

**MINUTES OF THE MUNICIPAL LIGHT BOARD
EXECUTIVE SESSION OF DECEMBER 6, 2018
SOUTH HADLEY TOWN HALL**

Present: Gregory Dubreuil, Chair
Vern Blodgett, Vice Chair
John Hine
Peter McAvoy
Kurt Schenker (joined meeting at 6:20 P.M.)

Also Present: Sean Fitzgerald

The Executive Session for the purpose of contract negotiations with nonunion personnel was called to order at 6:07 P.M. by Chair Gregory Dubreuil following the unanimous roll call vote in Open Session.

Mr. Dubreuil explained that the purpose of the meeting was to discuss the proposed Second Amendment of the Manager's Contract prior to voting in open session. Mr. Dubreuil gave a brief overview of the negotiation process which is documented in the summary provided by Mr. Blodgett.

Mr. Dubreuil noted that, based on the exemplary scores received by Mr. Fitzgerald on his evaluation, he feels the 3.5% increase is well warranted. He also noted he feels the \$10,000 bonus is warranted based on the extraordinary circumstances under which Mr. Fitzgerald has had to operate. He said if Mr. Fitzgerald were to take over at another municipal light plant it is unlikely that he would have to deal with as many initial issues as he has had to address at SHELD. Mr. Dubreuil also noted that, given SHELD's size, Mr. Fitzgerald does not have a broad spectrum of managers at his disposal such as an HR Manager, requiring him to have greater expertise in multiple areas.

Mr. Blodgett noted that SHELD is one of only a half dozen or so Muni's that has/is advancing fiber to the home. A great deal of preliminary groundwork has been accomplished and it is fair to divide the bonus and reward the efforts on the Fiber side as well as the extraordinary issues faced on the electric side. He said the proposed compensation level is right at the median compared to other Muni's. He suggested that perhaps going forward we could identify extraordinary vs. routine activities in advance, as part of our strategic plan.

Mr. Schenker voiced concern as to the potential for public scrutiny of the 3.5% since it exceeds what others received. Mr. Hine feels that things are much better with the department and that should make the increase more palatable.

Mr. McAvoy asked if the comparisons made were to similarly sized Muni's. If so he felt it was acceptable. Mr. Blodgett stated that the median was for all Muni's and not just those of SHELD's size. Mr. Blodgett discussed the extensive screening process and large number of

candidates that were evaluated. He noted there were a number of other candidates who had more direct Muni experience however none showed more promise or potential than Mr. Fitzgerald.

Mr. McAvoy asked about the level of increases of others at SHELD for this year. Mr. Fitzgerald noted Union increases were 2.75%, 2.75%, and 3.0% for the next three years with some receiving a pre-increase adjustment. He also noted there were various members of the management team that received equity adjustments that were in excess of what the Union increases were and what his proposed increase is.

Mr. Schenker asked Mr. Fitzgerald about residency and if he has considered relocating to South Hadley since we are now experiencing more positions being filled from outside the Community. Mr. Fitzgerald said he has however his family located in Southampton based on its proximity to his prior position in Westfield and his son is young and in school. It would be difficult and unfair to relocate now since he is settled and doing well in school.

Mr. Fitzgerald stated that he was very happy at SHELD and although other opportunities have come up and will continue to present themselves, he has no intent of leaving. He hopes to call SHELD home for many years to come.

Mr. Hine suggested we vote on the Second Amendment to the Manager's Contract in Executive Session and again in Open Session.

On a motion by John Hine, seconded by Kurt Schenker, it was

VOTED: To approve the Second Amendment to the Manager's Contract by roll call vote: Schenker-aye, McAvoy-aye, Blodgett-aye, Hine-aye, Dubreuil-aye.

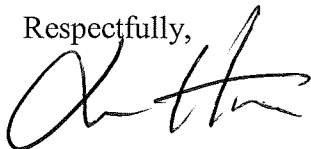
Adjournment

On a motion by John Hine, seconded by Kurt Schenker, it was

VOTED: To adjourn the Executive Session and return to Open Session by roll call vote: Schenker-aye, McAvoy-aye, Blodgett-aye, Hine-aye, Dubreuil-aye.

Executive Session adjourned at 6:37 P.M. and the Board proceeded to resume Open Session.

Respectfully,



John Hine, Clerk
Municipal Light Board