

Reading Municipal Light Board of Commissioners
Executive Session
230 Ash Street
Reading, MA 01867
February 13, 2003

Start Time of Executive Session: 9:32 p.m.
End Time of Executive Session: 10:05 p.m.

Attendees:

Commissioners: Hughes, Pacino, Ames, Soli and Herlihy
RMLD Staff: Mr. Cameron, General Manager and Ms. Antonio.

Chairman Hughes called the Executive Session meeting to order at 9:32 p.m.

Minutes

Minutes of January 9, 2003

Mr. Herlihy made a motion seconded by Mr. Ames to approve the Executive Session minutes of January 9, 2003.

Motion carried by a show of hands 5:0:0.

Update on Legal Matters

Mr. Cameron informed the Commission that he received a letter from [REDACTED] attorney, Ms. Lynn Leonard. The letter states [REDACTED] is now requesting three years back pay in addition to legal expenses.

Ms. Antonio stated Tom Shirley is working on this issue and has tried to reach Ms. Leonard with a response.

[REDACTED]

[REDACTED]

Mr. Herlihy questioned whether there is an established policy for this type of situation.

Ms. Antonio stated there is no established policy [REDACTED].

Mr. Herlihy reiterated the need for policies and if there was a policy, this wouldn't be an issue.

Mr. Ames noted although it doesn't happen often, there [REDACTED]

Mr. Cameron stated it is not good to have a policy for positions with similar work duties because there needs flexibility.

[REDACTED]

Mr. Soli agreed with Mr. Herlihy stating there should be a policy.

Mr. Hughes stated his opinion that [REDACTED]
[REDACTED]

[REDACTED]

Mr. Ames stated maybe its time to tighten up performance evaluation or differentiate the jobs.

[REDACTED]

Ms. Antonio informed the Commission that Tom Shirley has deducted \$50.00 from the bill thus far and will combine all arbitrations to one in order to help save costs.

Mr. Ames' opinion is to give [REDACTED]

Mr. Herlihy agreed with Mr. Ames suggesting to [REDACTED].

Mr. Hughes once again stated to give [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Ms. Antonio noted the second legal issue is relative to a former employee [REDACTED]. The RMLD did receive a letter from his attorney although it is unclear what exactly the issue is.

Update on [REDACTED] Case

As Chairman Hughes recused himself he stated he would like a speedy closure to this matter in an effort to reduce legal expenses.

Mr. Cameron informed the Commissioner that the releases were put together and is almost at end. He further stated [REDACTED] attorney has pushed for non-taxable payment, however, it was refused. Mr. Cameron stated Mr. [REDACTED] attorney asked for the payment to be made in the form of a 1099 rather than a W-2. In the past, settlements were made payable by W-2's and Mr. Cameron wants to keep the same practice, therefore, that request was also denied.

Mr. Pacino explained the differences between the payment being made via Form 1099 versus W-2.

Mr. Cameron noted [REDACTED] will have to go to the Retirement Board to explain why he has case and Mr. Cameron stated if he is questioned on this he will be truthful stating it as a settlement.

Motion to Adjourn

At 10:05 p.m. Mr. Herlihy made a motion seconded by Mr. Ames to return to Regular Session for the sole purpose of adjournment.

Motion carried by a show of hands 4:0:0.

Mr. Pacino called for a poll of the vote:

Mr. Soli Aye; Mr. Herlihy Aye; Mr. Ames Aye; and Mr. Pacino Aye.

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

Philip B. Pacino, Secretary
RMLD Board of Commissioners