

Town of Nantucket

MEMO



TO: Deputy Fire Chief Sean Mitchell  
FROM: C. Elizabeth Gibson, Town Manager *zy-*  
DATE: July 17, 2022  
CC: Amanda Perry, HR Director  
RE: Fire Chief Position

Good morning, Sean. With respect to the Fire Chief position, we have given a great deal of thought to it after hearing and reading concerns and issues raised about your candidacy for the position following the July 9<sup>th</sup> fire. We are more than willing to extend to you the opportunity to address the areas where you did not meet the criteria for the assessment center, specifically:

- Command officer experience
- Experience as a chief officer
- Any operational plans you have developed that would progressively move the department forward
- Budget experience
- Collective bargaining contract negotiations (management side)

If you have additional information in these areas that will qualify you for a review, we would like to schedule an interview with you and the panel on Tuesday, July 19<sup>th</sup> at a mutually agreeable time. Would 4:00 pm work?

The fire union sent us a letter indicating that you are *"also a certified Chief Officer through the National Fire Academy."* That information was not included with your application, would you please forward the documentation on this?

The advertised salary for the Fire Chief's position is \$160,000 commensurate with experience. I would appreciate hearing from you in writing that you would willingly negotiate a financial compensation package within that range. It is important for me to point out that the Town will not be providing the Fire Chief with extraordinary stipends that are not now provided. In order to move forward, acceptance of the advertised salary is necessary.

Thank you.

*from the desk of....*

C. Elizabeth Gibson  
Town Manager  
16 Broad Street  
Nantucket, MA 02554  
508-228-7255  
lgibson@nantucket-ma.gov