

1. 6:00 P.M. Joint Meeting Agenda 2/17/2026

Joint Meeting Agenda 2/17/2026

Documents:

[JOINT MEETING AGENDA 2026-02-17 FINAL.PDF](#)

2. 6:00 P.M. Joint Meeting Agenda Packet 2/17/2026

Joint Meeting Agenda Packet 2/17/2026

Documents:

[JOINT AGENDA MEETING PACKET 2026-02-17.PDF](#)



Date: **Tuesday February 17, 2026**

Time: **6:00 PM**

Session: Open

Building: Reading Municipal Light Department

Address: 230 Ash Street, Reading MA

Location: Winfred Spurr Audio Visual Room

Remote Participation: Zoom

Live stream: RCTV / YouTube

Meeting Called by:

**BoC:** P. Daskalakis, Chair

**CAB:** V. Soni, Chair

**RMLD BOARD OF COMMISSIONERS (BoC)  
& RMLD CITIZENS' ADVISORY BOARD (CAB)  
JOINT MEETING NOTICE**

Posted in accordance with a posting method adopted by majority vote of the RMLD Board of Commissioners (BoC) and Citizens' Advisory Board (CAB). (940 CMR 29.03). The agenda contains a list of topics the Chair reasonably anticipates will be discussed at the meeting.

Board of Commissioners Webpage: [Board of Commissioners | Reading Municipal Light Dept \(rmld.com\)](https://www.rmld.com/Board-of-Commissioners)

Citizens' Advisory Board Webpage: [Citizens' Advisory Board | Reading Municipal Light Dept \(rmld.com\)](https://www.rmld.com/Citizens-Advisory-Board)

**FOR REMOTE AND/OR PUBLIC PARTICIPATION:**

**Join Zoom Webinar:** [https://rmld.zoom.us/webinar/register/WN\\_bullnqBZSTGu0uflsRotyA](https://rmld.zoom.us/webinar/register/WN_bullnqBZSTGu0uflsRotyA)

**RCTV YouTube (live stream):** <https://www.youtube.com/c/RCTVStudios/videos?view=57>

**AGENDA**

1. Call Meeting to Order Chairs (BoC, CAB)
2. Public Comment P. Daskalakis, Chair (5 min)
  - Public Comment
  - Liaisons to the RMLD BoC and CAB
3. Policy Committee Update D. Talbot, Chair (5 min)
4. Procurement Requests for Approval (attachment 1) P. Price, Dir. of E&O (10 min)
  - **IFP 2025-21 One (1) 65' Digger Derrick Truck with Trade-In**  
**BoC Suggested Motion:** Move that proposal IFP 2025-21 for one (1) 65' Digger Derrick Truck with Trade-In be awarded to: James A. Kiley Company for \$785,900.00, pursuant to M.G.L., c. 164, § 56D, on the recommendation of the General Manager.
  - **IFP 2025-29 One (1) 50' Digger Derrick Truck with Trade-In**  
**BoC Suggested Motion:** Move that proposal IFP 2025-29 for one (1) 50' Digger Derrick Truck with Trade-In be awarded to: James A. Kiley Company for \$513,746.00, pursuant to M.G.L., c. 164, § 56D, on the recommendation of the General Manager.

- **IFB 2026-01 Grounds and Landscape Services**  
**BoC Suggested Motion:** Move that IFB 2026-01 for Grounds and Landscape Services be awarded to: Pathfinder Tree Service, LLC, for \$179,061.00, pursuant to M.G.L. c. 30B, as the lowest responsive and responsible bidder, on the recommendation of the General Manager.
  - **RFQ 2026-14 - Greater Boston Police Council (GBPC) – Two Sport Utility Vehicles**  
**BoC Suggested Motion:** Move that RFQ 2026-14 for Greater Boston Police Council (GBPC) - Two Sport Utility Vehicles be awarded to: Liberty Chevrolet for the Net Delivered Price of \$82,440, pursuant to the Town of Readings membership with the Greater Boston Police Council, on the recommendation of the General Manager.
5. Certificate Retirement Update (attachment 2) M. Wu, Dir. of IRD (15 min)
    - Citizens’ Advisory Board  
**CAB Suggested Motion:** Move that the RMLD Citizens’ Advisory Board, on the recommendation of the General Manager, vote to approve the 2026 annual certificate retirement rate of 55% of retail kWh sales.
    - Board of Commissioners  
**BoC Suggested Motion:** Move that the RMLD Board of Commissioners, on the recommendation of the Citizens' Advisory Board and General Manager, vote to approve the 2026 annual certificate retirement rate of 55% of retail kWh sales.
  6. IT Update (attachment 3) J. Pelletier, Dir. Of IT (15 min)
  7. Union Negotiations – CT Supplemental MOA (attachment 4) J. Small, GM (5 min)
    - **BoC Suggested motion:** Move that the RMLD Board of Commissioners vote to approve the executed Supplemental Memorandum of Agreement between AFSCME Clerical - Technical Unit and Reading Municipal Light Department.
  8. Approval of Meeting Minutes (attachment 5) Chairs (BoC, CAB) (5 min)
    - Citizens’ Advisory Board  
**CAB Suggested Motion:** Move that the RMLD Citizens’ Advisory Board approve the following 2026 open session meeting minutes, as presented, on the recommendation of the General Manager and the Board Secretary: January 20<sup>th</sup>
    - Board of Commissioners  
**BoC Suggested Motion:** Move that the RMLD Board of Commissioners approve the following 2025 and 2026 open session meeting minutes, as presented, on the recommendation of the General Manager and the Board Secretary: December 29<sup>th</sup> and January 20<sup>th</sup>
  9. Training & Travel Report: MMA Connect 351 (attachment 6) R. Porter; D. Talbot, BoC (10 min)
  10. 2026 GM Goals Discussion (attachment 7) J. Small, GM (45 min)
  11. GM Update J. Small, GM (5 min)
  12. Scheduling Chairs (BoC, CAB) (5 min)

**Fourth Grade Art Contest Ceremony: Wednesday 3/25/26 at 6:00 PM.**

**Upcoming Meeting Schedule**

- Tuesday March 24<sup>th</sup> at 6:00pm
- **Tuesday April 28<sup>st</sup> at 6:00pm \*New**
- Tuesday May 19<sup>th</sup> at 6:00pm
- Tuesday June 16<sup>th</sup> at 6:00pm
- Tuesday July 21<sup>st</sup> at 6:00pm

- Tuesday September 15<sup>th</sup> at 6:00pm
- Tuesday October 20<sup>th</sup> at 6:00pm
- Tuesday November 17<sup>th</sup> at 6:00pm
- Tuesday December 15<sup>th</sup> at 6:00pm

**2026 Warrant Schedule**

2026 WARRANT SCHEDULE		
	AP	PAYROLL
February	Coulter	Porter
March	Talbot	Swanson
April	Daskalakis	Coulter
May	Porter	Talbot
June	Swanson	Daskalakis
July	Coulter	Porter
August	Talbot	Swanson
September	Daskalakis	Coulter
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November	Swanson	Daskalakis
December	Coulter	Porter

13. CAB Adjournment

V. Soni, Chair

- **CAB Suggested Motion:** Move that the RMLD Citizens’ Advisory Board adjourn regular session.  
*Note: Roll call vote required.*

14. BoC Executive Session – Union Negotiation

J. Small, GM

- **BoC Suggested Motion:** Move that the RMLD Board of Commissioners go into Executive Session pursuant to Massachusetts G.L. c.164 section 47D, exemption from public records and open meeting requirements in certain instances, under **purpose number 3:** to discuss strategy with respect to collective bargaining for the AFSCME LMS union and return to open session for the sole purpose of adjournment.

15. BoC Adjournment

P. Daskalakis, Chair

- **BoC Suggested Motion:** Move that the RMLD Board of Commissioners adjourn regular session.  
*Note: Roll call vote required.*

**BOARD MATERIALS AVAILABLE BUT NOT DISCUSSED**

Accounts Payable / Payroll Questions through February 9, 2026  
Surplus and Scrap Material Report January 2026



**READING MUNICIPAL  
LIGHT DEPARTMENT**

**BOARD OF COMMISSIONERS (BoC)  
& CITIZENS' ADVISORY BOARD (CAB)  
JOINT REGULAR SESSION MEETING**

**FEBRUARY 17, 2026**



Date: **Tuesday February 17, 2026**

Time: **6:00 PM**

Session: Open

Building: Reading Municipal Light Department

Address: 230 Ash Street, Reading MA

Location: Winfred Spurr Audio Visual Room

Remote Participation: Zoom

Live stream: RCTV / YouTube

Meeting Called by:

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V. Soni, Chair

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*Note: Roll call vote required.*

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**ATTACHMENT 1**  
**PROCUREMENT REQUESTS**  
**FOR APPROVAL**

**IFP 2025-21 ONE (1) 65' DIGGER  
DERRICK TRUCK WITH TRADE-IN**



February 5, 2026

Town of Reading Municipal Light Board

Subject: IFP 2025-21 One (1) 65' Digger Derrick Truck with Trade-In

Pursuant to M.G.L., c. 164, § 56D, on December 10, 2025, an invitation for proposal (IFP) was placed as a legal notice in the Middlesex East Section of the Daily Times Chronicle requesting sealed proposals for one (1) 65' Digger Derrick Truck with Trade-In.

An invitation for proposal was sent to sixteen (16) companies.

Sealed proposals were received from one (1) company: James A. Kiley Company.

The sealed proposal was publicly opened and read aloud at 11:00 a.m. on January 14, 2026, in the Town of Reading Municipal Light Department's Audio Visual Spurr Room, 230 Ash Street, Reading, Massachusetts.

The proposal was reviewed, analyzed, and evaluated by staff and recommended to the General Manager.

Move that proposal IFP 2025-21 for one (1) 65' Digger Derrick Truck with Trade-In be awarded to: **James A. Kiley Company for \$785,900.00<sup>1</sup>**, pursuant to M.G.L., c. 164, § 56D, on the recommendation of the General Manager.

<sup>1</sup>See attached analysis.

The 2024 Capital Budget amount for this item is \$750,000.

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Christopher Zaniboni, Facilities Manager

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Peter Price (Feb 9, 2026 08:51:35 EST)

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Peter Price, Director Engineering & Operations

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Jason Small (Feb 9, 2026 09:33:46 EST)

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Jason Small, General Manager

One (1) 65' Digger Derrick Truck with Trade-In  
IFP 2025-21

<u>Proposer</u>	<u>65' Digger Derrick Truck</u>	<u>Trade-In Value</u>	<u>65' Digger Derrick Truck Less Trade</u>	<u>*Extended Warranty Item 1</u>	<u>*Extended Warranty Item 2</u>	<u>*Extended Warranty Item 3</u>	<u>*Extended Warranty Item 4</u>	<u>65' Digger Derrick Truck plus Warranties</u>	<u>Delivery Date ARO</u>	<u>Documents Complete</u>	<u>Exceptions</u>
James A. Kiley Company	\$781,627.00	(\$6,500.00)	\$775,127.00	\$3,200.00	\$1,878.00	\$595.00	\$5,100.00	\$785,900.00	64-82 weeks	Yes	Yes <sup>1</sup>

<sup>1</sup>Two (2) minor exceptions to Specifications have been identified & accepted by RMLD, Specification 1.10 Exhaust: horizontal muffler and tailpipe right side - for this vehicle vertical tailpipe required, Specification 1.11 Diesel exhaust fluid tank 5-gallon - for this size truck 10-gallon tank; Letter with bid also contains trade-in and supply chain clauses.

\*Extended Warranty - Item 1: Extended 5 year manufacturer warranty, 100,000 miles, 10,000 hours to include engine and aftertreatment assembly.

\*Extended Warranty - Item 2: Extended 5 year manufacturer warranty, 100,000 miles, 10,000 hours to include transmission.

\*Extended Warranty - Item 3: Extended 5 year manufacturer warranty, 100,000 miles, 10,000 hours to include rear axle differential and front axle assembly.

\*Extended Warranty - Item 4: Extended 5 year manufacturer warranty, 100,000 miles, 10,000 hours excluding, engine and transmission.

**IFP 2025-29 ONE (1) 50' DIGGER  
DERRICK TRUCK WITH TRADE-IN**



February 5, 2026

Town of Reading Municipal Light Board

Subject: IFP 2025-29 One (1) 50' Digger Derrick Truck with Trade-In

Pursuant to M.G.L., c. 164, § 56D, on December 10, 2025, an invitation for proposal (IFP) was placed as a legal notice in the Middlesex East Section of the Daily Times Chronicle requesting sealed proposals for one (1) 50' Digger Derrick Truck with Trade-In.

An invitation for proposal was sent to sixteen (16) companies.

Sealed proposals were received from one (1) company: James A. Kiley Company.

The sealed proposal was publicly opened and read aloud at 11:00 a.m. on January 14, 2026, in the Town of Reading Municipal Light Department's Audio Visual Spurr Room, 230 Ash Street, Reading, Massachusetts.

The proposal was reviewed, analyzed, and evaluated by staff and recommended to the General Manager.

Move that proposal IFP 2025-29 for one (1) 50' Digger Derrick Truck with Trade-In be awarded to: **James A. Kiley Company for \$513,746.00<sup>1</sup>**, pursuant to M.G.L., c. 164, § 56D, on the recommendation of the General Manager.

<sup>1</sup>See attached analysis.

The 2025 Capital Budget amount for this item is \$500,000.

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Christopher Zaniboni, Facilities Manager

Peter Price (Feb 9, 2026 08:51:18 EST)

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Peter Price, Director Engineering & Operations

Jason Small (Feb 9, 2026 09:32:28 EST)

---

Jason Small, General Manager

One (1) 50' Digger Derrick Truck with Trade-In  
IFP 2025-29

<u>Proposer</u>	<u>50' Digger Derrick Truck</u>	<u>Trade-In Value</u>	<u>50' Digger Derrick Truck Less Trade</u>	<u>*Extended Warranty Item 1</u>	<u>*Extended Warranty Item 2</u>	<u>*Extended Warranty Item 3</u>	<u>*Extended Warranty Item 4</u>	<u>50' Digger Derrick Truck plus Warranties</u>	<u>Delivery Date ARO</u>	<u>Documents Complete</u>	<u>Exceptions</u>
James A. Kiley Company	\$514,096.00	(\$6,000.00)	\$508,096.00	\$3,000.00	\$850.00	\$200.00	\$1,600.00	\$513,746.00	64-82 weeks	Yes	Yes <sup>1</sup>

<sup>1</sup>One (1) minor exception to Specifications has been identified & accepted by RMLD, Specification 9.2 Front springs 12,000 lbs. heavy-duty - for this vehicle 14,000 lbs.; Letter with bid also contains trade-in and supply chain clauses.

\*Extended Warranty - Item 1: Extended 5 year manufacturer warranty, 100,000 miles, 10,000 hours to include engine and aftertreatment assembly.

\*Extended Warranty - Item 2: Extended 5 year manufacturer warranty, 100,000 miles, 10,000 hours to include transmission.

\*Extended Warranty - Item 3: Extended 5 year manufacturer warranty, 100,000 miles, 10,000 hours to include rear axle differential and front axle assembly.

\*Extended Warranty - Item 4: Extended 5 year manufacturer warranty, 100,000 miles, 10,000 hours excluding, engine and transmission.

**IFB 2026-01 GROUNDS AND  
LANDSCAPE SERVICES**



February 5, 2026

Town of Reading Municipal Light Board

Subject: IFB 2026-01 Grounds and Landscape Services

Pursuant to M.G.L. c. 30B, on January 14, 2026, an invitation for bid (IFB) was published in the Goods and Services Bulletin, posted on COMMBUYS, and on the RMLD website, requesting sealed bids for Grounds and Landscape Services. The IFB was submitted to the Daily Times Chronicle for publication on January 14, 2026; however, due to a newspaper publishing error, the legal notice appeared on January 15, 2026.

An invitation for bid was sent to thirty-six (36) companies.

Sealed bids were received from two (2) companies: Earthworks Landscaping Co., Inc., and Pathfinder Tree Service, LLC.

The sealed bids were publicly opened and read aloud at 11:00 a.m. on February 4, 2026, in the Town of Reading Municipal Light Department's Audio Visual Spurr Room, 230 Ash Street, Reading, Massachusetts.

The bids were reviewed, analyzed, and evaluated by staff and recommended to the General Manager.

Move that IFB 2026-01 for Grounds and Landscape Services be awarded to: **Pathfinder Tree Service, LLC, for \$179,061.00<sup>1</sup>**, pursuant to M.G.L. c. 30B, as the lowest responsive and responsible bidder, on the recommendation of the General Manager.

<sup>1</sup>See attached analysis.

This service will be paid from the Operating Budget.

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Christopher Zaniboni, Facilities Manager

---

Peter Price (Feb 9, 2026 08:51:06 EST)

---

Peter Price, Director Engineering & Operations

---

Jason Small (Feb 9, 2026 09:30:23 EST)

---

Jason Small, General Manager

**Grounds and Landscape Services  
IFB 2026-01**

<b>Bidder</b>	<b><u>Year 1 - 2026 Cost</u></b>	<b><u>Year 2 - 2027 Cost</u></b>	<b><u>Year 3 - 2028 Cost</u></b>	<b><u>Total Combined 3- Year Cost</u></b>	<b><u>Documents Complete</u></b>	<b><u>Exceptions</u></b>
Earthworks Landscaping Co., Inc.	\$60,300.00	\$63,250.00	\$66,465.00	\$190,015.00	Yes	No
Pathfinder Tree Service, LLC	\$57,775.00	\$59,981.00	\$61,305.00	\$179,061.00	Yes	No

**RFQ 2026-14 - GREATER BOSTON  
POLICE COUNCIL (GBPC) – TWO  
SPORT UTILITY VEHICLES**



February 12, 2026

Town of Reading Municipal Light Board

Subject: RFQ 2026-14 - Greater Boston Police Council (GBPC) – Two Sport Utility Vehicles

Pursuant to the GBPC Cooperative Contract, a Request for Quotes (RFQ) was sent to Liberty Chevrolet requesting a quote for two sport utility vehicles.

On February 9, 2026, Liberty Chevrolet provided the RMLD with a quote as per their cooperative contract with the Greater Boston Police Council, of which the Town of Reading is a member.

The quote was reviewed, analyzed, and evaluated by staff and recommended to the General Manager.

Move that RFQ 2026-14 for Greater Boston Police Council (GBPC) - Two Sport Utility Vehicles be awarded to: **Liberty Chevrolet for the Net Delivered Price of \$82,440**, pursuant to the Town of Reading's membership with the Greater Boston Police Council, on the recommendation of the General Manager.<sup>1</sup>

<sup>1</sup>See attached quote analysis.

The 2026 Capital Budget amount for these items are \$120,000

Peter Price (Feb 12, 2026 12:31:53 EST)

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Peter Price, Director Engineering & Operations

Jason Small (Feb 12, 2026 13:37:45 EST)

---

Jason Small, General Manager

**RFQ 2026-14 GBPC Procurement Two Sport Utility Vehicles**

<u>Bidder</u>	<u>Sport Utility Vehicle Purchase Base Price</u>	<u>Additional Contract Options</u>	<u>Total Sport Utility Vehicle with Options</u>	<u>Total Delivered Price</u>
<b><u>Liberty Chevrolet</u></b>				
<b>Sport Utility Vehicle (1) - 2025 Chevrolet Blazer AWD LT Compact SUV</b>	<b>\$38,784.00</b>	<b>\$2,436.00</b>	<b>\$41,220.00</b>	<b>\$41,220.00</b>
<b>Sport Utility Vehicle (2) - 2025 Chevrolet Blazer AWD LT Compact SUV</b>	<b>\$38,784.00</b>	<b>\$2,436.00</b>	<b>\$41,220.00</b>	<b>\$41,220.00</b>
<b><u>Total</u></b>				<b>\$82,440.00</b>

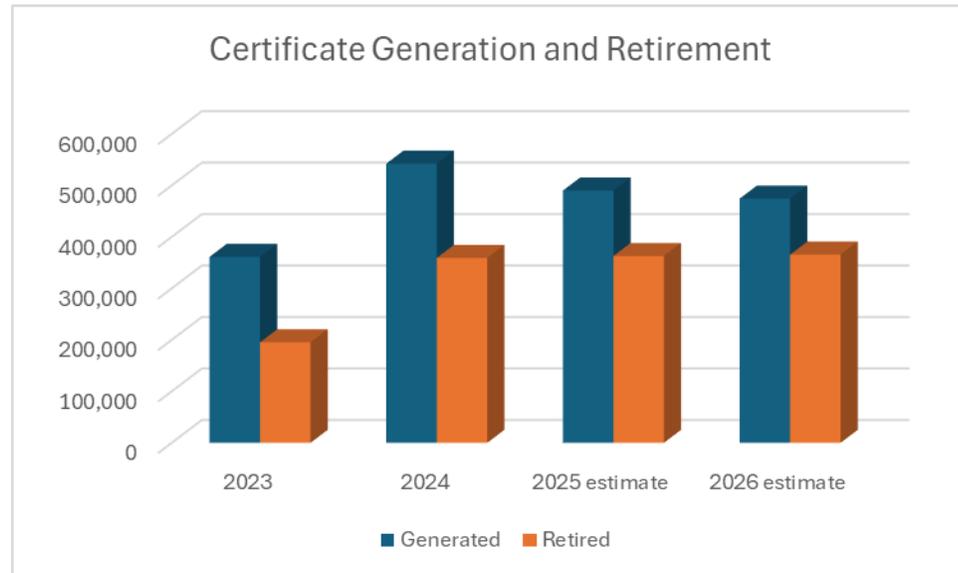
Contract Options include: front & rear rain guards, floor mats, Whelen Vertex LED Flashers front grille & rear mounted

**ATTACHMENT 2**  
**CERTIFICATE RETIREMENT UPDATE**



Integrated Resources Report  
BOC/CAB  
February 17, 2026

# Certificate Retirement Update

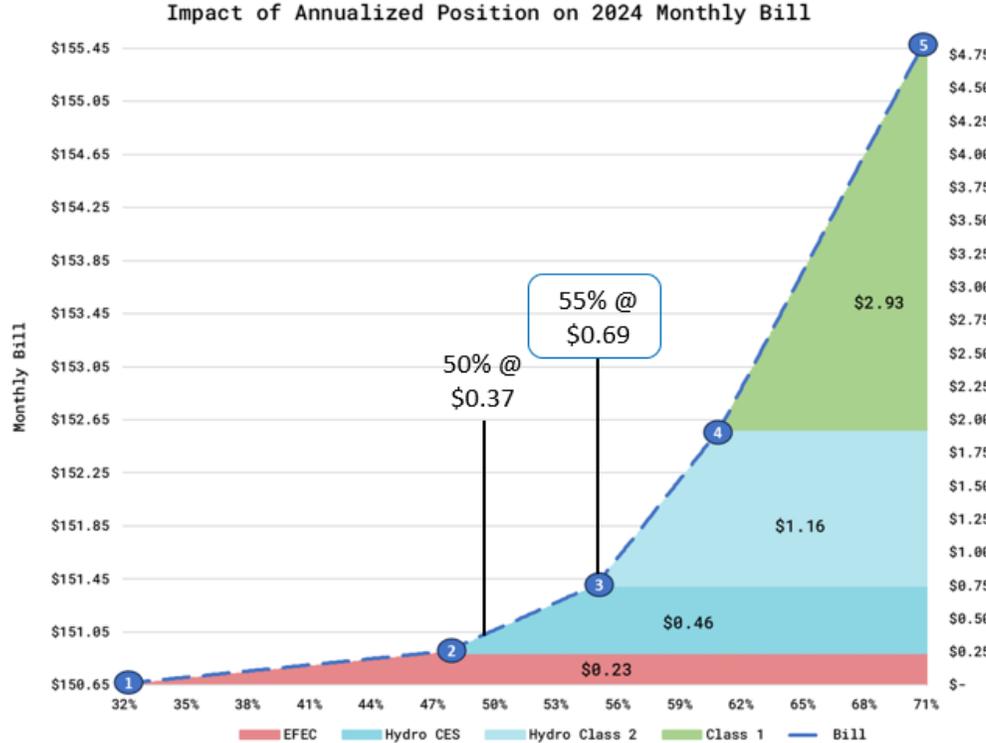


Sources: NEPOOL GIS and IRD analysis

- Starting in 2024, RMLD retires certificates associated with 55% of its electricity load, 6 years ahead of the state mandate.
- Certificate generation largely depends on weather due to resource intermittency. In 2025, certificates generated declined mainly due to lower hydro production.
- In addition, the regional certificate market is still tight in the near term with cancellations of renewable projects. RMLD is ending a few pricy hydro contracts in 2026 that will reduce certificate generation this year.
- RMLD's Renewable Choice Program is a great way for customers to help increase certificate retirement above 55%.

# Estimated bill increase at Jan 2024 BOC meeting

## Accelerating Certificate Retirements to 55% in 2024



Source: 2024-2029 Resj Certificates 2024-01-25 JP.xls

RMLD made noteworthy power supply changes over past few years (more non-carbon)

RMLD acquires certificates with power purchases (associated certificates)

New Hydro Quebec contract provides additional low cost certificates, adding to EFECs from power supply changes

Current certificate retirement rate increases 3% annually to avoid customer rate shock while achieving 50% retirements by 2030

Accelerated retirement of EFECs and Hydro CES-E certificates would allow for 55% retirements

**\$0.69 increase in average monthly residential bill**

*certificate motion*



# Current Estimate of actual bill increase in 2024 when RMLD retired 55% (45% increase from the 2024 estimate)

Retirement Level		55%	33%
2024 Retail Load MWh	655,620	360,591	216,355
EFEC estimate		284,607	216,355
CES-E estimate		75,984	
Total Additional Cost		\$ 828,092	
Additional Cost in \$/kwh		\$ 0.00129	
Monthly Bill Increase for 800 kwh Usage		<b>\$ 1.0</b>	
Annual Bill Increase for 800 kwh Usage		\$ 12	

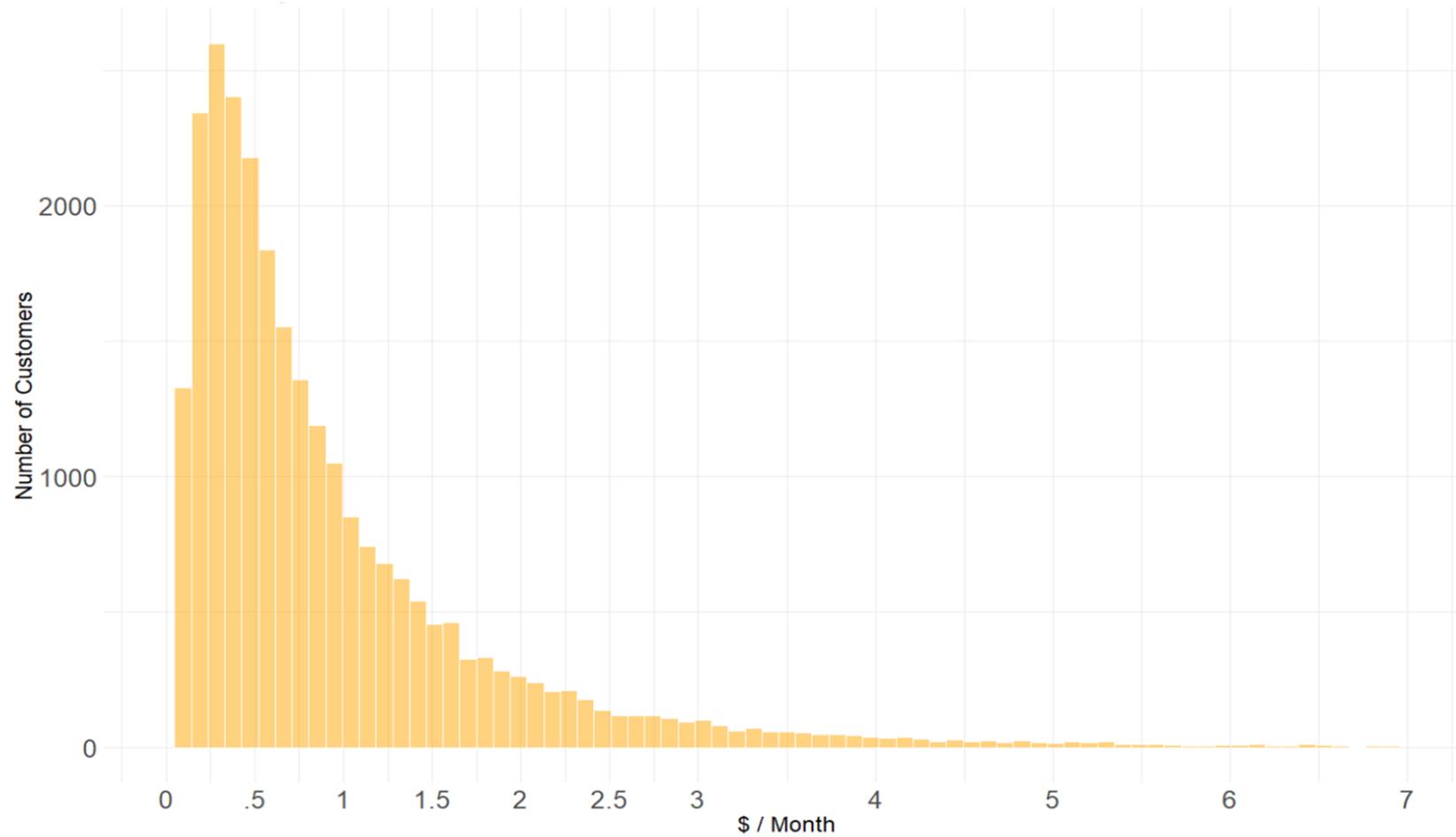
*Sources: NEPOOL GIS and IRD analysis*

## 2026 Certificate Retirement Scenarios

2026					
Retirement Level		55%	60%	80%	100%
2026 Retail Load Estimate MWh	664,940	365,717	398,964	531,952	664,940
EFEC estimate "stable"		252,445	252,445	252,445	252,445
CES-E estimate		83,426	83,426	83,426	83,426
ME II estimate		29,847	63,094	66,797	66,797
MA II estimate				15,220	15,220
MA I estimate				56,459	56,459
Buy RECs				57,607	190,595
Total Additional Cost			\$ 166,235	\$ 4,329,050	\$ 7,653,750
Additional Cost in \$/kwh			\$ 0.00026	\$ 0.00664	\$ 0.01175
Monthly Bill Increase for 800 kwh Usage (low estimate)			\$ 0.2	\$ 5.3	\$ 9.4
Monthly Bill Increase for 800 kwh Usage (high estimate)			\$ 0.3	\$ 7.7	\$ 13.6

Sources: NEPOOL GIS and IRD analysis

## Monthly bill impact distribution by residential customer kWh usage from 60% retirement



Source: RMLD usage data



**THANK YOU!**

**ATTACHMENT 3**  
**IT UPDATE**



# IT and Cybersecurity Update

*February 17, 2026*

- **2025 RMLD IT accomplishments**
- **2026 RMLD IT goals and objectives**
- **Current Cybersecurity Threat Landscape**
- **Cyber Attacks vs Intrusions**
- **Global Cybersecurity Attacks by sector**
- **Global Cybersecurity Intrusions by sector**
- **Mitre ATT&CK techniques emphasis across 2025 OSINT reporting**
- **RMLD Tactical response to ever evolving threats**
- **Closing**

## 2025 IT Accomplishments

- Design a secure data communications infrastructure in support of the AMI project.
- Implemented an enterprise cloud-based telephone system.
- Expansion of SCADA communication infrastructure to support automation.
- Implementation of enhanced, AI based email security solution.
- All IT staff completed advanced Cybersecurity training.
- Expanded end user cybersecurity awareness training.
- Design and implement a secure video surveillance system at Substation 6.

## 2026 IT Goals and Objectives

- Complete RFP to replace our current CIS/ERP solution by Q4.
- Support AMI implementation via infrastructure build out and collector configuration.
- Continue IT staff training on AI related cybersecurity.
- Design data and voice communication to support Substation 6.
- Contribute to the annual NERC CIP compliance evaluation.
- Evaluate emerging technologies that may help advance RMLD's organizational goals.

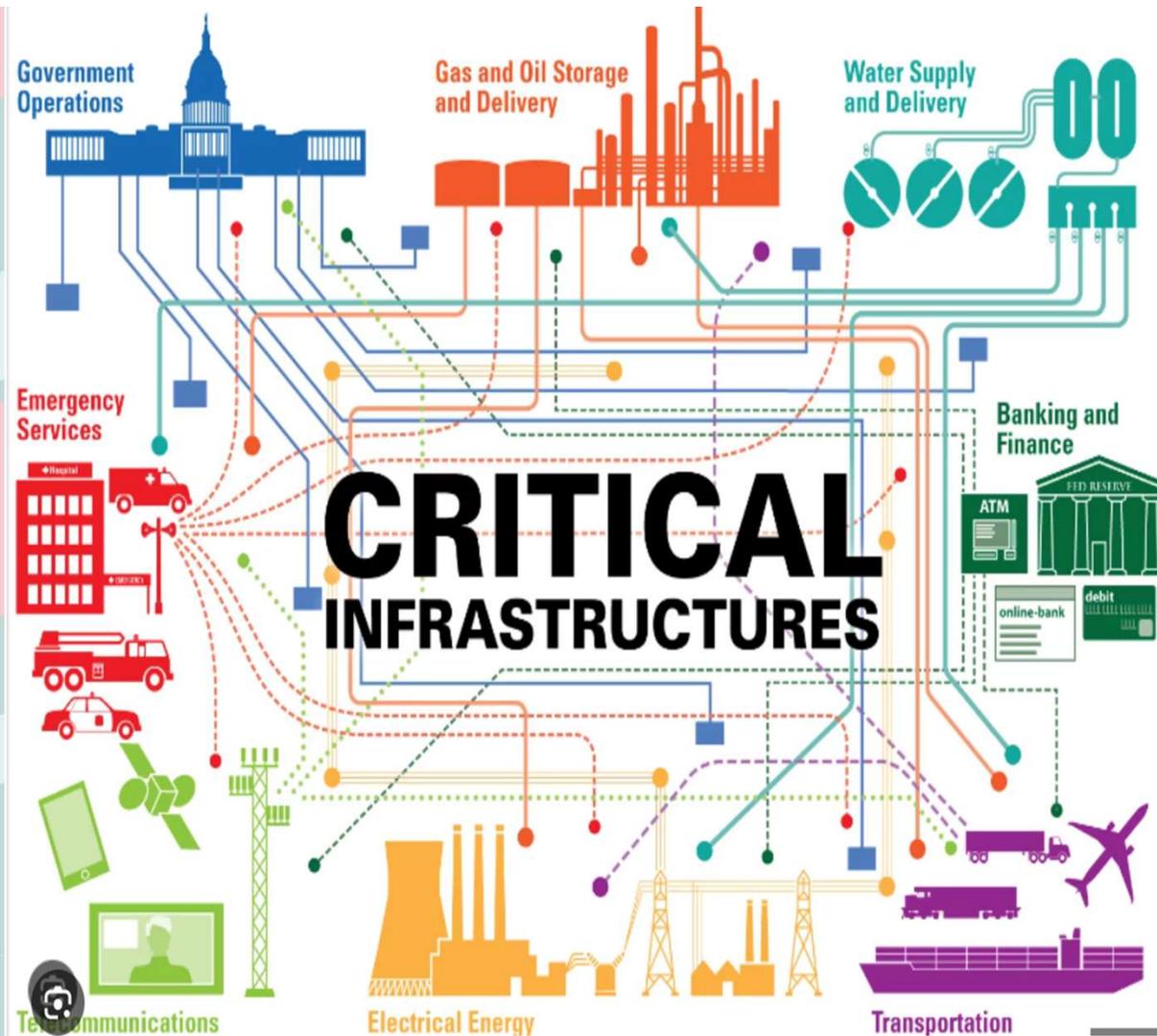


# Current Threat Landscape

- **THE AVERAGE COST OF A DATA BREACH IN THE U.S. REACHED \$10 MILLION IN 2025, DOUBLE THE GLOBAL AVERAGE**
- **In 2024, 70% OF CYBERATTACKS INVOLVED CRITICAL INFRASTRUCTURE**
- **CHINESE ATTACKS TARGETED AGAINST FINANCIAL SERVICES, MEDIA, MANUFACTURING, AND THE INDUSTRIAL SECTORS INCREASED 300% FROM 2023 TO 2024**
- **ONE IN SIX DATA BREACHES IN 2025 INVOLVED ATTACKS DRIVEN BY ARTIFICIAL INTELLIGENCE (source IBM)**

Attacks are broad, intentional attempts to compromise data or systems.

Intrusions or breaches are unauthorized, successful entries into a network or system.

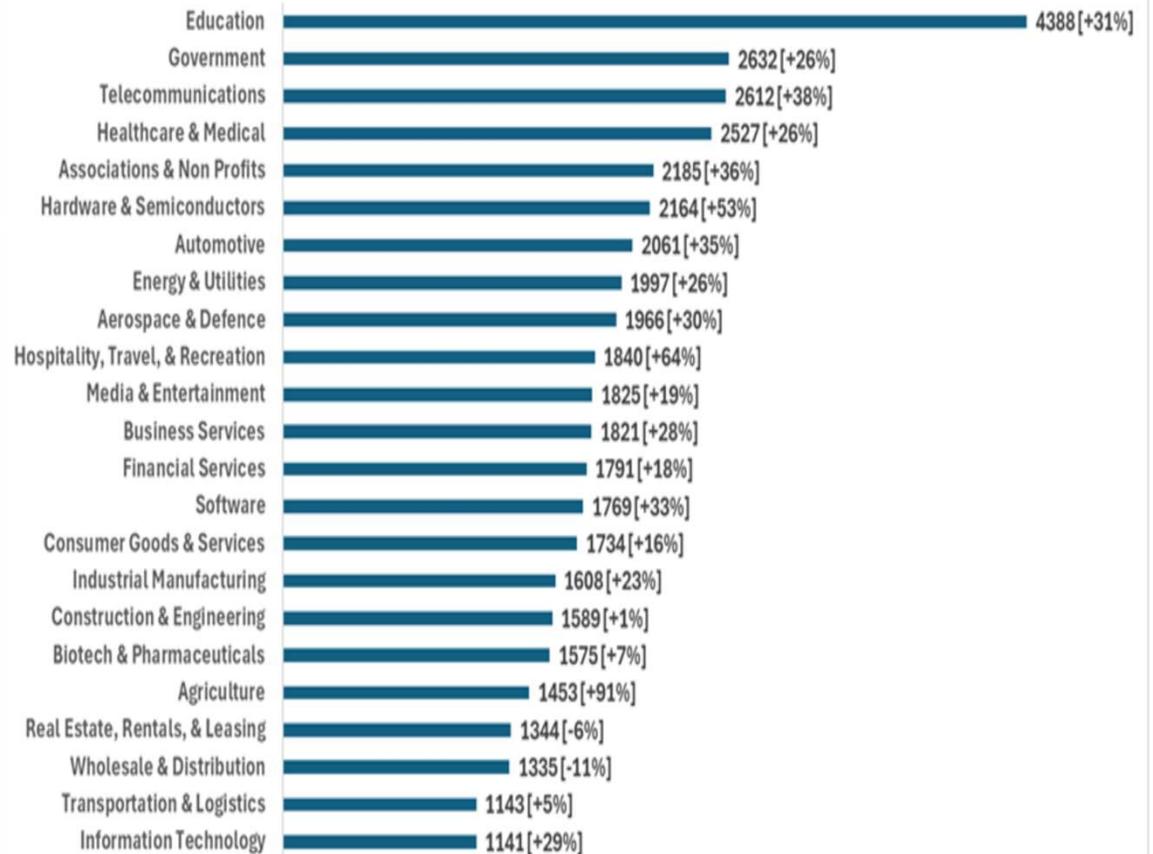


The global average number of weekly cyber attacks per organization reached 1,984, a 21% increase in Q2 of 2025.

Attacks against Energy and Utilities spiked 26% in that same timeframe.



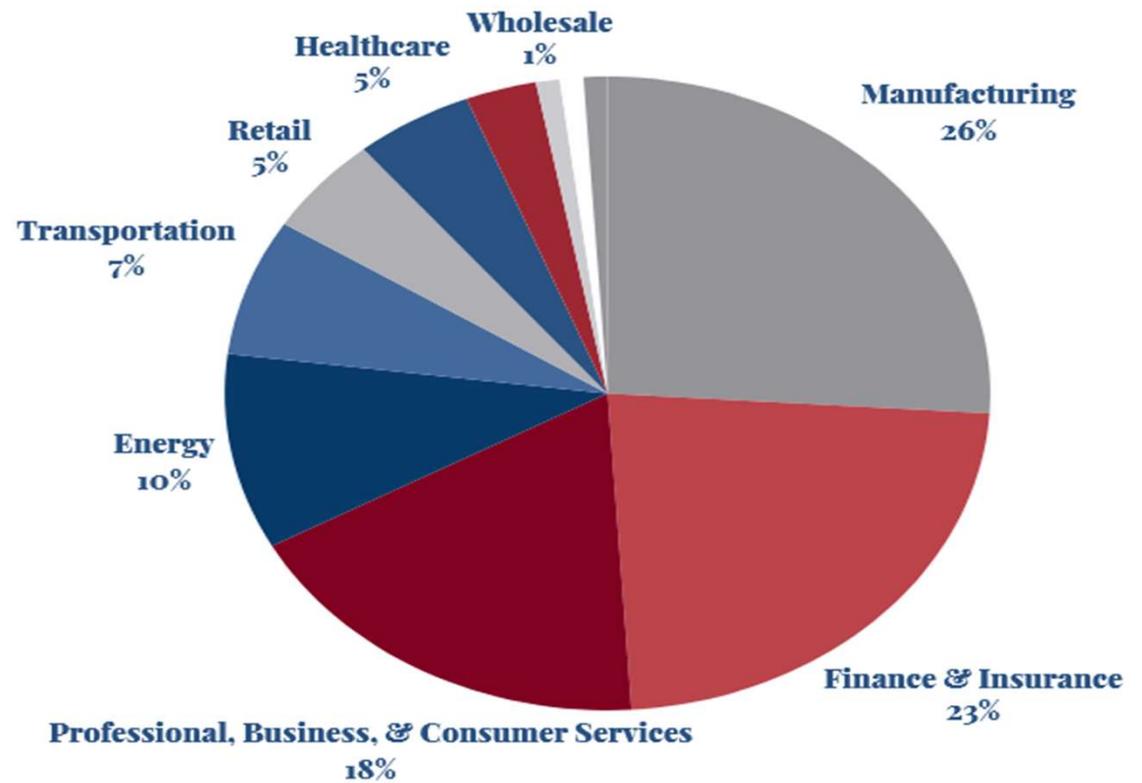
Global Avg. Weekly Cyber Attacks per Industry  
(Q2 2025 Compared to Q2 2024)



Global intrusions summary, energy represents 10% of all intrusions.



## GLOBAL CYBER INTRUSIONS BY SECTOR IN 2024



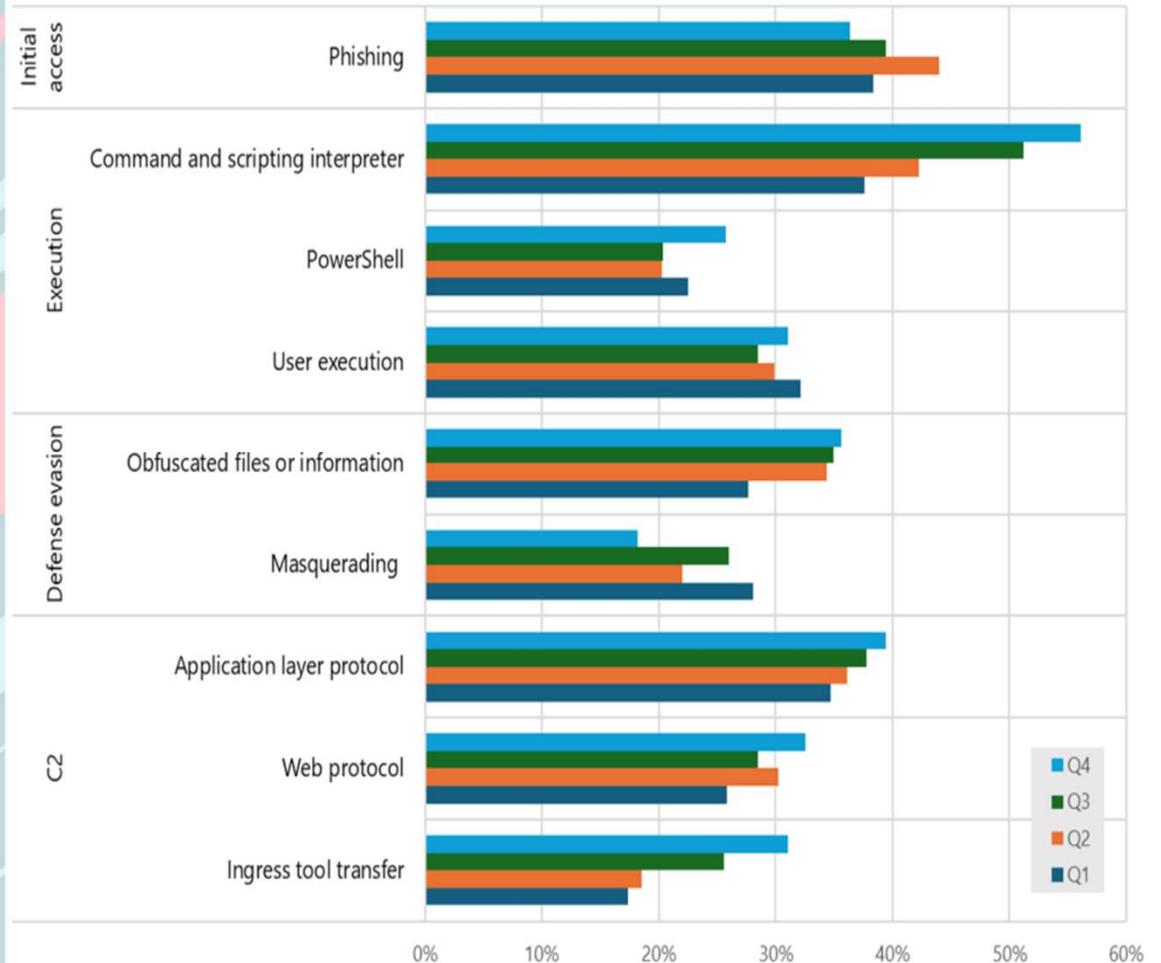
Source: IBM X-Force Threat Intelligence Index

How access is gained, maintained and malicious activity takes place.

The use of generative AI in cyber attacks is expected to increase in frequency and sophistication in the coming years.



MITRE ATT&CK techniques emphasis across 2025 OSINT reporting  
(ordered by tactic flow)



## RMLD tactical response to the ever-evolving cybersecurity threat landscape



- Continue and improve our robust vulnerability management program across all environments
- Invest in advanced cybersecurity training for the IT staff
- Continuously evaluated current and emerging technologies that fit with the RMLD cybersecurity strategy.
- Continue to improve end user cybersecurity training and education
- Seek out and partner with technology vendors that add value to RMLD.



**As the Cyber threat landscape changes  
organizations must adapt their  
cybersecurity strategies to meet the  
challenge.**

**ATTACHMENT 4**  
**CT SUPPLEMENTAL MOA**

**ATTACHMENT 5**  
**APPROVAL OF MEETING MINUTES**

**ATTACHMENT 6**  
**TRAINING & TRAVEL REPORT**  
**MMA CONNECT 351**

**ATTACHMENT 7**  
**2026 GM GOALS**

# GM Goals - 2026

## Customer Communication & Trust

1. Investigate improved functionality of customer portal to increase customer participation in the portal (Q3)
2. Conduct a comprehensive review and refinement of RMLD's CY27 Capital and Operating Budget process and implement improvements (Q3)
3. Review customer programs and make enhancements (Q2)
4. Enhance website to improve technical communications to customers (Q2)

## Employee Engagement & Organizational Integrity

1. Increase management team training and engagement in associations (skills, leadership, teamwork, networking, etc.) (Q4) **Need to add measurement to goal**
2. Perform an independent 3<sup>rd</sup> party employee engagement survey (Q3)
3. Review Employee review process and communication and implement improvements (Q3)
4. Assess and determine the Organization's immediate needs and resources and incorporate into CY2027 Budget requirements (Q3)

## Governance & Board Oversight

1. Review and update policies and procedures (ongoing)
2. Refine and Implement Strategic Plan (Q4)
3. Create and implement Town governance engagement plan (Q2)

## Reliable power

1. Apply for APPA's Annual Reliability Award (Q1) **Need to set internal goals for reliability metrics**
2. Apply for APPA's RP3 Award (Q3)
3. Complete Station 6 substation construction within substation fence. Begin construction on Transmission and Distribution connections to system (Q4)
4. Complete the AMI meter communication infrastructure and replace 40% of meters (Q4)

## Low cost

1. Complete Cost of Service Study (Q3)
2. Develop and award RFP for ERP Project (Q4)
3. Initiate the revamp of rate classes, distribution rate design including opt-out TOU to complete in 2027 (Q4)

## Increasingly low carbon

1. Complete agreement for Station 3 Battery (Q4)

2. Increase participation in Renewable Choice and Peak Demand Response programs (Q4) **Need to add measurement to goal**
3. Apply for APPA's Smart Energy Provider designation (Q2)

DRAFT

**MATERIALS AVAILABLE**  
**BUT NOT DISCUSSED**

**ACCOUNTS PAYABLE / PAYROLL**

## Erica Oliver

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**From:** Erica Oliver  
**Sent:** Tuesday, February 10, 2026 12:18 PM  
**To:** Erica Oliver  
**Subject:** AP and Payroll Questions for the 2026-02-17 Board Book

### AP

January 12 through February 9, there were no commissioner questions.

### Payroll

January 9 through February 6, there were no commissioner questions.

Erica Oliver (Morse)  
Executive Assistant  
Reading Municipal Light Department  
O: 781-942-6489  
[www.rmld.com](http://www.rmld.com)



# **SURPLUS AND SCRAP MATERIAL**

## Surplus Update - January 2026

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**From** Maureen Sullivan <msullivan@rml.com>

**Date** Wed 2/11/2026 12:25 PM

**To** Erica Oliver <eoliver@rml.com>

**Cc** Barbara Mulvey <bmulvey@rml.com>

Good morning Erica,

I am sending this email to inform you that there were NO Surplus Items of Substantial Value that were disposed of in January 2026.

Thank you!

Maureen

Maureen Sullivan  
Materials Manager  
Reading Municipal Light Department (RMLD)  
230 Ash Street  
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