

**SOUTH HADLEY ELECTRIC LIGHT DEPARTMENT
BOARD OF COMMISSIONERS EXECUTIVE SESSION VIRTUAL MEETING
JANUARY 22, 2026, AT 5:00 P.M.**

Present for Board: Chair John Hine, Vice Chair Paul Dobosh, Ron Coutu, Tom Terry, Darren Hamilton

Present for SHELD: General Manager Sean Fitzgerald, Director of Operations Adam St. Martin, Administrative Services Specialist Kim Mendoza, Finance Manager Michael Conchieri

The open session of the virtual meeting was called to order by Chair John Hine at 5:00 P.M. A motion was made to move into executive session for the purposes of discussing properties and contract negotiations with the General Manager and return to open session at approximately 6:00PM (see open session minutes for vote).

BESS Pineshed Property Update:

[REDACTED]

[REDACTED]

[REDACTED]

New Building Big Y Property:

[REDACTED]

Mr. Conchieri and Mr. St. Martin left the meeting.

General Manager Compensation/Contract:

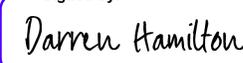
Mr. Dobosh and Mr. Terry negotiated with Mr. Fitzgerald on his compensation to be effective January 1, 2026. They agreed to a 5% annual salary increase, a \$15k bonus, and a one-year extension of his contract which extends his contract through 2032.

Mr. Coutu suggested Mr. Fitzgerald update his job description because his current original one does not include expansion of fiber responsibilities. Mr. Hine asked Mr. Fitzgerald to update his job description and have his 2026 goals for the next meeting. Mr. Hine also asked for a vote in executive session to understand whether board members agree or not before they vote in open session.

On a motion by Mr. Hamilton, seconded by Mr. Dobosh it was
VOTED: To increase the General Manager's salary by 5% effective January 1, 2026, pay a \$15k bonus, and extend his contract for one year, by roll call vote: Mr. Hamilton-aye, Mr. Coutu-aye, Mr. Terry-aye, Mr. Dobosh-aye, Mr. Hine-aye.

On a motion by Mr. Dobosh, seconded by Mr. Hamilton it was
VOTED: To adjourn the executive session and return to the open session at approximately 6:00 PM, by roll call vote: Mr. Dobosh-aye, Mr. Terry-aye, Mr. Coutu-aye, Mr. Hamilton-aye, Mr. Hine-aye.

The Executive Session ended at 5:22 PM.

Signed by:

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Darren Hamilton, Light Board Clerk

Approved: February 26, 2026 to release with redactions