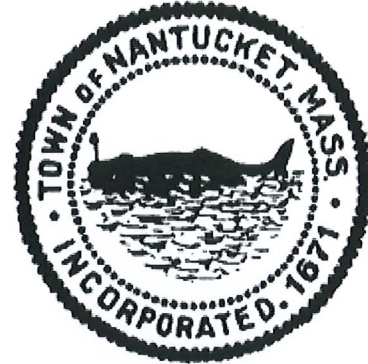


Town of Nantucket

MEMO



TO: Select Board
FROM: C. Elizabeth Gibson, Town Manager *CEG*
DATE: July 25, 2022
CC: Amanda Perry, HR Director
RE: Fire Chief Hiring Process – Update

As the Board is aware, a well-defined hiring process was implemented and followed for the Fire Chief Search (outlined in the July 18, 2022 memo). The goal of the hiring process is to hire the most qualified candidate in the areas contained in the job description for the position, the criteria for which include:

- time and experience as a Fire command officer
- time and experience in grade as a chief officer
- management and administrative experience
- budget experience
- labor relations experience on the management side

As indicated in a letter to the Deputy Chief (attached), we extended him the opportunity to address the areas where he did not meet the criteria for the assessment center. He responded by letter (you and others were all copied on that letter) and met with the panel (myself, Human Resources Director Amanda Perry, Neil Paterson and our consultant for the search, Jack Parow). The meeting did not result in additional information being provided that made the Deputy eligible for the assessment center. I would prefer not to comment on the letter sent by the Deputy; however, the panel did not see it as professionally convincing, either in tone or content. Nonetheless, we expect him to engage with a new chief to move the department forward and gain the experience needed to potentially become Fire Chief in the future. At this point, we are continuing with the hiring process.

Please let me know directly if you have any questions about this. Thank you.

from the desk of.....

C. Elizabeth Gibson
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