

**SOUTH HADLEY ELECTRIC LIGHT DEPARTMENT
BOARD OF COMMISSIONERS EXECUTIVE SESSION MEETING
85 MAIN STREET, SOUTH HADLEY, MA
DECEMBER 8, 2022, at 5:00 PM**

Present for the Board: Chairman John Hine, Vice Chair Denise Presley, Gregory Dubreuil, Kurt Schenker, Paul Dobosh

Present for staff: General Manager Sean Fitzgerald, Administrative Assistant Kim Mendoza, Financial Manager Michael Conchieri (joined at 5:30)

The executive session of the Electric Light Board convened at 5:01 PM following an open session motion to enter into executive session by Mr. Schenker, seconded by Mr. Dobosh.

Chairman Hine asked Mr. Fitzgerald and Ms. Mendoza to step away from their computers so that the Board could discuss the General Manager's contract and compensation. After approximately 20 minutes Mr. Fitzgerald and Ms. Mendoza were asked to return to the meeting. The Board suggested constructing a bonus based on telecom revenues. There was further discussion with Board members making several suggestions. Mr. Fitzgerald countered some of the suggestions. The Board asked Mr. Conchieri if he had net and gross telecom revenue numbers for Shutesbury and Leverett. Mr. Conchieri explained that he would not have final numbers for 2022 until at least March.

Mr. Hine stated they needed more information. He understands everyone's positions and that he and Ms. Presley would put together a proposal and meet with Mr. Fitzgerald. The vote for tonight in open session would be tabled.

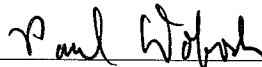
Mr. Conchieri asked if there were any questions on the proposed 2023 budget they had received. There were a few figures that were clarified by Mr. Conchieri. Part of this year's loss was from negative stock market investment returns which he hopes has bottomed out. The remainder will be made up from the rate adjustments put into effect in Q4.

The method of allocating overhead between fiber and electric was discussed. Mr. Conchieri said the allocation is based on actual costs and payroll costs allocated by actual time charged by employees. They also discussed the impact additional fiber contracts might have on the General Manager's bonus if it's tied to fiber revenues and another if Telecom Manager needs to be hired at \$148,000 to \$150,000.

Adjourn:

On a motion by Mr. Dobosh, and seconded by Mr. Schenker, the meeting was unanimously VOTED: to adjourn executive session, by a roll call vote: Mr. Dobosh-aye, Ms. Presley-aye, Mr. Dubreuil-aye, Mr. Schenker-aye, Mr. Hine-aye.

The executive session meeting was adjourned at 5:53 PM.



Paul Dobosh, Light Board Secretary

Approved: January 26, 2023