

Reading Municipal Light Board of Commissioners
Executive Session
230 Ash Street
Reading, MA 01867
July 25, 2007

Start Time of Executive Session: 8:19 p.m.
End Time of Executive Session: 9:48 p.m.

Commissioners:

Ellen Kearns, Chair

Mary Ellen O'Neill, Secretary

Richard Hahn, Vice Chair

Robert Soli

Staff:

Vinnie Cameron, General Manager

Jeanne Foti, Executive Assistant

Pete Dion, Engineering and Operations Manager

Patricia Mellino, Operational Assistant

Physical Security Update

Mr. Cameron reported that in response to issues raised by the Liability Consultants he has prepared a memo outlining issues that have been completed, addressed and are being investigated to see if further action is warranted. The memo is being used as a "punch list" to update the Board on the progress of the issues addressed in the Liability Consultants report.

Mr. Cameron explained that the CCURE 800 FOB system is at its capacity. Mr. Cameron said that another module may be required and the Facilities Manager will research this. Mr. Cameron stated that there is ongoing interaction with the police department and that training on violence in the workplace will be scheduled. Mr. Cameron commented that any updates he has in the memorandum will be highlighted in italics.

In response to a question from Chair Kearns about an employee newsletter, Mr. Cameron replied that the Safety Committee, which is coordinated by Beth-Ellen Antonio, addresses safety concerns in the substations. Concerns raised by the Safety Committee are put onto a list and e-mailed to all members and are also addressed in staff meetings.

Chair Kearns emphasized that employee drivers' licenses need to be checked to ensure they are not expired or revoked.

In response to a concern raised by Mr. Soli, it was agreed to put more reminders in the GM conference room for commissioners to check in when using the room.

Chair Kearns expressed her concern about the lack of a policy on domestic violence in the workplace and suggested that the General Manager obtain information from the Governor's Commission on Domestic Violence. She pointed out that domestic violence is the largest cause of death for women in the workplace.

In response to a question from Ms. O'Neill, Mr. Cameron said that the fire department is familiar with the RMLD building because it comes in from time to time to test equipment.

In response to a question from Mr. Hahn, Mr. Cameron replied that the town has its own fiber optic loop, does the RMLD. Mr. Cameron added that the police department has told him that "911" is the best means of communications to them in lieu of a separate dedicated line.

In response to a question from Ms. O'Neill on Item 28 recommending a key fob for the exterior door of the GM conference room, Mr. Cameron replied that access to the door is limited to the commissioners and he feels the combination lock is the best way to keep the door secure.

Ms. O'Neill said that Item 57 Camera Upgrades and Item 58 Lighting Repairs from the consultants' report were not in the GM's memorandum and she feels they should be included. Ms. O'Neill would like to be assured that the Facilities Manager has a punch list of the items that need to be reviewed on a regular basis and is doing so..

Mr. Cameron replied that the Facilities Manager does check the cameras in the substations. Mr. Dion said that the new Station Manager can see to it that checking the cameras and lighting at each substation be added to the station inspection protocol.

Chair Kearns said that the oversight of security will be the responsibility of Mr. Cameron. Mr. Soli emphasized that periodic monitoring is a must.

On another matter, Commissioner Soli handed out a copy of the answers provided to him by the MIS Manager in response to his questions on data security. Chair Kearns said that data security would be on the agenda for the next Executive Session.

Ms. Mellino and Ms. Foti left the meeting at 8:48 PM

Approval of Minutes of June 27, 2007 Executive Board Meeting

Mr. Hahn made a motion seconded by Mr. Soli to approve the Executive Session meeting minutes of June 27, 2007 as presented.

Motion carried 4:0:0.

At 8:50 p.m. a call was placed to Commissioner Pacino's cell phone to allow him to participate in the Union Negotiation discussion. Mr. Pacino could not be reached after two attempts.

Update on Union Negotiations

Chair Kearns updated the Board on the status of the Professional Management negotiations based discussions with Mr. Cameron and Attorney Tom Shirley. Mr. Shirley was then called to participate in discussion at 8:55 PM. Discussion over various options ensued including consideration of voluntary binding mediation, offering to create a Union/Management Joint Task Force to review the Professional Management union's compensation system and various possible items of value to the company that could be sought in exchange for potentially increasing the percentages in the offer to the union.

Motion to provided GM with Consensus of the Board

Chair Kearns made a motion to direct the General Manager to go to voluntary mediation and offer the union 11% raise over three years with up to a 0.5% bonus in exchange for 2.5 FTE's coming out of the union and decreases in sick time buy back and vacation for new hires. Mr. Soli seconded the motion.

Motion carried 3:1:0.

Mr. Soli, Aye; Ms. O'Neill, Aye; and Ms. Kearns; Aye. Mr. Hahn voted No.

Motion to Adjourn

At 9:48 p.m. Ms. O'Neill made a motion seconded by Mr. Hahn that the Board return to Regular Session for the sole purpose adjournment.

Motion carried 4:0:0.

Chair Kearns called for a poll of the vote:

Mr. Soli, Aye; Ms. O'Neill, Aye; Mr. Hahn, Aye; and Ms. Kearns; Aye.

A true copy of the RMLD Board of Commissioners minutes
as approved by a majority of the Commission.

Mary Ellen O'Neill, Secretary
RMLD Board of Commissioners