 4 p.m. in the Training Room at 4 Fairgrounds. Staff members are invited to attend the BOS meeting on the 13th or the Personnel Compensation Review Committee on the 14th. Staff members are also encouraged to share their thoughts with their respective union presidents.

This study is being conducted because the current classification and salary structures were implemented many years ago. We believe that they may not be consistent with the Town's current organizational structure and the market place. We also want to establish a fair, consistent and competitive process in relation to the wages all of us receive.

I want to emphasize several important things:

- The results of this study will not negatively impact your current salary.
- You will have the opportunity to be actively involved in this study. Please participate.
- The Town has directed Mr. Jacobs to conduct this study without any preconceived expectations about the potential outcomes.

We look forward to a successful study. Thanks for your participation.

from the desk of.....

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