

## SELECT BOARD

Minutes of the Meeting of May 10, 2023. The hybrid meeting took place in person at the Public Safety Facility Community Room at 4 Fairgrounds Road; and, via remote participation using Zoom Webinar. Members of the Board present were Jason Bridges, Dawn Holdgate, Matt Fee, Dr. Malcolm MacNab and Brooke Mohr.

### I. CALL TO ORDER

Chair Bridges called the meeting to order at 5:30 PM.

### II. SELECT BOARD ACCEPTANCE OF AGENDA

The agenda was accepted as posted. Chair Bridges noted that Item IX-1 will be taken up after Announcements.

### III. ANNOUNCEMENTS

Town Manager C. Elizabeth Gibson reviewed the announcements.

#### 1. The Select Board Meeting is Being Audio/Video Recorded.

2. Nantucket Police Department: May 14 - 20, 2023 National Police Week Proclamation. Ms. Mohr read the Proclamation.

3. Annual Town Election Scheduled for Tuesday, May 23, 2023 from 7:00 AM to 8:00 PM at Nantucket Hight School, 10 Surfside Road.

4. 2023 Committee/Board/Commission Vacancies. Ms. Gibson stated that all applications are due to the Town Administration office by Noon on Friday, May 19, 2023 and that appointments will be made on June 28, 2023.

#### 5. Select Board Announcements/Comments.

a. Confirmation of Executive Session Votes on Memorandum of Agreements for: Police Union (x 2 units) (April 13, 2023); Service Employees International Union (SEIU – Our Island Home) (April 13, 2023); American Federation of State, City and Municipal Employees (AFSCME – Public Works and Sewer) (March 9, 2023). Chair Bridges read the confirmation, noted that these votes made in Executive Session are made public as required by the Open Meeting Law.

Ms. Mohr read an announcement both in Spanish and English about the current process to update the Town's Long Range Transportation Plan, noting there is a survey available.

### IX. PUBLIC HEARINGS

1. Public Hearing to Consider Accepting the Nantucket Open Space and Recreation Plan Pursuant to State Division of Conservation Services Regulatory Process (Continued from April 12, 2023; Request to Continue to June 28, 2023). Chair Bridges noted that Planning Director Andrew Vorce has requested that the hearing be continued to June 28, 2023 to allow for additional feedback and more public input. Ms. Holdgate moved to continue the hearing to June 28, 2023; seconded by Dr. MacNab; all in favor, so voted.

### IV. FOLLOW-UP ON COMMENTS FROM PRIOR SELECT BOARD MEETINGS

There were no follow-up comments.

## V. PUBLIC COMMENT

Mary Longacre read a statement pertaining to the Town's Master Plan and which Town entity is responsible for updating it (Planning Board). She noted that she does not intend to request reappointment to the Coastal Resilience Advisory Committee so that she can spend more time on planning matters as a member of the Nantucket Planning and Economic Development Commission.

Curtis Barnes spoke on the passage of Article 81, a citizen petition he sponsored for the 2023 Annual Town Meeting which was adopted as recommended by the Finance Committee at the Town Meeting which concluded on Monday, May 8<sup>th</sup>. He asked that the associated committee be appointed as soon as possible.

Rebek Duhaime spoke on the work of the Short-term Rental Work Group with respect to discussion at the 2023 Annual Town Meeting, noting that the Work Group is working diligently on article(s) for the November Special Town Meeting. She suggested additional public outreach and a monthly report as to status once the short-term rental registration program is launched. She commented that the Health Department is also working diligently on the registration program launch.

Housing Director Tucker Holland thanked voters for their support of Article 18 at Town Meeting and addressed comments made at the Town Meeting as to where Town funds previously appropriated for housing have been spent, he urged people to watch the February 21, 2023 Finance Committee meeting video which was devoted this subject. He suggested that when the Board considers the residential tax exemption percentage in the fall, it consider an increase in the exemption.

## VI. NEW BUSINESS

There was no new business.

## VII. APPROVAL OF MINUTES, WARRANTS AND PENDING CONTRACTS

Ms. Holdgate moved approval of items VII 1 – 2; seconded by Dr. MacNab; all in favor, so voted.

1. Approval of Minutes of May 3, 2023 at 5:30 PM; May 4, 2023 at 9:00 AM.

2. Approval of Treasury Warrants for May 10, 2023.

3. Approval of Pending Contracts for May 10, 2023 - as Set Forth on the Spreadsheet Identified as Exhibit 1, Which Exhibit is Incorporated Herein by Reference. Mr. Fee asked about the rental amount for the Sheriff's office space, suggesting that it be increased by the Consumer Price Index. Ms. Gibson responded. Mr. Fee moved approval of item VII-3; seconded by Ms. Mohr; all in favor, so voted.

## VIII. CITIZEN/DEPARTMENTAL/COMMITTEE REQUESTS

1. Coastal Resilience Advisory Committee: Quarterly Report. Coastal Resilience Advisory Committee (CRAC) Chair Mary Longacre introduced the item and thanked Sustainability Program Manager Vincent Murphy for his work with the Committee as the Coastal Resilience Coordinator before assuming his new position. Ms. Longacre recognized Leah Hill, now the Town's Coastal Resilience Coordinator, for her work with the Committee so far. Ms. Longacre proceeded to review the presentation as contained in the Board's packet. The Board thanked Ms. Longacre for the work of the Committee. Some brief discussion occurred as to the monitoring of erosion on the South Shore near the Surfside Wastewater Treatment Facility.

2. Harbor and Shellfish Advisory Board: Request for Permission for Tax Bill Insert Regarding Effects of Water Runoff on Harbors and Ponds. Chair Bridges explained that tax bill inserts require the approval of the Select Board, by law. Harbor and Shellfish Advisory Board (HSAB) member Peter Brace explained the insert and the message it intends to convey. Some discussion followed as to the content of the insert. Dr. MacNab moved to include the requested insert in an upcoming tax bill mailing, with the content of the insert to be finalized administratively; seconded by Ms. Holdgate; all in favor, so voted.

3. Resignation Acceptance: Short-Term Rental Work Group. Ms. Holdgate moved to accept Meri Lepore's resignation from the Short-Term Rental Work Group, with thanks for her service; seconded by Mr. Fee; all in favor, so voted. Ms. Mohr noted this position is a non-voting representative of the Board of Health.

## X. TOWN MANAGER'S REPORT

1. Classification and Compensation Study Presentation. Ms. Gibson explained that this study was initiated at the request of the Select Board in 2021 in order to evaluate Town compensation levels as compared to comparable municipalities; and, in recognition of the increasing difficulty the Town is having in recruiting and retaining staff, especially with positions that require a high level of experience, expertise and knowledge. She said that while the study focused on non-union positions, the data gathered has been useful for current collective bargaining negotiations. She said that the study took longer than anticipated due to difficulty gathering the data, and the desire to establish a so-called "Nantucket factor", which ended up not being definitively established, however, as will be reviewed during the presentation, the Nantucket factor is taken into consideration with how the ranges within the classification groups (known as "bands") will be applied to positions. She noted that the data at this point is already out of date, as evidenced during the current recruitment process for high level positions such as Chief Technology Officer and Public Works Director; and, that mid-year adjustments during FY 2024 will most likely be necessary. She said that it cannot be overemphasized that the Town is currently facing a very difficult staffing situation. Ms. Gibson introduced Assistant Town Manager Rick Sears to review the study. Mr. Sears reviewed the presentation contained in the Board's agenda packet. Mr. Fee asked about how this study interacts with collective bargaining. Mr. Sears responded. Dr. MacNab asked if Town Administration is comfortable with the validity of the information gathered from comparable towns. Mr. Sears responded affirmatively but added that the data is "stale" and will likely need to be updated. Ms. Holdgate commented on the importance of retaining staff and the costs when there are vacancies. She expressed support for the recommendations. Ms. Mohr concurred and said that turnover is costly and burdensome on employees. She said the pace of government slows with significant vacancies. She said spending money on compensation saves money in the long run. Mr. Fee expressed support for the recommendations and noted that housing is an important component as well for retention of employees. He said the study is "well done". Chair Bridges concurred and asked how often such a study should be conducted. Mr. Sears responded, noting that a comprehensive review should be conducted every 3-5 years, with more regular reviews of the actual compensation levels. Some discussion followed. Ms. Mohr moved to that the Board vote to accept the compensation and classification study as presented to the Board and that pursuant to the provision of section 3.1 of the Town and County Personnel Policy that the Town Manager be authorized and directed to implement the study as presented to the Select Board tonight; seconded by Ms. Holdgate; all in favor, so voted.

## XI. SELECT BOARD'S REPORTS/COMMENT

1. Committee Reports. Dr. MacNab commented on tick-borne disease, which is still a serious problem on the Island, and urged the public to take precautions.

Ms. Gibson noted that she will have an annual town meeting follow-up summary to review with the Board in a couple of weeks and added that there was some internal discussion today about a “debrief” regarding town meeting. She said that some potential recommendations may come out of such a meeting for the Board’s consideration.

Ms. Mohr thanked the members of the Finance Committee and Planning Board for all the time they spent preparing motions for the warrant articles.

## XII. ADJOURNMENT

Ms. Holdgate moved adjournment at 6:29 PM; seconded by Mr. Fee; all in favor, so voted.

Approved the 17<sup>th</sup> day of May 2023.

**SELECT BOARD  
MAY 10, 2023 – 5:30 PM  
PSF COMMUNITY ROOM, 4 FAIRGROUNDS ROAD  
AND REMOTE PARTICIPATION VIA ZOOM WEBINAR  
NANTUCKET, MASSACHUSETTS**

List of documents used at the meeting:

- III. 2. Police Week Proclamation
- III. 4. Annual Committee Openings
- VII. 1. Draft minutes of 5/3/2023; 5/4/2023
- VII. 3. Pending Contracts spreadsheet
- VII. 1. AIS re: CRAC Quarterly Report; CRAC Report
- VIII. 2. HSAB - Request for tax bill insert
- VIII. 3. STRWG resignation
- IX. 1. A. Vorce request to continue Open Space & Recreation Plan hearing; Link to draft Open Space & Recreation Plan; D. Brown letter re: Open Space & Recreation Plan
- X. 1. Classification and Compensation Study Recommendations presentation