

Reading Municipal Light Department (RMLD) Board of Commissioners

Policy Committee Minutes

Thursday, September 22, 2016

R&C Conference Room

Start Time: 6:30 p.m.

End Time: 7:30 p.m.

Attendees:

Committee Members: Messrs. Hennessy, Pacino, and Talbot

RMLD Staff: Mses. O'Brien, Foti and Schultz

Call Meeting to Order

Chairman Hennessy, Chair of the Policy Committee called the meeting to order at 6:30 p.m.

Continued Review of Board Policies

Ms. O'Brien stated that the policies need to be addressed in order to ascertain what was the original intent and what is the present intent; the policy language must conform to current rules, regulations and laws.

RMLD Policy 20 Family and Medical Leave

Ms. O'Brien said that the Department of Labor had made changes to the Family Medical Leave Act. The RMLD policy has been revised to clarify that definitions that come under 29 CFR 825 were being correctly implemented since the FMLA is mentioned in all of the Union contracts.

Mr. Hennessy asked what the big changes were to the policy.

Ms. O'Brien stated that there were no major changes; standardized medical certificates that state what the issue is and whether it is a qualifying event are required, who qualifies in terms of marriage and offspring is specified, notifications in regards to the employee returning to work is outlined, and what role the medical field has and health insurance coverages are clarified. The previous policy was not consistent with the law: the policy should be about compliance rather than discretion.

Mr. Pacino made a motion, seconded by Mr. Hennessy, to recommend that Policy No. 20 be adopted as presented.

Motion carried 3:0:0.

RMLD Policy 21 Non-Union Compensation and Benefits

APPLICABILITY

Ms. O'Brien stated that the job descriptions need to be removed from the policy because if job titles were to change in the future then the policy would need to be updated as well. Non-exempt and non-union language will remain in the policy in the event that grades are used in the future.

Ms. O'Brien stated that there is a discussion in regards to adding a hyphenated job title of 'Assistant General Manager' to the existing Director of Engineering & Operations and Director of Integrated Resources' job titles. This would allow both employees to fill in for Ms. O'Brien so that she would be able to delegate.

Mr. Hennessy asked that if they were Assistant General Manager could they fill in for Ms. O'Brien.

Ms. O'Brien answered yes, she believed so and that both of the employees currently in the respective positions have expressed an interest in learning more about the General Manager position and its responsibilities. Ms. O'Brien stated that the hyphenated titles would not require any changes to the existing policy. The General Manager needs to address issues as they come up-pressing concerns cannot wait if Ms. O'Brien is not in the office.

ICMA-DEFERRED COMPENSATION

Ms. O'Brien stated that the only other change was that the contribution to ICMA was capped at 4% and \$7,000 instead of 3% and \$5,000. Raises are being tapered down and the RMLD still needs to be able to recruit quality people.

Mr. Pacino made a motion, seconded by Mr. Hennessy, to recommend that Policy No. 21 be adopted as corrected.
Motion carried 3:0:0.

RMLD Policy 13 Facility Use Policy Procedures and Requirements

Ms. O'Brien stated that it is difficult to have anyone use the building without raising issues of liability, concerns of discrimination due to the Americans with Disabilities Act, and security because of NERC policies. The Control Room has other responsibilities and cannot babysit outside groups using RMLD facilities. However, the towns that the RMLD services and any of their committees can fill out an application to use the building.

Mr. Hennessy clarified that it would only be the service territory towns that are allowed to use the building.

Ms. O'Brien stated that was correct as long as they can produce a million-dollar liability certificate. If the RMLD feels that it is in the best interest of its assets then an employee would be present during such events, but it is not required. Also, the RMLD wants to deter any of these approved outside town groups that are using the building from wandering around into unauthorized areas.

Mr. Pacino stated that when the building was first built it was only intended for RMLD and town usage.

Mr. Pacino made a motion, seconded by Mr. Hennessy, to recommend that Policy 13 be adopted as presented.
Motion carried 3:0:0.

Approval of Committee Minutes June 30, 2016 and July 28, 2016

Mr. Pacino made a motion to approve the Policy Committee meeting minutes of June 30, 2016 and July 28, 2016 as presented.
Motion carried 3:0:0.

Discussion

Mr. Talbot then stated that some members of the Board recently attended a NEPPA conference that included a speaker who refuted the idea of climate change. Mr. Talbot stated that the speaker in question was going against established science and that, as a board, they should issue a statement that they do not agree with the speaker's views, and offered to draft such a document.

Mr. Pacino countered that everyone has a right to express their opinion and that the speaker knew that he would be controversial. Mr. Talbot stated that it was their responsibility as a board to raise objections as to the inclusion of such a presenter. Ms. O'Brien sought to clarify as to why Mr. Talbot believed that NEPPA had endorsed the speaker and whether it was due to the fact that they invited him.

Mr. Talbot said that he wants the board to be above its trade group and that he wants to make a statement about the fact that a climate denialist was presenting.

Ms. O'Brien suggested that the Board write a letter to NEPPA stating that they found it curious that they would invite a speaker who was endorsing views that are the opposite of proven scientific theory.

Mr. Talbot agreed with this course of action and will draft a letter.

Schedule Next Meeting

No meeting scheduled.

Motion to Adjourn

At 7:30 p.m. Mr. Pacino made a motion seconded by Mr. Hennessy to adjourn the meeting.
Motion carried 3:0:0.