

South Hadley Electric Light Department
Executive Session of January 25, 2018

Present: Greg Dubreuil, Vernon Blodgett, Kurt Schenker, John Hine, Anne Awad
Staff: Sean Fitzgerald

The Meeting convened following an open Session motion to enter Executive Session. A roll call vote on the motion was unanimous; Dubreuil-aye, Blodgett-aye, Hine-aye, Schenker-aye, Awad-aye . The Executive session convened at 6:18 PM.

Gregory Dubreuil and Anne Awad had been designated by the Board to negotiate contract amendment/s with the General Manager following the positive review he received in December, 2017. They reported that they had met, had reviewed the MEAM salary survey, and had met with the General Manager. Based on these actions, they recommended the following to the Board: a 3% salary increase, retroactive to January 1, 2018 (all staff at SHELD is moving to a January 1st anniversary date for purposes of annual increments), a one-time \$5,000 bonus to recognize the complex organizational and personnel challenges of this first year at SHELD, adding 24 hours per year of personal time to his contract (aligns him with all other staff), and to change the wording in his contract (Section 7D) which pertains to assigned vehicle use from "...incidental personal use..." to "...reasonable personal use...". The MEAM salary survey revealed that municipal utilities of our size pay their Managers within plus/minus \$5,000 of our recommendation. Motions to amend the Manager's contract will be made in the open Session.

John Hine moved to adjourn the Executive Session, Kurt Schenker seconded. By roll call vote: Awad-aye, Dubreuil-aye, Blodgett-aye, Schenker-aye, Hine-aye. The motion was approved unanimously.



Anne Awad, Clerk

Approved: February 22, 2018