

**SOUTH HADLEY ELECTRIC LIGHT DEPARTMENT
BOARD OF COMMISSIONERS EXECUTIVE SESSION VIRTUAL
JUNE 23, 2022, AT 5:15 P.M.**

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

Present for SHELD: General Manager Sean Fitzgerald, Administrative Assistant Kim Mendoza, Financial Manager Michael Conchieri, Sr Engineer Mark Gilmore

Guest: Attorney Lisa Brodeur-McGan

The open session of the virtual meeting was called to order at 5:15 P.M. by Chairman Hine. It was voted to move into executive session, by a roll call vote (see open session minutes).

Attorney Lisa Brodeur-McGan reviewed, for the Board,

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Next, Mr. Fitzgerald spoke to the Board about providing an additional 3% wage increase, on top of the yearly merit increase, to the union employees for this year because of the negative impact inflation is having on their wage rate. He stated that other MLPs are offering similar incentives

to their employees. He further stated that we want to retain our employees and to reward them for doing a good job and that our linemen and fiber techs are in high demand right now.

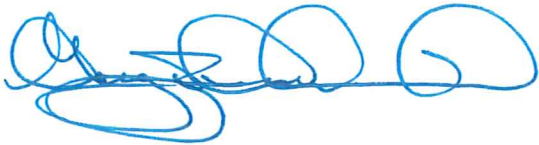
Mr. Conchieri displayed an analysis of the past 8 years of union wages showing the contracted merit increases over the 8 years (a \$7.84 increase), the CPI each year, and the rate adjusted after inflation (a rate of minus \$0.29).

Mr. Fitzgerald said it's the right thing to do for our employees. This does not require a Board vote and it does not need to be discussed in open session. It is within his authority and wanted the Board to be aware of his decision. There will not be an impact on rates, and he is including the non-union staff. Mr. Hine stated that the Board agreed with what Mr. Fitzgerald was trying to accomplish between inflation and keeping the current staff.

On a motion by Mr. Schenker and seconded Mr. Dobosh, it was unanimously

VOTED: to adjourn executive session and return to open session at 6:00PM, by a roll call vote: Ms. Presley – aye, Mr. Schenker-aye, Mr. Dobosh– aye, Mr. Hine – aye.

Executive session concluded at 5:40 P.M.



Gregory Dubreuil, Light Board Secretary

Approved: July 28, 2022



Paul Dobosh, Light Board Clerk

Approved for Release with Redactions: March 28, 2024