



**READING MUNICIPAL  
LIGHT DEPARTMENT**

**BOARD OF COMMISSIONERS MEETING  
REGULAR SESSION**

**Thursday September 15, 2022,**



## Town of Reading Meeting Posting with Agenda

### Board - Committee - Commission - Council:

RMLD Board of Commissioners

Date: 2022-09-15

Time: 7:30 PM

Building: Reading Municipal Light Building

Location: Winfred Spurr Audio Visual Room

Address: 230 Ash Street

Agenda: Revised

Purpose: General Business

Meeting Called By: Marlena Bitá, Chair

Notices and agendas are to be posted 48 hours in advance of the meetings excluding Saturdays, Sundays and Legal Holidays. Please keep in mind the Town Clerk's hours of operation and make necessary arrangements to be sure your posting is made in an adequate amount of time. A listing of topics that the chair reasonably anticipates will be discussed at the meeting must be on the agenda.

**All Meeting Postings must be submitted in typed format; handwritten notices will not be accepted.**

### Topics of Discussion:

PER GOVERNOR BAKER'S MARCH 10, 2020, ORDER SUSPENDING CERTAIN PROVISIONS OF THE OPEN MEETING LAW, G.L. c. 30A, §20 THIS MEETING WILL BE HELD IN PERSON, REMOTELY AND STREAMED ON RCTV AND YOUTUBE. <https://www.youtube.com/c/RCTVStudios/videos?view=57>.

FOR PUBLIC PARTICIPATION PLEASE EMAIL: [emorse@RMLD.com](mailto:emorse@RMLD.com). INCLUDE YOUR FULL NAME, ADDRESS, AND PHONE #

1. Call Meeting to Order – M. Bitá, Chair  
**Code of Conduct:** The RMLD Board of Commissioners recognizes the importance of hearing public comment, at the discretion of the Chair, on items on the official agenda. Once recognized by the Chair, all persons addressing the Board shall state their name and address prior to speaking. It is the role of the Chair to maintain order in all public comment or ensuing discussion.
2. Public Comment – M. Bitá, Chair
  - Citizens' Advisory Board
  - Liaisons to the RMLD Board
  - Public Comment
3. Report on the CAB Meeting – D. Talbot, Commissioner
4. Approval of Meeting Minutes- **ACTION ITEM**- Attachment 1 - M. Bitá, Chair  
**Suggested Motion:** Move that the Board of Commissioners approve the minutes of the February 16, 2022, and April 8, 2022 meetings on the recommendation of the Interim General Manager.
5. Interim General Manager's Report- Attachment 2 –G. Phipps, Interim General Manager
  - Talent Acquisition and Talent Management

This Agenda has been prepared in advance and represents a listing of topics that the chair reasonably anticipates will be discussed at the meeting. However the agenda does not necessarily include all matters which may be taken up at this meeting.



## Town of Reading Meeting Posting with Agenda

- Salary Survey
  - Flex Time Pilot
  - Summer Intern Outcomes
  - RMLD Customer Payment History
  - Joint Economic Development
6. 2022 NEPPA Annual Conference Report - Attachment 3 – G. Phipps, Interim General Manager
  7. Policy Review – **ACTION ITEM** – Attachment 4 – G. Phipps, Interim General Manager
    - Policy 15 Sexual Harassment  
**Suggested Motion:** Move that the Board of Commissioners approve Policy 15: Sexual Harassment (Revision 4), as presented, on the recommendation of the Interim General Manager.
    - Policy 16 Violence in The Workplace  
**Suggested Motion:** Move that the Board of Commissioners approve Policy 16: Violence in the Workplace (Revision 3) as presented, on the recommendation of the Interim General Manager.
  8. Integrated Resources Report – **ACTION ITEM** – Attachment 5 - G. Phipps, Interim General Manager  
**Suggested Motion:** Move that the Board of Commissioners, on the recommendation of the Citizens' Advisory Board, vote to accept the Interim General Manager's recommendation to execute a contract with FirstLight Power for energy, including associated certificates, from an existing hydro facility in Connecticut, contingent on appropriate environmental justice due diligence.
  9. E&O Report – Attachment 6 - H. Jaffari, Director of E&O
    - Reliability Report and Tree Trimming
  10. Procurement Requests for Board Approval - **ACTION ITEM** - Attachment 7- H. Jaffari, Director of E&O
    - RFQ 2022-33 Eight (8) Electric Vehicle Charging Stations  
**Suggested Motion:** Move that RFQ 2022-33 for eight (8) Level 2 Electric Vehicle Supply Equipment (EVSE) be awarded to: Voltrek, LLC, in the amount of \$74,460.00, pursuant to M.G.L. c. 30B, § 22 as the lowest responsible vendor, on the recommendation of the Interim General Manager.
    - IFB 2022-39 Substation Transformer Testing and Repairs  
**Suggested Motion:** Move to authorize the Interim General Manager to award the contract for IFB 2022-39, Substation Transformer Testing and Repairs, to the lowest responsible and eligible bidder pursuant to M.G.L. c. 30, § 39M, provided that the total price does not exceed \$610,000.
  11. Report of the General Manager Search Committee – D. Talbot, Commissioner

This Agenda has been prepared in advance and represents a listing of topics that the chair reasonably anticipates will be discussed at the meeting. However the agenda does not necessarily include all matters which may be taken up at this meeting.



## Town of Reading Meeting Posting with Agenda

### 12. Interim General Manager Training and Travel – M. Bitá, Chair

- Local Travel for Work Purposes  
**Suggested Motion:** Move that the Board of Commissioners approve travel related expenses not to exceed \$600 a week and to be allocated from the existing budget, for Gregory Phipps as Interim General Manager and Director of Integrated Resources to cover a local hotel if he determines it is necessary to stay local for work purposes.
- ENE Strategic Meeting  
**Suggested Motion:** Move that the Board approve Greg Phipps's travel to, and attendance at, the ENE Strategic Retreat to take place October 24<sup>th</sup>- 25<sup>th</sup>, 2022, to take place in Waterbury, Vermont.

### 13. Scheduling – M. Bitá, Chair

#### **Subsequent Board Meetings**

October 20, 2022, 7:30 PM

November 17, 2022, 7:30 PM

December 22, 2022, 7:30 PM

#### **Proposed Dates**

January 19, 2023, 7:30 PM

February 16, 2023, 7:30 PM

March 16, 2023, 7:30 PM

#### **Joint Economic Development Meeting**

September 20, 2022

### 14. Executive Session – **ACTION ITEM** – M. Bitá, Chair

**Suggested Motion:** Move that the Board of Commissioners go into Executive Session pursuant to Massachusetts G.L. c.164 section 47D, to conduct strategy sessions in preparation for negotiations with nonunion personnel or to conduct collective bargaining sessions or contract negotiations with nonunion personnel and to discuss trade secrets or confidential, competitively-sensitive or other proprietary information provided: in the course of activities conducted by a governmental body as an energy supplier under a license granted by the department of public utilities pursuant to G.L. c. 164, § 1F and return to regular session, for the sole purpose of adjournment. Note: Roll call vote required.

### 15. Adjournment – **ACTION ITEM** – M. Bitá, Chair

**Suggested Motion:** Move that the Board of Commissioners adjourn regular session. Note: Roll call vote required.

#### **BOARD MATERIALS AVAILABLE BUT NOT DISCUSSED**

- Accounts Payable / Payroll Questions through September 9, 2022
- Financial Update – May and June 2022
- Surplus and Scrap Material Report July and August 2022
- Communications Update

**APPROVAL OF MEETING MINUTES**

**FEBRUARY 16, 2022**

**APRIL 8, 2022**

**ATTACHMENT 1**



# Town of Reading Meeting Minutes

2016-09-22 LAG

## Board - Committee - Commission - Council:

RMLD Board of Commissioners

Date: 2022-02-16

Time: 7:02 PM

Building:

Location:

Address:

Session: Open Session

Purpose:

Version: Draft

### 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; Erica Morse, Executive Assistant. Presenter: Nicholas J. Scobbo, Ferriter Scobbo & Rodophele PC

**Minutes Respectfully Submitted By:** Philip Pacino, Secretary Pro Tem

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## Topics of Discussion:

### 1. Call Meeting to Order

Chair Coulter called the meeting to order at 1:30 PM and announced that the meeting would be held on Zoom and streamed live on RCTV and YouTube.

### **Opening Remarks and Introductions**

Chair Coulter read the RMLD Board of Commissioner's code of conduct and asked all remote attendees to identify themselves.

Vice Chair Pacino served as Secretary at the meeting.

### 2. Determination of Uniqueness for Property

Coleen O'Brien, General Manager, reported on the Determination of Uniqueness.

Due to the uniqueness of the property, RMLD did not go out looking for land. According to the law, the Determination of Uniqueness must be signed and advertised for 30 days.

The General Manager noted the importance of timing in the land purchase process. The LOI has been signed; RMLD is waiting on the draft purchase and sale agreement. Once received, the Department has ten days to negotiate the purchase and sale, then 90 days to complete the due diligence. The 30 days for advertising must be completed prior to signing the purchase and sale.

The General Manager spoke with the Town Manager and attorney, who noted that the RMLD may not have to go to Town Hall to approve the land purchase. The General Manager noted that Chris Pollart, KP Law, advised that in the Charter there is no exemption for RMLD; other MLPs may have exemptions.

One benefit of bringing the purchase to Town Meeting is that if RMLD were to dissolve, the property would become town land. In that situation, bringing this to Town Meeting would be an important step to have record of.

The General Manager would not be asking the town for approval to use the \$4 M to purchase the land. However, a memo will be sent to the Town, outlining the justifications for the land purchase, in preparation for the Special Town Meeting in May.

Chair Coulter stated that there is a risk going to Special Town Meeting because of the chance that there will be no quorum.

Chair Coulter asked about the legal opinion which recommends going to Town Meeting regarding a land purchase. Commissioners Coulter, Stempeck, and Talbot agreed that going to Town Meeting for approval may not be necessary and requested to look further into the requirements. It was suggested that RMLD inform the town rather than request approval.

It was decided that the General Manager would get a second legal opinion from Nick Scobbo on the matter.

Commissioner Talbot asked for a recap of the history of RMLD's efforts to secure the land and what the budgetary impacts have been over the years, comparatively. The General Manager agreed to this request and noted that when the search for land began, the cost was \$100 K per acre; now, the cost is \$1M per acre based on market value.

Chair Coulter asked a question about the substation; The General Manager presented Attachment 2 and responded that the substation has 6 feeders. Commissioner Coulter stated that the piece of land is of adequate size.

Vice Chair Pacino made a **motion**, seconded by Commissioner Stempeck, move that the RMLD Board of Commissioners approve the Determination of Uniqueness of property and waive the publication requirements of M.G.L. Chapter 30B § 16, with respect to the acquisition of land located at 326 BALLARDVALE STREET, WILMINGTON, MA 01887.

**Motion Carried:** 5:0:0 (5 in favor; 0 opposed)

Roll Call: Chair Coulter, Aye; Vice Chair Pacino, Aye; Commissioner Stempeck, Aye; Commissioner Talbot, Aye; Commissioner Bitra, Aye.

### 3. Adjournment

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**Motion Carried:** 5:0:0 (5 in favor; 0 opposed)

Roll Call: Chair Coulter, Aye; Vice Chair Pacino, Aye; Commissioner Stempeck, Aye; Commissioner Talbot, Aye; Commissioner Bitra, Aye.

#### *Documents Used*

2022-04-08 RMLD Board of Commissioners Regular Session Packet  
Board Packet Attachment 1 "Determination of Uniqueness" (Item 2)

#### *Documents Presented During the Meeting*

PDF, Attachment 2 "326 Ballardvale street, Wilmington, MA Map" (Item 2)



# Town of Reading Meeting Minutes

2016-09-22 LAG

## Board - Committee - Commission - Council:

RMLD Board of Commissioners

Date: 2022-04-08

Time: 1:30 PM

Building:

Location:

Address:

Session: Open Session

Purpose:

Version: Draft

### 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; Erica Morse, Executive Assistant.

**Minutes Respectfully Submitted By:** Philip Pacino, Secretary Pro Tem

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**INTERIM GENERAL MANAGER'S REPORT**  
**ATTACHMENT 2**



# Interim General Manager Update

*Presented to the  
Board of Commissioners and  
Citizens' Advisory Board*

15 September 2022

# Outline

Talent Acquisition and Talent Management

Salary Survey

Flex Time Pilot

Summer Intern Outcomes

RMLD Customer Payment History

Joint Economic Development

# Talent Acquisition and Development

*6 moves/promotions, 13 new hires (1 July and 30 Sep 2022)*

July (4 promotions, 2 hires)

- Promotions – Asst General Foreman, 3 X Leader Lineman
- Hires – Facilities Maintenance Worker, Technology Support & Systems Analyst

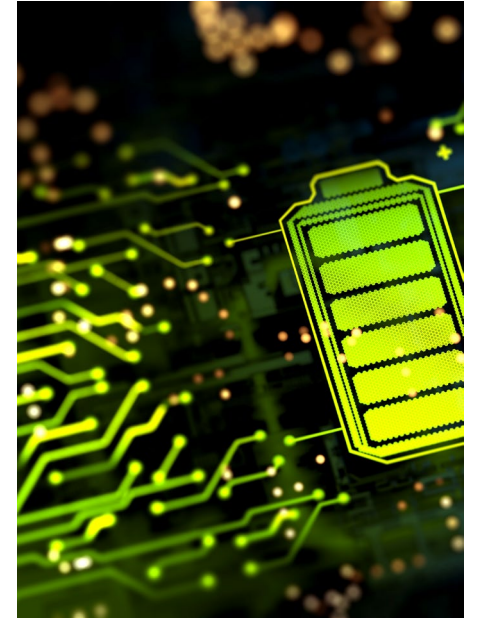
August (1 move, 5 hires)

- Move – Customer Billing Specialist
- Hires – 2 X Substation Technicians, 3 X Apprentice Lineman

September (1 move, 6 hires)

- Move – GIS Specialist (new position)
- Hires – 2 X Apprentice Lineman, Facilities Manager, Director of IT, Director of Finance & Accounting, Assistant Director of IRD

10 openings in process of being filled



*Promotions/moves and new hires **energizing** entire team, enabling more accomplishments, adding new skills and perspective*

# Team Management / Leadership

## External salary survey

- Kickoff with NFP project manager on 1 Sep 2022; complete by year-end
- Salary benchmarks for non-line operations positions (1H23 forecast)
- MEAM survey for line operations positions

## Employee survey

- Nameless, simple, soon
- Free platforms could be adapted, but survey Qualtrics is best option
- Carefully refine questions (allow for comments)
- Conduct in November

## Flex time program

- Very positive employee feedback of summer pilot
- Extended through Dec 2022
- Customer front window open 4 days (7:30 to 5:30, Monday – Thursday)
- Adding Flextime for line ops, grid asset, engineering teams



# Summer Intern Program – Great Success

## Summer program purpose

- Introduce RMLD and industry to potential future employees
- Create positive reputation at host schools
- Complete internal projects

## Summer 2022 project highlights

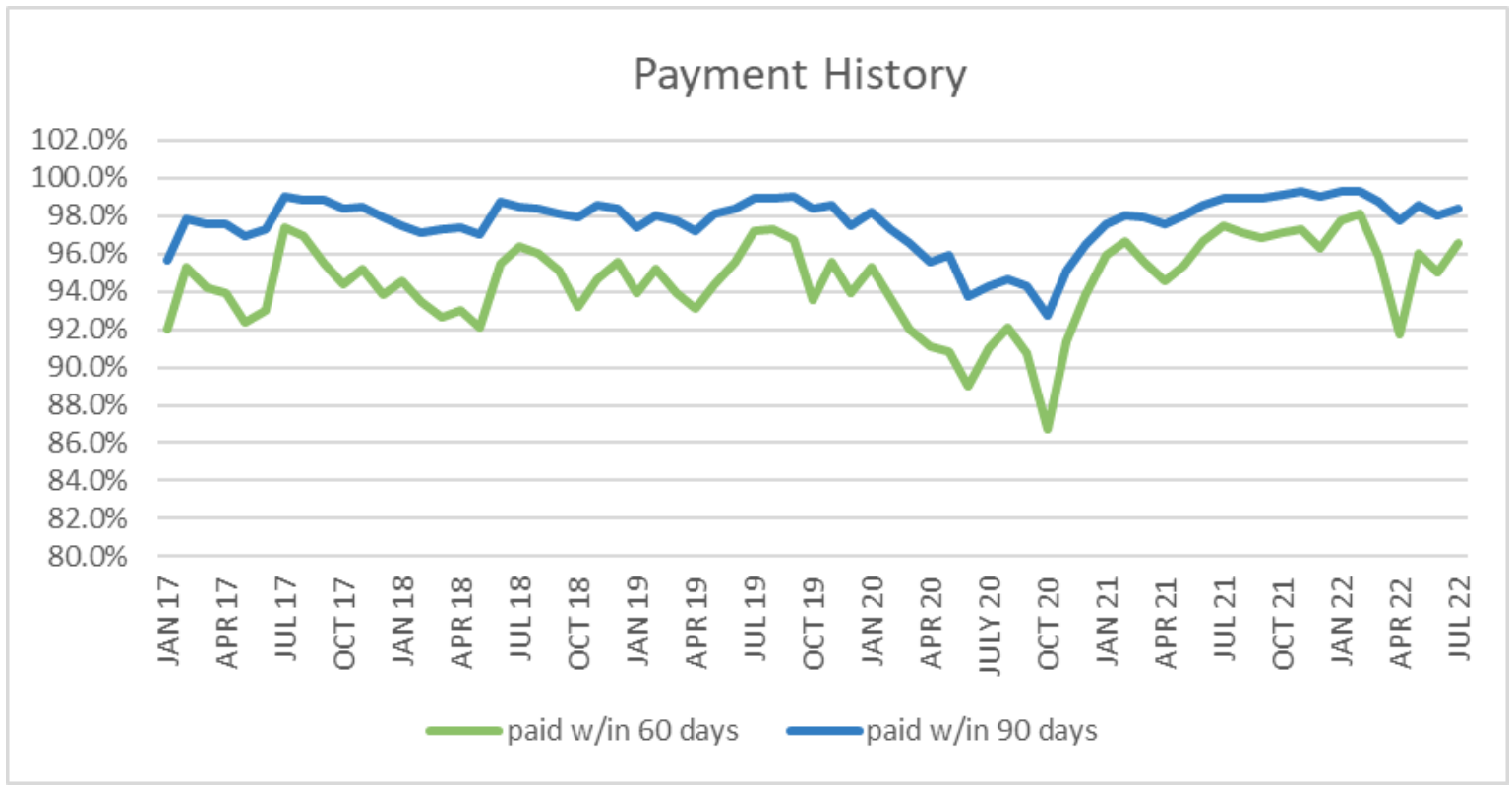
- ASHP load impact
- EV load impact
- Hydrogen as alternate generation
- Solar PV site research
- Mobile app benchmarking
- PCE vs CPI indexing analysis
- ...



*3 summer interns and RMLD analyst at Cabot Turner Falls hydro*

*Great success for Summer Interns and RMLD (learning, value add, recruiting)*

# RMLD Payment Aging



RMLD offers 15% prompt payment discount (excludes purchase power which is a pass through)

RMLD offer LIHEAP to ~200 customers (financial bill pay assistance)

98.5% w/in 90 days  
Jan 2021 – Jul 2022

96.2% w/in 60 days  
Jan 2021 – Jul 2022

LIHEAP, Good Neighbor Energy Fund, local church and charity services

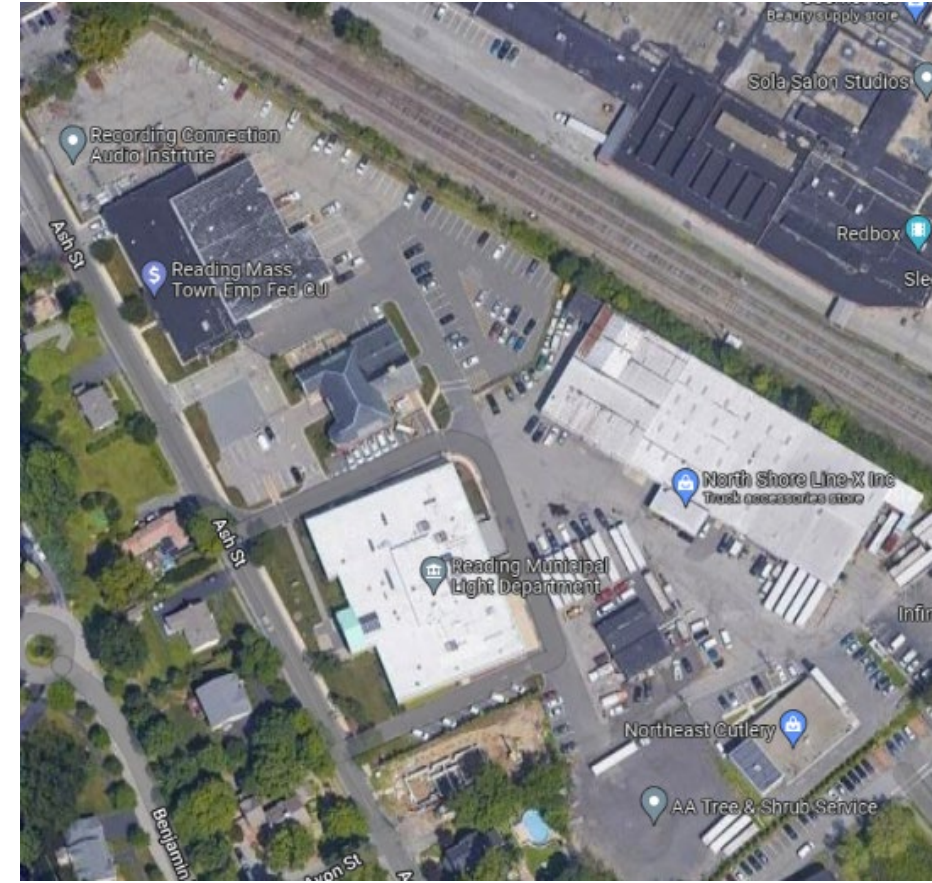


# Joint Economic Development

Proactive support of economic development of Ash Street Campus

Follow-up meetings with Town of Reading and Ash Street Campus owners

RMLD to host on-site neighborhood focused meeting 6 Oct 2022, 7:00 – 9:00 pm (Town of Reading is event organizer)



Thank You

**Businessweek**

**+ Equality**

# A 'Tsunami of Shutoffs': 20 Million US Homes Are Behind on Energy Bills

Surging electricity prices spur worst-ever crisis in late utility payments.



About 1 in 6 American households are behind on their utility bills, the highest number on record, according to the National Energy Assistance Directors Association. *Photographer: Michael Nagle/Bloomberg*

By [Will Wade](#) and [Mark Chediak](#)

August 23, 2022 at 6:30 PM EDT *Updated on August 23, 2022 at 8:05 PM EDT*

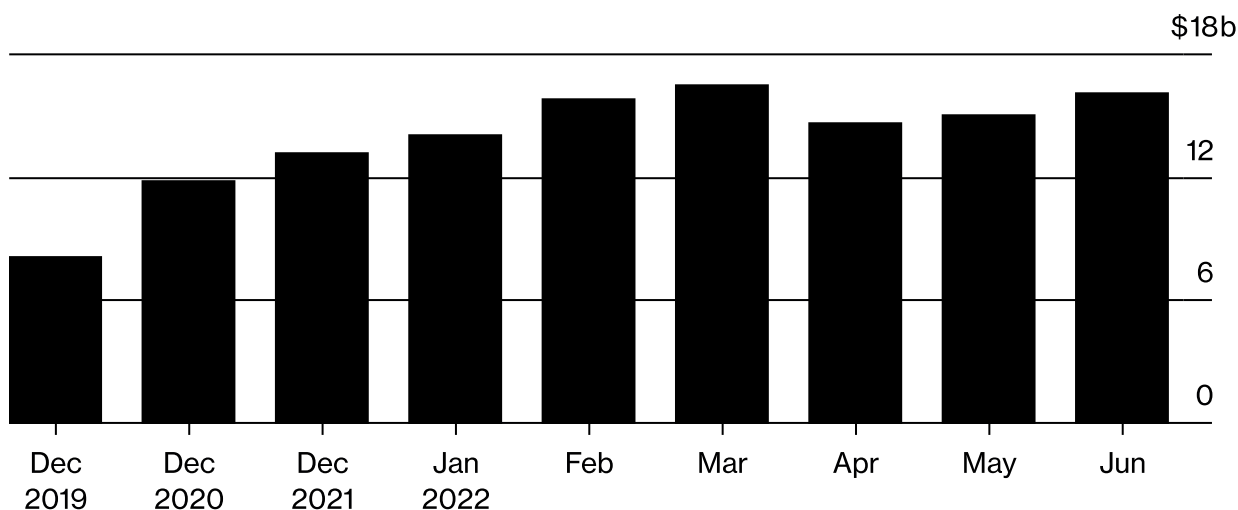
Adrienne Nice woke up early on the morning of July 25 to news she'd been dreading. The power company, [Xcel Energy Inc.](#), had shut off the electricity to the small Minneapolis apartment she shares

with her teenage son, just as a heat wave was bearing down on the city.

Nice had been struggling financially ever since the pandemic hit, racking up more than \$3,000 in past-due utility bills. The warnings she'd gotten on her monthly statement—"FINAL NOTICE" scrawled in big, bold letters—had prepared her to some degree, but it was still jarring to find the fridge dark and the air conditioner silent. With temperatures set to reach 95F (35C) in the coming days, she needed the power back on, and fast.

The Nice household is one of some 20 million across the country—about 1 in 6 American homes—that have fallen behind on their utility bills. It is, according to the [National Energy Assistance Directors Association](#) (Neada), the worst crisis the group has ever documented. Underpinning those numbers is a blistering surge in electricity prices, propelled by the soaring cost of natural gas.

## Total US Overdue Utility Balance



Source: National Energy Assistance Directors Association

The power bill crisis is [even more acute in Europe](#), where the spike in natural gas prices has been far greater in the wake of Russia's invasion of Ukraine. Policymakers there have sprung into action, throwing billions of euros in aid at struggling families to help them pay bills. There's been no meaningful talk of doing anything on a similar scale in the US, where the hand-wringing has been dedicated, as always, to the gyrations of gasoline prices at the pump.

Utility shutoffs can have deadly consequences, though, a risk that's becoming more palpable as summer heat [shatters records](#). Already gut-punched by soaring prices for just about everything, more and more people are facing a choice among food, housing, and keeping the power on. "I expect a tsunami of shutoffs," says Jean Su, a senior attorney at the Center for Biological Diversity, which tracks utility disconnections across the US.



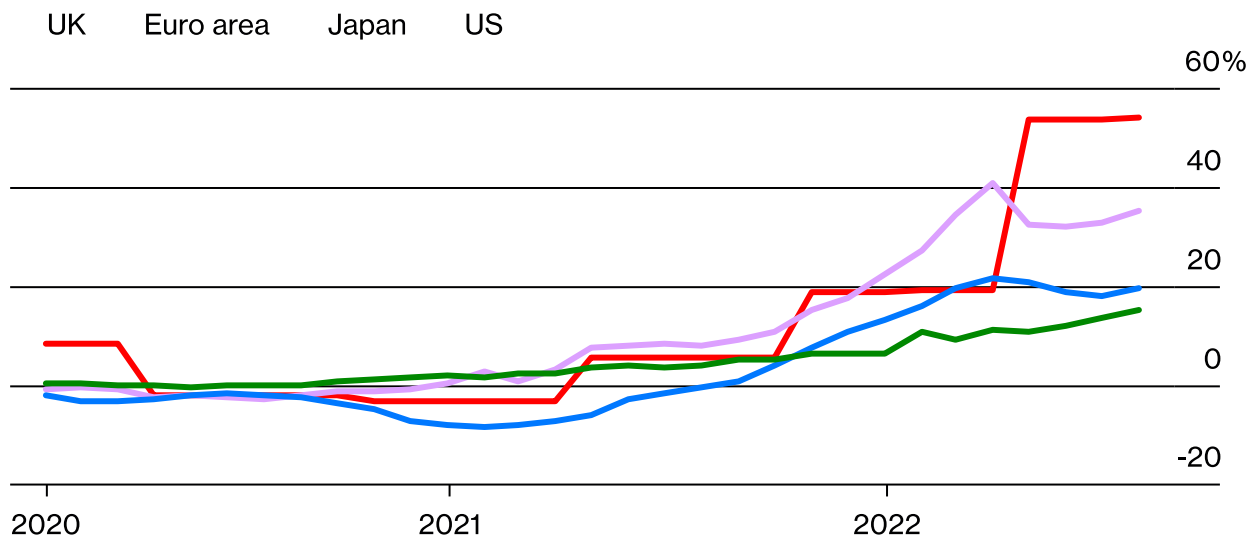
Germany put a levy of \$296 on households to pay for natural gas and asked citizens, municipalities, and industrial consumers to save energy. *Photographer: Krisztian Bocsi/Bloomberg*

Nice, 45, is a housecleaner. Her work dried up almost overnight when Covid-19 swept through Minnesota in early 2020. Things are picking up again, but inflation is eating into the money she makes. Just filling up her old Saturn sedan to drive from house to house now costs about \$50 a week.

She found it impossible to set aside enough money for utilities, especially as her power bill effectively doubled over the past year. A friend who used to live in the apartment along with her two kids moved out in mid-2021. But though Nice's household is using less electricity, she's still getting charged about the same amount per month—\$244, on average. “I just don't understand how electricity can be so high,” she says.

## **Household Electricity Prices**

Year-over-year change



Source: Consumer price index data compiled by official statistics agencies

California's PG&E Corp. has seen a more than 40% jump since February 2020 in the number of residential customers behind on payments. For New Jersey's Public Service Enterprise Group, the total is up more than 30% for customers at least 90 days late—and that's just since March.

The average price consumers pay for electricity surged 15% in July from a year earlier, the biggest 12-month increase since 2006. Regulation of electricity rates makes it hard for providers to immediately pass on higher fuel costs, so the recent hikes may be just the start.

The US is waking up to a problem that's plagued other parts of the world since last year. In Germany, the government slapped a levy of \$296 on households to pay for natural gas as Russia squeezes energy flows to Europe after the invasion of Ukraine. In the UK, government support for energy bills doubled, to \$482 for every household starting in October, but prices are rising so fast that the support might not be enough. More than 100,000 people have signed a pledge from campaign group Don't Pay UK to cancel their direct-debit energy payments beginning in October.



Demonstrators gathered outside the Glasgow headquarters of ScottishPower in August to protest the rise in energy prices and the cost of living. *Photographer: Jeremy Sutton-Hibbert/Alamy*

In Japan and Thailand, electricity bills are surging as the countries grapple with expensive fuel costs that have been made worse by their slumping currencies. Pakistan and Bangladesh, falling short in the global competition for costly fuel, have suffered from rolling blackouts and increasing power bills.

In the earlier days of the pandemic, some states and utilities halted power disconnections, shielding customers like Nice who'd fallen on hard times. But those measures wound down just as inflation gathered steam. US households owe about \$16 billion in late energy bills, double the pre-pandemic total, according to Neada. The average balance owed has climbed 97% since 2019, to \$792. "The bills just aren't affordable," says Mark Wolfe, Neada's executive director. "People on the bottom, they can't pay this."

For investor-owned US utilities, the financial repercussions of accumulating debt from unpaid customer bills are typically limited. That's because state regulators often allow utilities to recover their losses by adding a charge for customers who are paying their bills, or taxpayers help pick up the tab.

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# One story you'll want to talk about. One story you'll want to talk about. One story you'll want to talk about.

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In Nice's case, her power was out for only three days; the nonprofit Citizens Utility Board of Minnesota helped her negotiate a payment plan with Xcel. Her experience is common: Utilities shut off customers only as a last resort, according to Xcel. About 80% of US utility customers who experience a shutoff will have service restored in a few days, Wolfe says. The remaining 20%, though, may be close to eviction or on the verge of homelessness.





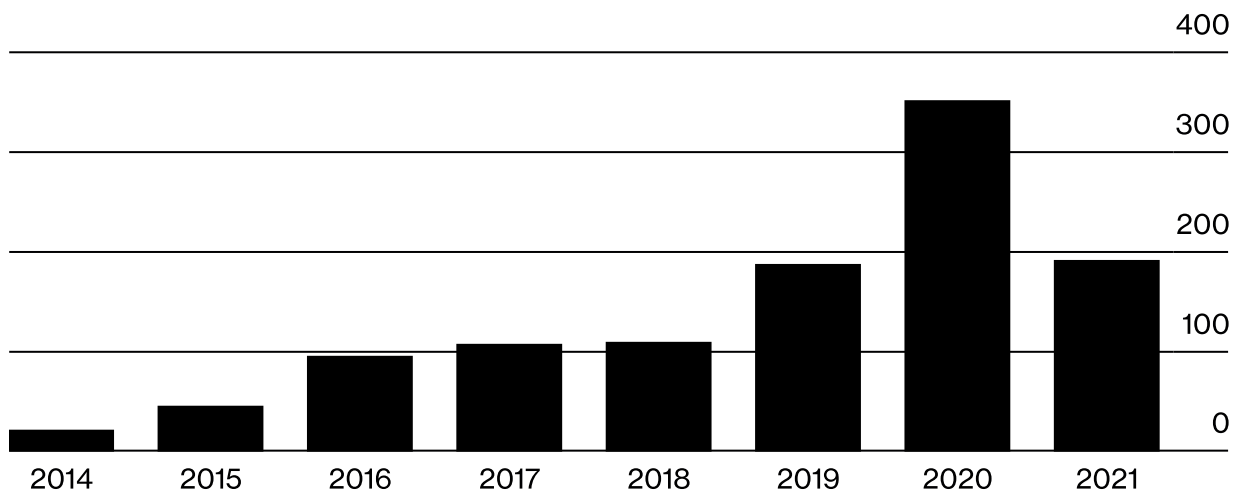
A nonprofit helped Adrienne Nice negotiate a payment plan with Xcel Energy, so her power was shut off for only three days. *Photographer: Ken Wolter/Alamy*

While the US government’s Low Income Home Energy Assistance Program, or Liheap, helps low-income households pay energy bills, it doesn’t come close to the scale of subsidies offered by some countries in Europe and Asia.

Calls for states and the federal government to offer more assistance are starting to grow. A bipartisan group of almost 60 US representatives and senators asked in early August for additional emergency funding beyond the \$4 billion set aside for Liheap for fiscal year 2023. California just passed a budget that will offer \$1.4 billion to help residents pay past-due utility bills.

[Entergy Corp.](#) agreed in July to a moratorium on shutoffs in New Orleans through October, after the City Council asked the company to voluntarily halt disconnections during the summer heat. But moratoriums are just a stopgap measure, says Wolfe, who anticipates a surge in disconnections across the US. “Inflation is hitting people pretty hard,” he says. “Utilities are not set up to deal with the number of people who can’t pay their bills.”

## US Heat-Related Fatalities



Source: Centers for Disease Control and Prevention

Hotter summers are heightening the risk that, for some people, losing power will prove fatal. According to Indiana University’s Energy Justice Lab, 41 states have some sort of protection against utility shutoffs during the winter, whereas only 19 have laws or regulations preventing disconnections in sweltering weather. On average there were 188 heat-related deaths a year in the US from 2017 through 2021, up from an average of 81 in the five years before that.

Historically, states and regulators have focused on protecting customers during the cold winter months, but that will need to be reexamined with climate change expected to create longer and more persistent heat waves, says David Konisky, co-director of the Energy Justice Lab. Rising temperatures are already boosting demand for electricity and raising utility bills.

Shutoffs after people fall behind on bills “will likely become worse in the coming years and decades,” he says. “It’s higher prices. It’s heat waves and increasing needs for energy.” –*With Ben Holland, Shoko Oda, Stephen Stapczynski, and Rachel Morison*

*Read next: [Wall Street Says a Recession Is Coming. Consumers Say It's Already Here](#)*

*(Adds context for electricity-price data in ninth paragraph)*

**2022 ANNUAL NEPPA CONFERENCE**  
**ATTACHMENT 3**



Summary Notes

# NEPPA 2022 Annual Conference

*Presented to the  
Board of Commissioners and  
Citizens' Advisory Board*

15 September 2022

# Outline

Kelly-Detwiler - Keynote

Joe Cutatone – Clean Energy Goes Mainstream

Benjamin Byboth – Commercial Fusion

Ted Wiley – Form Energy Storage

Elizabeth Whitney – Legislative

Barney Rush - Regional Energy Challenges

Mike Hyland – EV Chargers

# Peter Kelly-Detwiler Keynote

## Key Points

Key Themes – **decarbonization, digitization, decentralization**

New England States mandating decarbonization (use and source)

*Use* – heating and transportation will dramatically increase electric load

*Source* – renewables are intermittent and distributed

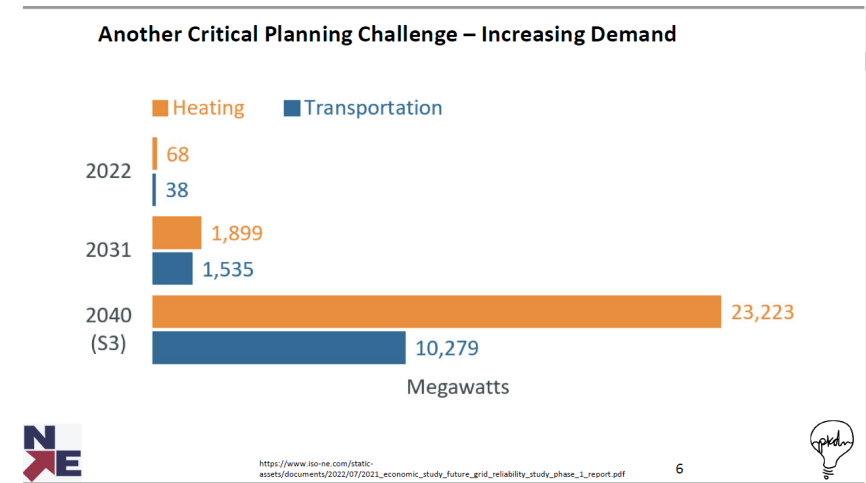
Intermittent renewables causing supply volatility and price volatility

Storage dampens intermittency and will take many forms (ex home/EV)

Data increasingly critical to manage, predict, enable distributed control

## Implications for RMLD

- Model load increase and update distribution network to support bi-directional and variable load
- Define and build digitization program (MDM/AMI, mobile app, Dir Enterprise Data are just a start)
- Build within territory generation and storage (landfill PV, accelerate solar, continue storage)
- Build new rate programs to enable customers to change energy use profiles; add customer control w/ AI



# Joe Cutatone - Clean Energy Goes Mainstream

## Key Points

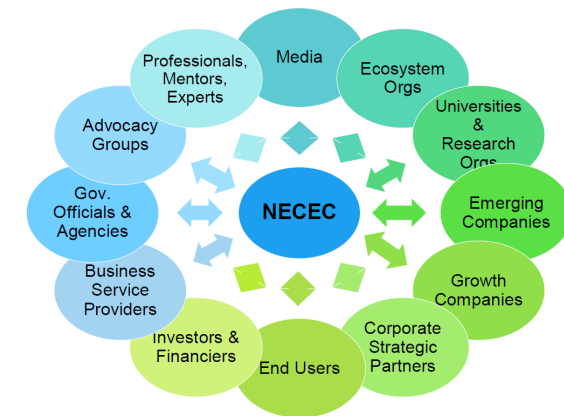
- Rapid transition to clean energy happening now
- New competencies are required (storage, grid management, ...)
- Prioritize resiliency (aka reliability in this presentation)
- Work regionally
- Make sure your customers know what you are doing
- Connect on values (climate, affordability, reliability)

## Implications for RMLD

- Take action now (generation, storage, ...)
- Learn new expertise (train team, recruit new hires with up-to-date expertise and inquisitiveness)
- Explore super-regional MLP consortium
- Accelerate external communications



### NECEC's Community



# Ben Byboth – Commercial Fusion Energy

## Key Points

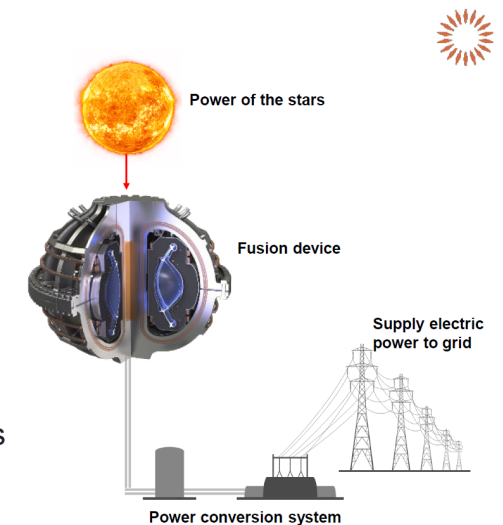
- Solar, wind not price competitive above 50% mix
- More than renewables required to achieve Net Zero
- Commonwealth Fusion Systems founded 2018, MIT spin-off
- Raised \$2 billion; strong team; diverse investor set
- Building facility in Devens, MA
- HTS magnets are the game changing technology
- Commercialization in early 2030's

## Implications for RMLD

- Monitor progress of Fusion Systems
- Consider some room for fusion in longer term power supply portfolio

## Why fusion is disruptive

- Zero emissions, power-dense, dispatchable
- Inherently safe – no meltdown, no long-lived nuclear waste, no proliferation
- Economically competitive
- Scalable: build anywhere; inexhaustible fuel supply; leverage existing infrastructure, supply chains



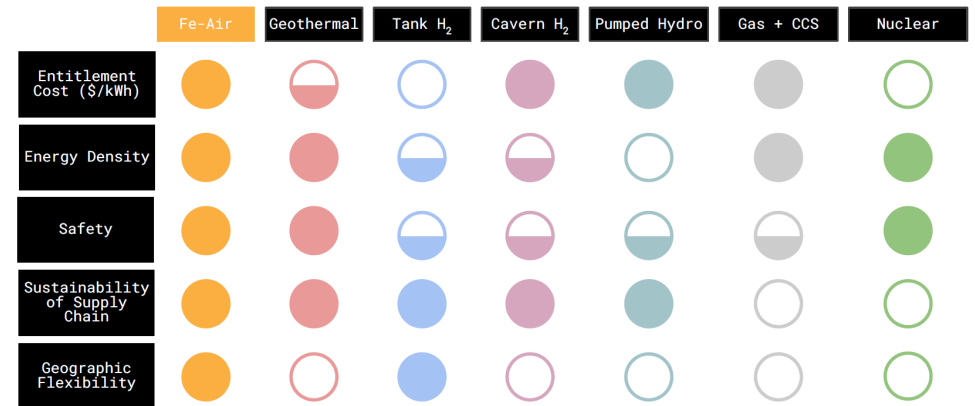


# Ted Wiley- Form Energy Storage

## Key Points

- Storage needed for intermittent generation sources
- Renewable lull periods can last over 24 hours
- Significant investing into storage (\$367M into Form Energy)
- Form targeting 100-hour duration storage system
- Form targeting (\$/kWh) at 10% of lithium ion cost
- Form’s reversible rust tech safe, scalable, and reliable
- Pilot projects by 2024; commercial scale by 2026

Form Energy’s battery delivers on core competencies as compared to other clean, firm technologies



## Implications for RMLD

- a) Explore role as local pilot site
- b) Stay abreast of commercial development
- c) Include flexibility into near-term storage contracts (energy services agreements)

# Elizabeth Whitney – Legislative Update

## **Key Points**

Infrastructure Investment and Jobs Act – implementation clarifying

- Reliability hardening, EVs

Inflation Reduction Act significant for MLPs

Extensions of Production Tax Credit and Investment Tax Credit

- Direct pay to MLPs (ed. “this is significant”)

EV tax credits (with new strings)

New grant and loan programs (environmental and climate)

## 2022 LEGISLATIVE UPDATE

- Democrats pass Inflation Reduction Act
- Implementing the Infrastructure Investment and Jobs Act
- FERC Transmission and Markets
- *West Virginia v. EPA*
- Election preview

## **Implications for RMLD**

- a) Immediately pursue grants for w/in territory generation projects (ITC, PTC, environmental, climate, and ...)
- b) Pursue IJA cybersecurity grants as submission qualifications clarify
- c) Incorporate EV tax credits into updated EV incentives
- d) Explore super-regional MLP transmission plan for resiliency of contiguous MLPs in North Shore

# Barney Rush – Regional Energy Challenges

## ***Key Points***

Regional and national threats: threats from climate change, growth authoritarianism (Tocqueville, Russia, China)

Decarbonization is a massive and global issue, but it remains a regional job (avoid cynicism)

Decarbonization will take time resolve (be realistic)

Fossil fuel generation is a component of the transition to intermittent non-carbon generation (ISO-NE four pillars)

Economic market forces (money) enable the transition (“get prices right”)

Russia invasion of Ukraine directly affects local energy prices (sword)

China has long head start in resources for renewable energy (sword)

Civil, transparent, tolerant, and fact-based discussions are foundation of short-term and long-term solutions

## ***Implications for RMLD***

- a) Take action, invest now; making decisions in context of reliable, low-cost, non-carbon mission
- b) Be realistic regarding costs and time to transition and time to realize benefits (long-view)
- c) Increase customer engagement and education



Thank You

**Facing our Region's Challenges:  
Reflections of an ISO - New England Board Member**

**By  
Barney Rush**

**Northeast Public Power Association**

**Stowe VT.**

**August 16, 2022**

## **Introduction**

I am grateful to have the opportunity to speak to you today. I've now served nine years on the board of the ISO-New England, and three as chair of the Markets Committee. Naturally, one accumulates many thoughts over that span of time, and you have offered me a forum where I can share some of them with you. Thank you. Let me also add that my comments today are my own personal thoughts, and I am not speaking as a representative of the ISO, its management or my fellow directors.

First let me honor your profession, of serving in the public power sector. Many of you may be familiar with the multi volume biography of Lyndon Johnson, written (and still being written!) by Robert Caro. In the first volume, Caro uses a chapter to describe what the Texas hill country was like before electricity: the harsh and exhausting rigor of daily life. Men rising at 3 am to milk their cows by hand; women yoking themselves up, to carry heavy pails of water up the hill to the home, then wash the heavy clothes by slapping them with paddles and ironing with hot coals in sheds that became furnaces in the heat. All this at a time, in the 1930's, when urban America had had electricity for over two decades.

President Roosevelt had a vision that all Americans, regardless of income, regardless of how rural their life, deserved the comfort and the freedom from toil that electricity provided. And so, the New Deal created the Rural Electrification Administration, to bring electricity to those who were not being served by utilities. The young congressman, Lyndon Johnson, lobbied hard to bring the funds to his district that allowed the wires to be strung. The lights went on across the Texas hill country in 1938. And that year, so reports Caro, parents across his district named their new-born sons, "Lyndon." Serving the public, with low cost and reliable power: that is the heritage and core values of your profession.

Also, I would like to honor the ISO New England management team, led by Gordon and Vamsi. I acknowledge that my own early background in viewing management was not very elevating: I worked at Lehman Brothers in the 1980's, where if one asked "How many Lehman Brothers partners does it take to screw in a lightbulb?" the right answer was "Nine: One to screw in the lightbulb and eight to push the ladder over." But kidding aside, in my professional life, I have never worked with management as collegial or thoughtful; as determined to find workable solutions to the problems that must be faced; or as respectful and mindful of the views of others. It has been a privilege to work with them, and with my colleagues on the Board.

We as a nation face two existential crises: threats from climate change, and the growth of authoritarianism. Perhaps discussing these two together will surprise you. But New England must grapple with the impacts of both, and I would like to explore these two grave threats, and their intersection, on our power system and our customers.

## **Climate Change:**

The threats posed by climate change are well known to all of us. To note just one increasing risk from within our industry: I recall a NEPOOL sector meeting in 2017, during which I asked the

Transmission sector what keeps them up at night. The answer: increasingly severe storms, and the consequent investment needed to upgrade distribution lines and maintain reliability. Of course, the concerns I heard expressed are only one facet of the overall problem, which includes severe heat, rising sea levels and drastic changes to the survival of plants and animals around the globe.

I've traveled my own journey on the imperative of dealing with climate change: from recognizing it as an issue, to taking it seriously, to regarding it as a matter of urgency.

But urgency must not obscure realism.

First, realism in respect of geography: The only solution is a world-wide solution. I recall listening to a government official of Rhode Island, a few years ago, stating that the people of his state really cared about climate change because of the looming danger of sea level rise in Narragansett Bay. I thought to myself: What possible difference can Rhode Island make – on its own - to the height of water in Narragansett Bay? And that meanwhile, the Indian solar company that I chaired, Azure Power, probably had greater scope for helping, due to its efforts to decarbonize a rapidly growing major country still dependent on large thermal coal plants. Recognizing the need for climate change to be addressed on a global basis can breed cynicism: Why bother about our small piece of the planet, when it amounts to so little of the total that must be transformed?

Yet clearly, decarbonizing New England remains our job. All regions of our country must do their part, not only to clean our national economy, but to demonstrate by example. No one should doubt how difficult it is for large emerging markets to decarbonize; yet we also know that whatever influence we may have on the policies of other nations, that influence is nil without the solid evidence of our own commitment.

Secondly, we must be realistic in terms of time. I have no doubt that all of you know how daunting the challenge is. Most of the New England states have had policies in place for a decade to incent more renewable energy. Yet after this time, only about 10% of the power on our grid, along with roof top solar, comes from these sources. And looking ahead, construction of New England's off-shore wind projects – as major an effort as that is – is only one of many requirements: finding land for on-shore wind and solar, the years ahead to develop technologies, such as modular nuclear reactors and long duration storage, and construction of thousands of miles of additional transmission lines. The Future Grid Reliability Study, just released by the ISO two weeks ago, puts these challenges into stark relief: New England currently has 5.6 Gigawatts of wind, solar and storage capacity. The deep decarbonization scenario will require between 73 and 90 gigawatts of such capacity – 15 times as much as we have today.

To meet the vast increase in the demand for storage, the world must rapidly scale up production of such essential inputs as cobalt and rare earth elements. The recent study on storage from MIT highlights this challenge: production of these elements will have to increase at sustained compounded annual growth rates that are two to four times what has been achieved in single years in the past.



We would all wish to find ways to speed up the transition. But we should also be aware that the faster the transition, the more it must rely on technology that is commercial today, especially wind and solar. It takes time to nurture new technologies, such as small modular reactors which I hope will have great success. There is a limit to compressing the schedule of R & D, certification and testing. Some of my colleagues on the ISO board have stated this point succinctly: “9 women cannot make a baby in a month.”

Such sobering thoughts do not dampen my optimism that we can substantially decarbonize our economy. But by when? By 2030, as some politicians have proclaimed? Clearly impossible. By 2050? That seems plausible and would be a stupendous achievement.

If the timeline I offer seems a low bar to some, let me note the danger of proclaiming targets that are patently unrealistic. For when such targets are not met, public officials lose credibility and hence the confidence of the citizens they lead, when, in fact, it is vital that officials retain the confidence of the public for a transition that is so challenging and costly.

We must also recognize that while pursuing this goal, reliability must be maintained, even as we greatly increase the amount of electricity we generate AND do so with an increasing scale of intermittent resources. I want to be clear about the following: We do not cite the importance of maintaining reliability as a counterweight to the need to decarbonize. To the contrary, maintaining reliability is the handmaiden of decarbonization; for if the public were ever to believe that we must choose between reliable supply of what our lives depend upon, and a further decrement in carbon emissions, the public’s support for the transition will plummet. Further, we will jeopardize the people’s interest in decarbonizing two other sectors – transportation and home heating – that now emit more carbon than the power sector. In sum: a means of securing and ensuring adequate energy reserves, especially for the winter – including the maintenance of and investment in, fossil fuel infrastructure – is important to maintain the public’s support of economy wide decarbonization.

Therefore, let us focus on incenting zero carbon resources and the means to store power from them, and thereby reduce the use of fossil plants; but not criticize the presence and need of these fossil plants themselves. Gordon van Welie’s statement regarding the “four pillars” of a successful transition – growth in zero carbon resources, maintenance of adequate balancing plants, need for energy adequacy and construction of more transmission – is an important addition to this conversation.

## **Markets**

To encourage this transformation, I remain a strong advocate of markets – and hold a healthy regard for market forces. Think of what market forces have already achieved: I remember, when I was a power industry executive in the 1990’s, that we believed that the natural gas prices of \$10 mm btu’s was a given. But then came the massive growth in fracking that led to the price collapse, and this, in turn, propelled the massive switch from coal to gas fired generation around

the country – cutting carbon emissions/kwh in half at every new plant that replaced an old coal station.

We had come to believe that the era of low gas prices would endure, with resulting low marginal prices in our energy market. We have therefore been grappling with the issue of how key regional assets, such as our nuclear power plants, would remain profitable and serve our needs. But suddenly, we now face a dramatic increase in natural gas prices. A war induced blip? I will discuss that further below, but we should recognize that perhaps the low prices we enjoyed were the result of BOTH plentiful supply of fracked gas AND the constraint on exporting LNG, suppressing demand. That demand constraint has now been relaxed, and I expect that sustained world-wide demand for LNG will induce the construction of more export terminals, and hence provide steady uplift to domestic pipeline gas prices.

No doubt this price increase will induce more gas production, but we may still have a new general equilibrium that leaves prices well above the levels of this past decade. And this factor alone will provide a powerful incentive for renewables and other non-fossil sources of power. To put this in perspective, economists have long thought that a reasonable price on carbon, if one were to be established, would be approximately \$40/ton. This would cause power prices to increase approximately 1.5 cents/kWh, if a modern combined cycle plant were setting the marginal price. Yet the increase in natural gas prices over the past 12 months – from \$3 to \$8/mm btu's, raises energy prices by over three cents/kWh – double the impact of the oft cited carbon price figure.

In sum, we may be moving from an era of cheap gas – which incited a wave of investment in gas fired generation that drove national carbon emissions down – to an era of more expensive gas that will incent further investment in zero carbon resources across the country, and thereby propel another steep decline in carbon intensity.

This is not to suggest that subsidies, incentives and market design do not matter: these instruments of policy and tariff matter a great deal. Just that we should remain both humble and nimble in our work and remain aware of the larger forces at play.

Regarding state policies, I respect the efforts by the States to kick start the offshore wind development. I don't believe that there is any other means, within this decade, for the region to make such a material reduction in carbon emissions. And as much as I believe in markets, there are times when the "infant industry" justification for subsidizing a new sector makes sense. Given the risks, it's hard to imagine developers investing the vast sums required to develop offshore wind, without a fair measure of revenue assurance if they generate the power they expect to.

However, the grand goal for using markets is to allow us to retire the use of PPA's that ultimately become an inefficient and costly means to decarbonize the power industry. And we must care about cost. Consumers in New England want three things from their power: They want it reliable, cheap and clean. This is a tall order. And if there is consensus in the region for power that is reliable and clean, the challenge of controlling cost is great.

Why is that so, given the low operating costs of renewable energy, and the opportunity to move away from generation which now requires expensive natural gas? First, New England does not enjoy the natural advantage of the great plains states for onshore wind, or the southwest for solar. These technologies cannot be built to the same scale here or be as productive. Also: the consumer will have to pay for assets that have low-capacity factors and hence high costs per kWh. Utility scale wind and solar plants will require radial transmission lines that will likely have substantial excess capacity due to the intermittency of the supply they carry. Further, as I set out above, a substantial fleet of

conventional generation facilities will still be needed, even if, due to renewable energy and batteries, their hours of operation steadily decline. These units must be well maintained, with stored fuel, and profitable to their owners.

How then do we use markets to achieve the desired transformation which, while not low cost, will at least be at the lowest cost possible? The program set out by the ISO is our effort to address that question. And put simply, these further reforms represent our continued effort to “get prices right.”

First: Capacity accreditation. Generation must be paid for the capacity a unit truly provides – not more, not less. The ISO’s determination to assess without favor all forms of generation – fossil and zero carbon alike – is a major project that will no doubt be controversial when accreditation values are recommended. But so be it. We must send the signals to developers to provide the types of generation – and storage – that will truly add to system reliability; and not make capacity payments to units that do not.

Second: Ancillary markets. This project is vital to co-optimize reserves and procure more efficiently the synchronized or fast start capacity that the ISO operators believe is needed the next day. And in its second phase, this project will provide additional incentive for generators to have fuel on hand when the system could be constrained – including constraints caused by lulls in renewable generation.

Third: the Pathways work, which in essence is an effort to find market means to provide an added tilt in favor of zero or low carbon generation. We appear to be moving towards a consensus that the option to be studied further is the “Hybrid:” a moderate price point for Net Carbon Pricing and a Forward Clean Energy Market for new resources. The conversation on these market-oriented policies continues, but let me offer some observations:

- Let’s not think of choosing a pathway – with the prices shown for 2040 – 2050, as an “ultimate” answer - THE policy that will “do the job” of achieving zero carbon over the next 30 years. Instead, let’s focus on the near term: What steps can be taken now or soon, with some initial price point – that promote decarbonization?
- Second, we should take note of a significant finding in the Pathways report: that the payments consumers make through an NCP program flow overwhelmingly to zero carbon resources. Therefore, the incidence of this program is actually quite similar to the FCEM structure or any other program which benefits zero carbon generation.

- Third, Net Carbon Pricing will provide material benefit to the two large nuclear plants that are so essential to meeting both our decarbonization goals and providing reliable base load power. Putting the point just made and this one together has yielded the thought that we might well change the name of Net Carbon Pricing to emphasize these results. I'll offer one: CERI - the Clean Energy Reliability Incentive.
- I want to emphasize a key premise of the Pathways project: that New England will develop its zero-carbon economy more efficiently if choices are made through auctions that are pan-technology and pan-regional, rather than a series of one-off solicitations by a particular state for a particular technology. Let the market participants speak, allowing them the full scope for their ideas, choices and ingenuity.
- Finally – and by no means least - advancing these structures requires extensive discussions with the states, as both the price points for CERI (if you'll allow me to use that term), and the size and scope of a FCEM – can only be determined by the states. And now, with energy market prices as high as they are, there will need to be discussion of the timing of when Pathways policies might be put in place.

### **Market Frictions**

I have set out the broader trends in market prices and discussed the continuing programs that the ISO wishes to pursue to “get prices right” - and incent clean energy and enhance reliability. As hard as will be to launch these programs, my greatest concern is not our ability to do so; but rather, the frictions that may not allow supply to respond to the carefully considered price signals we send.

Let's consider some examples:

- A gas only generator receives the price signal that the unit will be given a low-capacity accreditation value, due to lack of reliable supply of gas in the wintertime. How can the owner respond? Will the community and authorities permit the owner to build a distillate oil tank?
- The great disadvantage of wind and solar is the vast amount of land for utility scale projects: A solar project requires about 6 to 7 acres per MW, with only a 20% capacity factor. The amount of additional solar capacity envisioned in the Future Grid Reliability Study would require over 100,000 acres of land just for solar, between now and 2040. How much local opposition will there be for the land required for sizable arrays?
- Large scale expansion of renewable energy and accessing hydro power from Canada require significant additional transmission lines. Easy to permit and build? Hardly. We need look no further than the successful effort to stop Northern Pass in New Hampshire and the successful effort so far to stop the NECEC project in a remote part of Maine.

Those who oppose such projects are no doubt sincere. Yet clearly, we will not make the progress needed to decarbonize, if significant projects are successfully stopped by local opponents saying, “Yes, I take climate change very seriously, but not this project, not here.” And we will not have the reliability we need if fuel storage projects are successfully stopped by local opponents saying “Yes, I understand we need to keep the grid reliable, but not with any fossil fuel.” Local fervor can become collective hypocrisy: We will proclaim the urgency of decarbonization and the need to maintain reliability, but not construct the infrastructure and plants we need to achieve our goals. This, in my view, is a most urgent public discussion that we must have.

An upcoming focal point of this discussion could well be the Everett LNG terminal. Will New England allow this vital facility to close and leave the entire region dependent solely upon the St. John facility in New Brunswick?

### **Authoritarianism**

Had I given this talk a year ago, I may well have ended it with the points just made. But the world has experienced an upheaval in the past 6 months that compels comment. I therefore would now like to discuss what I believe is another existential crisis – very different from climate change – but just as ominous: The renewed rise of Authoritarianism.

The contest between democracy and autocracy has long been noted. Let me quote from Alexis de Tocqueville, in his magisterial account, “Democracy in America,” written in 1835.

“There are at the present time two great nations in the world. I allude to the Russians and the Americans. Both of them have grown up unnoticed; and while the attention of mankind was directed elsewhere, they have suddenly placed themselves in the front rank of nations, and the world learned their existence and their greatness at almost the same time.

The American struggles against the obstacles that nature opposes to him; the adversaries of the Russian are men. The former combats the wilderness....; the latter, civilization with all its arms. The conquests of the American are therefore gained by the plowshare; those of the Russian by the sword. The American relies upon personal interest to accomplish his ends and gives free scope to the unguided strength and common sense of the people. The Russian centers all the authority of society in a single arm. The principal instrument of the former is freedom, of the latter, servitude. Their starting point is different, and their courses are not the same; yet each of them seems marked out by the will of Heaven to sway the destinies of half the globe.”

I feel chills when I re-read this passage. I first read it in college, in the early 1970’s, at the height of the cold war, and marveled at de Tocqueville’s prescience. I reread them in the 1990’s, when we thought we could feel safe that these words had lost their relevance. But now, I read them again, with horror and foreboding. Who would have believed that today, a major European power would unleash a brutal assault on a peaceful neighboring country?

But also: while we fervently hope that Ukraine will prevail, and many believe that Russia has lost its super-power status, we must also contend with the rise of China – not as a nation joining

the ranks of developed market economies organized by the rule of law, but as a highly centralized autocracy, with state directed enterprises and an omnipresent surveillance of its people that even George Orwell could not have imagined. And finally, we must be aware of a creeping rise of authoritarian instincts even within democratic states – such as Hungary – but also, frighteningly, here in our own nation as well. How does this existential threat affect our world of providing electric power? In three ways, as I discuss below:

The first is the immediate crisis caused by Russia’s invasion of Ukraine and Putin’s decision to sharply curtail the supply of natural gas to Europe. This of course has led to the steep surge of LNG prices and heightened the risk of New England procuring LNG supplies it may need this coming winter. At times last winter, we faced pipeline gas and LNG prices of over \$20/MMBtu’s, resulting in electric prices of over \$150/MWH. Europe is now paying \$60/MMBtus for LNG – in the summertime. Could these be the prices that New England generators will have to pay this coming winter – and perhaps the next, in competition for cargoes that will otherwise go to Rotterdam?

If faced with such prices for natural gas, the ISO markets will react to clear generators with lower cost fuels – primarily oil. This could well require state and local authorities to provide necessary waivers for these plants to produce higher levels of carbon emissions. I expect that as strongly as New England wants to reduce carbon emissions, residents will want officials to mitigate such material price increases in any way possible. And a companion point: it will be vital that every oil and dual fueled unit on our system be well maintained and ready for this winter. Let me add a coda to this: The additional 1,200 MW’s of Canadian hydro discussed above would also substantially reduce the region’s reliance on LNG – mitigating price spikes and enhancing reliability.

Beyond the impact of the upcoming winter, we can expect that the Ukrainian war will cause a seismic shift in the perspective and policies of western Europe: Russia will not be trusted for a generation or more, and governments will be determined to free themselves from being held hostage to Russian oil and gas. We can therefore expect even greater determination in Europe to advance towards a zero-carbon economy – driven now by a national security imperative, as well as climate change. This, of course, is welcome: As I said above, decarbonization is only successful if undertaken everywhere. But Europe’s greater push will also heighten the near and medium term competition for the inputs to a clean economy and hence, at least initially, could affect the pace of transition that we wish to undertake in New England. And for sure, there will be added pressure on all to resolve supply chain bottlenecks.

The second impact of authoritarian government is associated with China. China today manufactures 70% of the world’s solar panels and, as importantly, is the leader in solar R & D. China mines 90% of the world output of rare earth elements, so vital to decarbonization technology. With the values and attitudes that the Chinese leadership espouse, with the geopolitical threats that are emerging, can we be comfortable pursuing a fast-track commitment to decarbonization, based on such a supply chain? Other nations have already begun taking defensive steps. The Indian solar market is burgeoning with virtually all the panels imported from China. Therefore, the Indian government – starting three years ago – began to impose what

has become a highly dirigiste industrial policy that requires Indian solar developers to purchase from domestic manufacturers.

Such considerations have now come to our shores, as evidenced by the bipartisan “CHIPS” act. And just last week, Congress passed a major climate change bill, in which tax credits for EV’s are tied to batteries with high percentages of content from the US and other countries deemed safe; and tax credits are also offered to spur manufacturing of solar panels in the US. What more should we do? Must we do, to permit unfettered progress towards decarbonization? Substantially reducing reliance on China will be costly and time consuming, and is likely to slow, at least initially, the speed of our transition. But I submit that we cannot allow China to do to us someday, what Russia is doing now to western Europe.

Finally, we must look at our own nation. How do we combat our own authoritarian instincts? How do we abate the anger so many feel towards government? How do we reduce the despair that many feel, at our seeming inability to solve major problems? A full answer would take us far beyond the limits of this speech. But to consider an important part of the answer, let me again quote from de Tocqueville:

“The strength of free nations resides in the township. Town institutions are to freedom what primary schools are to knowledge: they bring it within people’s reach and give [people] the enjoyment and habit of using it for peaceful ends. Without town institutions a nation can establish a free government but has not the spirit of freedom itself.... In America, not only do institutions belong to the community but they are kept alive and supported by a community spirit.”

As the mayor of the Town of Chevy Chase in Maryland, I take these words to heart. But let me enlarge the scope of de Tocqueville’s meaning: How do we behave as individuals, working within the local and regional institutions that we touch every day. Do we strengthen those institutions or weaken them? Do we advance democracy or abet its retreat?

What is required of all of us, is civility, transparency, tolerance and a commitment to deal with facts. We must avoid demonizing ones’ perceived opponent and thereby torquing the anger of the public. Instead, we need to explain the issues – and the complexities of these issues – that we are all working hard to resolve. With understanding, we can find common ground, make necessary compromises, and forge solutions.

To be sure, one of the major reasons it has been such a privilege to serve on the ISO board, has been the opportunities to observe the high level of discourse among the stakeholders of our power system. But passions and, perhaps, Covid induced separation have cracked our comity. Our community can do better. With dialogue and understanding, we will have a far better chance of enhancing confidence in our institutions, strengthening our democracy, and building the broad, deep and enduring support for the policies of decarbonization that our region, our nation, and our planet require.

**POLICY REVIEW**  
**ATTACHMENT 4**



## **POLICY 15 SEXUAL HARASSMENT**

## RMLD BOARD OF COMMISSIONERS MEETING

SEPTEMBER 15, 2022

### POLICY 15: SEXUAL HARASSMENT

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In accordance with the Board's periodic policy review, please find attached the review package for Policy 15: Sexual Harassment (Revision 4).

Included are the following three components:

- Policy 15: Sexual Harassment (Revision 4) Summary and Highlights (This Page).
- Updated Policy 15: Sexual Harassment (Revision 4).
- Policy 15: Sexual Harassment (Revision 4) with red lines.

#### **SUMMARY**

Policy 15: Sexual Harassment (Revision 4) was revised to clarify the process for complaints against the General Manager, as recommended by legal counsel, as well as other procedural aspects. Various sections were refined for further clarity.

#### **REVISION HIGHLIGHTS**

- Human Resources Manager was changed to Human Resources Director throughout.
- Chairman was changed to Chair throughout.
- **Section IV: Responsibilities**
  - Subsection IV: C
    - Verbiage was added to clarify the process for complaints against the General Manager.
    - "All investigations will be conducted in accordance with Section V:C"
    - "Complainants and witnesses shall not be entitled to address the Board of Commissioners."
- **Section V1: Outside Assistance**
  - Subsection V1: A
    - Verbiage was added to expand the resources for private counseling to include "equivalent subcontractor, contracted by RMLD"
  - Subsection V1: B
    - Verbiage was added to clarify the process of a state or federal formal complaint, which may occur after filing a complaint with RMLD.

**RMLD Policy No. 15  
SEXUAL HARASSMENT**

**Revision No. 4**

September 15, 2022  

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Commission Vote Date

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Interim General Manager/  
Date

September 15, 2025  

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Next Review Date

**I. PURPOSE**

It is the goal of the Reading Municipal Light Department (“RMLD”) to promote a workplace that is free from sexual harassment in which all employees are treated with dignity and respect. Sexual harassment of employees occurring in the workplace or in other settings relating to employment is unlawful and will not be tolerated by RMLD. In addition, any retaliation against an individual for reporting sexual harassment or cooperating with an investigation of a sexual harassment complaint is unlawful and will not be tolerated.

Accordingly, this policy seeks to prevent and redress incidents of sexual harassment, as defined herein. Because RMLD takes allegations of sexual harassment seriously, RMLD will respond promptly to complaints of sexual harassment and when RMLD determines that such harassment has occurred, RMLD will act promptly to address and eradicate such inappropriate conduct and impose such corrective or disciplinary action as necessary or warranted under the circumstances. While this policy sets forth RMLD’s goals of promoting a workplace that is free of sexual harassment, this policy is not designed or intended to limit RMLD’s authority to discipline or take remedial action for workplace conduct which RMLD deems unacceptable, regardless of whether that conduct satisfies the definition of sexual harassment.

**II. DEFINITION OF SEXUAL HARASSMENT**

In Massachusetts, “sexual harassment” means sexual advances, requests for sexual favors, and verbal or physical conduct of a sexual nature when:

- (a) submission to or rejection of such advances, requests or conduct is made either explicitly or implicitly a term or condition of employment or as a basis for employment decisions; or
- (b) such advances, requests or conduct have the purpose or effect of unreasonably interfering with an individual's work performance by creating an intimidating, hostile, humiliating or sexually offensive work environment.

The term “sexual harassment” is broadly defined and includes any sexually-oriented conduct, whether it is intended or not, that is unwelcome and has the effect of creating a workplace environment that is hostile, offensive, intimidating or humiliating to male or female workers. In addition, sexual harassment includes direct or implied requests by a supervisor for sexual favors in exchange for actual or promised job benefits, such as favorable reviews, salary increases, promotions, or continued employment. Sexual harassment encompasses prohibited conduct committed by co-workers, supervisors, managers, and RMLD officials, as well as sexually harassing conduct committed third parties, such as contractors, vendors performing services for RMLD, any appointed and elected officials associated with RMLD, and other any other person engaging in sexually intimidating, hostile, or humiliating conduct against an employee when RMLD is aware of such sexually harassing conduct. While it is not possible for the RMLD to list all of the circumstances that would be considered sexual harassment, the following are some examples:

- Unwelcome sexual advances, whether they involve physical touching or not;
- Requests for sexual favors in exchange for actual or promised job benefits such as favorable reviews, salary increases, promotions, increased benefits, or continued employment;
- Assault or coerced sexual acts;
- Use of sexual epithets, jokes, written or oral references to sexual conduct, gossip regarding one's sex life, comments on an individual's body, comments about an individual's sexual activity deficiencies or prowess;
- Displaying sexually suggestive objects, pictures, cartoons;
- Unwelcome leering, whistling, brushing against the body, sexual gestures, suggestive or insulting comments;
- Inquiries into one's sexual experience; and
- Discussion of one's sexual activities.

### III. RETALIATION

#### A. Protection from Retaliation

RMLD prohibits retaliation against any person for making a good faith complaint of sexual harassment, for assisting in making a complaint, for resisting or openly opposing such conduct, or for otherwise using or participating in the complaint investigation process under the policy. Persons who file, or participate in the investigation or resolution of, claims or complaints of sexual harassment and retaliation with outside agencies, law enforcement or otherwise pursuant to any applicable state or federal law, are also protected from retaliation by this policy.

B. Prohibited Retaliation

Prohibited retaliation includes but is not limited to: threats; intimidation; reprisals; continued harassment or misconduct; other forms of harassment; slander and libel; and adverse actions related to employment. Retaliation, even in the absence of proven sexual harassment in an underlying complaint, constitutes a violation of this policy that is just as serious as the main offense itself.

IV. RESPONSIBILITIES

A. Human Resources Director

The Human Resources Director shall serve as RMLD's Sexual Harassment Officer. The Human Resources Director shall be responsible for processing and investigating complaints involving RMLD employees, notifying and advising the General Manager with respect to reported incidents of sexual harassment, and providing other assistance with the implementation of this policy as directed by the General Manager. The Human Resources Director also shall be available to discuss concerns and provide information to employees relating to this policy.

B. General Manager

Except for complaints or allegations involving the General Manager, the General Manager shall be responsible for taking appropriate corrective and/or disciplinary action. The General Manager shall have the authority to impose disciplinary action against RMLD employees for violations, including termination from employment, and to take actions to redress violations. In the event that the allegations involve non-employees such as contractors, vendors, appointed or elected officials, the General Manager shall be responsible for taking corrective action, as deemed appropriate by the General Manager in his/her discretion and as provided in this policy.

C. RMLD Board of Commissioners

For complaints or allegations involving the General Manager, the Chair of the Board of Commissioners shall be notified. The RMLD Board of Commissioners may direct the Human Resources Director to hire an outside consultant to conduct the investigation. Any investigation will be conducted in accordance with Section V. C., except the Chair of the Board of Commissioners or his/her designee shall be consulted regarding the findings of the investigation and next steps. Any disciplinary or remedial action taken against the General Manager shall require the approval of a majority of the Board of Commissioners. Complainants and witnesses shall not be entitled to address the Board of Commissioners.

D. RMLD Management

All supervisory or managerial employees who have received a complaint of sexual harassment, suspect that violations of this policy may have occurred, or believe that he or she has witnessed sexual harassment in violation of this policy, shall have a duty to report such incident(s) to the Human Resources Director . Failure to report suspected violations of this policy to the Human Resources Director shall be grounds for disciplinary action.

V. INTERNAL PROCEDURES

A. Complaint Procedures

Any employee who believes that he or she has been subject to sexual harassment or retaliation for reporting sexual harassment or participating in an investigation has a right to file a complaint with RMLD. Incidents should be reported to the employee's supervisor, Division Manager or to the Human Resources Director either orally or in writing. If the employee does not feel comfortable reporting the incident to his or her direct supervisor, Division Director or the Human Resources Director, the employee may report the incident(s) to any supervisory or management employee. Any employee who believes that he or she has witnessed incidents of sexual harassment or otherwise believes that violations of this policy have occurred, is encouraged to notify a supervisor, manager, or the Human Resources Director .

B. Internal Notifications

All complaints and reports of suspected violations shall be reported immediately to the Human Resources Director. If the Human Resources Director is unavailable, the General Manager shall be notified. The Human Resources Director shall be responsible for notifying the General Manager of all suspected violations.

C. Investigation

All allegations of sexual harassment and retaliation will be investigated in a fair and expeditious manner. The Human Resources Director shall commence the investigation within five (5) business days of becoming aware of the alleged violation. In general, investigations shall be conducted as follows:

1. All investigations shall be conducted in a respectful and non-accusatory manner;
2. RMLD may employ outside consultants to assist in the investigatory process;
3. To the extent practicable, investigations shall be conducted in confidence,

respectful of the right to privacy of both the employee alleging sexual harassment and the employee accused of sexual harassment;

4. The Human Resources Director shall conduct private interviews with the complainant, any witnesses, and the alleged perpetrator(s). The Human Resources Director shall maintain written records;
5. Following the investigation, the Human Resources Director shall consult with the General Manager regarding the findings of the investigation and next steps;
6. Interim measures, as appropriate, may be taken to protect the employee from further harassment and/or retaliation;
7. To the extent appropriate under the circumstances, the Human Resources Director will notify the complainant and the alleged perpetrator of the findings when the investigation is complete.

D. Remedial and Disciplinary Action

1. If, after an investigation, it is determined that conduct has occurred in violation of this policy, RMLD will take appropriate action to eliminate the offending conduct and redress the violations. Among other things, RMLD may require employees to undergo sexual harassment training.
2. Any employee who has engaged in conduct in violation of this policy, shall be subject to discipline. Depending on the circumstances and severity of the violation, discipline may include, but is not limited to, informal or formal reprimands, written or verbal warnings, suspension, and termination.
3. When the allegation of sexual harassment involves a vendor or contractor providing services to RMLD, the General Manager or his/her designee will report the alleged incident to company. RMLD may request that the company provide a suitable replacement for the worker engaged in the incident, terminate business relations, take legal action, or take any other action that the General Manager deems appropriate under the circumstances for the protection of its employees.
4. When the allegation of sexual harassment involves a Board Commissioner of the RMLD, the General Manager will notify the Chair of the Board of Commissioners. In the event that the complaint is against the Chair of the Board, the Vice Chair or Secretary will be notified. Allegations of sexual harassment involving one or more members of the Board of Commissioners shall be investigated pursuant to the terms of this policy.
5. If a complaint is filed against an appointed individual, such as a Citizens'

Advisory Board (“CAB”) member, the General Manager will notify the Town Manager or appropriate town official in charge of such individual. The General Manager shall request that the elected or appointed official remove him/herself from all committees until the investigation is completed and a determination has been made. Allegations of sexual harassment involving one or more members of the CAB shall be investigated pursuant to the terms of this policy.

6. If a complaint is filed against one or more Board Commissioners or CAB members then the Board of Commissioners or the CAB, as appropriate, may meet for the purpose of deciding whether to vote the individual(s) subject to the complaint(s) off of any committee(s) that such individual(s) may serve on.

## VI. OUTSIDE ASSISTANCE

### A. Private Counseling

If you believe you were the victim of sexual harassment, in addition to the right to file a complaint, you may also seek advice from our EAP, AllOne Health (800) 451-1834, or equivalent subcontractor, contracted by RMLD, at no charge to you. The EAP is available to discuss any concerns you may have and to provide information to you about the RMLD’s policy on sexual harassment and the complaint process. If you desire, the EAP professional will work with you to find a way to resolve your concerns in an informal manner acceptable to you and in a manner which would offer you as much privacy and confidentiality as is possible.

Discussions with the private counselor do not constitute filing a formal complaint with RMLD. To ensure that your claim is investigated, the employee shall report the alleged conduct to RMLD as provided in this policy.

### B. State and Federal Remedies

In addition to the above, if you believe you have been the subject of sexual harassment, you may file a formal complaint with either or both of the government agencies set forth below, after filing a complaint with RMLD as described in this Policy. Using RMLD’s internal complaint process does not prohibit employees from filing a complaint with these agencies. Employees should be aware that formal complaints generally must be filed within 300 days of the incident.

1. The United States Equal Employment Opportunity Commission (EEOC)  
JFK Federal Building  
475 Government Center  
Boston, MA 02203  
(617) 565-3200



2. The Massachusetts Commission Against Discrimination (MCAD)  
Ashburton Place, Room 601  
Boston, MA 02108  
(617) 994-6000

**RMLD Policy No. 15  
SEXUAL HARASSMENT**

Revision No. 43

\_\_\_\_\_  
Commission Vote Date

\_\_\_\_\_  
General Manager/Date

\_\_\_\_\_  
Next Review Date

I. PURPOSE

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- Displaying sexually suggestive objects, pictures, cartoons;
- Unwelcome leering, whistling, brushing against the body, sexual gestures, suggestive or insulting comments;
- Inquiries into one's sexual experience; and
- Discussion of one's sexual activities.

### III. RETALIATION

#### A. Protection from Retaliation

RMLD prohibits retaliation against any person for making a good faith complaint of sexual harassment, for assisting in making a complaint, for resisting or openly opposing such conduct, or for otherwise using or participating in the complaint investigation process under the policy. Persons who file, or participate in the investigation or resolution of, claims or complaints of sexual harassment and retaliation with outside agencies, law enforcement or otherwise pursuant to any applicable state or federal law, are also protected from retaliation by this policy.

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IV. RESPONSIBILITIES

A. Human Resources Director Manager

The Human Resources Director Manager shall serve as RMLD's Sexual Harassment Officer. The Human Resources Director Manager shall be responsible for processing and investigating complaints involving RMLD employees, notifying and advising the General Manager with respect to reported incidents of sexual harassment, and providing other assistance with the implementation of this policy as directed by the General Manager. The Human Resources Director Manager also shall be available to discuss concerns and provide information to employees relating to this policy.

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Except for complaints or allegations involving the General Manager, the General Manager shall be responsible for taking appropriate corrective and/or disciplinary action. The General Manager shall have the authority to impose disciplinary action against RMLD employees for violations, including termination from employment, and to take actions to redress violations. In the event that the allegations involve non-employees such as contractors, vendors, appointed or elected officials, the General Manager shall be responsible for taking corrective action, as deemed appropriate by the General Manager in his/her discretion and as provided in this policy.

C. RMLD Board of Commissioners

For complaints or allegations involving the General Manager, the Chair~~man~~ of the Board of Commissioners shall be notified. The RMLD Board of Commissioners may direct the Human Resources Director Manager to hire an outside consultant to conduct the investigation. Any investigation will be conducted in accordance with Section V. C., except theThe Chair of the Board of Commissioners or his/her designee shall be consulted regarding the findings of the investigation and next steps. Any disciplinary or remedial action taken against the General Manager shall require the approval of a majority of the Board of Commissioners. Complainants and witnesses shall not be entitled to address the Board of Commissioners.

D. RMLD Management

All supervisory or managerial employees who have received a complaint of sexual harassment, suspect that violations of this policy may have occurred, or believe that he or she has witnessed sexual harassment in violation of this policy, shall have a duty to report such incident(s) to the Human Resources ~~Resources~~ Director Manager. Failure to report suspected violations of this policy to the Human Resources Director Manager shall be grounds for disciplinary action.

V. INTERNAL PROCEDURES

A. Complaint Procedures

Any employee who believes that he or she has been subject to sexual harassment or retaliation for reporting sexual harassment or participating in an investigation has a right to file a complaint with RMLD. Incidents should be reported to the employee's supervisor, Division Manager or to the Human Resources Director Manager either orally or in writing. If the employee does not feel comfortable reporting the incident to his or her direct supervisor, Division Director Manager or the Human Resources Director Manager, the employee may report the incident(s) to any supervisory or management employee. Any employee who believes that he or she has witnessed incidents of sexual harassment or otherwise believes that violations of this policy have occurred, is encouraged to notify a supervisor, manager, or the Human Resources Director Manager.

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All complaints and reports of suspected violations shall be reported immediately to the Human Resources Director Manager. If the Human Resources Director Manager is unavailable, the General Manager shall be notified. The Human Resources Director Manager shall be responsible for notifying the General Manager of all suspected violations.

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process;

3. To the extent practicable, investigations shall be conducted in confidence, respectful of the right to privacy of both the employee alleging sexual harassment and the employee accused of sexual harassment;
4. The Human Resources ~~Director~~ ~~Manager~~ shall conduct private interviews with the complainant, any witnesses, and the alleged perpetrator(s). The Human Resources ~~Director~~ ~~Manager~~ shall maintain written records;
5. Following the investigation, the Human Resources ~~Director~~ ~~Manager~~ shall consult with the General Manager regarding the findings of the investigation and next steps;
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7. To the extent appropriate under the circumstances, the Human Resources ~~Director~~ ~~Manager~~ will notify the complainant and the alleged perpetrator of the findings when the investigation is complete.

D. Remedial and Disciplinary Action

1. If, after an investigation, it is determined that conduct has occurred in violation of this policy, RMLD will take appropriate action to eliminate the offending conduct and redress the violations. Among other things, RMLD may require employees to undergo sexual harassment training.
2. Any employee who has engaged in conduct in violation of this policy, shall be subject to discipline. Depending on the circumstances and severity of the violation, discipline may include, but is not limited to, informal or formal reprimands, written or verbal warnings, suspension, and termination.
3. When the allegation of sexual harassment involves a vendor or contractor providing services to RMLD, the General Manager or his/her designee will report the alleged incident to company. RMLD may request that the company provide a suitable replacement for the worker engaged in the incident, terminate business relations, take legal action, or take any other action that the General Manager deems appropriate under the circumstances for the protection of its employees.
4. When the allegation of sexual harassment involves a Board Commissioner of the RMLD, the General Manager will notify the Chair~~man~~ of the Board of Commissioners. In the event that the complaint is against the Chair~~man~~ of the Board, the Vice Chair~~man~~ or Secretary will be notified. Allegations

of sexual harassment involving one or more members of the Board of Commissioners shall be investigated pursuant to the terms of this policy.

5. If a complaint is filed against an appointed individual, such as a Citizens' Advisory Board ("CAB") member, the General Manager will notify the Town Manager or appropriate town official in charge of such individual. The General Manager shall request that the elected or appointed official remove him/herself from all committees until the investigation is completed and a determination has been made. Allegations of sexual harassment involving one or more members of the CAB shall be investigated pursuant to the terms of this policy.
6. If a complaint is filed against one or more Board Commissioners or CAB members then the Board of Commissioners or the CAB, as appropriate, may meet for the purpose of deciding whether to vote the individual(s) subject to the complaint(s) off of any committee(s) that such individual(s) may serve on.

## VI. OUTSIDE ASSISTANCE

### A. Private Counseling

If you believe you were the victim of sexual harassment, in addition to the right to file a complaint, you may also seek advice from our EAP, AllOne Health (800) 451-1834, or equivalent subcontractor, contracted by RMLD, at no charge to you. The EAP is available to discuss any concerns you may have and to provide information to you about the RMLD's policy on sexual harassment and the complaint process. If you desire, the EAP professional will work with you to find a way to resolve your concerns in an informal manner acceptable to you and in a manner which would offer you as much privacy and confidentiality as is possible.

Discussions with the private counselor do not constitute filing a formal complaint with RMLD. To ensure that your claim is investigated, the employee shall report the alleged conduct to RMLD as provided in this policy.

### B. State and Federal Remedies

In addition to the above, if you believe you have been the subject of sexual harassment, you may file a formal complaint with either or both of the government agencies set forth below, after filing a complaint with RMLD as described in this Policy. Using RMLD's internal complaint process does not prohibit employees from filing a complaint with these agencies. Employees should be aware that formal complaints generally must be filed within 300 days of the incident.

1. The United States Equal Employment Opportunity Commission (EEOC)  
JFK Federal Building

475 Government Center  
Boston, MA 02203  
(617) 565-3200

2. The Massachusetts Commission Against Discrimination (MCAD)  
Ashburton Place, Room 601  
Boston, MA 02108  
(617) 994-6000



## **POLICY 16: VIOLENCE IN THE WORKPLACE**

## RMLD BOARD OF COMMISSIONERS MEETING

SEPTEMBER 15, 2022

### POLICY 16: VIOLENCE IN THE WORKPLACE

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In accordance with the Board's periodic policy review, please find attached the review package for Policy 16: Violence Prevention in The Workplace (Revision 3).

Included are the following three components:

- Policy 16: Violence in the Workplace Summary and Highlights (This Page).
- Updated Policy 16: Violence in the Workplace (Revision 3).
- Policy 16: Violence in the Workplace (Revision 3) with red lines.

#### **SUMMARY**

Policy 16: Violence in the Workplace was revised to reflect current laws, guidelines, and best practices. Various sections were refined, and definitions were revised for further clarity.

#### **REVISION HIGHLIGHTS**

- Human Resources Manager was changed to Human Resources Director throughout.
- **Section II: Definitions**
  - Subsection II: A
    - The definition of "Threat" was revised to clarify that RMLD will use objective and subjective standards taking into account all facts and circumstances to determine whether a Threat has occurred.
  - Subsection II: C
    - Verbiage was added to expand the definition of weapon to include "realistic looking" fake firearms.
- **Section IV: Pre-Employment Screening**
  - Subsection IV: A
    - Verbiage was changed from RMLD "should" to RMLD "strives to".
    - Verbiage stating, "a history of frequent job changes" was removed from the list of red flags.
  - Subsection IV: B: 1
    - Verbiage outlining permissible questions relating to criminal history was removed per current law and best practice.

**RMLD Policy No. 16  
VIOLENCE PREVENTION IN THE WORKPLACE**

**Revision No. 3**

September 15, 2022

Commission Vote Date

September 14, 2025

Interim General Manager/Date

Next Review Date

**I. PURPOSE**

It is the goal of the Reading Municipal Light Department (“RMLD”) to promote a safe workplace for its employees, public officials, customers, vendors, consultants, subcontractors and visitors, which is free from acts of intimidation, threats of violence and actual violence. To this end, RMLD has established this zero-tolerance policy for workplace violence and other conduct that threatens the wellbeing of anyone at the workplace. For purposes of this policy, “zero tolerance” means that no threatening or violent behavior is acceptable, and no violent incident will be ignored. While not every incident of workplace violence can be prevented or predicted, the purpose of this policy is to implement measures to minimize the potential for violent or threatening behavior and to provide a course of action in the event that a violent or threatening incident occurs at the workplace. Because not every situation can be anticipated or planned for within a written policy, the General Manager may adjust this policy’s procedures and protocols or take whatever action that he/she deems is warranted under the specific circumstances to the extent permitted by law and consistent with a policy of zero tolerance.

**II. DEFINITIONS**

For purposes of this policy, the following definitions shall apply:

**A. Threat**

A “Threat” is any verbal or physical conduct that threatens property or personal safety or that reasonably could be interpreted as intending to cause harm. RMLD will employ both an objectively reasonable and subjectively reasonable standard in determining whether conduct arises to the level of a Threat taking into account all relevant facts and circumstances.

**B. Violence**

The term “Violence” encompasses any actions or words that endanger or harm another employee or result in other employees having a reasonable belief that they are in danger. Violence includes any act or Threat of physical violence,

harassment, intimidation, or other threatening or disruptive behavior at the Workplace that causes others to feel unsafe. Violence may range from Threats and verbal abuse to physical assaults. Examples of Violence include shoving, pushing, stalking, coercion, vandalism, brandishing Weapons, bullying or aggressive behavior, disorderly conduct, such as punching walls, making obscene phone calls, and Threats or talk of Violence.

C. Weapon

A “Weapon” is defined as any firearm, including realistic-looking fake firearms and replicas, items that are designed or used to intentionally inflict bodily harm, and/or any items which are inappropriate in the employee’s Workplace and which are used to cause fear of Violence or used in connection with Threats. Weapons include, but are not limited to, handguns, hunting rifles, knives and swords, and explosive devices. Weapons do not include tools and utensils when properly stored or used in connection with the employee’s duties or tasks, but may constitute Weapons if they are used to cause fear of harm.

D. Workplace

The “Workplace” is defined as any RMLD sites, vehicles, buildings, parking lots, and job locations.

III. PROHIBITED CONDUCT

A. Threats and Acts of Violence

No employee shall threaten or commit acts of Violence at the Workplace, whether directed towards other employees, customers, vendors, consultants, or other third parties.

B. Aiding and Abetting

No employee shall knowingly assist in the commission of an act of Violence or otherwise encourage or incite acts of Violence in violation of this policy. No employee intentionally shall obstruct any investigation conducted by RMLD or law enforcement authorities into actions alleged to have violated this policy.

C. Use of RMLD Equipment and Facilities to Facilitate Threats or Acts of Violence

RMLD assets, such as voicemail, e-mail, computer systems, fax machines, vehicles, tools, and utensils shall not be used for Violence or any threatening purposes.

D. Weapons in the Workplace

No employee shall possess any firearms, explosive devices, knives (other than tools or utensils) at the Workplace or otherwise while on duty, nor shall any employee transport or cause to be transported any such Weapons in RMLD vehicles at any time or in any employee-owned vehicles while on duty.

E. Retaliation

No employee shall retaliate against or harass any employee for reporting conduct that the employee believes constitutes a violation of this policy or behavior that could be interpreted as a red flag or indicator of the employee's propensity for violence.

F. Conduct by Third Parties

RMLD also will not tolerate Threats or acts of Violence committed by public officials, customers, vendors, contractors, visitors or other third parties. RMLD may take action as deemed appropriate under the circumstances, such as contacting authorities or discontinuing services or business relations with the offending party.

G. Consequences for Violations

Any employee who engages in prohibited conduct in violation of this policy shall be subject to discipline, including termination. RMLD also may report such conduct to the proper authorities.

IV. PRE-EMPLOYMENT SCREENING

A. Screening for Red Flags

Pre-employment screening is an important element in promoting a safe workplace by identifying and screening out potentially violent coworkers before hiring. In an effort to identify potentially violent candidates, RMLD strives to solicit appropriate information, through employment application inquiries, interviews, and background and reference checks that raises red flags for potentially violent or threatening behavior. Red flags may include:

- A history of drug or alcohol use at the Workplace;
- Past conflicts (especially if violence was involved) with coworkers;
- Past convictions for violent crimes;
- A defensive or hostile attitude;
- A tendency for the job applicant to blame others for problems.

If red flags are identified, further inquiry may be warranted before making an offer of employment. Considerations include the nature, extent, and severity of the conduct, when such conduct occurred, and the relevance of such prior conduct to the duties or responsibilities of the position.

B. Legal Constraints

Specific screening practices and hiring decisions will need to be consistent with privacy protections and state and federal antidiscrimination laws. RMLD may need to obtain appropriate waivers from applicants to check criminal records and references from current and past supervisors and coworkers. The interplay of laws protecting employee rights and RMLD's goal of promoting a safe workplace also may involve complex legal issues relating to permissible pre-employment inquiries and employment decisions, particularly involving a candidate's criminal history and drug and alcohol use. RMLD may want to consult guidance documents published by federal and state agencies or with legal when a past criminal activity or drug or alcohol use is suspected. The following information is provided for general guidance purposes:

1. Criminal History

It is illegal for RMLD to ask certain questions about a job applicant's (or even an employee's) criminal record.

Moreover, the ability of RMLD to obtain access to criminal record information by the Massachusetts Criminal History Systems Board under the Criminal Record Information Act (CORI) is limited to that which is necessary to perform the relevant criminal justice or statutory duties. Criminal history information available from private sources also may be limited. Thus, it will be important for RMLD to assess an applicant's suitability for the position or propensity for Workplace violence based on appropriate inquiries relating to the employee's past work experience, such as the employee's attitude in the Workplace, the ability to get along well with others, or history of threatening, bullying, or harassing behavior.

2. Drug and Alcohol Use

A job applicant's past and current drug and alcohol use also raises complex issues under antidiscrimination laws. RMLD may not discriminate against applicants based on a disability, such as alcohol use outside of the job or past illegal drug use. However, RMLD may hire the best qualified person for the job and may take the applicant's demeanor into account or work history, such as terminations from

employment based on drug or alcohol use in the Workplace. RMLD also will subject prospective employees to drug and alcohol testing consistent with Policy # 26 or when otherwise required by law.

## V. PREVENTIVE MEASURES

### A. Inspections

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### B. Reporting Concerning Behavior/Threat Indicators

No "profile" or litmus test exists to indicate whether an employee might become violent. Instead, employers and employees should remain alert to problematic behavior that, in combination with other information, could point to possible Violence. no one behavior in and of itself suggests a greater potential for violence, but all facts and circumstances must be reviewed in their totality. In an effort to identify and address potential problems before escalating into violent behavior, employees are encouraged to report to their supervisors, Division Managers, the General Manager or Human Resources Director behavior that raises red flags of a potential for Violence. Indicators include, but are not limited to:

- Increasing belligerence;
- Ominous, specific threats;
- Hypersensitivity to criticism;
- Recent acquisition of/fascination with Weapons;

- Apparent obsession with a supervisor or coworker or employee grievance;
- Preoccupation with violent themes;
- Interest in recently publicized violent events;
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- Extreme disorganization;
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- Homicidal/suicidal comments or threats; and
- Drug or alcohol use at the Workplace or being under the influence of drugs or alcohol while on duty.

Employees should not hesitate to report any conduct or behavior that they believe presents a risk of danger or may lead dangerous activities in the Workplace. All reports and discussions will be kept confidential, including the identity of the employee reporting such behavior. Depending on the situation, some of the following actions may be taken:

- Discussing concerns among appropriate RMLD personnel, including the employee's immediate supervisor and Division Manager, for input and guidance;
- Meeting with the employee to discuss work-related concerns, pressures, grievances, or other issues that may be affecting the employee's performance or job satisfaction;
- Assisting the employee with arranging for counseling services, such as through the EAP;
- Monitoring behavior for signs of escalation or intensity;
- Conducting inspections for Weapons, as appropriate under the circumstances;
- Soliciting the services of professionals to assess the situation and make recommendations for a course of action;
- Imposing discipline for unprofessional conduct or conduct in violation of RMLD policies, such as insubordination, angry outbursts or yelling; and



- Contacting emergency medical providers or local law enforcement authorities, as appropriate.

While it is RMLD's goal to promote a safe Workplace, it is understood that RMLD cannot necessarily prevent acts of Violence from occurring even if suspicious behavior has been reported or observed.

#### C. Training

RMLD may require managers and supervisors to undergo formal or informal training to recognize potentially Violent Workplace situations, learn techniques to diffuse escalating situations, and to implement security procedures to improve the safety of employees during Violent situations. RMLD employees are not expected to perform law enforcement roles. Rather, the purpose of any training activities is to better prepare managers and supervisors for dealing with volatile situations or violent incidents as they occur.

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RMLD will employ reasonable security measures for the protection of employees from unwanted visitors or trespassers. Employees should take precautions to ensure personal safety when leaving buildings or walking to vehicles, particularly after normal work hours. The floor plan and physical layout of RMLD buildings, lighting, and implementation of security measures should be reviewed by the Facilities Manager and discussed with the General Manager and/or any other RMLD personnel or consultants as directed by the General Manager. Modifications may be made to improve employee safety, to the extent reasonable. Considerations should include:

- Visibility;
- Adequacy of lighting in parking areas;
- Alarm signals or emergency phones;
- Control of access;
- Arrangement of work spaces to prevent employees from becoming trapped in a small enclosure;
- Whether escape routes are adequate and clearly marked

A plan for emergency evacuation should be designed and practiced with employees. The evacuation plan should include procedures for getting workers out of the building, as well as for assembling in a safe area in order to determine who is safe and who may still be missing.

## VI. INCIDENT REPORTING AND PROCEDURES

### A. Incidents Involving Coworkers

#### 1. Reporting Violence

If you believe you were the victim of threatening or violent behavior or have witnessed such behavior in the Workplace, you are encouraged to report the incident to your supervisor, the General Manager, Human Resources Director or any RMLD manager. If you believe you were a victim of a crime or a crime has occurred against a coworker, you also may contact law enforcement authorities.

#### 2. EAP Assistance

You also may seek advice from our EAP, AllOne Health (800) 451-1834 at no charge to you. The EAP is available to discuss any concerns you may have and to provide information to you about the RMLD's policy on Violence in the Workplace and the complaint process.

#### 3. Investigations

All reports will be taken seriously and will be investigated by the RMLD. RMLD may seek assistance from outside threat assessment professionals and other specialists to assist with the investigation and developing an appropriate strategy and course of action.

#### 4. Confidentiality

RMLD will not reveal your identity or personal information, except to RMLD managers, supervisors and consultants, law enforcement officials, as applicable, who are on a need-to-know basis in order to conduct the investigation and address the problem. RMLD will not reveal your identity or any identifying information to the alleged perpetrator without your written consent.

### B. Incidents Involving Third Parties

#### 1. Incidents at Job Sites

Any employee who is subject to an act of Violence or perceives a Threat at a work site should get to a safe area. The employee shall call his/her supervisor or Division Manager and report the incident as soon as practicable for further instructions. If the employee feels that his safety or

the safety of others is in immediate danger, the employee should not hesitate to call local law enforcement authorities. No employee will be disciplined for leaving a work site if the employee reasonably believes that his/her safety or the safety of others is in danger.

2. Incidents at RMLD's Office

If a customer, vendor or other third party treats employee in an abusive or hostile manner, the employee should seek the assistance of a supervisor or manager to deal with the situation. The employee should not act in a manner so as to escalate the situation, such as engaging in an argument. If, after speaking to a supervisor or manager, the person continues to act in a hostile manner or poses a risk of danger, the person should be asked to leave and warned that local authorities will be contacted. Local authorities should be contacted immediately if the person commits any act of physical Violence, or the employee believes that his/her safety or the safety of others at the Workplace is in imminent danger.

VII. OUTREACH AND ASSISTANCE

A. Employee Input

If you have suggestions for ways to improve the safety and security of the RMLD, please pass them along to the General Manager, the Human Resources Director or your direct supervisor.

B. Counseling and Assistance

In the event of a major workplace incident that affects, or has the potential to affect, the mental health of the employees, the RMLD will provide initial counseling and support service to you and your immediate family through the EAP program.

C. Communications

As the crisis passes and support systems are put into place for employees affected by the incident, RMLD will make every effort to return to normal business operations. A reasonable effort will be made to notify employees, customers, the Board of Commissioners and others who need to know the status of the RMLD's business operations directly whenever possible. In cases where direct contact is not possible or practical, an effort will be made to communicate through the news media and other available resources.

**RMLD Policy No. 16**  
**VIOLENCE PREVENTION IN THE WORKPLACE**

Revision No. 32

\_\_\_\_\_  
Commission Vote Date

\_\_\_\_\_  
Interim General Manager/Date

\_\_\_\_\_  
Next Review Date

I. PURPOSE

It is the goal of the Reading Municipal Light Department (“RMLD”) to promote a safe workplace for its employees, public officials, customers, vendors, consultants, subcontractors and visitors, which is free from acts of intimidation, threats of violence and actual violence. To this end, RMLD has established this zero-tolerance policy for workplace violence and other conduct that threatens the wellbeing of anyone at the workplace. For purposes of this policy, “zero tolerance” means that no threatening or violent behavior is acceptable, and no violent incident will be ignored. While not every incident of workplace violence can be prevented or predicted, the purpose of this policy is to implement measures to minimize the potential for violent or threatening behavior and to provide a course of action in the event that a violent or threatening incident occurs at the workplace. Because not every situation can be anticipated or planned for within a written policy, the General Manager may adjust this policy’s procedures and protocols or take whatever action that he/she deems is warranted under the specific circumstances to the extent permitted by law and consistent with a policy of zero tolerance.

II. DEFINITIONS

For purposes of this policy, the following definitions shall apply:

A. Threat

A “Threat” is any verbal or physical conduct that threatens property or personal safety or that reasonably could be interpreted as intending to cause harm. RMLD will employ both an objectively reasonable and subjectively reasonable standard in determining whether conduct arises to the level of a Threat taking into account all relevant facts and circumstances.

B. Violence

The term “Violence” encompasses any actions or words that endanger or harm another employee or result in other employees having a reasonable belief that they are in danger. Violence includes any act or Threat of physical violence,

harassment, intimidation, or other threatening or disruptive behavior at the Workplace that causes others to feel unsafe. Violence may range from Threats and verbal abuse to physical assaults. Examples of Violence include shoving, pushing, stalking, coercion, vandalism, brandishing Weapons, bullying or aggressive behavior, disorderly conduct, such as punching walls, making obscene phone calls, and Threats or talk of Violence.

C. Weapon

A “Weapon” is defined as any firearm, including ~~realistic-looking~~ fake firearms and replicas, items that are designed or used to intentionally inflict bodily harm, and/or any items which are inappropriate in the employee’s Workplace and which are used to cause fear of Violence or used in connection with Threats. Weapons include, but are not limited to, handguns, hunting rifles, knives and swords, and explosive devices. Weapons do not include tools and utensils when properly stored or used in connection with the employee’s duties or tasks, but may constitute Weapons if they are used to cause fear of harm.

D. Workplace

The “Workplace” is defined as any RMLD sites, vehicles, buildings, parking lots, and job locations.

III. PROHIBITED CONDUCT

A. Threats and Acts of Violence

No employee shall threaten or commit acts of Violence at the Workplace, whether directed towards other employees, customers, vendors, consultants, or other third parties.

B. Aiding and Abetting

No employee shall knowingly assist in the commission of an act of Violence or otherwise encourage or incite acts of Violence in violation of this policy. No employee intentionally shall obstruct any investigation conducted by RMLD or law enforcement authorities into actions alleged to have violated this policy.

C. Use of RMLD Equipment and Facilities to Facilitate Threats or Acts of Violence

RMLD assets, such as voicemail, e-mail, computer systems, fax machines, vehicles, tools, and utensils shall not be used for Violence or any threatening purposes.

D. Weapons in the Workplace

No employee shall possess any firearms, explosive devices, knives (other than tools or utensils) at the Workplace or otherwise while on duty, nor shall any employee transport or cause to be transported any such Weapons in RMLD vehicles at any time or in any employee-owned vehicles while on duty.

E. Retaliation

No employee shall retaliate against or harass any employee for reporting conduct that the employee believes constitutes a violation of this policy or behavior that could be interpreted as a red flag or indicator of the employee's propensity for violence.

F. Conduct by Third Parties

RMLD also will not tolerate Threats or acts of Violence committed by public officials, customers, vendors, contractors, visitors or other third parties. RMLD may take action as deemed appropriate under the circumstances, such as contacting authorities or discontinuing services or business relations with the offending party.

G. Consequences for Violations

Any employee who engages in prohibited conduct in violation of this policy shall be subject to discipline, including termination. RMLD also may report such conduct to the proper authorities.

IV. PRE-EMPLOYMENT SCREENING

A. Screening for Red Flags

Pre-employment screening is an important element in promoting a safe workplace by identifying and screening out potentially violent coworkers before hiring. In an effort to identify potentially violent candidates, RMLD ~~should~~ strives to solicit appropriate information, through employment application inquiries, interviews, and background and reference checks that raises red flags for potentially violent or threatening behavior. Red flags may include:

- A history of drug or alcohol use at the Workplace;
- Past conflicts (especially if violence was involved) with coworkers;
- Past convictions for violent crimes;
- A defensive or hostile attitude;
- ~~A history of frequent job changes; and~~
- A tendency for the job applicant to blame others for problems.

If red flags are identified, further inquiry may be warranted before making an offer of employment. Considerations include the nature, extent, and severity of the conduct, when such conduct occurred, and the relevance of such prior conduct to the duties or responsibilities of the position.

B. Legal Constraints

Specific screening practices and hiring decisions will need to be consistent with privacy protections and state and federal antidiscrimination laws. RMLD may need to obtain appropriate waivers from applicants to check criminal records and references from current and past supervisors and coworkers. The interplay of laws protecting employee rights and RMLD's goal of promoting a safe workplace also may involve complex legal issues relating to permissible pre-employment inquiries and employment decisions, particularly involving a candidate's criminal history and drug and alcohol use. RMLD may want to consult guidance documents published by federal and state agencies or with legal when a past criminal activity or drug or alcohol use is suspected. The following information is provided for general guidance purposes:

1. Criminal History

It is illegal for RMLD to ask certain questions about a job applicant's (or even an employee's) criminal record. ~~Permissible questions relating to criminal history include:~~

~~a. — Have you ever been convicted of a felony?~~

~~b. — Within the last five years have you been convicted of, or released from incarceration for a misdemeanor which was not a first offense for drunkenness, simple assault, speeding, a minor traffic violation, an affray, or disturbing the peace?~~

Moreover, the ability of RMLD to obtain access to criminal record information by the Massachusetts Criminal History Systems Board under the Criminal Record Information Act (CORI) is limited to that which is necessary to perform the relevant criminal justice or statutory duties. Criminal history information available from private sources also may be limited. Thus, it will be important for RMLD to assess an applicant's suitability for the position or propensity for Workplace violence based on appropriate inquiries relating to the employee's past work experience, such as the employee's attitude in the Workplace, the ability to get along well with others, or history of threatening, bullying, or harassing behavior.

## 2. Drug and Alcohol Use

A job applicant's past and current drug and alcohol use also raises complex issues under antidiscrimination laws. RMLD may not discriminate against applicants based on a disability, such as alcohol use outside of the job or past illegal drug use. However, RMLD may hire the best qualified person for the job and may take the applicant's demeanor into account or work history, such as terminations from employment based on drug or alcohol use in the Workplace. RMLD also will subject prospective employees to drug and alcohol testing consistent with Policy # 26 or when otherwise required by law.

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business operations directly whenever possible. In cases where direct contact is not possible or practical, an effort will be made to communicate through the news media and other available resources.

**INTEGRATED RESOURCES REPORT**  
**ATTACHMENT 5**



# Integrated Resources Report

Portfolio update  
Hydro PPA  
2023 preliminary power supply

*Presented to the  
Board of Commissioners and  
Citizens' Advisory Board*

15 September 2022

# Outline

Power Supply Portfolio Update

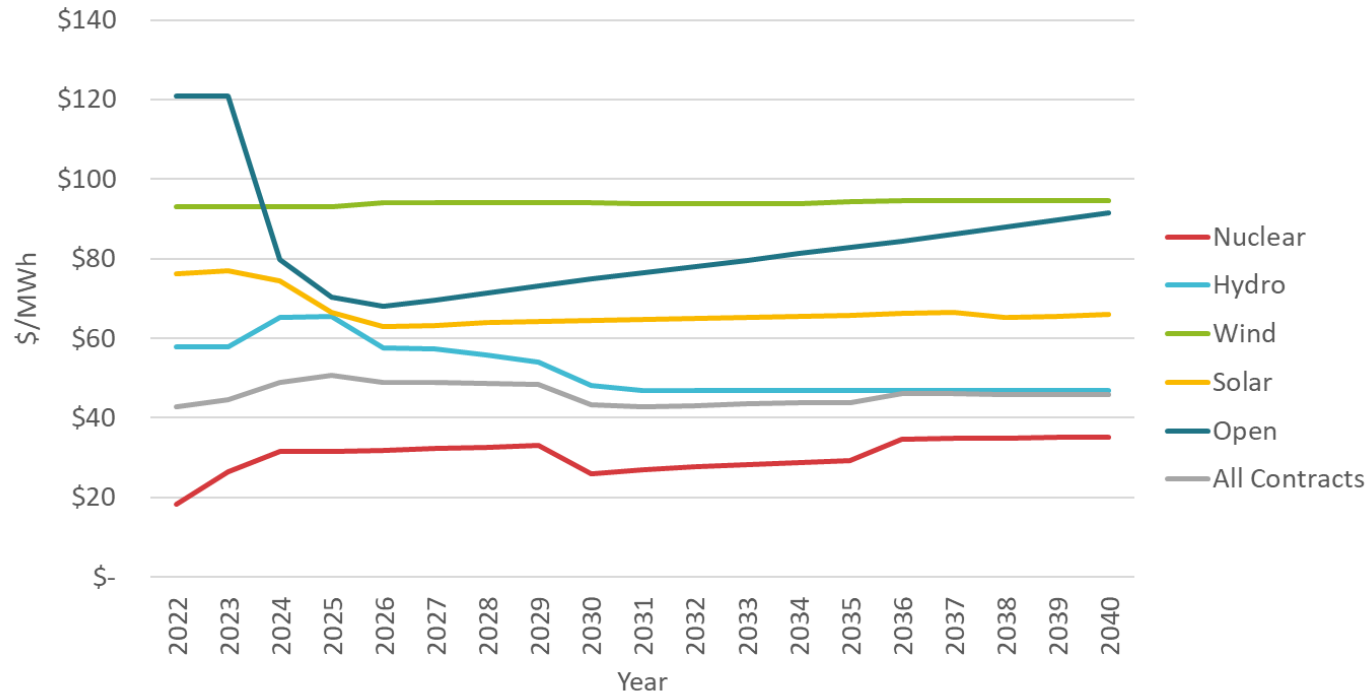
Power Supply Snapshot

Hydro Addition to Power Supply *(motion)*

2023 Power Supply *(preliminary view)*



# Aggressive pursuit of power supply contracts



## Nuclear

- Dominion response above FPC, no certificates

## TFA's

- Existing TFA contracts continue through 2024
- Model assumptions updated
- Regular model runs not yielding good prices

## Hydro Quebec

- 9.4 MWh of non-carbon starting 2024
- HQ supply next key milestone
- ENE initiating supply discussions

## Load following option with NextEra

- Detailed analysis during past 8 weeks
- High premium to minimize extreme market prices

- Upward market pressure on forward price curve and market remains volatile; high priced winters
- Good position for 2023 and 2024 (85% and 83% hedged, respectively)
- Limited near-term opportunities for low-cost energy (existing assets selling at open market)
- Team diligent and creative at uncovering options

# Power Supply Snapshot

Contracts approved in 2022: **58,500 MWh per year**

Contracts to be approved: **59,000 MWh per year**

- **non-carbon, long-term, minimize market price volatility**
- forward price curve remains elevated through 2023 & 2024
- 85% hedged in 2023 and 83% hedged in 2024
- persistent pursuit of new non-carbon sources (solar, hydro, nuclear)



<i>Name</i>	<i>Type</i>	<i>MWh/year</i>	<i>Start</i>	<i>End</i>	<i>Notes</i>
Nextera Shape Option	Nuclear	9,500	1-Apr-2022	1 year	PPA executed July 2021 (option executed Mar 2022)
Aspinhook/Wyre Wynd	Hydro	10,000	21-Jun-2022	1 year	PPA executed April 2022
Seabrook Solar	Solar	12,000	30-Jun-2024	30 years	PPA executed May 2022
Shepaug & Stevenson (ext)	Hydro	27,000	1-Jan-2024	7 years	PPA executed June 2022
Vineyard Wind	Wind	21,000	2028	25 years	PPA under negotiation
Falls Village	Hydro	38,000	1-Jan-2025	16 years	PPA under negotiation; final 4Q22

# Hydro

## First Light Falls Village



New long-term contract for First Light Falls Village hydro, 9 MW in northeastern CT (Housatonic River)

100% of unit output and environmental attributes – minimize admin complexity for both parties

Fixed pricing 2025 through 2030, then indexed through 2040

**Volume** - ~38,000 MWh/yr for RMLD (~5.5% RMLD total annual purchases (2025 reference))

**Term** - 15 years (2025 – 2040)

**Certificates** – CT Class I certificates (renewable and non-carbon)

**Pricing** - 50% higher than RMLD portfolio average; slightly higher than RMLD hydro portfolio

# Power Supply Preliminary Budget

*Continued and diligent management of power supply costs and rates*

	2021 actuals	2022 budget	2022 estimate	2023 budget	2024 budget	2025 budget
Energy*	\$ 27,791,132	\$ 29,478,149	\$ 34,585,168	\$ 36,861,572	\$ 36,695,119	\$ 36,745,747
Capacity	\$ 16,592,028	\$ 16,978,311	\$ 16,152,335	\$ 13,009,089	\$ 13,306,451	\$ 12,788,114
Transmission	\$ 15,688,571	\$ 18,457,184	\$ 16,077,344	\$ 19,043,270	\$ 20,478,358	\$ 21,601,251
<b>Total</b>	<b>\$ 60,071,731</b>	<b>\$ 64,913,645</b>	<b>\$ 66,814,847</b>	<b>\$ 68,913,931</b>	<b>\$ 70,479,928</b>	<b>\$ 71,135,112</b>
<i>*Energy does not include certificate sale revenue (\$1-4 mil/year)</i>				3%	2%	1%

- Overall power supply increase of 3% from 2022 to 2023, 1-2% in 2024 and 2025
- Energy costs significantly higher than budgeted for 2022, with smaller increase in 2023
  - Continued upward pressure on European energy prices, affecting global market
  - 85% hedged position protects against major market volatility
  - Summer 2022 most heavily impacted this year; customer bills should remain stable through Oct-Dec
- Capacity costs trending downward
- Transmission costs increasing; likely accelerating higher to support offshore wind and other renewables

Thank You  
from the IRD Team

**E&O REPORT**  
**ATTACHMENT 6**



# Reliability Report Sept 2022

By: H. Jaffari,  
Director of E&O

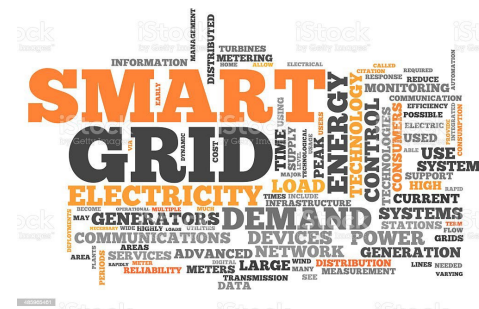
# System Reliability

## ➤ System Reliability Depends on Having a Good:

- Maintenance Program
- Outage Management Strategy
- System Planning
- System Automation Plan



## ➤ RMLD's System Reliability Remains Strong







Download from Dreamstime.com  
Image ID: 1705  
Diana Rothstein | Dreamstime.com

# RMLD's Maintenance Programs

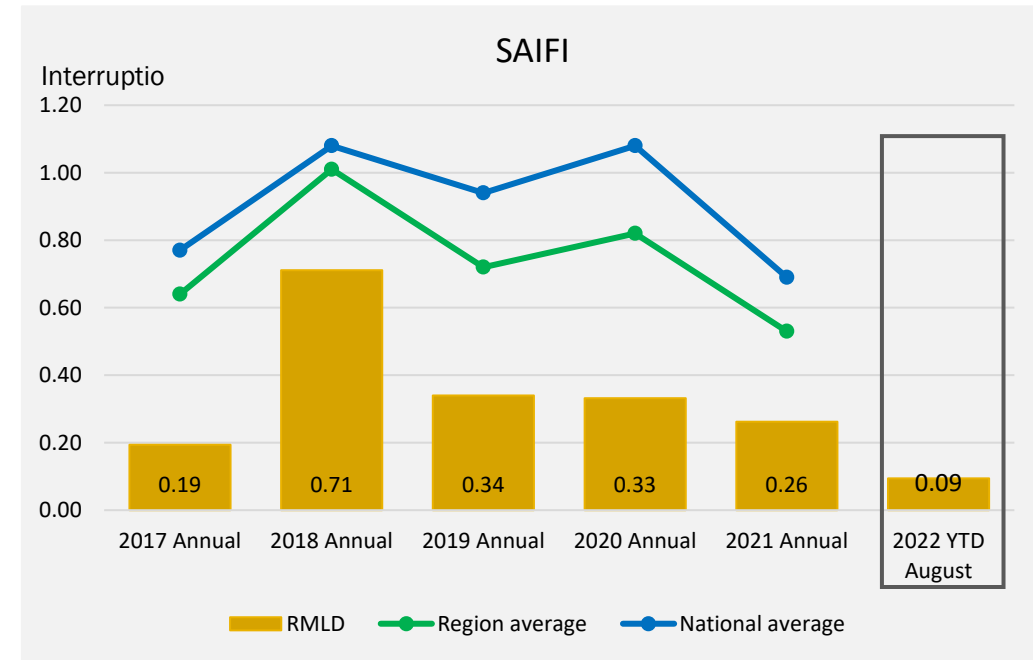
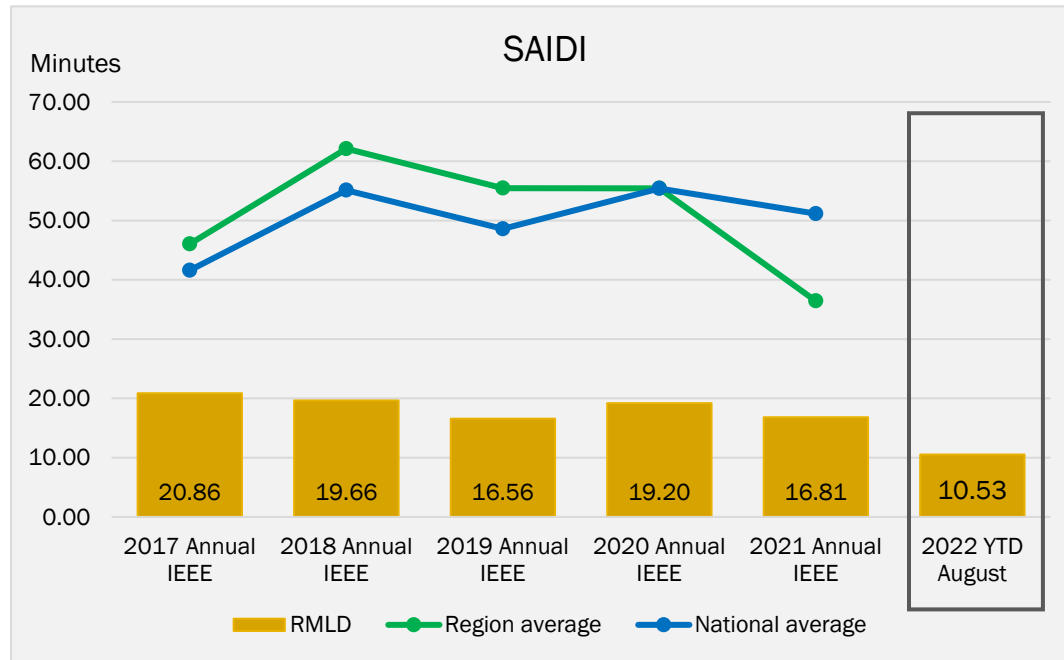


alamy

Image ID: 876143  
www.alamy.com

- **Tree Trimming** – Approximately on Average 2,726 Spans/Year
- **Inspection of Feeders (ongoing)**
- **Pole Inspection/Replacement Program (ongoing)**
  - 324 of 541 failed poles have been set since program began
  - 316 transfers have been completed since program began
- **Infrared Scans (Monthly)**
- **Primary Metering Upgrades Systemwide (2020-2023)**
- **Manhole Inspection (Annually)**
- **Porcelain Cutout Replacement (ongoing)**
- **13.8 kV Conversions (2016-2028)**
- **Aged Transformer Replacement Program (Annually)**
- **UG Subdivisions Upgrades Program (2015-2032)**

# RMLD Reliability Indices As of August 31, 2022



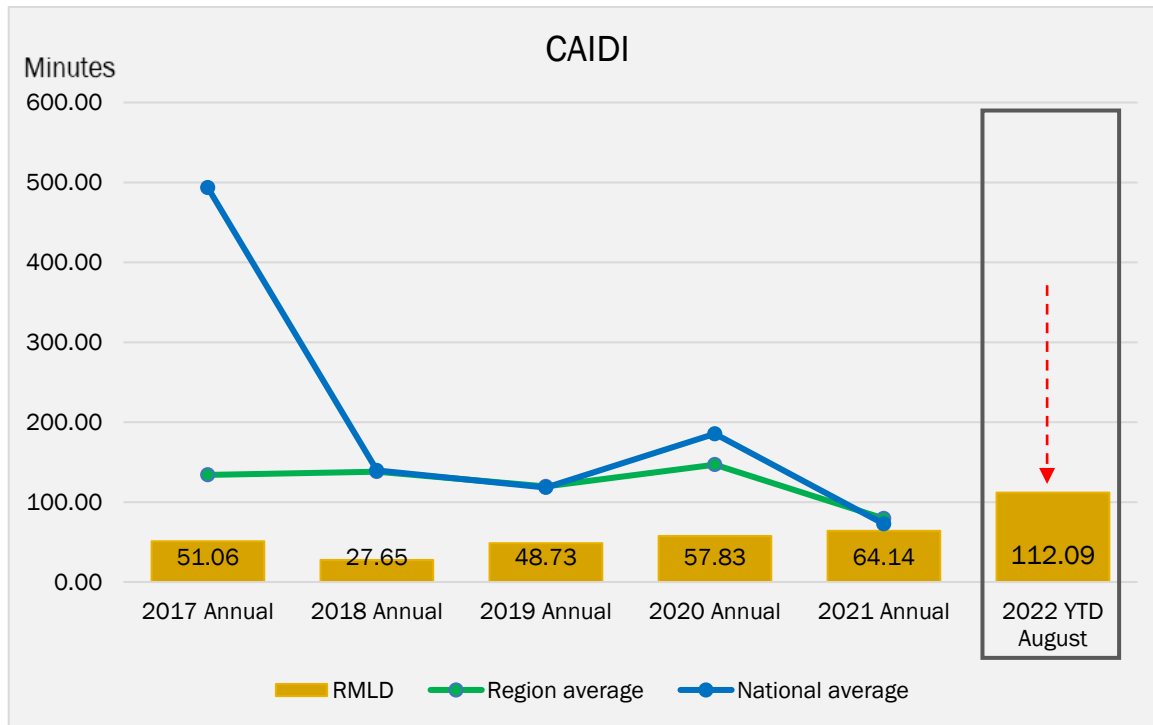
$$SAIDI \text{ (Minutes)} = \frac{\text{Total Duration of Customer Interruptions}}{\text{Total Number of Customers Served}}$$

$$SAIFI = \frac{\text{Total Number of Customer Interruptions}}{\text{Total Number of Customers Served}}$$

Source: APPA eReliability Tracker

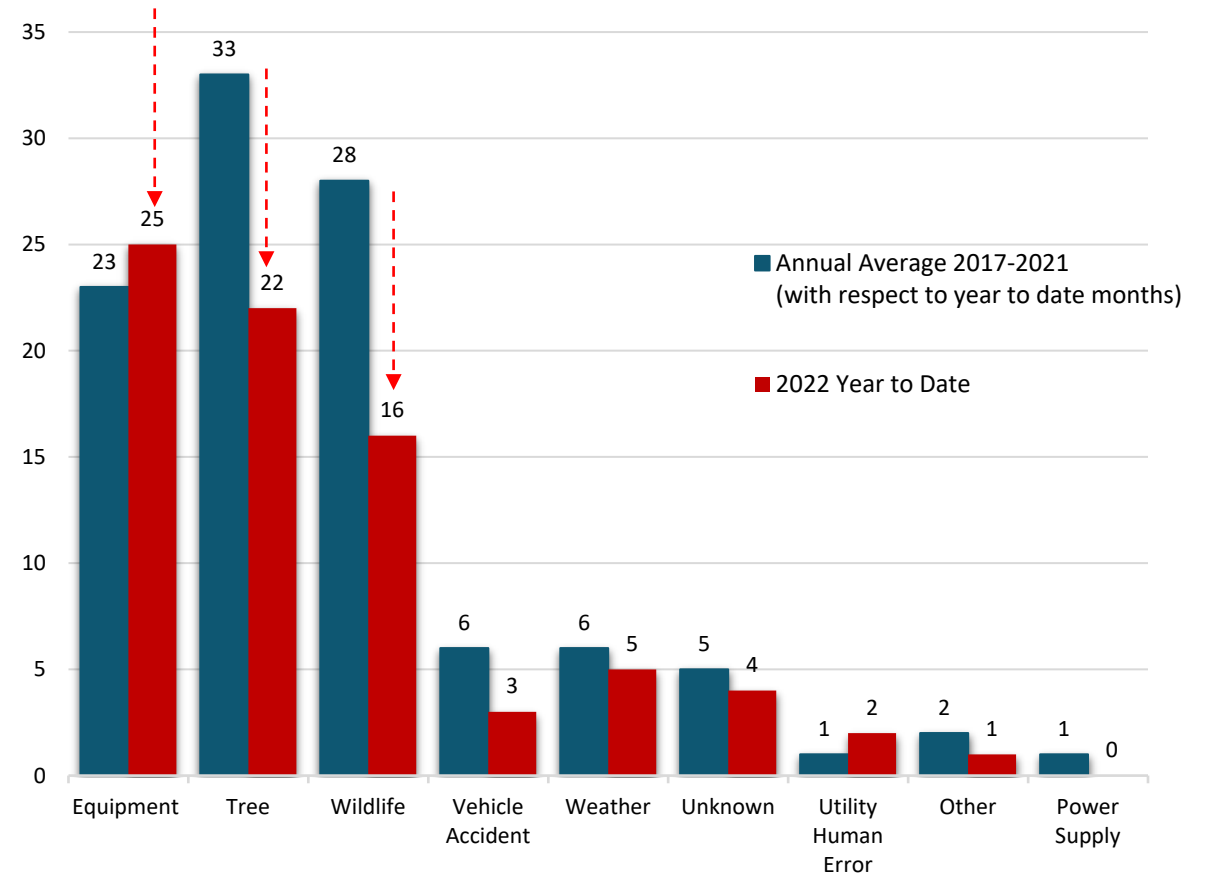
Note: APPA eReliability Tracker using IEEE beta threshold method for outages.

# Outage Statistics As of 8/31/2022

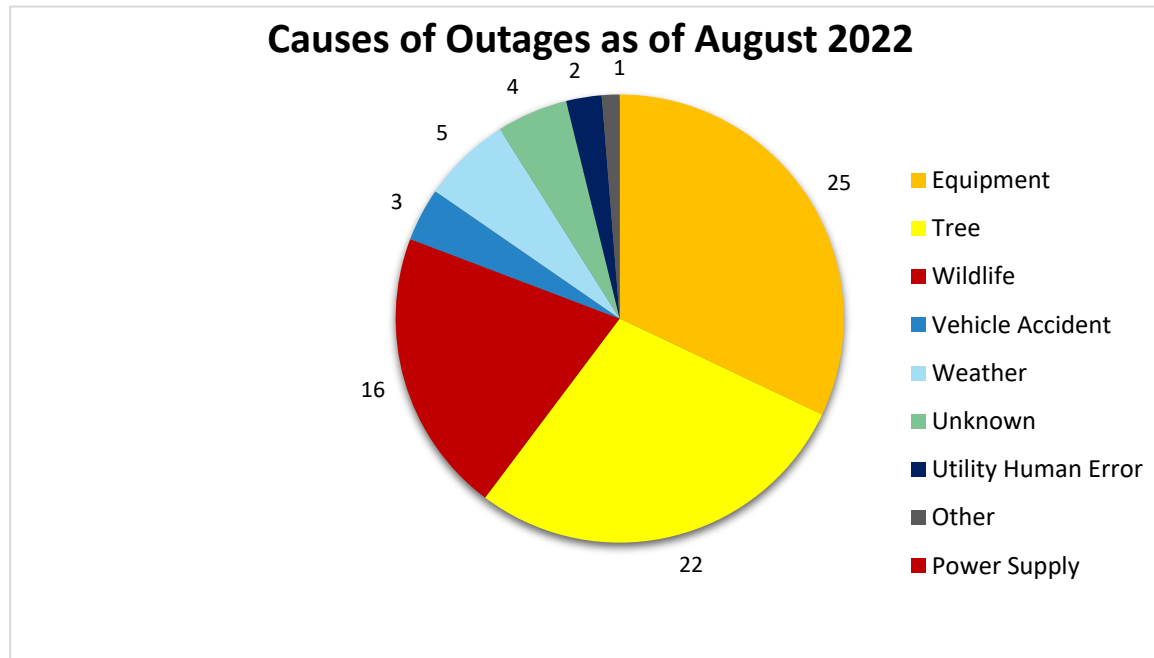


$$CAIDI \text{ (Minutes)} = \frac{\text{Total Duration of Customer Interruptions}}{\text{Total Number of Customer Interruptions}}$$

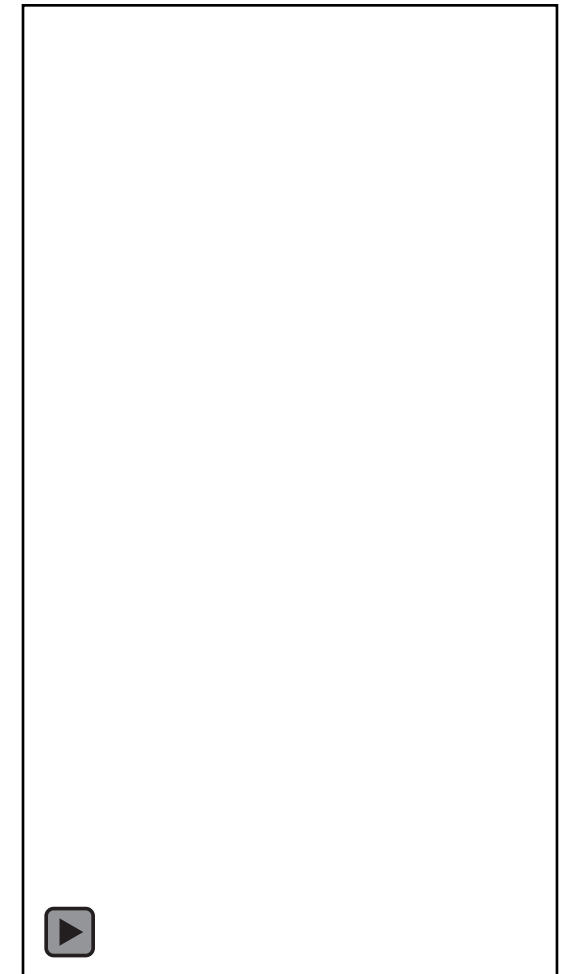
## Causes of Outages as of August 2022



# RMLD Outage Causes As of 8/31/2022



- **Equipment Failure (32%): XFMRs, Cables, Wires, Cross Arms, etc.**
  - Supply-chain disruptions forced RMLD to slow down the aged transformer replacement program. Inventory transformers are used for emergencies and potential leakers. [Lead-time for transformers is 52-102 weeks and cable is 25-52 weeks.](#)
- **Tree Problems (28%):**
  - 22 tree-related outages from January-August.
  - Draught and insect infestation has weakened the tree branches causing them to fall on utility lines and bring down poles and wires.
- **Wildlife (21%):**
  - Trees approaching energized zone creating an easy path for animals.
  - Animals find their way under the protective guards making contacts.



# RMLD Strategy Moving Forward

- **Top Three Outage Causes:**

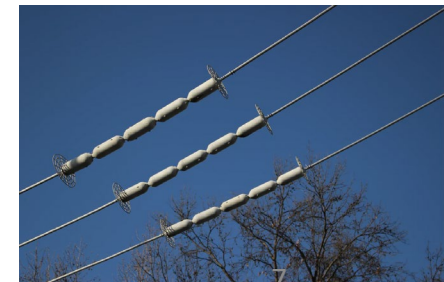
- Equipment Failure/Damages (32%) exceeding 5 years average; Trees (28%); Wildlife (21%)

- **Facts:**

- RMLD has slowed down its [Aged Transformer Replacement Program](#) and [URD upgrades](#) due to [Supply Chain Disruption](#) Issues. Inventory of transformers and wires is reserved for only emergencies, storms and potential leakers.
- Tree trimming is reduced due to changes in laws ([As of January 1, 2022](#)) requiring tree workers be paid prevailing wages, which has impacted budget.
- RMLD is using standard wildlife protectors and animal guards available in the industry and being used by all utilities nationwide to cover energized equipment parts.

- **New Outage Reduction Strategy:**

- Increase the Tree Trimming/Hazardous Tree Removal Operational Budget.
- Increase inventory for both maintenance and capital projects by purchasing transformers and cable/wire more frequently.
- RMLD is searching for extra protective guards like Gritter Guard Line Guards for added protection.
- Purchase fiberglass crossarms rather than wood making it our standard practice.



# RMLD Tree Trimming Plan

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- Trees help keep the planet and environment cleaner and safer for all. RMLD treating cuts with respect.
- RMLD's tree trimming priority is trees on main streets (circuits), followed by side streets.
- RMLD conducts annual study to create an Integrated Vegetation Management Plan (IVMP) for all four communities.
- What are the benefits of IVMP?
  - Provides a guideline and plan for tree trimming and minimizes the growth of invasive species to:
    - Keep trees healthy for our environment.
    - Improve reliability and reduce outages as it "costs American economy \$7-\$10 Billion/Year" (Quote from US EPA).
    - Improve environmental quality and public health.
    - Provide ecological benefits (i.e., control invasive species and create wildlife habitat)
    - Reduce utility customers' costs
- VMP strives for better management of vegetation and environment by balancing cost and reliability.



Reference: <https://www.epa.gov/pepp/benefits-integrated-vegetation-management-ivm-rights-way>

# Tree Damages to RMLD Assets



Edgemere Road, Lynnfield  
on 8/8/2022



Flash Road, North Reading  
on 7/24/2022



Martin Road, Reading  
on 8/19/2022



Chestnut Street, Lynnfield



Ash Street, Reading  
on 8/22/2022



Hillview, North Reading



Thank  
you



**RMLD PROCUREMENT REQUESTS  
REQUIRING BOARD APPROVAL  
ATTACHMENT 7**



September 8, 2022

Town of Reading Municipal Light Board

Subject: RFQ 2022-33

Pursuant to M.G.L. c. 30B, § 22 on July 27, 2022, a Request for Quotes (RFQ) was sent to nine (9) Statewide Contract VEH102 vendors requesting quotes for 'Eight (8) Electric Vehicle Charging Stations'.

The Quotes were submitted via email and opened on August 17, 2022, at 12:00 Noon. Quotes were received from two (2) companies: VERDEK LLC and Voltrek, LLC.

The quotes were reviewed, analyzed, and evaluated by staff and recommended to the Interim General Manager.

Move that RFQ 2022-33 for eight (8) Level 2 Electric Vehicle Supply Equipment (EVSE) be awarded to: **Voltrek, LLC, in the amount of \$74,460.00**<sup>1</sup>, pursuant to M.G.L. c. 30B, § 22 as the lowest responsible vendor, on the recommendation of the Interim General Manager.

<sup>1</sup>See attached spreadsheet for quote detail.

The 2022 Capital Budget amount for this item is \$50,000.

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Sarah Shenstone-Harris

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Gregory J. Phipps

**RFQ 2022-33 EV CHARGING STATIONS QUOTE DETAIL**

		<b>VOLTREK, LLC</b>		
		<b>Quantity</b>	<b>Unit Price</b>	<b>Total Price</b>
1	ChargePoint EVSE, Model CT4021-GW1	6	\$8,392.00	\$50,352.00
	Commercial Cloud Plan/ Software Costs (1 Year)	12	\$345.00	\$0.00
			1st Year free	
	Station Activation/ Set-up	6	\$350.00 Waived	\$0.00
	Shipping	6	\$250.00	\$1,500.00
2	EVSE LLC EVSE, Model 3704	2	\$10,504.00	\$21,008.00
	Commercial Cloud Plan/ Software Costs (1 Year)	4	\$225.00	\$900.00
	Station Activation/ Set-up	2	\$100.00	\$200.00
	Shipping	2	\$250.00	\$500.00
			<u><b>Total</b></u>	<b>\$74,460.00</b>

*\* VERDEK LLC took an exceptions: Offered an alternate brand/model, which RMLD did not accept. Also, the submitted quote form was not signed, as required.*

RMLD



Reading Municipal Light Department  
RELIABLE POWER

September 9, 2022

Town of Reading Municipal Light Board

Subject: IFB 2022-39 Substation Transformer Testing and Repairs

Pursuant to M.G.L. c. 30, § 39M, on September 7, 2022, an invitation for bid (IFB) requesting sealed bids for Substation Transformer Testing and Repairs was placed as a legal notice in the Middlesex East Section of the Daily Times Chronicle and was posted on the Central Register, COMMBUYS, and the RMLD website.

An invitation for bid was sent to sixteen (16) companies.

Sealed bids are due back on Thursday, September 22, 2022, at 11:00 A.M. and will be publicly opened and read aloud, in the Town of Reading Municipal Light Department's Audio Visual Spurr Room, 230 Ash Street, Reading, Massachusetts.

The bids will be reviewed, analyzed, and evaluated by staff and the award of the contract will be recommended to the Interim General Manager based on the statutory standard, which requires RMLD to award the contract to the lowest responsible and eligible bidder. Under this process, RMLD does not have discretion over the contract award. Accordingly, given that timing is critical for this work, the below motion would allow RMLD to move forward with the contract award without the need for additional approvals unless the lowest responsible and eligible bid exceeds \$610,000. RMLD will update the Board on the status of the procurement.

Move to authorize the Interim General Manager to award the contract for IFB 2022-39, Substation Transformer Testing and Repairs, to the lowest responsible and eligible bidder pursuant to M.G.L. c. 30, § 39M, provided that the total price does not exceed \$610,000.

These services will be paid from the Operating Budget.

Handwritten signature of Nick D'Alleva in blue ink.

Nick D'Alleva (Sep 12, 2022 1:13:14 EDT)

Nick D'Alleva

Handwritten signature of John McDonagh in blue ink.

John McDonagh

Handwritten signature of Hamid Jaffari in blue ink.

Hamid Jaffari (Sep 12, 2022 1:14:24 EDT)

Hamid Jaffari

Handwritten signature of Gregory J. Phipps in blue ink.

Gregory J. Phipps

**MATERIALS AVAILABLE BUT NOT DISCUSSED**

**From:** [Erica Morse](#)  
**To:** [Erica Morse](#)  
**Subject:** AP and Payroll Questions for the 22-09-15 Board of Commissioners Book  
**Date:** Monday, September 12, 2022 11:09:00 AM

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**AP**

From July 8, 2022, to September 9, 2022, there were no Commissioner questions.

**Payroll:**

From July 11, 2022, to September 5, 2022 there were no Commissioner questions

Erica Morse  
Executive Assistant  
Reading Municipal Light Department  
O: 781-942-6489  
C: 617-791-3304  
[www.rmlld.com](http://www.rmlld.com)



Town of Reading, Massachusetts  
Municipal Light Department  
Statement of Net Assets  
5/31/2022

	<b>2022</b>	<b>2021</b>
<b>ASSETS</b>		
Current:		
Unrestricted Cash	\$ 19,569,558	\$ 22,082,143
Restricted Cash	32,769,717	29,358,591
Restricted Investments	2,563,456	2,705,221
Receivables, Net	9,922,167	7,800,643
Prepaid Expenses	1,718,599	1,461,703
Inventory	2,000,731	1,908,740
Total Current Assets	68,544,229	65,317,041
Noncurrent:		
Investment in Associated Companies	964,302	874,492
Capital Assets, Net	86,232,822	83,459,963
Total Noncurrent Assets	87,197,124	84,334,456
Deferred Outflows - Pension Plan	6,754,497	5,360,409
<b>TOTAL ASSETS</b>	<b>162,495,850</b>	<b>155,011,906</b>
 <b>LIABILITIES</b>		
Current		
Accounts Payable	11,411,943	7,575,278
Accrued Liabilities	285,864	245,784
Customer Deposits	1,587,213	1,422,288
Advances from Associated Companies	200,000	200,000
Customer Advances for Construction	2,578,075	2,330,551
Total Current Liabilities	16,063,094	11,773,900
Non-current		
Accrued Employee Compensated Absences	1,955,013	2,221,737
Net OPEB Obligation	4,158,698	7,166,506
Net Pension Liability	11,954,138	12,054,935
Total Non-current Liabilities	18,067,849	21,443,178
Deferred Inflows - Pension Plan	4,327,923	2,652,103
<b>TOTAL LIABILITIES</b>	<b>38,458,866</b>	<b>35,869,182</b>
 <b>NET POSITION</b>		
Invested in Capital Assets, Net of Related Debt	86,232,822	83,459,963
Restricted for Depreciation Fund	11,773,493	9,648,346
Restricted for Pension Trust	6,792,231	6,590,668
Unrestricted	19,238,437	19,443,747
<b>TOTAL NET POSITION</b>	<b>124,036,984</b>	<b>119,142,724</b>
<b>Total Liabilities and Net Assets</b>	<b>\$ 162,495,850</b>	<b>\$ 155,011,906</b>



Town of Reading, Massachusetts  
Municipal Light Department  
Business Type Proprietary Fund  
Statement of Revenues, Expenses and Changes in Fund Net Assets  
5/31/2022

	Month Current Year	Month Last Year	Year to Date Current Year	Year to Date Last Year	Percent Change
<b>Operating Revenues</b>					
Base Revenue	\$ 2,115,344	\$ 1,945,049	\$ 11,898,928	\$ 10,899,682	9.2%
Fuel Revenue	2,844,316	1,847,612	13,749,067	9,978,489	37.8%
Purchased Power Capacity & Transmission	2,036,946	2,347,929	12,424,101	13,111,050	(5.2%)
Forfeited Discounts	50,917	36,252	309,750	329,529	(6.0%)
Energy Conservation Revenue	142,388	45,882	774,516	255,122	203.6%
NYPA Credit	(48,474)	(86,889)	(511,945)	(491,327)	4.2%
<b>Total Operating Revenues</b>	<b>7,141,437</b>	<b>6,135,835</b>	<b>38,644,416</b>	<b>34,082,546</b>	<b>13.4%</b>
<b>Expenses</b>					
<b>Power Expenses:</b>					
547 Purchased Power Fuel	1,867,434	2,014,145	13,299,006	11,232,364	18.4%
555 Purchased Power Capacity	1,436,585	1,442,899	6,811,708	7,295,065	(6.6%)
565 Purchased Power Transmission	1,017,441	971,046	5,849,673	5,511,942	6.1%
<b>Total Purchased Power</b>	<b>4,321,460</b>	<b>4,428,090</b>	<b>25,960,386</b>	<b>24,039,371</b>	<b>8.0%</b>
<b>Operations and Maintenance Expenses:</b>					
580 Supervision and Engineering	93,030	75,453	447,768	415,529	7.8%
581 Station/Control Room Operators	36,418	38,463	194,015	188,373	3.0%
582 Station Technicians	35,217	44,205	211,079	270,259	(21.9%)
583 Line General Labor	47,859	37,476	319,018	245,910	29.7%
586 Meter General	15,042	12,476	74,320	66,824	11.2%
588 Materials Management	34,363	30,321	179,976	172,013	4.6%
593 Maintenance of Lines - Overhead	27,025	36,201	141,406	145,448	(2.8%)
593 Maintenance of Lines - Tree Trimming	4,063	53,394	257,718	137,139	87.9%
594 Maintenance of Lines - Underground	165	(5,203)	78,725	6,499	1111.3%
595 Maintenance of Line - Transformers	-	15,100	45,845	59,428	(22.9%)
598 Line General Leave Time Labor	9,408	23,506	167,689	126,914	32.1%
<b>Total Operations and Maintenance Expenses</b>	<b>302,592</b>	<b>361,391</b>	<b>2,117,559</b>	<b>1,834,336</b>	<b>15.4%</b>
<b>General &amp; Administration Expenses:</b>					
903 Customer Collections	118,444	79,769	456,295	439,810	3.7%
904 Uncollectible Accounts	5,000	8,750	25,000	43,750	(42.9%)
916 Energy Audit	63,397	54,044	316,727	271,245	16.8%
916 Energy Conservation	100,244	82,274	402,264	611,255	(34.2%)
920 Administrative and General Salaries	161,194	135,472	823,688	757,745	8.7%
921 Office Supplies and Expense	602	1,475	5,792	5,364	8.0%
923 Outside Services - Legal	41,353	32,033	164,810	102,797	60.3%
923 Outside Services - Contract	35,742	30,150	105,247	121,183	(13.2%)
923 Outside Services - Education	2,760	2,488	22,458	7,789	188.3%
924 Property Insurance	32,768	33,111	185,143	196,412	(5.7%)
925 Injuries and Damages	650	-	1,750	8,026	(78.2%)
926 Employee Pensions and Benefits	316,955	279,963	1,855,400	1,828,028	1.5%
930 Miscellaneous General Expense	26,329	43,626	209,453	186,613	12.2%
931 Rent Expense	16,789	14,471	97,379	94,666	2.9%
933 Vehicle Expenses	22,201	28,900	88,631	121,189	(26.9%)
933 Vehicle Expenses - Capital	(41,236)	(30,056)	(167,739)	(146,720)	14.3%
935 Maintenance of General Plant	40,339	63,470	228,825	287,232	(20.3%)
935 Maintenance of Building & Garage	59,698	62,127	471,505	331,443	42.3%
<b>Total General &amp; Administration Expenses</b>	<b>1,003,230</b>	<b>922,065</b>	<b>5,292,627</b>	<b>5,267,828</b>	<b>0.5%</b>

Town of Reading, Massachusetts  
Municipal Light Department  
Business Type Proprietary Fund  
Statement of Revenues, Expenses and Changes in Fund Net Assets  
5/31/2022

	Month Current Year	Month Last Year	Year to Date Current Year	Year to Date Last Year	Percent Change
Other Operating Expenses:					
403 Depreciation	421,450	406,980	2,107,250	2,034,898	3.6%
408 Voluntary Payments to Towns	143,387	137,953	716,935	689,764	3.9%
Total Other Expenses	<u>564,837</u>	<u>544,933</u>	<u>2,824,186</u>	<u>2,724,663</u>	<u>3.7%</u>
Operating Income	949,318	(120,643)	2,449,659	216,348	1032.3%
Non Operating Revenues (Expenses):					
419 Interest Income	25,219	69,004	66,794	82,887	(19.4%)
419 Other	66,909	83,759	531,330	561,053	(5.3%)
426 Return on Investment to Reading	(206,709)	(206,709)	(1,033,544)	(1,033,544)	0.0%
426 Loss on Disposal	-	-	-	-	0.0%
431 Interest Expense	(2,005)	(3,759)	(10,061)	(18,831)	(46.6%)
Total Non Operating Revenues (Expenses)	<u>(116,585)</u>	<u>(57,705)</u>	<u>(445,480)</u>	<u>(408,436)</u>	<u>9.1%</u>
Change in Net Assets	832,733	(178,348)	2,004,179	(192,088)	
Net Assets at Beginning of Year	122,032,806	119,334,812	122,032,806	119,334,812	
Ending Net Assets	<u>\$ 122,865,539</u>	<u>\$ 119,156,464</u>	<u>\$ 124,036,984</u>	<u>\$ 119,142,724</u>	

Town of Reading, Massachusetts  
Municipal Light Department  
Business Type Proprietary Fund  
Statement of Budgeted Revenues, Expenses and Changes in Fund Net Assets  
5/31/2022

	Actual Year to Date	Budget through MAY 2022	OVER/UNDER \$	OVER/UNDER %
<b>Operating Revenues</b>				
Base Revenue	\$ 11,898,928	\$ 12,541,487	\$ (642,559)	(5.1%)
Fuel Revenue	13,749,067	11,050,982	2,698,085	24.4%
Purchased Power Capacity & Transmission	12,424,101	14,764,790	(2,340,689)	(19.9%)
Forfeited Discounts	309,750	376,245	(66,495)	(17.7%)
Energy Conservation Revenue	774,516	829,854	(55,339)	(6.7%)
NYPA Credit	(511,945)	(440,543)	(71,402)	16.2%
<b>Total Operating Revenues</b>	<b>38,644,416</b>	<b>39,122,815</b>	<b>(478,398)</b>	<b>(1.2%)</b>
<b>Expenses</b>				
<b>Power Expenses:</b>				
555 Purchased Power Fuel	13,299,006	10,610,439	2,688,566	25.3%
555 Purchased Power Capacity	6,811,708	7,074,296	(262,589)	(3.7%)
565 Purchased Power Transmission	5,849,673	7,690,493	(1,840,821)	(23.9%)
<b>Total Purchased Power</b>	<b>25,960,386</b>	<b>25,375,229</b>	<b>585,157</b>	<b>2.3%</b>
<b>Operations and Maintenance Expenses:</b>				
580 Supervision and Engineering	447,768	480,662	(32,894)	(6.8%)
581 Station/Control Room Operators	194,015	224,559	(30,545)	(13.6%)
582 Station Technicians	211,079	281,068	(69,990)	(24.9%)
583 Line General Labor	319,018	468,685	(149,667)	(31.9%)
586 Meter General	74,320	82,412	(8,092)	(9.8%)
588 Materials Management	179,976	196,317	(16,341)	(8.3%)
593 Maintenance of Lines - Overhead	141,406	230,094	(88,687)	(38.5%)
593 Maintenance of Lines - Tree Trimming	257,718	378,240	(120,522)	(31.9%)
594 Maintenance of Lines - Underground	78,725	36,725	42,000	114.4%
595 Maintenance of Line - Transformers	45,845	155,483	(109,638)	(70.5%)
598 Line General Leave Time Labor	167,689	199,076	(31,388)	(15.8%)
<b>Total Operations and Maintenance Expenses</b>	<b>2,117,559</b>	<b>2,733,322</b>	<b>(615,763)</b>	<b>(22.5%)</b>
<b>General &amp; Administration Expenses:</b>				
903 Customer Collection	456,295	490,103	(33,808)	(6.9%)
904 Uncollectible Accounts	25,000	43,750	(18,750)	(42.9%)
916 Energy Audit	316,727	411,367	(94,640)	(23.0%)
916 Energy Conservation	402,264	1,017,125	(614,862)	(60.5%)
920 Administrative and General Salaries	823,688	989,099	(165,411)	(16.7%)
921 Office Supplies and Expense	5,792	8,333	(2,541)	(30.5%)
923 Outside Services - Legal	164,810	189,966	(25,156)	(13.2%)
923 Outside Services - Contract	105,247	306,542	(201,295)	(65.7%)
923 Outside Services - Education	22,458	137,428	(114,970)	(83.7%)
924 Property Insurance	185,143	231,875	(46,732)	(20.2%)
925 Injuries and Damages	1,750	10,667	(8,917)	(83.6%)
926 Employee Pensions and Benefits	1,855,400	1,592,219	263,182	16.5%
930 Miscellaneous General Expense	209,453	241,720	(32,267)	(13.3%)
931 Rent Expense	97,379	88,333	9,046	10.2%
933 Vehicle Expense	88,631	157,917	(69,285)	(43.9%)
933 Vehicle Expense - Capital Clearing	(167,739)	(115,178)	(52,561)	45.6%
935 Maintenance of General Plant	228,825	297,133	(68,309)	(23.0%)
935 Maintenance of Building & Garage	471,505	387,383	84,122	21.7%
<b>Total General &amp; Administration Expenses</b>	<b>5,292,627</b>	<b>6,485,780</b>	<b>(1,193,153)</b>	<b>(18.4%)</b>

Town of Reading, Massachusetts  
Municipal Light Department  
Business Type Proprietary Fund  
Statement of Budgeted Revenues, Expenses and Changes in Fund Net Assets  
5/31/2022

Other Operating Expenses:

403 Depreciation	2,107,250	2,107,865	(615)	(0.0%)
408 Voluntary Payments to Towns	716,935	711,600	5,336	0.7%
Total Other Expenses	<u>2,824,186</u>	<u>2,819,465</u>	4,721	0.2%

Operating Income	2,449,659	1,709,020	740,639	43.3%
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Non Operating Revenues (Expenses):

419 Interest Income	66,794	125,000	(58,206)	(46.6%)
419 Other Income	531,330	295,833	235,497	79.6%
421 Intergovernment Grants	-	37,500	(37,500)	(100.0%)
426 Return on Investment to Reading	(1,033,544)	(1,053,578)	20,034	(1.9%)
426 Loss on Disposal	-	(41,667)	41,667	(100.0%)
431 Interest Expense	(10,061)	(16,667)	6,606	(39.6%)
Total Non Operating Revenues (Expenses)	<u>(445,480)</u>	<u>(653,578)</u>	208,097	(31.8%)

Change in Net Assets	<u>\$ 2,004,179</u>	<u>\$ 1,055,442</u>	<u>\$ 948,737</u>	<u>89.9%</u>
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Town of Reading, Massachusetts  
Municipal Light Department  
Statement of Net Assets  
6/30/2022

	2022	2021
<b>ASSETS</b>		
Current:		
Unrestricted Cash	\$ 17,654,030	\$ 21,044,140
Restricted Cash	31,991,532	28,675,124
Restricted Investments	2,102,784	2,695,115
Receivables, Net	8,657,390	8,462,574
Prepaid Expenses	3,127,978	2,299,606
Inventory	2,034,504	1,855,055
Total Current Assets	65,568,217	65,031,613
Noncurrent:		
Investment in Associated Companies	964,340	874,494
Capital Assets, Net	86,328,064	84,190,610
Total Noncurrent Assets	87,292,405	85,065,104
Deferred Outflows - Pension Plan	6,754,497	5,360,409
<b>TOTAL ASSETS</b>	159,615,119	155,457,126
 <b>LIABILITIES</b>		
Current		
Accounts Payable	8,740,181	7,243,068
Accrued Liabilities	432,241	405,281
Customer Deposits	1,585,740	1,438,125
Advances from Associated Companies	200,000	200,000
Customer Advances for Construction	2,585,966	2,399,961
Total Current Liabilities	13,544,127	11,686,435
Non-current		
Accrued Employee Compensated Absences	1,652,518	1,968,355
Net OPEB Obligation	4,158,698	7,166,506
Net Pension Liability	11,954,138	12,054,935
Total Non-current Liabilities	17,765,354	21,189,796
Deferred Inflows - Pension Plan	4,327,923	2,652,103
<b>TOTAL LIABILITIES</b>	35,637,404	35,528,334
 <b>NET POSITION</b>		
Invested in Capital Assets, Net of Related Debt	86,328,064	84,190,610
Restricted for Depreciation Fund	11,684,772	8,922,391
Restricted for Pension Trust	6,790,788	6,592,771
Unrestricted	19,174,091	20,223,020
<b>TOTAL NET POSITION</b>	123,977,715	119,928,792
<b>Total Liabilities and Net Assets</b>	\$ 159,615,119	\$ 155,457,126

Town of Reading, Massachusetts  
Municipal Light Department  
Business Type Proprietary Fund  
Statement of Revenues, Expenses and Changes in Fund Net Assets  
6/30/2022

	Month Current Year	Month Last Year	Year to Date Current Year	Year to Date Last Year	Percent Change
<b>Operating Revenues</b>					
Base Revenue	\$ 2,392,904	\$ 2,360,725	\$ 14,291,832	\$ 13,260,408	7.8%
Fuel Revenue	2,708,237	2,326,933	16,457,304	12,305,422	33.7%
Purchased Power Capacity & Transmission	2,155,356	2,915,551	14,579,457	16,026,601	(9.0%)
Forfeited Discounts	86,529	62,563	396,279	392,092	1.1%
Energy Conservation Revenue	152,134	57,744	926,649	312,866	196.2%
NYPA Credit	(86,883)	(117,535)	(598,827)	(608,862)	(1.6%)
<b>Total Operating Revenues</b>	<b>7,408,277</b>	<b>7,605,981</b>	<b>46,052,693</b>	<b>41,688,527</b>	<b>10.5%</b>
<b>Expenses</b>					
<b>Power Expenses:</b>					
547 Purchased Power Fuel	2,985,038	2,201,905	16,284,044	13,434,270	21.2%
555 Purchased Power Capacity	740,720	1,379,315	7,552,427	8,674,381	(12.9%)
565 Purchased Power Transmission	1,649,849	1,428,730	7,499,522	6,940,671	8.1%
<b>Total Purchased Power</b>	<b>5,375,608</b>	<b>5,009,950</b>	<b>31,335,994</b>	<b>29,049,322</b>	<b>7.9%</b>
<b>Operations and Maintenance Expenses:</b>					
580 Supervision and Engineering	98,958	96,823	546,726	512,352	6.7%
581 Station/Control Room Operators	47,344	53,876	241,359	242,249	(0.4%)
582 Station Technicians	36,418	56,861	247,497	327,120	(24.3%)
583 Line General Labor	48,750	57,211	367,768	303,121	21.3%
586 Meter General	23,202	18,080	97,523	84,904	14.9%
588 Materials Management	39,836	39,535	219,813	211,548	3.9%
593 Maintenance of Lines - Overhead	41,065	21,656	182,472	167,104	9.2%
593 Maintenance of Lines - Tree Trimming	162,193	12,197	419,911	149,336	181.2%
594 Maintenance of Lines - Underground	21,399	(1,164)	100,125	5,335	1776.6%
595 Maintenance of Line - Transformers	-	16,711	45,845	76,139	(39.8%)
598 Line General Leave Time Labor	31,492	31,201	199,181	158,115	26.0%
<b>Total Operations and Maintenance Expenses</b>	<b>550,660</b>	<b>402,988</b>	<b>2,668,218</b>	<b>2,237,324</b>	<b>19.3%</b>
<b>General &amp; Administration Expenses:</b>					
903 Customer Collections	97,538	81,154	553,833	520,963	6.3%
904 Uncollectible Accounts	5,000	8,750	30,000	52,500	(42.9%)
916 Energy Audit	88,474	83,173	405,200	354,418	14.3%
916 Energy Conservation	141,870	140,275	544,134	751,530	(27.6%)
920 Administrative and General Salaries	196,964	196,905	1,020,652	954,650	6.9%
921 Office Supplies and Expense	840	351	6,632	5,715	16.0%
923 Outside Services - Legal	41,655	48,510	206,465	151,307	36.5%
923 Outside Services - Contract	48,223	22,174	153,470	143,357	7.1%
923 Outside Services - Education	2,460	2,631	24,918	10,421	139.1%
924 Property Insurance	32,768	33,111	217,911	229,523	(5.1%)
925 Injuries and Damages	-	3,557	1,750	11,584	(84.9%)
926 Employee Pensions and Benefits	20,711	(71,426)	1,876,111	1,756,602	6.8%
930 Miscellaneous General Expense	26,525	24,476	235,978	211,090	11.8%
931 Rent Expense	14,608	13,888	111,987	108,553	3.2%
933 Vehicle Expenses	32,415	50,646	121,046	171,835	(29.6%)
933 Vehicle Expenses - Capital	(39,067)	(30,560)	(206,806)	(177,280)	16.7%
935 Maintenance of General Plant	40,401	2,508	269,226	289,740	(7.1%)
935 Maintenance of Building & Garage	53,153	67,250	524,658	398,693	31.6%
<b>Total General &amp; Administration Expenses</b>	<b>804,538</b>	<b>677,373</b>	<b>6,097,165</b>	<b>5,945,201</b>	<b>2.6%</b>

Town of Reading, Massachusetts  
Municipal Light Department  
Business Type Proprietary Fund  
Statement of Revenues, Expenses and Changes in Fund Net Assets  
6/30/2022

	Month Current Year	Month Last Year	Year to Date Current Year	Year to Date Last Year	Percent Change
Other Operating Expenses:					
403 Depreciation	421,450	406,980	2,528,701	2,441,878	3.6%
408 Voluntary Payments to Towns	143,387	137,954	860,322	827,718	3.9%
Total Other Expenses	<u>564,837</u>	<u>544,933</u>	<u>3,389,023</u>	<u>3,269,596</u>	<u>3.7%</u>
Operating Income	112,634	970,736	2,562,293	1,187,084	115.8%
Non Operating Revenues (Expenses):					
419 Interest Income	3,812	8,106	70,606	90,992	(22.4%)
419 Other	33,004	17,718	564,333	578,771	(2.5%)
426 Return on Investment to Reading	(206,709)	(206,709)	(1,240,253)	(1,240,253)	0.0%
426 Loss on Disposal	-	-	-	-	0.0%
431 Interest Expense	(2,010)	(3,783)	(12,071)	(22,614)	(46.6%)
Total Non Operating Revenues (Expenses)	<u>(171,904)</u>	<u>(184,668)</u>	<u>(617,384)</u>	<u>(593,104)</u>	<u>4.1%</u>
Change in Net Assets	(59,270)	786,068	1,944,909	593,980	
Net Assets at Beginning of Year	122,032,806	119,334,812	122,032,806	119,334,812	
Ending Net Assets	<u>\$ 121,973,536</u>	<u>\$ 120,120,880</u>	<u>\$ 123,977,715</u>	<u>\$ 119,928,792</u>	

Town of Reading, Massachusetts  
Municipal Light Department  
Business Type Proprietary Fund  
Statement of Budgeted Revenues, Expenses and Changes in Fund Net Assets  
6/30/2022

	Actual Year to Date	Budget through JUNE 2022	OVER/UNDER \$	OVER/UNDER %
<b>Operating Revenues</b>				
Base Revenue	\$ 14,291,832	\$ 15,049,785	\$ (757,952)	(5.0%)
Fuel Revenue	16,457,304	13,261,178	3,196,126	24.1%
Purchased Power Capacity & Transmission	14,579,457	17,717,748	(3,138,291)	(17.7%)
Forfeited Discounts	396,279	451,494	(55,215)	(12.2%)
Energy Conservation Revenue	926,649	995,825	(69,176)	(6.9%)
NYPA Credit	(598,827)	(528,651)	(70,176)	13.3%
<b>Total Operating Revenues</b>	<b>46,052,693</b>	<b>46,947,378</b>	<b>(894,685)</b>	<b>(1.9%)</b>
<b>Expenses</b>				
<b>Power Expenses:</b>				
555 Purchased Power Fuel	16,284,044	12,732,527	3,551,517	27.9%
555 Purchased Power Capacity	7,552,427	8,489,156	(936,728)	(11.0%)
565 Purchased Power Transmission	7,499,522	9,228,592	(1,729,070)	(18.7%)
<b>Total Purchased Power</b>	<b>31,335,994</b>	<b>30,450,275</b>	<b>885,719</b>	<b>2.9%</b>
<b>Operations and Maintenance Expenses:</b>				
580 Supervision and Engineering	546,726	576,794	(30,068)	(5.2%)
581 Station/Control Room Operators	241,359	269,471	(28,112)	(10.4%)
582 Station Technicians	247,497	337,282	(89,785)	(26.6%)
583 Line General Labor	367,768	562,423	(194,655)	(34.6%)
586 Meter General	97,523	98,894	(1,371)	(1.4%)
588 Materials Management	219,813	235,580	(15,767)	(6.7%)
593 Maintenance of Lines - Overhead	182,472	276,112	(93,641)	(33.9%)
593 Maintenance of Lines - Tree Trimming	419,911	453,888	(33,977)	(7.5%)
594 Maintenance of Lines - Underground	100,125	44,070	56,055	127.2%
595 Maintenance of Line - Transformers	45,845	186,580	(140,735)	(75.4%)
598 Line General Leave Time Labor	199,181	238,892	(39,711)	(16.6%)
<b>Total Operations and Maintenance Expenses</b>	<b>2,668,218</b>	<b>3,279,986</b>	<b>(611,768)</b>	<b>(18.7%)</b>
<b>General &amp; Administration Expenses:</b>				
903 Customer Collection	553,833	588,123	(34,291)	(5.8%)
904 Uncollectible Accounts	30,000	52,500	(22,500)	(42.9%)
916 Energy Audit	405,200	493,640	(88,440)	(17.9%)
916 Energy Conservation	544,134	1,220,551	(676,417)	(55.4%)
920 Administrative and General Salaries	1,020,652	1,186,919	(166,266)	(14.0%)
921 Office Supplies and Expense	6,632	10,000	(3,368)	(33.7%)
923 Outside Services - Legal	206,465	227,959	(21,494)	(9.4%)
923 Outside Services - Contract	153,470	367,850	(214,380)	(58.3%)
923 Outside Services - Education	24,918	164,913	(139,995)	(84.9%)
924 Property Insurance	217,911	278,250	(60,339)	(21.7%)
925 Injuries and Damages	1,750	12,800	(11,050)	(86.3%)
926 Employee Pensions and Benefits	1,876,111	1,910,663	(34,551)	(1.8%)
930 Miscellaneous General Expense	235,978	290,063	(54,086)	(18.6%)
931 Rent Expense	111,987	106,000	5,987	5.6%
933 Vehicle Expense	121,046	189,500	(68,454)	(36.1%)
933 Vehicle Expense - Capital Clearing	(206,806)	(138,214)	(68,592)	49.6%
935 Maintenance of General Plant	269,226	356,560	(87,334)	(24.5%)
935 Maintenance of Building & Garage	524,658	464,859	59,799	12.9%
<b>Total General &amp; Administration Expenses</b>	<b>6,097,165</b>	<b>7,782,936</b>	<b>(1,685,771)</b>	<b>(21.7%)</b>



Town of Reading, Massachusetts  
Municipal Light Department  
Business Type Proprietary Fund  
Statement of Budgeted Revenues, Expenses and Changes in Fund Net Assets  
6/30/2022

Other Operating Expenses:

403 Depreciation	2,528,701	2,529,438	(737)	(0.0%)
408 Voluntary Payments to Towns	860,322	853,920	6,403	0.7%
Total Other Expenses	<u>3,389,023</u>	<u>3,383,358</u>	5,665	0.2%
Operating Income	2,562,293	2,050,824	511,469	24.9%

Non Operating Revenues (Expenses):

419 Interest Income	70,606	150,000	(79,394)	(52.9%)
419 Other Income	564,333	355,000	209,333	59.0%
421 Intergovernment Grants	-	45,000	(45,000)	(100.0%)
426 Return on Investment to Reading	(1,240,253)	(1,264,294)	24,041	(1.9%)
426 Loss on Disposal	-	(50,000)	50,000	(100.0%)
431 Interest Expense	(12,071)	(20,000)	7,929	(39.6%)
Total Non Operating Revenues (Expenses)	<u>(617,384)</u>	<u>(784,294)</u>	166,909	(21.3%)
Change in Net Assets	<u>\$ 1,944,909</u>	<u>\$ 1,266,530</u>	<u>\$ 678,379</u>	<u>53.6%</u>

**From:** [Maureen Sullivan](#)  
**To:** [Erica Morse](#)  
**Cc:** [Paula O'Leary](#)  
**Subject:** Surplus Update - July 2022  
**Date:** Monday, August 1, 2022 9:26:14 AM

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Good morning Erica,

I am sending this email to inform you that there were NO Surplus Items of Substantial Value that were disposed of in July 2022.

Thank you,  
Maureen

*Maureen Sullivan*  
Assistant Materials Manager  
Reading Municipal Light Department (RMLD)  
230 Ash Street  
Reading, MA 01867

Tel. No. 781-942-6441  
Email: [msullivan@rmlld.com](mailto:msullivan@rmlld.com)

**From:** [Maureen Sullivan](#)  
**To:** [Erica Morse](#)  
**Cc:** [Paula O'Leary](#)  
**Subject:** Surplus Update - August 2022  
**Date:** Wednesday, August 31, 2022 8:38:31 AM

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Good morning Erica,

I am sending this email to inform you that there were NO Surplus Items of Substantial Value that were disposed of in August 2022.

Thank you,  
Maureen

*Maureen Sullivan*  
Assistant Materials Manager  
Reading Municipal Light Department (RMLD)  
230 Ash Street  
Reading, MA 01867

Tel. No. 781-942-6441  
Email: [msullivan@rmlld.com](mailto:msullivan@rmlld.com)

# Communications Update

- Events
  - Successful Electric Car Show on 8/14
  - Promotion is underway for RMLD Open House on 10/6
- Heat Pump Q&A Webinar: 8/17
  - Over 90 participants
  - 70+ questions were answered
  - Led to uptick in pre-approvals (per Abode)
- Shred the Peak
  - Set goal to reach 20% of residential customers
  - Currently at 12% (Up from 10% after August newsletter call out)
- Seabrook Solar
  - Working with NextEra and Town of Seabrook to announce RMLD's Seabrook Solar project in October
- Social Media
  - RMLD continues to regularly post and is seeing steady growth



## TODAY'S TOP LOCAL NEWS



### Reading Municipal Light To Host Open House

Face painting, balloon art and an electric vehicle showcase are among attractions planned at the open house event.

[Read more »](#)