

**SOUTH HADLEY ELECTRIC LIGHT DEPARTMENT
BOARD OF COMMISSIONERS EXECUTIVE SESSION VIRTUAL MEETING
NOVEMBER 30, 2023, AT 5:15 P.M.**

Present for Board: Chair John Hine, Vice Chair Denise Presley, Paul Dobosh, Ron Coutu, Kurt Schenker (arrived 5:18)

Additional Attendees: SHEL D General Manager Sean Fitzgerald, SHEL D Financial Manager Michael Conchieri, SHEL D Administrative Assistant Kim Mendoza

The virtual meeting open session was called to order by Chair John Hine at 5:15 P.M. following an open session motion, by Mr. Coutu and seconded by Mr. Dobosh, to move into Executive Session pursuant to M.G.L. c. 164, § 47D, for the purpose of contract negotiations with nonunion personnel, the General Manager, and return to Open Session at approximately 6:00PM by a roll call vote.

Mr. Hine stated the meeting was to discuss a compensation package for Sean Fitzgerald based on his performance review by the Board. He and Mr. Dobosh had met with Mr. Fitzgerald, and they were recommending a 7% pay increase, 5% of that was performance based and 2% was an equity increase to put Mr. Fitzgerald into the upper quartile of pay in municipals with telecom in the state. They also suggested a \$8000 bonus for fiberspring business, plus an additional year added to his contract.

Mr. Coutu explained how he arrived at his scoring system after stating that Sean was doing a wonderful job, he had no complaints. He would like to see changes to the performance review format going forward. Mr. Hine said they could review the format for next year.

Mr. Fitzgerald explained that he has given equity increases to his management team when comparing their salaries to the MEAM salary survey for municipals in Mass. He wants to keep his staff in the upper quartile to insulate SHEL D from having other utilities lure his high performing staff away with higher pay. A 2% equity increase would do the same for him, putting him in the upper quartile for GMs with telecom. SHEL D wages need to stay competitive.

Ms. Presley said she was on the compensation committee last year and reviewed the positions and salaries of all the municipalities. Other GMs have several assistants, Sean doesn't, and he does the work himself, so he deserves high ratings. She believes in paying for talent and is continually impressed with him, and his management team. Mr. Dobosh agreed and stated that Sean is one of the managers with the most telecom experience of all the GMs. He gets the job done.

Mr. Hine said he wanted to get an informal sense of where the Board stood in executive session, before taking the vote in open session. Mr. Hine and Mr. Dobosh were recommending a 5% increase for performance, a 2% equity increase to put Mr. Fitzgerald into the upper quartile

among GMs with telecom in the state, an \$8000 bonus for fiberspring plus an additional year added to his contract.

Mr. Schenker motioned, and Mr. Coutu seconded. The terms, as stated by Mr. Hine, were unanimously approved by all board members.

Mr. Fitzgerald thanked the Board and stated that with Fiberspring construction in town coming to an end, his goals would need to be reviewed and changed accordingly.

Adjourn

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

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

The Executive Session ended at 5:39 PM.



Paul Dobosh, Clerk

Approved: January 25, 2024