

**South Hadley Electric Light Department  
Minutes of the Municipal Light Board Virtual Executive Session Meeting  
December 3, 2020**

Present for Board: Chair Gregory Dubreuil, Vice-Chair John Hine, Peter McAvoy, Clerk Anne Awad

Absent: Kurt Schenker

Present for SHEL: Sean Fitzgerald

Chair Dubreuil called the meeting to order.

John Hine moved, and Anne Awad seconded a motion to go into Executive Session for the purpose of contract negotiation with nonunion personnel and to return to Open Session at the conclusion of the Executive Session. The motion passed by unanimously by roll call vote, with one member absent. The Executive session began at 5:32 PM.

John Hine and Anne Awad formed a subcommittee to review compensation of the General Manager and to negotiate his salary and benefits for the upcoming year. Since Mr. Fitzgerald started in 2017, his salary has been adjusted four times:

2017, \$159,500., with a contract to expire in 2021.

2018, \$164,285., with a 3% increase and a \$5000 bonus, contract extended through 2022.

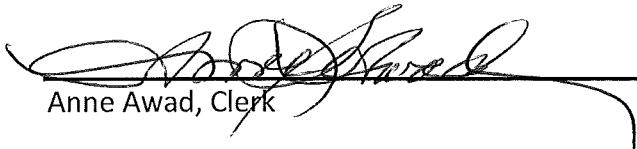
2019, \$170,034., with a 3.5% increase and a \$10,000 bonus, contract extended through 2025.

2020, \$176,835., with a 4% increase and a \$10,000 bonus, contract extended through 2026.

Mr. Fitzgerald made a request to be in the upper quartile of those "munis" with telecommunications service, providing documentation of salaries of General Managers across the Massachusetts municipal electric companies.

Mr. Hine and Ms. Awad met several times to review history and options returning with this recommendation to the Board: Mr. Fitzgerald's salary is currently \$176,835. Propose to add in the \$10,000 bonus figure from last year into his base pay (a one-time adjustment to bring him into comparable status with other general managers). Add 4% to the new base. Add an additional year to the contract to reach 2027. Mr. Hine and Ms. Awad met with Mr. Fitzgerald and this proposal is acceptable to him.

This proposal will be considered and voted in open session on this date. John Hine moved, and Peter McAvoy seconded a motion to close the executive session and move to Open Session. By roll call vote, the motion passed unanimously, with one member absent. The Executive Session ended at 5:48 PM

  
Anne Awad, Clerk

Date Approved: January 28, 2021