

Reading Municipal Light Department

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03/03/2009 General Manager Committee Minutes

Reading Municipal Light Department Board of Commissioners General Manager Committee Minutes Tuesday, March 3, 2009

Start Time: 7:00 p.m.
End Time: 7:25 p.m.

Attendees:

Committee Members: Messrs. Hahn and Soli, and Ms. Kearns
Commissioners Ms. O'Neill
Staff: Mr. Cameron

Review of the General Manager's Performance of Last Year

Mr. Hahn opened the meeting by asking the Committee if they could take up Item 2 on the agenda "Review of the General Manager's Performance of Last Year." The committee members concurred.

Ms. Kearns went over the performance items in the General Manager's Performance Items for 2008 - 2009 and asked Mr. Cameron questions about his response to several items.

Mr. Soli questioned why Mr. Cameron should receive any credit for Item 5D. Mr. Cameron argued that he omitted the Graph and milestones for the Gaw Project as part of the Capital and Operating Budget Update; however, it wasn't fair to get no credit for that item. Mr. Cameron explained that the Gaw Station Upgrade is only one part of a large capital and operating budget, which was explained at the meeting.

Mr. Hahn concurred with Mr. Cameron's point that he believed Mr. Cameron should not lose credit for Item 5D. Ms. Kearns also concurred with this point. It was the sense of the Committee that a rating of two be given for Item 5D.

Mr. Soli pointed out that in the future he needs more information on the Gaw Sub Station Upgrade project.

Discussion followed.

Mr. Soli made a motion seconded by Ms. Kearns that a score of 142.38 out of 151 or 94.3% would yield a pay raise of 4%, but considering the financial times, the General Manager Committee recommends the General Manager receive a raise of 3%.

Motion carried 3:0:0

Review of the General Manager's Evaluation Form

Ms. Kearns then presented the most recent General Manager's Evaluation Form. Ms. Kearns said that she and Ms. O'Neill had spent all day this past Saturday working on the new form and hoped that it would be useful in evaluating the General Manager in the future.

Ms. Kearns said that the form includes seven different criteria for evaluation along with weightings for each of the criteria as follows; Finance - 20%, Energy Efficiency and Load Management - 20%, System Reliability - 20%, Leadership - 10%, Board Relations - 10%, Employee Relations - 10%, and Community Relations - 10%.

Ms. Kearns then went on to explain the contents of each of the criteria in detail.

Discussion followed.

Mr. Hahn suggested that the Committee and Mr. Cameron look over this form. Mr. Hahn would like to have Mr. Cameron get his comments back to the committee as soon as possible.

Ms. Kearns asked Mr. Cameron if it was possible for him to start following this form until this or some other form is brought to the Board for approval.

Mr. Cameron thought that he could do it with the little time he has looked at it but he also wants time to comment on things, with which he may have problems.

The Board went along with Mr. Cameron's comment.

Motion to Adjourn

At 7:25 p.m. Mr. Soli made a motion seconded by Mr. Hahn to adjourn the meeting.

Chair Hahn called for a poll of the Committee:

Mr. Hahn, Aye; Ms. Kearns, Aye; and Mr. Soli, Aye.

Motion carried 3:0:0.