

**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 SHEL: 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:

Mr. Fitzgerald stated that management recommends the approval of two purchase and sale agreements for the property needed for the planned 3MW battery storage project next to the Pineshed substation. This first PSA is for a 1.4-acre lot for the proposed site for the battery storage energy project, adjacent to the substation, for the price of \$250,000. The second PSA is for the .053 acre triangle parcel (213-5-0), required by the town for frontage, for \$1,900. Management and our vendor, Light Shift, believe this is the best location available for the battery. A \$25k deposit is to be sent with the purchase and sale agreements and an open session vote will occur prior to closing on the property.

Mr. Conchieri reviewed the financials associated with the project. Even though Board members agreed this is the best location for a battery in town, they are concerned about when to tell residents because of bad press on other town area's battery projects. Mr. Hine suggested releasing the information, and submitting a press release to the Town Reminder, before the balance is due on the properties. Mr. Fitzgerald agreed and stated we are in the final negotiation process which remains competitively sensitive and that he will work on a press release for the next meeting

On a motion by Mr. Hamilton, seconded by Mr. Dobosh, it was
VOTED: To approve management to proceed with the purchase and sale agreements as presented on the 1.4-acre lot and .053 lot for \$252,000, by roll call vote: Mr. Dobosh-aye, Mr. Coutu-aye, Mr. Hamilton-aye, Mr. Terry-aye, Mr. Hine-aye.

New Building Big Y Property:

Mr. Fitzgerald said we have reached a final covenant agreement with Unihamp and will be ready for signatures shortly. We have verbal approval from Big Y to extend the closing date to July 31st to allow us to get through the planning board meetings which we anticipate being completed by May 2026.

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:

Darren Hamilton

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Darren Hamilton, Light Board Clerk

Approved: February 26, 2026

Signed by:

Darren Hamilton

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Darren Hamilton, Light Board Clerk

Approved for release w/ no redactions: October 22, 2026