

NP&EDC

NANTUCKET PLANNING AND ECONOMIC DEVELOPMENT COMMISSION



TO: Nat Lowell, Chairman, NP&EDC
FROM: Andrew Vorce, AICP, Director of Planning, PLUS
DATE: June 21, 2022
RE: Performance Review, Annual Raise

Attached to this memo is my self-assessment covering the prior annual review period between February 1, 2021 and January 31, 2022 and the compiled evaluations. Pursuant to the contract, the review is “satisfactory” and the Commission shall determine an “annual raise”.

The past year was productive and active but contained many challenges to operations due to lingering effects of COVID 19, factors affecting the Planning Board and Commission members and the ongoing vacancy of several key positions. Despite these challenges, the PLUS department continued to provide exceptional public service during this time, vacancies were filled, projects advanced, important articles were passed at the 2021 ATM and new articles were developed for the 2022 ATM.

I am requesting a 2% raise for this past period calculated with an effective date of July 1, 2020, which is consistent with Town guidelines for FY 2023 and equivalent to compensation adjustments provided to other department heads. Normally the effective date of a salary adjustment would be the anniversary date of February 1 in a calendar year however; (1) there was no increase in the prior year and (2) the Town awarded salary adjustments to all department heads on the same day (July 1) in the current fiscal year.

There are sufficient budgeted funds to cover this modest increase and during this period an additional 10% of my salary was paid by State reimbursement. The PLUS department is well within budget as we close out the current fiscal year. Although consistent with current Town policy, this increase is insufficient to maintain cost-of-living due to inflation and is at variance with other regional planning agencies actions. This topic will require further discussion at a future meeting.

CC: NP&EDC
Libby Gibson, Town Manager