

**Reading Municipal Light Board of Commissioners**  
**General Manager Committee Minutes**  
**Tuesday, September 13, 2011**

**Start Time of Committee Meeting:** 6:35 p.m.  
**End Time of Committee Meeting:** 8:10 p.m.

**Attendees:**

**Commissioners:** Messrs. Hahn, and Pacino, and Ms. O'Neill

**RMLD Staff:** Mr. Cameron

Chairman Hahn called the meeting to order at 6:35 pm.

Chairman Hahn explained that the RMLD Board has the responsibility of giving the General Manager an annual performance review. Chairman Hahn stated that the RMLD Board has developed a performance review Form for the General Manager's annual evaluation.

Each RMLD Board member was asked to fill out the General Manager's Performance Review Form for the General Manager's performance for the period 7/1/10 through 6/30/11.

Chairman Hahn said that he had received performance reviews from the RMLD Board Members. He took the ratings from each board member and compiled them on a spreadsheet. Chairman Hahn said that the resulting overall rating was 93.6%.

Ms. O'Neill said that she was satisfied with Mr. Cameron's performance during year and read her comments on the review.

Discussion followed.

Mr. Pacino made a motion seconded by Ms. O'Neill to recommend to the RMLD Board of Commissioners that the General Manager's salary be increased by 5.1% based on the General Manager's performance review for the period 7/1/10 through 6/30/11.

**Motion carried 3:0:0.**

Chairman Hahn then stated that the committee needed to edit the performance review Form so that it reflects the appropriate goals for the General Manager for the period 7/1/11 through 6/30/12. Mr. Cameron gave Chairman Hahn his edits. Chairman Hahn said that he had received a goal from Mr. Soli relating to a twenty-five year plan to hurricane proof the RMLD's distribution system. Chairman Hahn said he will discuss this goal with Mr. Soli's further.

Ms. O'Neill would like to include a goal to have Mr. Cameron assess the Public Relations aspect of the RMLD.

Discussion followed.

Mr. Pacino made a motion seconded by Ms. O'Neill to recommend the General Manager's Evaluation Form to the RMLD Board of Commissioners with the suggested changes.

**Motion carried 3:0:0.**

**Motion to Adjourn**

At 8:35 p.m. Mr. Pacino made a motion seconded by Ms. O'Neill to adjourn the Committee Meeting.

**Motion carried 3:0:0.**