



Town of Reading Meeting Minutes

Board - Committee - Commission - Council:

RMLD Board of Commissioners

Date: 2022-05-03

Time: 5:30 PM

Building: Reading Municipal Light Building

Location: Winfred Spurr Audio Visual Room

Address: 230 Ash Street

Session: Open Session

Purpose: General Business

Version: Final

Attendees: **Members - Present:**

Marlena Bitá, Chair; Philip Pacino, Vice Chair; John Stempeck, Commissioner; David Talbot, Commissioner; Robert Coulter, Commissioner.

Members - Not Present:

Others Present:

RMLD Staff: Coleen O'Brien, General Manager; Janet Walsh, Director of Human Resources, Hamid Jaffari, Director of Engineering & Operations; Gregory Phipps, Director of Integrated Resources; Wendy Markiewicz, Director of Business Finance; Erica Morse, Executive Assistant; Thomas Schibilio, Electric Mechanical Maintenance Worker; Paul McGonagle, Facilities Manager.

Citizens' Advisory Board: Ken Welter, Lynnfield.

Minutes Respectfully Submitted By: Philip Pacino, Secretary Pro Tem

Topics of Discussion:

1. Call Meeting to Order

Chair Bitá called the Board of Commissioner's (BoC) meeting to order at 5:30 PM and announced that the meeting would be held remotely on Zoom and streamed live on RCTV and YouTube.

Opening Remarks and Introductions

Chair Bitá read the RMLD BoC Code of Conduct and asked all remote attendees to identify themselves.

Commissioner Stempeck, BoC, and Ken Welter, Citizens' Advisory Board (CAB), participated remotely.

Vice Chair Pacino served as Secretary at the meeting.

Chair Bitá welcomed Ken Welter, the new CAB member representing Lynnfield.

2. Executive Session

At 5:40 PM, Vice Chair Pacino made a **motion**, seconded by Commissioner Talbot, move that the Board of Commissioners go into Executive Session pursuant to Massachusetts G.L. c.164 section 47D, exemption from public records and open meeting requirements in certain

instances, to discuss the deployment of security personnel or devices, or strategies with respect thereto; and to conduct strategy sessions in preparation for negotiations with nonunion personnel or to conduct collective bargaining sessions or contract negotiations with nonunion personnel; and return to regular session, for the sole purpose of adjournment. Note: Roll call vote required.

Motion Carried: 5:0:0 (5 in favor) Roll Call: Chair Bitá, Aye; Vice Chair Pacino, Aye; Commissioner Stempeck, Aye; Commissioner Talbot, Aye; Commissioner Coulter, Aye.

The BoC relocated to the GM Conference Room for Executive Session.

After discussion in Executive Session the BoC returned to Regular Session.

3. Call Meeting to Order – Return to Regular Session

At 6:28 PM the BoC returned to Regular Session in the AV Room and Chair Bitá called the BOC meeting to order.

4. Public Comment

Chair Bitá stated that in the interest of time, public comment will be limited to comments prior to the start of the interviews. There was no comment from the public during this meeting.

5. Interview Interim/Acting General Manager Candidates

The BoC conducted interviews for the Interim/Acting General Manager Position with the following candidates: Hamid Jaffari, Director of Engineering and Operations; Gregory Phipps, Director of Integrated Resources; and Wendy Markiewicz, Director of Business Finance.

Chair Bitá explained the interview guidelines. Each interview was allotted 1 hour. The candidates were asked six questions with 7-8 minutes to answer each question. The remaining time allowed for candidates to communicate any additional information.

The minutes are not verbatim.

The core interview questions, asked of each candidate, were as follows:

- Question 1 Commissioner Pacino: Explain a time where you "made it happen" to complete an urgent task and deliver results. What challenges did you have to overcome? How would this relate this experience to being the IGM at RMLD?
- Question 2 Commissioner Stempeck: What do you see as the one or two major challenges RMLD faces, and how would you address those challenges?
- Question 3 Commissioner Talbot: Describe a typical workday at RMLD. How do you interact with colleges and coworkers in the workplace?
- Question 4 Commissioner Coulter: Talent acquisition and management is becoming increasingly difficult. How would you inspire all employees to ensure that they feel valued and work as a team? What steps would you follow to ensure securing the best hires to fill vacancies? How do you incentivize talent to stay?
- Question 5 Commissioner Bitá: How would you effect a culture change in an organization? How do you see the relationship between the GM and a healthy company culture? How can the Board of Commissioners support a positive company culture with the 4 towns serviced by RMLD?
- Final Question: Why do you want this job? Why do you believe you are the best candidate for this position?

Hamid Jaffari, Director of Engineering and Operations (E&O).

Hamid Jaffari was the first candidate to interview for the Interim/Acting General Manager Role.

Hamid provided answers to the pre-determined questions (listed on page 2). The minutes captured below reflect a summary of highlights for each question.

- Question 1
 - Example - installation of a 2.5 megawatt generator / peak shaving unit.
 - Being a leader who has a vision, enacts a plan, and develops strategy.
 - Understanding industry trends and insight to where the industry is going.
 - Making informed decisions on behalf of the rate payers.
 - Making informed decisions on behalf of the employees and public safety.
 - Identifying talent and resources for successful team building.
 - Continuously engaging in self-education and making informed decisions.
 - Drawing on experience and motivation.
- Question 2
 - Electrification, load growth, and renewables.
 - Strategizing within the volatile energy market.
 - Transitioning to full net zero by 2050.
 - Upholding system reliability, low-cost power, and flexible rates.
 - Building RMLD's infrastructure to handle the significant load increase.
 - Securing contracts with class 1 recs and retiring/buying certificates.
- Question 3:
 - Holding biweekly staff meetings.
 - Encouraging transparency through concise communication and clear expectations.
 - Implementing assessments to understand employee capabilities and skills.
 - Managing teams and projects according to individual capabilities and project type.
 - Acting as a successful coach, trainer, and educator with 25 years of experience.
 - Setting team members up for success and having a "team mentality".
 - Traveling frequently to substations and going out in the field to ensure safety, productivity, and quality.
 - Utilizing skills as an engineer; assisting with everything from design to project coordination and planning.
 - Continuously looking for ways to educate staff and increase efficiency.
 - Implementing maintenance programs which has saved millions of dollars for the ratepayers.
- Question 4:
 - Motivating employees as a manager.
 - Networking through LinkedIn and schools.
 - Educating people on benefits of working in the industry and the public sector.
 - Addressing individual needs and providing a sense of accomplishment.
 - Identifying talent and talent management.
 - Facilitating the exchange of ideas and collaboration.
 - Highlighting community involvement.
 - Implementing employee education and training programs.
 - Challenging and educating employees to increase feelings of pride.
- Vice Chair Pacino asked a question regarding the approach to the finance side of the company.
 - Maintaining a strong relationship with the Business Finance and IRD teams.
 - Example- providing FERC accounting training to engineers.

- Vice Chair Pacino asked a question regarding familiarity with the financial statements.
 - Examples - OPEB funds; sick buy back; pension; current/non-current financials and liabilities; capital budget; depreciation; operational funds and transfers; municipal bonds; six-year plan; budgeting.
 - Knowing the difference between above and below the line.
 - Dealing with out-of-control influences (supply chain demand).
- Question 5
 - Utilizing outside consultants to advise on culture improvements.
 - Identifying areas and behaviors that need to be changed/modified.
 - Facilitating collaboration between management, staff, and BoC to drive culture change and create a cooperative environment.
 - Maintaining great relationships with the communities RMLD serves.
 - Listening to the needs of the communities and addressing those needs.
 - Ensuring communities are a part of the decision-making process.
 - Providing solutions to obstacles, issues, and challenges.
- Final Question
 - Providing coverage and performing all duties (aside from signing contracts) when the General Manager is out.
 - Bringing over 30 years of management and industry experience.
 - Managing two-thirds of the organization as Director of E&O.
 - Maintaining a successful track record in management and leadership.
 - Understanding of power supply contracts and financials.
 - Operating as a visionary who comprehends the future direction of the industry and leading people to that vision.
 - Understanding market changes and dynamics.
 - Supporting the shift towards "going green" and renewables.
 - Upholding a strong network of key players in the industry.
 - Behaving as a planner who is a proactive strategist verses a reactive one.
 - Implementing cost savings and automation.
 - Understanding of the system, its reliability, and resiliency.
 - Involving the team in the decision-making process.
 - Building successful teams.
- Commissioner Talbot asked Hamid to provide an example of when team input influenced (or did not influence) management action.
 - Example - distribution automation.
 - Collaborating and discussing team member ideas throughout the process.
 - Convincing management why an idea would be more successful, utilizing information backed by research and best practices.
- Vice Chair Pacino asked a question regarding the balance between the best interest of the rate payers/ rates with the finances of retiring recs etc.
 - Collaborating with the IRD team, specifically with retiring verses selling recs and ensuring a balance with rate increases.

Gregory Phipps, Director of Integrated Resources (IRD)

Gregory Phipps was the second candidate to interview for the Interim/Acting General Manager Role.

Greg provided answers to the pre-determined questions listed above. The minutes captured below reflect a summary of highlights for each question.

- Question 1
 - Example - generators at Braintree Electric.
 - Employing successful problem-solving.

- Keeping the vision and goal intact while finding a compromise that satisfies all parties.
 - Looking through challenges and obstacles to realize a solution.
 - Facilitating resources to get things done within the context of a changing external world.
- Commissioner Stempeck asked a follow up question relative to performing a rapid response in respect to power supply contracts.
 - Example - power supply contract with an urgent need for BoC approval.
 - Working aggressively to secure non-carbon contracts (specifically hydro) in the context of the 2050 climate law and limited available non-carbon generation resources.
 - Utilizing and maintaining strong relationships with vendors.
 - Knowing how the organization works and who needs to be involved to facilitate rapid responses.
 - Vice Chair Pacino asked a question relative to how RMLD dealt with Palmer Biomass.
 - Revising Policy 30 provides clear guidance and direction in terms of what RMLD is trying to do.
 - Crafting creative solutions to exit the contract by taking advantage of current market opportunities.
 - Moving forward RMLD will continue to provide the BoC with a clear idea of decarbonization strategy as we complete the initial transition phase.
 - Question 2
 - HR/Personnel related - recruiting, retention, training coordination.
 - Continuing progress with breaking down silos.
 - Synchronizing the senior management team (partially driven by metrics).
 - Managing to get results through regular meetings with action items, due dates and next meeting scheduled.
 - Setting the vision and ensuring clarity of the strategy going forward.
 - Vice Chair Pacino asked a follow up question on being the right person to handle said challenges.
 - Drawing on background and experience in starting companies from scratch across industries and growing businesses in dynamically changing industries.
 - Laying out and communicating a vision and providing guidance and encouragement.
 - Recruiting, motivating, and training teams.
 - Measuring goals and milestones.
 - High energy and contagious enthusiasm.
 - Question 3
 - Impromptu daily syncs with the team.
 - Identifying 3-4 key things to accomplish.
 - Providing milestones without micromanaging.
 - Ensuring clarity on short and long term needs and goals.
 - Conceptualizing using white boards and promoting collaboration.
 - Reducing the length of meetings (30 minutes or less).
 - Spending time in all departments, engaging other departments in problem solving, going the them, in person.
 - Conducting in person and frequent one on one meetings; utilizing teams when appropriate.
 - Extending appreciation, thanks, and encouragement daily.
 - Vice Chair Pacino asked a question regarding interactions with business and finance.
 - Engaging with the accounting team daily, rebates, incentives, IRD budgets, power supply wires.
 - Working extensively with billing on issues, opportunities, and rates.

- Understanding that power supply is nearly 3/4 of the overall budget.
- Identifying finance as a key metric of business health and progress.
- Question 4:
 - Communicating efficiently and clearly.
 - Identifying the expectation, desired output, and scheduled milestones.
 - Providing encouragement and gratitude.
 - Working closely with HR to address the challenge of filling vacancies and taking an active part in recruiting.
 - Finding creative ways to position RMLD by showing dynamic energy and what it means to work in a utility now.
 - Building and creating something different, a new RMLD.
 - Engaging in personal networking, which resulted in a few recent hires.
 - Communicating that RMLD is a non-traditional, cool place to be, with an energy/enthusiasm to get things done and have fun doing it.
 - Encouraging people to stay longer by ensuring they feel appreciated.
 - Confirming appropriate compensation from a salary perspective.
 - Constructing roles to be challenging while providing encouragement in a positive way.
 - Helping people feel the energy, emotion, and excitement at RMLD.
- Question 5
 - Fostering the positive relationship between the BoC and GM. Be mutually supportive with an understanding of the impact of how the internal organization views that relationship.
 - Understanding that everyone has a different style.
 - Providing encouragement to do something better and more efficiently.
 - Examples – one touch; rate process streamline; software cycle time; filling power supply.
 - Providing enough detail to give direction.
 - Removing steps out of the process to make it faster.
 - Thinking creatively and out of the box.
 - Example - implementing a process with the Town of Reading for solar.
 - Holding frequent meetings with Town Managers and laying out a series of milestones.
 - Example – North Reading School Board; Lynnfield EV Chargers.
 - Recognizing that every town has different operations, opportunities, and personalities.
 - Drawing on “people person” temperament.
 - Communicating that RMLD is here to serve the customers and the towns, and town leadership is part of that.
- Chair Bitz asked a question regarding how the BoC can support a positive company culture.
 - We are entering a transition point where the BoC gains a better sense of what is going on externally and internally with each discussion.
 - Continuing to provide support.
 - Asking good questions.
 - Providing an alternative perspective.
 - Sharing the key things that the BoC wants RMLD to do and hearing the GM vision on where RMLD needs to be.
 - Collaborating and laying out a roadmap.
 - Setting guardrails and allowing RMLD to run the business within those guardrails.
 - Ongoing communication and collaboration inclusive of the RMLD staff.
- Commissioner Talbot asked a question relative to addressing the shifting Peak and engaging the towns and BoC to support with the effort to change behavior.
 - Setting rates to encourage people to modify behavior.

- Broadening communications to provide customers with more tools.
 - Example - mobile app for customers.
 - Putting control and feedback in customer hands.
 - Implementing aggressive outbound communications via new Communications Manager.
 - Communicating more frequently and concisely.
 - Designing rebate programs to modify behavior.
 - Increasing communications and synchronizing with the towns.
 - Utilizing existing communication platforms within each town to convey messages in multiple locations.
 - Working with the towns as mechanisms to make things happen.
- Vice Chair Pacino asked a question regarding a sustainability director being a part of the RMLD.
 - Recommending that the position be an RMLD individual.
 - Considering the breadth of sustainability.
 - Setting direction and being part of the communication mechanism.
- Commissioner Coulter asked a question relative to incorporating the engineering/operations processes, procedures, and personnel.
 - Drawing on Electrical Engineering background.
 - Experience examples – installing generation systems; design work; energy efficiency work as 7Quad.
 - Understanding and having a vision in terms of what the network looks like.
 - Working extensively with the E&O team on various projects.
 - Collaboration example – primary metering, combining policy and technology.
 - Envisioning more in territory generation, bi-directional distribution network, and storage systems.
 - Collaborating on plans, implementation, and encouraging communication.
- Commissioner Talbot asked a question relative to EV charging and the ability of the utility to start and stop charging a car.
 - Motivating customers financially through rates as to when they should and should not be charging.
 - Confirming that RMLD never intends to prevent customers from charging EVs.
 - Investigating the scenario where batteries built into EVs would discharge verses charge while plugged into the network (vehicle to grid).
- Final Question
 - Having a clear direction on where to take the organization.
 - Possessing the credibility and respect of team members.
 - Holding recommendations from other GM's from other innovative utilities who understand what is involved with being an MLP GM.
 - Displaying drive, enthusiasm, and energy.
 - Taking advantage of external opportunities and accelerating to create a new RMLD.
 - Upholding a great reputation with customers and town leadership.
 - Drawing on cross industry experience in various roles.
 - Experience examples – customer facing, technology, product development, raising capital, setting up chart of accounts, cash management.
 - Possessing the skill-set necessary to lead the organization.
 - Having the vision to point into the future and the passion to drive it.
- Vice Chair Pacino asked a question relative to addressing fraud.
 - Putting processes in place ahead of time to avoid the fraud.
 - Processes example - ASHP rebate process changes.
 - Working closely with the accounting team in developing and implementing the process.

- Confirming and quantifying that the Fraud took place.
- Acting quickly to plug the hole.
- Getting advice in terms of reclaiming dollars and what needs to be done from a legal perspective.
- Taking care of customers as a key priority.
- Ensuring that the fraud claim is handled by the appropriate prosecutor.
- Upholding the reputation that RMLD has zero tolerance for fraud.
- Implementing an ongoing process to review data and identify any issues.

Wendy Markiewicz, Director of Business Finance

Wendy Markiewicz, Director of Business Finance, was the third and final candidate to interview for the Interim/Acting General Manager Role.

Wendy responded to the pre-determined questions (listed on page 2). The summary below provides highlights of the answers to each question.

- Question 1
 - Example - COVID 19 pandemic.
 - Transitioning to a remote workplace.
 - Continuing to meet deadlines despite capacity restrictions and employee disbursement.
 - Empowering staff.
 - Implementing electronic signature system.
 - Instilling cooperation and ensuring deadlines despite the capacity restrictions that were in place.
 - Having the ability to think on your feet.
 - Being confident in the moment.
 - Being able to use professional judgement.
 - Empowering the staff.
 - Understanding the value of your team and utilizing those assets.
- Question 2
 - Employee morale, retention, and recruitment.
 - Listening to the employees to enable and motivate them
 - Understanding what the employees' biggest challenges are.
 - Considering that natural progression, succession and retirement contributes to losing employees, but so does low morale.
 - Efficiently advertising through word of mouth.
 - Re-examining the qualifications of the current staff and placing them in suitable roles would increase employee motivation.
 - Encouraging staff to mentor and coach newer team members to fill positions.
 - Motivating for momentum and a spark among the workforce.
 - Possessing integrity and delivering information in direct transparent communications.
 - Having the ability to read an audience quickly.
 - Understand strengths and play to those strengths.
 - Maintaining relationships across the departments.
 - Connecting with people and building trust.
 - Understanding the value that each employee possesses and in turn understanding the tools that can be utilized.
- Question 3
 - Addressing any immediate meetings and urgent communications.
 - Connecting with the accounting team immediately.
 - Walking around the building to greet staff.
 - Providing awareness to the team of availability and accessibility.
 - Ensuring to thank staff.

- Commissioner Talbot asked a question relative to how leadership style affects morale.
 - Communicating directly with direct reports.
- Chair Bitz asked about the number of direct reports.
 - Wendy responded 12.
- Vice Chair Pacino asked a question regarding interactions with Engineering and Power Supply.
 - Understanding all financial and business decisions/transactions come through the Director of Business and Finance.
 - Understanding and managing through direct reports' daily interactions with engineering and power supply.
 - Working closely with team to enable collaboration with integrated resources team and ensure process and procedures are following through in a timely manner.
 - Having awareness of all correspondences and the ability to quickly jump in if necessary to problem solve.
 - Examples of collaborative projects - construction jobs, advanced aided construction, joint poll; power supply contracts; wire transfer deadlines; and reconciling power supply.
- Question 4
 - Ensuring that employees, as the organization's biggest assets, feel valued.
 - Realizing that people come first; without the people of this organization there are no customers.
 - Being the leader that the employees need creates feelings of value.
 - Showing integrity in truth and using transparent direct communications.
 - Making connections and building relationships.
 - Reminding employees of what drew them to RMLD initially to reignite passion, motivation, and engagement.
 - Empowering middle management to make decisions.
 - Fostering a cohesive team by ensuring everyone is working in the same direction.
 - Securing best hires by re-evaluating current staff and fill positions in house.
 - Empowering staff and providing them with opportunities.
 - Ensuring that jobs are being advertised on all the correct platforms.
 - Incentivizing talent is not necessarily a number, but a feeling wanting to be here, why you're here, what you do and who you work with.
 - Bringing in leadership with direct communication,
- Vice Chair Pacino asked a question, how do you visualize your "vision" in dealing with the unions
 - Building better relationships with the unions.
 - Gaining a better understanding of what each unit expects and wants in workforce.
 - Addressing needs in the day-to-day verses waiting for negotiations to address needs.
 - Creating more working groups and addressing what the unions want to get across to the RMLD to better incentive staff.
 - Example -sick buy back as an incentive to not take sick days.
 - Increasing numbers in workforce to ensure teams do not feel stressed in their position.
- Vice Chair Pacino asked a question: Have you dealt with unions before?
 - Dealing with unions daily to ensure staff is being paid according to the contract.
 - Being heavily involved with negotiations and labor relations.
 - Working closely with HR to ensure understanding of union agreement terms.

- Maintaining an in-depth knowledge of union agreements and is most well versed.
- Chair Bitá asked a question about employee education.
 - Receiving education based on request, many employees are not motivated.
 - Outlining education and progression through Existing career development plans.
 - Identifying additional opportunities.
 - Increasing training around general education such as a refresher on business standards or dealing with conflict in the workplace.
 - Identifying valuable and productive education for each group and promoting that.
- Question 5
 - Engaging, motivating, and reuniting the workforce.
 - Adding value and ensuring employees understand their value.
 - Example - asking employees to "tell me your value" during the most recent employee evaluation.
 - Elevating healthy company culture by dynamic and effective leadership.
 - Having the ability to communicate and connect.
 - Helping RMLD understand if the current mission and vision is what the RMLD needs.
 - Identifying a vision for people to connect to; if that vision does not exist then there is not going to be a healthy culture.
 - Reevaluating and ensuring that the vision is on target and shared by both the leadership and BoC.
 - Educating the staff on that vision and allowing them to connect to it.
 - Communicating the vision to all communities to ensure understanding of what RMLD is trying to accomplish.
- Chair Bitá asked a question relative to how that message should be delivered.
 - Providing educational information to the Select Boards.
 - Bringing the communities together.
 - Holding RMLD accountable by making milestones as well as, outlining goals and accomplishments.
 - Gaining understanding from the towns relative to what the communities would like to see from RMLD.
 - Identifying what the RMLD is currently missing and start from there when implementing the vision.
- Vice chair Pacino asked a question relative to the development of the Ash Street Property.
 - Providing a great opportunity for the Town of Reading to beautify the area and bring more business to this community.
 - Allowing for benefit to the town and RMLD.
 - Being in favor of change in any way.
 - Implementing responsible decision making that is strategically and methodically thought out.
 - Considering how RMLD staff, fleet, and service time response
 - Connecting the property behind RMLD would allow for a better opportunity for traffic and fleet movement.
- Vice Chair Pacino asked a question regarding a sustainability director being a part of the RMLD.
 - Existing staff within IRD can sustain that already.
 - Considering the development of a position within the existing org structure.
 - Reimagining the thought process on what that position can look like.
 - Dedicating time and resources to such a highly demanding topic and responsibility.

- Such a high demanding topic and responsibility for RMLD that we need dedication to
 - Providing a dedicated staff would be beneficial to move in right direction.
- Commissioner Coulter asked a question regarding how the approach engineering and operations.
 - Working with the environment for 10 years.
 - Understanding of the dynamics and what it takes for RMLD to do things such as set poles.
 - Depending heavily on staff expertise to make that happen.
 - Addressing situations, challenges, or decisions by enlisting the expertise to provide a recommendation.
 - Utilizing professional judgment to understand if something is valid.
 - Ensuring collaboration to make sure everyone on same page.
- Final Question
 - Possessing the leadership skills and abilities.
 - Drawing on education, experience, and expertise, in preparation for this position.
 - Being a part of the environment and organization for over 10 years.
 - Understanding the value that RMLD has in employees.
 - Possessing the integrity and direct transparent communication that it takes to lead the organization down the right path.
 - Holding a unique position that works day in and day out with the GM on business and financial decisions.
 - Possessing strong relationship building.
 - Connecting with people to provide the RMLD with success to move in any direction.
 - Overcoming challenges and enlisting new hire.
 - Starting at RMLD in 1994 as a Co-Op; coming back for the people.
 - Being motivated by the valuable people and what the RMLD provides.
 - Providing the opportunity to lead in a new way.
 - Connecting with people at a different level.
 - Proving the organization has what it takes to move forward and build employee morale.
- Vice Chair Pacino asked a question regarding Fraud.
 - Ceasing operations with the vendor immediately.
 - Being upfront and alerting the auditors that fraud was identified.
 - Alerting the appropriate parties.
 - Seeking legal counsel to ensure that the right steps are taken to mitigate any potential crisis (could affect customer accounts, town business, relationships, and RMLD's reputation).

6. Discussion of the Interim / Acting GM Candidates

Discussion ensued on format and scheduling a future meeting date to discuss final decision for the Interim General Manager Position.

It was decided that at the next open session meeting each commissioner would indicate their first-choice candidate.

It was decided that Executive Session would be held immediately following regular session to discuss compensation.

It was decided that the next Board Meeting to appoint the Interim/Acting General Manager would be held on Friday May 6th, 2022, at 2:30 PM.

7. Adjournment

At 9:30 PM, Vice Chair Pacino made a **motion**, seconded by Commissioner Talbot, move that the Board of Commissioners adjourn regular session. Note: Roll call vote required **Motion Carried: 5:0:0** (5 in favor) Roll Call: Chair Bita, Aye; Vice Chair Pacino, Aye; Commissioner Stempeck, Aye; Commissioner Talbot, Aye; Commissioner Coulter, Aye.

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

Philip B Pacino
Philip B Pacino (Dec 1, 2022 14:52 EST)

Philip B. Pacino, Secretary Pro Tem
RMLD Board of Commissioners