

Groveland Municipal Light Department
Minutes of Meeting
January 17, 2023

Present: S. LaBelle (SL), M. Cloutier (MC), S. Daniels (SD), K. Snow (KS) & M. Croteau (MCC)

Time Started: 3:36 p.m.

The Pledge of Allegiance was performed by all present.

Citizen query opened at 3:36 p.m. and closed at 3:51 p.m.

Approval of the Agenda:

- Motion to approve by SL.
- 2nd by SD.
- All in Favor.

Approval of Warrants: (23-27), (23-29)

- Motion to approve by MC.
- 2nd by SD.
- All in Favor.

Approval of Minutes of December 13, 2022

- Motion to approve by SD.
- 2nd by MC.
- All in Favor.

Financials:

- KS mentioned that he had withdrawn \$225,000 from the LPL account to pay for the new bucket truck.
- MC made notice of no financial gain in December on interest accounts.
- KS told the Commissioners that income was up by \$106,000.00 for the month of December.

Manager's Report:

- KS informs the Commissioner's that he is still in a discussion with MMWEC regarding the installation of a battery which would be 3MW/9MWhr located at substation or possibly at our office.
- Our line crew is currently working on Abbott Street. Poles have been set and framed.
- KS told Commissioners that Kirk has scheduled Rowley Light to come in assist our crew tomorrow on Center Street with a scheduled outage/voltage conversion.
- KS informed the Commissioners that Kirk had spoken with Verizon about getting the double poles removed on Garrison and Gardner Streets.
- KS mentioned that an inventory audit happened about two weeks ago. Per KS it went well. Kirk and Kenny took the opportunity to create a new spreadsheet to track items and total inventory value.

Employee's Review:

- KS passed out a comparison of pay rates of utility employees for the surrounding towns. KS is advocating a 6.5% raise for office staff and line workers. KS mentioned that he

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wishes to increase the staff rates in an effort to keep staff from moving to higher paying positions at other local utilities.

- A discussion ensued where SD made a motion to increase the office staff and line crew pay by 6.5% effective January 1st, 2023.
- 2nd by SL.
- All in favor.
- Per KS the Foreman position should be treated differently because our Foreman performs job duties more in-line with Distribution Superintendents.
- MC asked what is the hourly rate for the Foreman?
- KS \$55.76.
- MC thinks \$60.10 would bring him in line with Rowley and Georgetown.
- A motion was made by SL to make a pay raise for the General Foreman to \$60.10 per hour to be effective as of January 1st, 2023.
- 2nd by SD.
- All in favor.

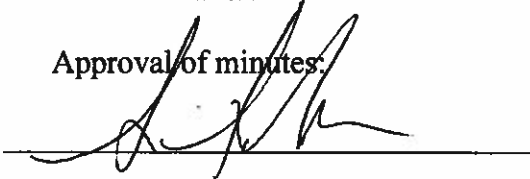
Manager's Review:

- SD informed the Commissioners that he thinks KS rate should go up to \$165,00.00 to be more in line with the market rate for the position.
- SL made mention that KS doesn't want a raise but wanted to retain his employees and feels that we need to pay the position what it is worth.
- MC thinks this amount should be more.
- A motion was made by MC to increase KS yearly salary to \$165,000.00 to be effective as of January 1st, 2023.
- KS expressed his appreciation.
- MC mentioned that KS is still below market value.

Next month's commissioners meeting will be February 14, 2023, at 3:30 p.m.

- Motion to adjourn the meeting by SL at 4:50 pm.
- 2nd by SD.
- All in favor.

Approval of minutes:



Date:

