



**READING MUNICIPAL
LIGHT DEPARTMENT**

BOARD OF COMMISSIONERS

**REGULAR SESSION
FEBRUARY 15, 2023**

ATTACHMENT 1
APPROVAL OF MEETING MINUTES
SEPTEMBER 15, 2022



Town of Reading Meeting Minutes

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

Session: Open Session

Purpose: General Business

Version: Draft

Attendees: **Members - Present:**

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

Members - Not Present:

John Stempeck, Commissioner.

Others Present:

RMLD Staff: Gregory Phipps, Interim General Manager and Director of IRD; Erica Morse, Executive Assistant; Hamid Jaffari, Director of E&O.

RMLD Liasons: Karen Herrick, Reading Select Board

Public: Philip B. Pacino, 5 Washington Street, Reading, MA.

Minutes Respectfully Submitted By: Philip B. Pacino, Secretary Pro Tem

Topics of Discussion:

Definitions for acronyms used in these minutes:

- BoC: Board of Commissioner
- CAB: Citizens' Advisory Board
- IGM: Interim General Manager
- GM: General Manager
- MEAM: Municipal Electric Association of Massachusetts
- APPA: American Public Power Association
- IOU: Investor owned utility
- NEPPA: Northeast Public Power Association
- ENE: Energy New England
- IRD: Integrated Resources Department
- E&O: Engineering and Operations
- SAIDI: System Average Interruption Duration Index
- SAIFI: System Average Interruption Frequency Index
- CAIDI: Customer Average Interruption Duration Index

All materials presented can be found on the RMLD website in the BoC packet.

<https://www.rml.com/board-commissioners>

Call Meeting to Order

Chair Bitá called the meeting to order at 7:30 PM and announced that the meeting would be held in person, remotely on Zoom, and will be streamed live on RCTV and YouTube.

Opening Remarks and Introductions

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

The recording of this meeting can be viewed here:

<https://www.youtube.com/watch?v=hA1UqYVEcNw>

Vice Chair Pacino served as Secretary at the meeting.

Public Comment

There were no comments from the CAB or RMLD Liaisons.

Philip B. Pacino made a public comment as a Reading resident and ratepayer. Mr. Pacino disagrees with the IGM decision to remove the Director of Business and Finance. It is not a decision he feels the IGM should have made at this point.

Report on the CAB Meeting

There was no report on the CAB meeting.

Approval of Meeting Minutes

Click [here](#) to view to the unapproved draft meeting minutes.

Vice Chair Pacino made a **motion**, seconded by Commissioner Coulter, that the RMLD Board of Commissioners approve the minutes of the February 16, 2022, and April 8, 2022 meetings on the recommendation of the Interim General Manager.

Motion Carried: 4:0:1 (4 in favor; 1 absent) Commissioner Stempeck was absent from the meeting.

IGM Report

Gregory Phipps provided an IGM update.

Click [here](#) to view to the IGM presentation.

Click [here](#) to view the Business Newsweek article on energy bills.

IGM said the following:

RMLD's 13 new hires bring energy, new skills, and new perspectives. Promotions and moves within the organization have allowed individuals to feel that there is a career path for them where they can thrive.

The salary survey is expected to include RMLD roles except for line worker positions. The line worker positions align with the MEAM and APPA surveys, which are regionally relevant and more specific.

Question: Chair Bitá asked a question relative to the salary survey.

IGM Response: The survey is regional (Greater Boston) with a focus on the North Shore. The company conducting the survey is nationally based and experienced.

The internal organization is excited with positive feedback and energy. Small changes are being implemented that contribute to this. The IGM cited the example of waiving doctors note requirement for the use of stand-up desks.

The flex time program functions through coordination with the supervisor, manager, or director of each group. Individuals can choose to work five eight-hour days; four ten-hour days; or four nine-hour days and one-half day on Friday. This is another contribution toward more positive moral.

Question: Commissioner Coulter asked a question relative to flex time and negotiations.

IGM Response: The program is a pilot, which gives RMLD flexibility in terms of putting the program into the union agreements.

Question: Chair Bitá asked a question relative to the hours employees are choosing to work.

IGM response: Some individuals started out with four ten-hour days and later adjusted to five eight hour days.

RMLD is an in-person organization where interactions between and across departments are crucial. The flex-time pilot has been successful by providing individuals with flexibility while remaining engaged and productive. Coordination with management is necessary for the flex time pilot to continue to be successful.

Question: Commissioner Coulter and Commissioner Pacino asked questions relative to individuals coming to the customer service window.

IGM response: Many customers come to pay their bills in person; hence there is the added benefit of allowing for the personal connection between staff and their customers.

Question: Chair Bitá asked if the individuals who work the customer service window ever cross-sell time of use?

IGM response: No, but it is an idea worth investigating.

RMLD had three summer interns; an electrical engineering student from Merrimack College; a data analytics student from Endicott College, and an environmental sciences student from Colby College. Each student had different roles and projects.

The goals of the summer internship program are to help create a positive reputation of RMLD within the host schools, the interns learn and provide tangible value to the RMLD. The program promoted learning on both sides and was a great help to the RMLD.

On a more general note, there is a broader set of people and experience coming to the RMLD team; diversity of career experience is valuable to RMLD.

The Business Week article brought forward by Chair Bitá discusses what is currently going on in Europe. The war in Ukraine has cost of energy implications in the Northeast. The way the RMLD's contracts are structured reduces the impact of these implications, unlike IOUs.

RMLD has not received a lot of customer feedback relative to being able to pay their bills. RMLD bills are not significantly high, and paying bills is not a problem for customers currently. However, the Department will keep an eye on this issue.

Comment: Commissioner Coulter made a comment relative to high energy bills in Europe causing customer revolts. This is an implication of increased energy costs and the decision to go green suddenly.

Follow Up Question: Commissioner Coulter asked if the intention is to pull back, so this does not happen at RMLD. It may be necessary to wait and see how the market plays out.

Comment: Vice Chair Pacino noted that in England there is a movement by customers to stop paying their bills.

IGM Response: RMLD remains sensitive to the situation. Being an MLP allows the Department to enter into longer term contracts, and the portfolio continues to be modified, adapting to market change.

From a regulatory perspective, IOUs are limited to six month rolling contracts, which are subject to market prices and the current forward price curve. This is why IOU customers in

New England are facing significant bill increases. Market price this time of year is usually \$30-\$40 per MWh; current costs are over \$100 per MWh.

Unlike coal, natural gas, and oil; electricity does not travel long distances. This is putting significant pressure on New England. RMLD is working as a consortium between MMWEC and ENE to encourage ISO NE and governors to allow some stockpiling of oil fuel. This is because there will be less natural gas coming into New England due to higher prices in Europe.

This is a very complicated piece and has implications on resiliency, reliability, and cost. Things the RMLD is moving toward, such as within territory generation is in anticipation of the regional networking being less reliable and more expensive over time.

Comment: Commissioner Talbot said that the escalating costs have to do with the cost of natural gas, which is driving the rate shock in Europe.

RMLD is supporting the Town of Reading in the economic development of Ash Street. The implication of a different development is the consideration of where the RMLD would go. There is a benefit to the community and to the RMLD to layout and execute a plan over the next five years where the Department is integrated into one building.

Comment: Vice Chair Pacino said that there are three outside towns in this district and RMLD is owned by the rate payers.

IGM response: There is a Super Regional MLP strategy which would allow contiguous MLPs to work together to be more reliable, resilient, and lower cost.

2022 NEPPA Conference Report

The IGM reported on the 2022 NEPPA conference.

Click [here](#) to view to the 2022 NEPPA conference presentation.

IGM said the following:

The IGM, Chair Bitz, Vice Chair Pacino, Commissioner Talbot, and Commissioner Coulter attended the conference.

RMLD's vision and direction is consistent with many of the presentations.

Digitization is a key piece that the RMLD is already working on. Data is becoming critical to how the RMLD is managed and operated, as well as, how it serves customers.

The conference theme of decentralized generation aligns with RMLD's initiative to implement more within territory generation.

Another conference theme was customer communication across all NEPPA presentations. This ties into the RMLD's aggressive external communications plan.

Commercial fusion energy is 10-15 years down the road. Commonwealth Fusion is planning on 75 MWh systems. They could fit in with RMLD's goal of within territory generation.

The industry agrees that storage is a critical piece of the solution to support the intermitted nature of renewables. The RMLD is continuing to pursue storage, such as the battery at Fordham Road. The challenge with lithium ion is that it is geared towards peak shaving verses time shifting.

The Form Energy battery emphasizes time shift storage, where you can generate in the afternoon and discharge in the evening or next week. This technology is very compatible with intermediate renewable resources such as solar, and a 10% premium on RMLD's

existing energy costs is doable. The IGM is looking into participating in a pilot program with Form.

The extension of the investment tax credit allows MLPs to participate in investment tax credits as direct cash grants. MLPs have access to millions of dollars that were previously unavailable. This is part of the reason the RMLD finance team was restructured to include individuals with finance and grant experience, in addition to accounting experience. These legislative updates are extremely significant.

Even though most EV charging occurs at home, there is a role for public charging within RMLD's territory.

There are consistent themes of storage, taking action, customer coordination, decarbonization, digitization, and decentralization. Each of these themes reflect what the RMLD is pushing on.

Question: Karen Herrick, Reading Select Board, asked if the RMLD needs assistance from the rate payer communities relative to legislative updates and proactive/active advocacy.

IGM Response: Yes, particularly in relation to some of the things the RMLD is about to do with within territory generation. The IGM cited the example of a 79-acre landfill in Wilmington that's linked to a superfund site just starting remediation. There is a lot of history associated with the landfill; various individuals have tried to utilize the land.

RMLD is uniquely positioned to turn the landfill into something of value and positive for the community by putting in a solar array, and possibly storage. The Department is working on this at the encouragement of the Wilmington Town Manager and Wilmington CAB representative. RMLD has already held several meetings including some with the local environmental groups.

In addition, the Department is trying to fit the project in the Investment Inflation Reduction Act. The project is estimated to cost \$20 million and is worth doing from a rate payer perspective because the net net (solar and within-territory generation) is in the range of less than \$20 per MWh.

RMLD has been pushing air source heat pumps as a part of electrification, in support of the Massachusetts decarbonization goal. The messaging is going to be modified to reflect that air source heat pumps are an energy efficiency play. The best thing individuals can do is use less energy to begin with.

There is a regulatory compliance piece as well as an efficiency piece. Frequent communications and joint projects on municipal buildings with each community will be extremely important moving forward. The massive Inflation Reduction Act is an accelerant to do more within territory assets on municipal buildings. Bringing different types of people into the RMLD organization will allow RMLD to pursue this strategy.

Comment: Herrick said that Reading is in close contact on energy initiatives with their delegates.

Comment: Vice Chair Pacino made a comment relative to a company in Watertown trying to create wireless EV charging.

IGM response: This vehicle to grid technology exists, the question at hand is the viability of commercialization. RMLD is talking with Spark Charge, who made an announcement today relative to mobile battery chargers.

The Northfield hydro facility installed bi-directional EV chargers, (wired vehicle to grid) which the RMLD will further explore. The Department is thinking differently around how to use storage assets that both RMLD and customers are investing in.

Question: Vice Chair Pacino asked a question regarding the IGM's EV.

IGM Response: The car has 36,000 miles. The wipers and cabin air filter were replaced once. The gas bill is 20% of what it was with his gas vehicle when gas was ~ \$3.50 a gallon. Part of the motivation to switch to an EV was economic and the other part was to learn. The goal is to understand how to make it easier for customers who adopt EVs.

Question: Vice Chair Pacino asked a question relative to NEPPA's President Hyland's personal experience with EVs.

IGM Response: Hyland's experience is primarily with EV charging. RMLD is currently adopting a charging network and will pull on the lessons and experiences presented. Customers are going to decide in terms of how fast they're going to move to EVs. Selling an internal combustion light duty vehicle in Massachusetts will be prohibited by 2035.

Policy Review

The IGM presented the policy review.

Click [here](#) to view Policy 15: Sexual Harassment documents.

Click [here](#) to view Policy 16: Violence in the Workplace documents.

Question: Vice Chair Pacino asked a question relative to Section IV: C: Board of Commissioners.

IGM response: The section states if there are allegations of sexual harassment involving the GM then the BoC Chair must be notified, as the GM reports to the Chair.

Modification: Vice Chair Pacino suggested the following modification: "Any investigation will be conducted in accordance with Section V.C. *in this policy.*" The modification was accepted as part of the main motion.

Comment: Vice Chair Pacino noted that in RMLD's history Section IV: C has come into play once.

Vice Chair Pacino made a **motion**, seconded by Commissioner Coulter, that the RMLD Board of Commissioners approve Policy 15: Sexual Harassment (Revision 4), as presented, on the recommendation of the Interim General Manager.

Motion Carried: 4:0:1 (4 in favor; 1 absent) Commissioner Stempeck was absent from the meeting.

Question: Commissioner Coulter asked a question clarifying pre-employment screening.

IGM response: RMLD performs a background check and criminal history check. From a legal perspective there are things that can and cannot be asked during an interview.

Vice Chair Pacino made a **motion**, seconded by Commissioner Talbot, that the RMLD Board of Commissioners approve Policy 16: Violence in the Workplace (Revision 3) as presented, on the recommendation of the Interim General Manager.

Motion Carried: 4:0:1 (4 in favor; 1 absent) Commissioner Stempeck was absent from the meeting.

IRD Report

Gregory Phipps presented the IRD report.

Click [here](#) to view to the IRD presentation.

The IGM said the following:

In reference to the chart on page 78; dollars per MWh represent energy only. Certificate retirement, transmission, and capacity are the other costs that comprise power supply.

Additional wind projects will be part of RMLD's portfolio. Timing depends on how fast offshore wind is built. The IGM cited the example of the Vineyard Wind Project.

RMLD pursued nuclear in December 2022. The nuclear portion of the portfolio is transitioning from 15% to ~ 30%. There are three nuclear reactors in New England; Seabrook is two-thirds of the portfolio and Millstone is one-third. RMLD aims to keep the portfolio balanced in terms of geography and physical separation.

The State of Connecticut keeps all Millstone certificates until 2029.

The TFA model assumptions are ideal in a stable market not a volatile one. The RMLD will continue to monitor the model assumptions, but it is not economically beneficial to enter high priced hedging contracts at this time.

RMLD did a load following program with NextEra in 2018 and the net results were marginal. A new load following program would allow for RMLD to be 100% hedged with NextEra but at a significant premium, hence, we will reevaluate again as market conditions merit.

The IGM presented a new PPA for a hydro facility called First Light Falls Village. RMLD is trying to mitigate risk by geographically spreading out hydro facilities. The portfolio includes some plants on the Housatonic and some on the Connecticut River (different watersheds). The financial owners of First light are Canadian pensions funds.

Question: Commissioner Talbot asked a question on terminology.

IGM clarification: The term is environmental due diligence.

The word "justice" was removed and accepted as part of the main motion.

Vice Chair Pacino made a **motion**, seconded by Chair Bitz, move that the RMLD 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 First Light Power for energy, including associated certificates, from an existing hydro facility in Connecticut, contingent on appropriate environmental due diligence.

Motion Carried: 4:0:1 (4 in favor; 1 absent) Commissioner Stempeck was absent from the meeting.

There is upward pressure on the budget due to the nature of the power supply portfolio and transition to non-carbon.

The annual budgeted power supply was anticipated to be ~ \$64M-\$65M in 2022; actual costs will be higher. Fifteen percent of the portfolio (in kwk) is open market.

The costs that are increasing are pass through costs to the customer with no markup. Since January the RMLD has been communicating that costs are anticipated to increase by 12% from 2021 -2022. It was noted that August is

typically the highest bill month due to usage etc.

E&O Report

Hamid Jaffari presented the E&O report.

Click [here](#) to view to the E&O presentation.

Jaffari said the following:

The outage management system allows the Department to locate, manage, and restore outages quickly.

RMLD completed a system planning study and technology roadmap in 2015. These tools map out a system automation plan for the next twenty years.

Each reliability maintenance program is reviewed annually to identify successes and areas of improvement.

Reliability indices indicate the health status of the system. RMLD's SAIDI and SAIFI are below the national and regional average (based on 2021 numbers).

Jaffari expects that 2023 numbers will rise, and the curve will increase slightly due to increased tree falls. However, RMLD's numbers will likely remain relatively low.

The system indices relate to global issues such as a substation or feeder out. CAIDI relates to all customers within the system, such as animal contact causing a transformer to blow.

Although the outage statistics (local outages) seem high, the RMLD is doing well overall.

The data shows that trees are the common denominator of outage causes and cited the example of branches creating a path for animals to get to the energized part of the system.

The increase in outages caused by equipment was due to the slowdown of the aged transformer replacement program.

Clarification: "as of January 2022" should read "January 2020" on the slide titled *RMLD Strategy Moving Forward*.

Question: Chair Bitá asked a question relative to tree trimming and personal property.

Jaffari response: if a tree on private property is growing into energized equipment, then RMLD will prune the tree growth back. Trees on the sidewalks are considered Town trees.

Question: Commissioner Coulter asked a question relative to RMLD's Maintenance schedule.

IGM response: An increase in the tree maintenance cycle is included in the 2023 budget.

Tree trimming is currently on a three-year cycle. Ensuring the main lines are clear is priority.

RMLD Procurement Requests for Board Approval

Hamid Jaffari presented the procurement requests for approval.

Click [here](#) to view to the RFQ 2022-33 Eight (8) Electric Vehicle Charging Stations materials.

Click [here](#) to view to the IFB 2022-39 Substation Transformer Testing and Repairs.

Jaffari said the following:

RMLD is purchasing eight electric vehicle charging stations with the intention of putting two EV charging stations in each service town.

Question: Commissioner Talbot asked a question relative to the second bid response.

Jaffari response: VERDEK, LLC's bid was thrown out because they took exceptions, offered an alternative brand/model, and did not sign the quote form.

Comment: Vice Chair Pacino said the bid analysis is usually included in the packet.

Comments: Commissioner Talbot said that the budgeted amount was \$50K and asked if RMLD could go back out to get more bids. Commissioner Coulter noted that he feels this would be a waste of time.

The IGM noted there is no over budget issue; RMLD has a total of \$700K in the budget for level 2 chargers.

RMLD has 40 ChargePoint level 2 chargers and from a maintenance perspective, the Department needs to remain consistent. The Department is focusing on this equipment as well as the chargers located at in Wilmington (EVSE pole mount).

Clarification: Commissioner Talbot confirmed that the ChargePoint Level 2 chargers are the ones at the Reading Library.

Question: Chair Bitá asked a question about site location.

IGM response: Three are going to Lynnfield and five are going to North Reading. Interest in EV Chargers has increased from previous years.

Question: Chair Bitá asked if people are anxious to get them because it drives business.

IGM response: All locations are town owned; four are school related and two are Town hall.

Question: Vice Chair Pacino asked if RMLD is working with Peabody on the Lynnfield locations.

IGM response: The sites are within RMLD territory, there is no coordination with the two RMLD EV projects.

Question: Herrick asked a question relative to DC fast chargers.

IGM response: The delay is due to changes in the grant requirements, supply chain issues, and the state procurement process. The installation is expected to be completed Q1 2023.

The IGM said the Department is working on designing the network to accommodate DC Chargers, and this ties in to the super regional MLP concept.

Vice Chair Pacino made a **motion**, seconded by Chair Bitá, 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.

Motion Carried: 3:1:1 (3 in favor; 1 absent; 1 abstained) Vice Chair Pacino abstained from the vote due to ownership of ChargePoint publicly traded stock. Commissioner Stempeck was absent from the meeting.

Jaffari said the following:

The Department went out to bid previously and intended to award the bid to Waukesha. During the contracting process minor exceptions became major. As a result, RMLD rejected all bids and went out to bid again.

Since the previous bid, one of Station Five's transformers began to demonstrate problems. Investigating and fixing the issue will require additional cost in terms of time and material. If repairs are required, funds will be needed to ensure the transformer remains functional for another three to four years.

In addition to any repairs needed, the company will filter and take moisture out of the oil.

The current bid reflects a lump sum of six transformers.

Vice Chair Pacino made a **motion**, seconded by Chair Bitá, 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.

Motion Carried: 4:1 (3 in favor; 1 absent). Commissioner Stempeck was absent from the meeting.

Report of the GM Search Committee

Commissioner Talbot and Commissioner Coulter provided a General Manager Search Committee update.

The General Manager Search Committee consist of two BoC members and one CAB member.

Commissioner Coulter noted that GM Search Committee vetting process began with 50 applications. The pool was cut down to 15 applicants. Of those 15, five were chosen for the interview process. The interviews are in process and scheduled to end next week.

Following the interviews, the GM Search Committee will provide a recommendation to the BoC to continue looking at applicants or to move forward with finalists.

Question: Chair Bitá asked a question relative to an end date.

Commissioner Talbot response: It depends on the outcomes of the interviews already scheduled.

Commissioner Talbot noted that the approved GM Search Committee minutes are available on the RMLD website. The committee does not feel there is a lack of awareness of the opening, which was advertised on APPA, NEPPA, and other platforms. The open position is being widely discussed in the industry.

Commissioner Talbot said that the Committee interviewed three recruiting consultants. Two operate on a model where they would take a third of the GM salary and the third would cost \$15K. The Committee voted that, if need be, they will recommend Bernie Lynch as a recruiting consultant. However, the Committee feels there is no current need to bring in a consultant.

IGM Training and Travel

Chair Bitá noted that there is an employee education budget in place that far exceeds the stipend amount.

The motion was made and voted prior to a discussion being held. Commissioner Talbot moved to reconsider the motion for discussion.

Vice Chair Pacino noted that the proposed stipend is open ended and has never been done before. This is something that is okay during a storm. In the past this has been part of a contract.

Chair Bita said that this is an unusual circumstance, because the IGM is performing two jobs. The intention of the stipend is to alleviate some time required by those roles.

Chair Bita noted that the IGM has not requested anything and is working long hours. This would be an act of good faith.

Commissioner Talbot said that the stipend was proposed by Commissioner Stempeck.

Vice Chair Pacino said that he has no problem if some restrictions are implemented.

Discussion ensued on potential restrictions on the motion.

Commissioner Talbot and Commissioner Coulter expressed support for the original motion.

The BoC agreed to move forward with the original motion vote.

Vice Chair Pacino, made a **motion**, seconded by Commissioner Talbot, 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 business purposes.

Motion Carried: 3:1:1 (3 in favor; 1 abstained; 1 absent) Commissioner Stempeck was absent from the meeting. Vice Chair Pacino voted to abstain.

ENE Strategic Meeting

The IGM stated that the October meeting will include RMLD's suggestions of strategic initiatives for RMLD BoC input.

Vice Chair Pacino, made a **motion**, seconded by Commissioner Talbot, that the Board approve Greg Phipps's travel to, and attendance at, the ENE Strategic Retreat to take place in Waterbury, Vermont on October 24th- 25th, 2022.

Motion Carried: 4:0:1 (4 in favor; 1 absent) Commissioner Stempeck was absent from the meeting.

Scheduling

Future BoC meeting dates are as follows:

- October 13, 2022, 6:00 PM
- October 20th 2022 6:00 PM
- November 16, 2022, 7:30 PM
- December 14, 2022, 7:30 PM
- January 19, 2023, 7:30 PM
- February 15, 2023, 7:30 PM
- March 16, 2023, 7:30 PM

The next Joint Economic Development Meeting is tentatively scheduled for November. The IGM said that all parties want to keep moving the ball forward. The meeting was collectively pushed out by the Town and RMLD to secure additional information and provide a more valuable update.

Executive Session

Vice Chair Pacino made a **motion**, seconded by Commissioner Talbot, 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 MA G.L.c. 164, § 1F and return to regular session, for the sole purpose of adjournment. Note: Roll call vote required.

Motion Carried: 4:0:1 (4 in favor; 1 absent) Commissioner Stempeck was absent from the meeting.

Adjournment

Vice Chair Pacino made a motion, seconded by Chair Bitá, move that the RMLD Board of Commissioners adjourn Regular Session.

Motion Carried: 4:0:1 (4 in favor; 1 absent) Commissioner Stempeck was absent from the meeting. Roll Call: Chair Bitá, Aye; Vice Chair Pacino, Aye; Commissioner Talbot, Aye; Commissioner Coulter, Aye.

Regular Session adjourned at 10:24 PM.

DRAFT

ATTACHMENT 2
PROCUREMENT REQUESTS
FOR BOARD APPROVAL

RMLD



Reading Municipal Light Department
RELIABLE POWER

February 10, 2023

Town of Reading Municipal Light Board

Subject: IFB 2023-02 Hourly Rates for Professional Manpower, Vehicles, Trade Tools, and Equipment for Underground Electrical Distribution Construction and Maintenance

Pursuant to M.G.L. c. 30 § 39M, on January 11, 2023, an invitation for bid was placed as a legal notice in the Middlesex East Section of the Daily Times Chronicle, and posted on COMMBUYS, in the Central Register and on RMLD's website requesting sealed bids for Hourly Rates for Professional Manpower, Vehicles, Trade Tools, and Equipment for Underground Electrical Distribution Construction and Maintenance.

An invitation for bid was sent to fifteen companies.

Sealed bids were received from two companies: McDonald Electrical Corporation and Power Line Contractors, Inc.

The sealed bids were publicly opened and read aloud at 11:00 a.m., February 1, 2023, in the Town of Reading Municipal Light Department's Audio Visual Spurr Room, 230 Ash Street, Reading, Massachusetts.

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

Move that bid 2023-02 for: Hourly Rates for Professional Manpower, Vehicles, Trade Tools, and Equipment for Underground Electrical Distribution Construction and Maintenance be awarded to: **Power Line Contractors, Inc.**, pursuant to M.G.L. c. 30 § 39M as the lowest responsible and eligible bidder for an estimated three-year total of \$373,050¹ on the recommendation of the General Manager.

¹See attached analysis.

This contract will be paid from various operating and capital accounts as the work dictates.

Matthew Bernard

[Hamid Jaffari](#) (Feb 10, 2023 16:28 EST)

Hamid Jaffari

Gregory J. Phipps

IFB 2023-02:

Hourly Rates for Professional Manpower, Vehicles, Trade Tools, and Equipment for Underground Electrical Distribution Construction and Maintenance

Bidder:	POWER LINE CONTRACTORS, INC.			MCDONALD ELECTRICAL CORPORATION		
	YEAR 1	YEAR 2	YEAR 3	YEAR 1	YEAR 2	YEAR 3
	<i>March 1, 2023 - February 28, 2024</i>	<i>March 1, 2024 - February 28, 2025</i>	<i>March 1, 2025 - February 28, 2026</i>	<i>March 1, 2023 - February 28, 2024</i>	<i>March 1, 2024 - February 28, 2025</i>	<i>March 1, 2025 - February 28, 2026</i>
Crew Rate - Regular Hourly						
Working Foreman/Electrician/Cable Splicer	138.00	141.00	144.00	143.50	149.00	154.25
Journeyman Electrician/Cable Splicer	128.00	131.00	134.00	131.00	136.00	140.00
Splicing Van	35.00	35.00	20.00	18.00	19.00	20.00
Crew Rate Per Hour:	<u>\$301.00</u>	<u>\$307.00</u>	<u>\$298.00</u>	<u>\$292.50</u>	<u>\$304.00</u>	<u>\$314.25</u>
Crew Rate - Overtime Hourly						
Working Foreman/Electrician/Cable Splicer	173.00	177.00	181.00	189.00	199.00	206.25
Journeyman Electrician/Cable Splicer	162.00	166.00	170.00	172.50	181.00	186.50
Splicing Van	35.00	35.00	20.00	18.00	19.00	20.00
Crew Rate Per Hour:	<u>\$370.00</u>	<u>\$378.00</u>	<u>\$371.00</u>	<u>\$379.50</u>	<u>\$399.00</u>	<u>\$412.75</u>
Annual Cost - Regular Time (estimate)						
# of Hours Per Year (estimate)	350	350	350	350	350	350
Total Estimate Per Year (hours x rate):	\$105,350	\$107,450	\$104,300	\$102,375	\$106,400	\$109,988
Annual Cost - Over-time (estimate)						
# of Hours Per Year (estimate)	50	50	50	50	50	50
Total Estimate Per Year (hours x rate):	\$18,500	\$18,900	\$18,550	\$18,975	\$19,950	\$20,638
Total (Regular and Over Time) Combined						
Annual Total:	\$123,850	\$126,350	\$122,850	\$121,350	\$126,350	\$130,625
Three-Year Total:	\$373,050			\$378,325		

ATTACHMENT 3
POLICY 11: CODE OF CONDUCT

RMLD Policy No. 11
SERVING WITH EXCELLENCE

Revision No. 0

Commission Vote Date

General Manager's Signature / Date

Next Review Date

I. SUMMARY

Our charter is to provide our customers with **Reliable, Low Cost, and Non-Carbon** energy.

Our goal is to serve our customers, with integrity, excellence, and appreciation, safely working as a team.

II. BE PREPARED

Bring your "A" game to work, your best Attitude and your best Abilities.

Know your responsibilities; be dependable in fulfilling them.

Strive to learn more; commit to do better.

III. CONTRIBUTE AS A TEAM PLAYER

Serve our customers and each other with excellence.

Contribute to a positive, respectful, and collaborative workplace, in words and actions.

Work safely, looking out for each other, our business partners, and our customers.

Apply your time, skills, and equipment, with efficiency and effectiveness.

Look ahead and anticipate, then act with purpose and thoroughness.

Protect our environment.

Safeguard the information entrusted to us.

Represent RMLD in a positive, dependable, and constructive manner, in all settings.

Take personal responsibility for your actions, what you do affects the whole team.

At the end of each day, ask yourself, am I proud of my work; how can I improve?

ATTACHMENT 4
IRD REPORT



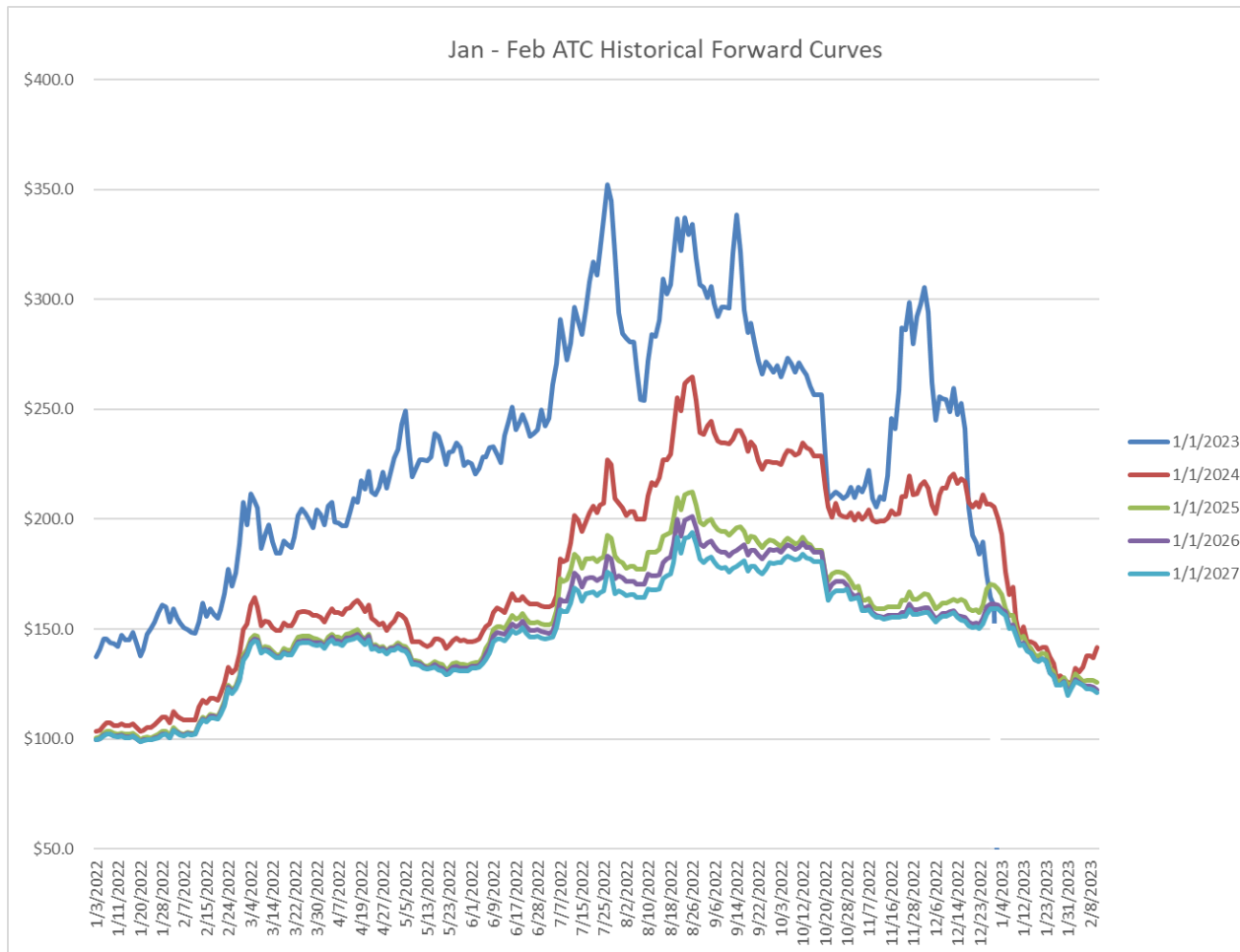
Integrated Resources Report

Power Supply, Rates, Storage

*Presented to the
Board of Commissioners*

15 February 2023

Hedging – evaluating near-term increase to 90%



Hedged snapshot (% under contract)

- 2023 – 85%
- 2024 – 85%
- 2025 – 82%
- 2026 – 80%
- 2027 – 80%

Forward price curve down vs mid-2022

- Mild winter – inventories higher than expected
- US nat gas low w/ minimum upward pressure
- Oil prices remain relatively high
- Lower price volatility, near-term
- Nearer bottom of market than peak

Actively exploring increasing hedge to ~90%

- TFA in place (it is a likely mechanism to utilize)

Palmer



Extended commercial operational deadline ends 31 March 2023

Commercial operation highly **unlikely** by 31 March 2023

MLP's to notify Palmer of contract termination within 15 days after commercial operation deadline

RMLD will issue termination letter per contract

Coincident Industrial Peak Rate - concept

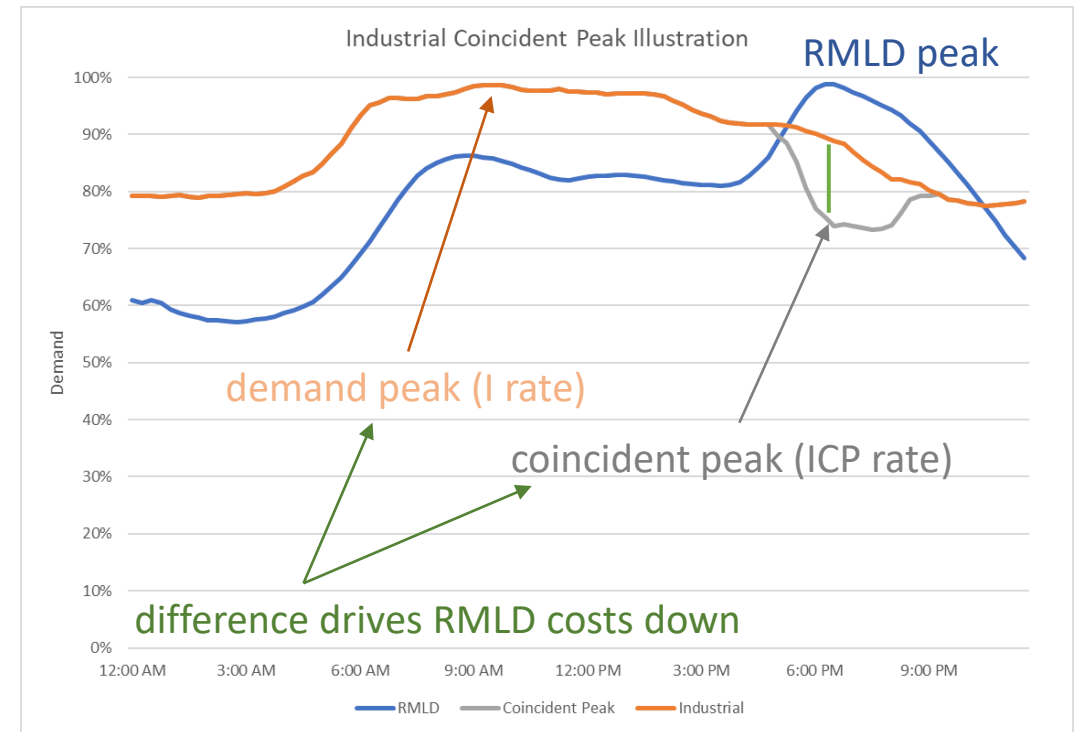
Monthly and annual peaks determine RMLD transmission and capacity costs

- Monthly peaks drive RMLD transmission costs (18% of RMLD 2023 revenues, growing 6% annually)
- Annual capacity peak derived RMLD capacity costs (14% of RMLD 2023 revenues, flat rate next few years)

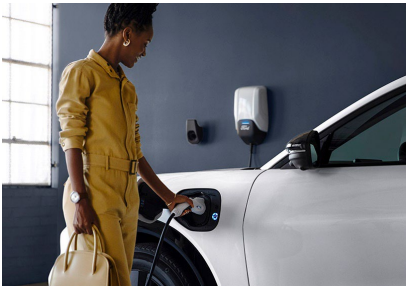
Align larger customer peaks (demand) with RMLD transmission and capacity peaks

- Customer action directly affects RMLD costs
- Transmission impact realized within 3 months (rather than following year)
- Requires forecast and alert tool for customers (in place but currently active)
- Focused on top 15 – 30 customers (more analysis to refine threshold)

Formal rate proposal in April

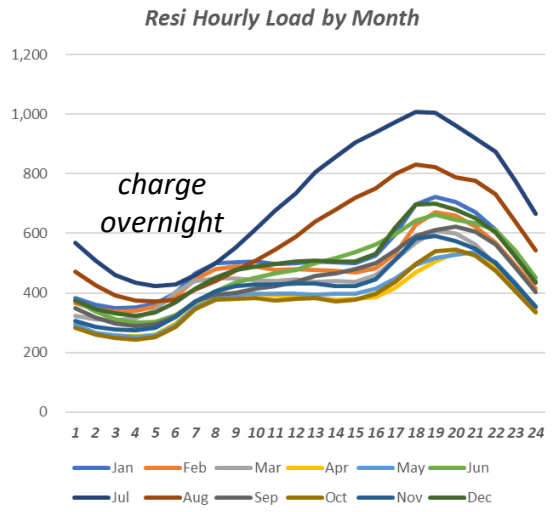


New EV1 ToU rate - EV focused



EV's add ~360 kWh monthly load to typical residential customer (810 kWh base)

Typical charge – add ~30% of capacity, ~3 hours



Adoption - encourage higher EV adoption w/in RMLD territory

- Offer more “fuel” savings incentive

Initially roll at residential only (then public chargers)

Support L1 and L2 chargers; benefit maximized with overnight load (EV) only

Behavior - **Fill overnight** network capacity – underutilized, fixed costs

Behavior – discourage, but allow, charging during **afternoon peak** hours

Rate Mechanism - offer two 10 hour periods and one 4 hour period

- ~\$0.09 / kWh between 8:00 pm to 6:00 am - **highly discounted overnight**
- ~\$0.15 / kWh 6:00 am to 4:00 pm - moderate discount before afternoon peak
- ~\$0.75 / kWh 4:00 pm to 8:00 pm - **expensive** during afternoon peak hours

Net ~\$0.13 / kWh over month where 80% overnight charging (28% less than A rate)

Effective 1 April 2023

Battery Storage



5 MW station 3 system augmentation near complete

10 MW system at Fordham likely to commission 1Q24

Reviewing RFP submissions for battery storage systems

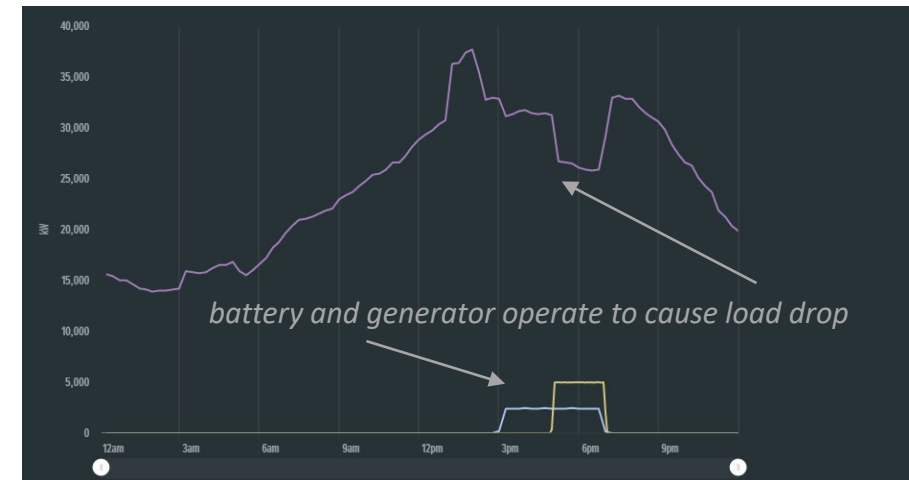
- Station 3 (w/ existing BESS) 5MW 2024
- Industrial Way 10 MW 2025
- Substation 6 (new) 10 MW 2025
- Maple Meadow (distribution) 20 MW 2025
- Maple Meadow (grid) 40-60 MW 2025

Peak management is primary economic driver for above systems

Accelerating discussions with long duration systems – time shift



actual peak management example



Thank You
from the IRD Team



ATTACHMENT 5
HUMAN RESOURCES REPORT

HUMAN RESOURCES UPDATE

PROVIDED BY
SARAH HARRINGTON, PHR- SHRM-CP

Presented to the Board of
Commissioners

February 15, 2023

RMLD



Reading Municipal Light Department
RELIABLE POWER



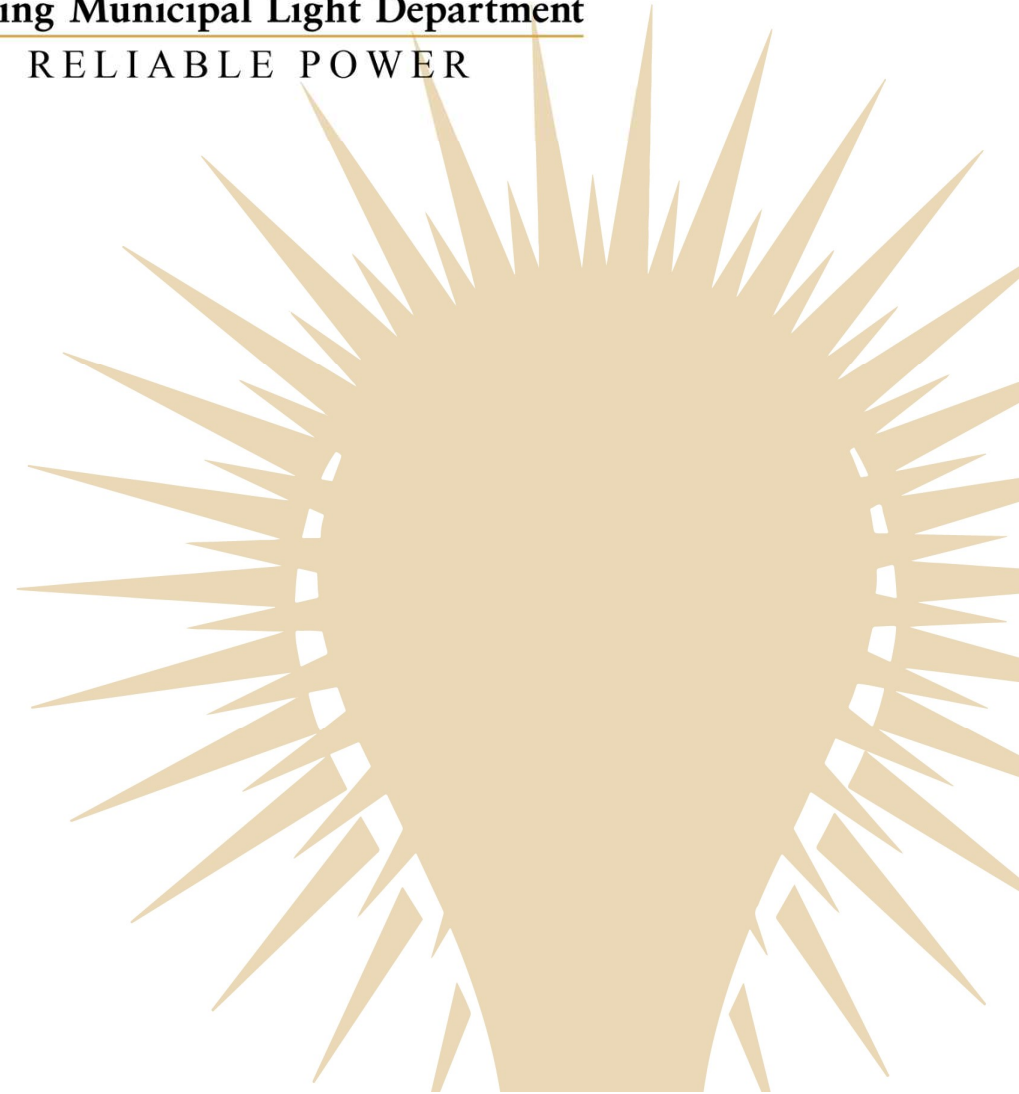
RMLD



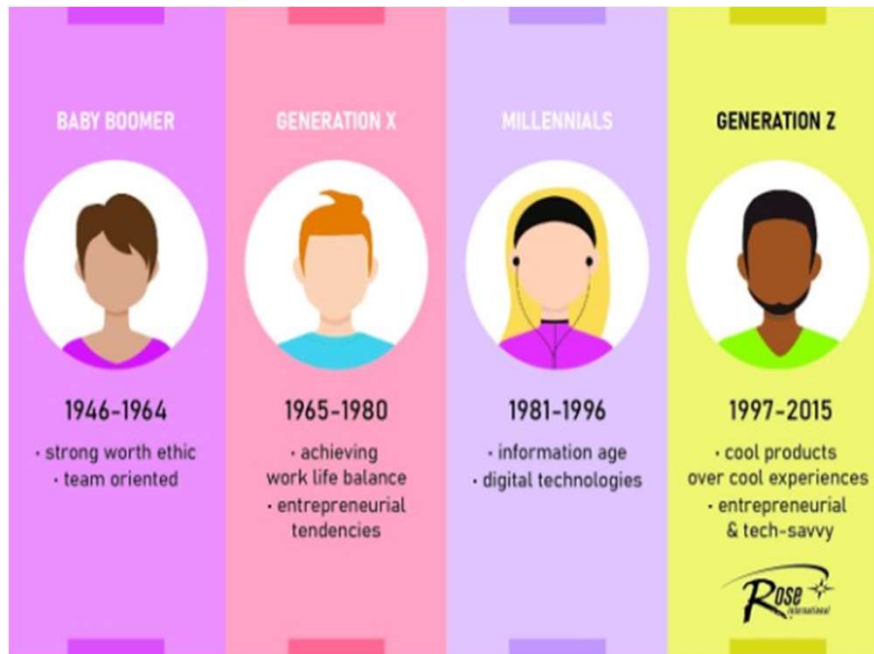
Reading Municipal Light Department
RELIABLE POWER

AGENDA

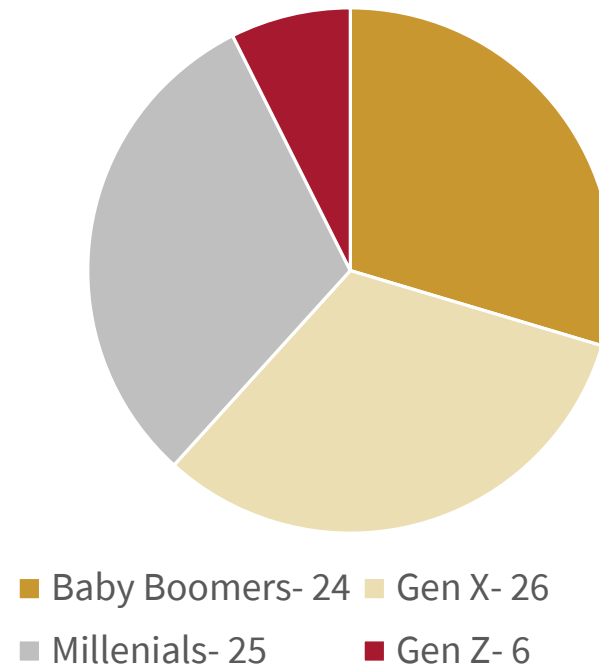
- **Human Capital Metrics**
- **Recruiting**
- **Leadership and Supervisor Development**
- **Streamlining Processes**



HCM- WORKFORCE BY GENERATION



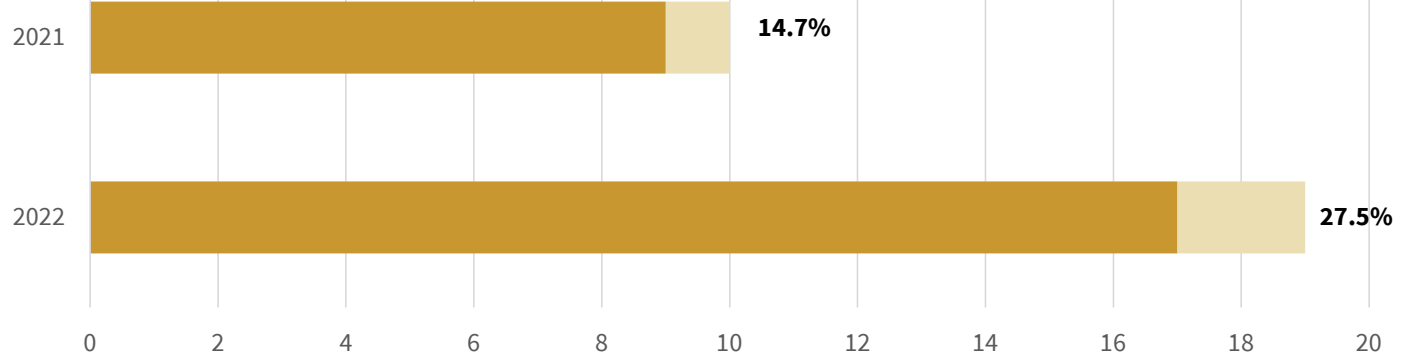
Workforce



DEPARTURES

Employees Eligible for Retirement (60 yo)

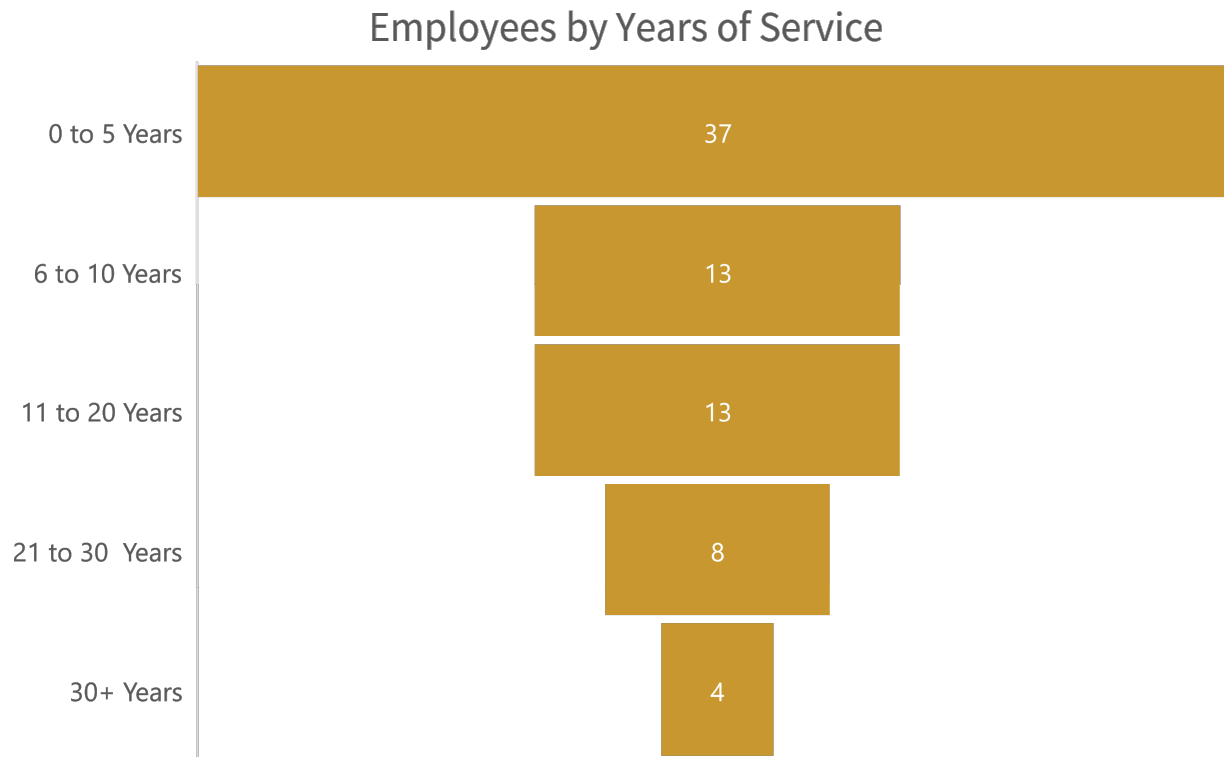
2023- 20
2024- 23
2025- 24



■ Turnover ■ 1st Year

TENURE

Almost half of our employee population has been here less than 5 years, with 30 employees in their first year!



RECRUITING

- Managing Open Positions
 - In 2022, RMLD hired 26 employees, not including internal promotions and transfers.
 - Currently have 10 open positions.
 - We will also be looking to hire summer interns.

RECRUITING AVENUES

- RMLD Website
- ZipRecruiter
- LinkedIn and other Social Media
 - Creating “recruiting cards” that everyone can post and share.
- Chamber of Commerce
- Career Fairs
 - WPI
 - Merrimack College
 - UMass- Lowell
- Internal Referrals
- Recruiters

LEADERSHIP AND SUPERVISOR DEVELOPMENT

- Weekly trainings with Leadership
- Creating a training curriculum for new and existing supervisors.
 - MIIA
 - Third Party
 - Develop Internally

STREAMLINE PROCESSES

- HRIS
 - Live date TBD
 - Automate many manual processes
 - Reporting
 - Dashboards

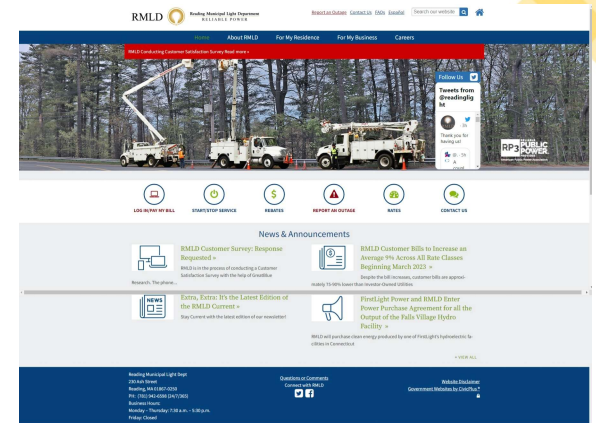
THANK YOU!



ATTACHMENT 6
COMMUNICATIONS REPORT

Communications Update

- RMLD Customer Satisfaction Survey
 - Great Blue Research is collecting responses through February 20.
 - Final report to be provided to RMLD on March 10
- Website Refresh
 - RMLD simplified its homepage by removing a row of buttons for a cleaner look that is more mobile-friendly
- Social Media
 - RMLD continues to see steady, organic growth
 - RMLD Facebook posts reach an audience of up to 2.9k
 - Facebook is top source for web referrals to RMLD website
- Home Energy Audit Webinar
 - January webinar had 242 registrants, 85 live attendees
 - ENE saw a spike in audit registrations
- RMLD Bill Increase
 - Posted letter from Greg to the website immediately after bill increase was approved, sent press release to local media linking to letter, other resources
 - Coverage of bill increase included RMLD's key messages which included RMLD waiting until March to reduce burden, increase in operating budget to support electrification, comparison to IOUs
- Other Highlights
 - RMLD space heater safety tips were posted by patch in advance of the recent record cold
 - RMLD elementary school art contest: judging complete; notifying winners and arranging awards ceremony



ATTACHMENT 7
GENERAL MANAGER'S REPORT



General Manager Update

*Presented to the
Board of Commissioners*

15 February 2023

Preliminary Ash Street Development Milestones

Hold outside public event	3Q 2023
Share Ash Street Campus concepts	1Q 2024
Confirm Ash Campus partners	2Q 2024
Finalize Ash Campus design	1Q 2025
Transfer property ownership	2Q 2025
Reconfigure Ash and Main intersection	3Q 2025
Complete permitting	1Q 2026
Start 218 - 232 construction	2Q 2027
Move RMLD into 218 tower	2Q 2029
Open new 230 – 232 complex	



Thank You

**MATERIALS AVAILABLE BUT NOT
DISCUSSED**

Erica Morse

From: Erica Morse
Sent: Thursday, February 9, 2023 11:32 AM
To: Erica Morse
Subject: AP and Payroll Questions for the 23-02-15 BoC Book

AP

From January 6th, 2023, to February 3rd, 2023 there were no Commissioner questions.

Payroll:

From January 9th 2023 to February 6th 2023, there were no Commissioner questions.

Best,
Erica Morse
Executive Assistant
Reading Municipal Light Department
O: 781-942-6489
C: 617-791-3304
www.rmlld.com



Erica Morse

From: Maureen Sullivan
Sent: Monday, January 30, 2023 2:15 PM
To: Erica Morse
Cc: Paula O'Leary
Subject: Surplus Update - January 2023

Good afternoon, Erica,

I am sending this email to inform you that there were NO Surplus Items of Substantial Value that were disposed of in January 2023.

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@rml.com

Town of Reading, Massachusetts
Municipal Light Department
Statement of Net Assets
11/30/2022

	2022	2021
ASSETS		
Current:		
Unrestricted Cash	\$ 19,361,559	\$ 21,652,761
Restricted Cash	30,303,620	27,359,033
Restricted Investments	794,209	2,656,132
Receivables, Net	9,218,142	8,345,875
Prepaid Expenses	1,861,460	1,350,437
Inventory	2,549,736	1,892,211
Total Current Assets	64,088,725	63,256,449
Noncurrent:		
Investment in Associated Companies	964,888	880,956
Capital Assets, Net	90,518,636	85,263,644
Total Noncurrent Assets	91,483,523	86,144,600
Deferred Outflows - Pension Plan	6,754,497	5,360,409
TOTAL ASSETS	162,326,746	154,761,458
 LIABILITIES		
Current		
Accounts Payable	4,964,340	5,969,419
Accrued Liabilities	776,073	378,554
Customer Deposits	1,684,280	1,535,553
Advances from Associated Companies	200,000	200,000
Customer Advances for Construction	2,685,316	2,493,038
Total Current Liabilities	10,310,009	10,576,564
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
TOTAL LIABILITIES	32,403,286	34,418,463
 NET POSITION		
Invested in Capital Assets, Net of Related Debt	90,518,636	85,263,644
Restricted for Depreciation Fund	7,570,427	7,859,135
Restricted for Pension Trust	4,493,981	4,452,767
Unrestricted	27,340,416	22,767,449
TOTAL NET POSITION	129,923,459	120,342,995
Total Liabilities and Net Assets	\$ 162,326,746	\$ 154,761,458

Town of Reading, Massachusetts
Municipal Light Department
Business Type Proprietary Fund
Statement of Revenues, Expenses and Changes in Fund Net Assets
11/30/2022

	Month Current Year	Month Last Year	Year to Date Current Year	Year to Date Last Year	Percent Change
Operating Revenues					
Base Revenue	\$ 2,165,106	\$ 1,985,360	\$ 27,709,661	\$ 25,525,117	8.6%
Fuel Revenue	2,746,410	2,146,140	34,033,764	24,379,213	39.6%
Purchased Power Capacity & Transmission	2,511,311	1,921,656	28,966,637	28,843,992	0.4%
Forfeited Discounts	71,017	40,664	739,858	712,215	3.9%
Energy Conservation Revenue	141,043	46,483	1,794,344	598,264	199.9%
NYPA Credit	(57,540)	(48,541)	(1,085,746)	(960,585)	13.0%
Total Operating Revenues	7,577,349	6,091,761	92,158,518	79,098,216	16.5%
Expenses					
Power Expenses:					
547 Purchased Power Fuel	2,381,999	2,131,912	30,758,797	25,248,494	21.8%
555 Purchased Power Capacity	1,093,024	1,355,366	13,469,687	15,398,565	(12.5%)
565 Purchased Power Transmission	933,309	1,016,951	15,194,983	14,716,301	3.3%
Total Purchased Power	4,408,333	4,504,228	59,423,467	55,363,360	7.3%
Operations and Maintenance Expenses:					
580 Supervision and Engineering	151,299	102,069	1,056,210	975,764	8.2%
581 Station/Control Room Operators	56,137	42,022	470,099	448,747	4.8%
582 Station Technicians	61,151	27,063	522,574	532,285	(1.8%)
583 Line General Labor	77,917	43,941	707,924	545,984	29.7%
586 Meter General	20,855	13,254	197,255	157,244	25.4%
588 Materials Management	57,944	39,066	426,139	403,301	5.7%
593 Maintenance of Lines - Overhead	31,519	45,428	370,371	294,945	25.6%
593 Maintenance of Lines - Tree Trimming	8,615	117,161	675,944	547,173	23.5%
594 Maintenance of Lines - Underground	23,123	4,581	216,250	21,560	903.0%
595 Maintenance of Line - Transformers	12,254	89,466	194,969	288,669	(32.5%)
598 Line General Leave Time Labor	41,419	53,605	457,967	343,877	33.2%
Total Operations and Maintenance Expenses	542,235	577,657	5,295,703	4,559,550	16.1%
General & Administration Expenses:					
903 Customer Collections	98,718	80,468	1,058,970	971,124	9.0%
904 Uncollectible Accounts	5,000	8,750	55,000	96,250	(42.9%)
916 Energy Audit	45,712	70,104	737,522	670,818	9.9%
916 Energy Conservation	140,941	119,025	1,251,341	1,356,434	(7.7%)
920 Administrative and General Salaries	216,221	151,928	1,903,273	1,766,570	7.7%
921 Office Supplies and Expense	1,471	1,822	14,290	14,158	0.9%
923 Outside Services - Legal	48,231	75,015	450,496	441,841	2.0%
923 Outside Services - Contract	39,195	42,424	289,487	267,170	8.4%
923 Outside Services - Education	9,806	3,250	62,223	24,410	154.9%
924 Property Insurance	32,768	33,111	381,753	395,076	(3.4%)
925 Injuries and Damages			20,877	31,375	(33.5%)
926 Employee Pensions and Benefits	575,001	205,699	3,850,898	3,170,596	21.5%
930 Miscellaneous General Expense	98,043	27,482	385,787	362,374	6.5%
931 Rent Expense	13,939	13,799	202,365	197,223	2.6%
933 Vehicle Expenses	31,224	31,308	275,407	301,560	(8.7%)
933 Vehicle Expenses - Capital	(32,875)	(32,767)	(365,504)	(342,323)	6.8%
935 Maintenance of General Plant	65,707	25,614	518,312	441,861	17.3%
935 Maintenance of Building & Garage	98,841	60,875	872,555	738,391	18.2%
Total General & Administration Expenses	1,487,943	917,907	11,965,052	10,904,908	9.7%

Town of Reading, Massachusetts
Municipal Light Department
Business Type Proprietary Fund
Statement of Revenues, Expenses and Changes in Fund Net Assets
11/30/2022

Other Operating Expenses:

403 Depreciation	421,450	406,980	4,635,951	4,476,776	3.6%
408 Voluntary Payments to Towns	143,387	137,953	1,577,257	1,517,482	3.9%
Total Other Expenses	<u>564,837</u>	<u>544,933</u>	<u>6,213,208</u>	<u>5,994,259</u>	<u>3.7%</u>
Operating Income	574,000	(452,964)	9,261,088	2,276,140	306.9%

Non Operating Revenues (Expenses):

419 Interest Income	59,723	5,647	240,344	118,969	102.0%
419 Other	(4,830)	41,584	704,720	928,421	(24.1%)
426 Return on Investment to Reading	(210,620)	(206,709)	(2,293,354)	(2,273,797)	0.9%
426 Loss on Disposal					0.0%
431 Interest Expense	(2,007)	(3,789)	(22,143)	(41,551)	(46.7%)
Total Non Operating Revenues (Expenses)	<u>(157,735)</u>	<u>(163,267)</u>	<u>(1,370,434)</u>	<u>(1,267,958)</u>	<u>8.1%</u>
Change in Net Assets	416,266	(616,231)	7,890,654	1,008,182	682.7%

Net Assets at Beginning of Year	122,032,806	119,334,812	122,032,806	119,334,812	2.3%
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Ending Net Assets	<u>\$ 122,449,071</u>	<u>\$ 118,718,582</u>	<u>\$ 129,923,459</u>	<u>\$ 120,342,995</u>	<u>8.0%</u>
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Town of Reading, Massachusetts
Municipal Light Department
Business Type Proprietary Fund
Statement of Budgeted Revenues, Expenses and Changes in Fund Net Assets
11/30/2022

	Actual Year to Date	Budget Year to Date	OVER/UNDER \$	OVER/UNDER %
Operating Revenues				
Base Revenue	\$ 27,709,661	\$ 27,591,272	\$ 118,389	0.4%
Fuel Revenue	34,033,764	24,312,160	9,721,605	40.0%
Purchased Power Capacity & Transmission	28,966,637	32,482,537	(3,515,900)	(10.8%)
Forfeited Discounts	739,858	827,738	(87,881)	(10.6%)
Energy Conservation Revenue	1,794,344	1,825,680	(31,336)	(1.7%)
NYPA Credit	(1,085,746)	(969,194)	(116,553)	12.0%
Total Operating Revenues	92,158,518	86,070,193	6,088,325	7.1%
Expenses				
Power Expenses:				
555 Purchased Power Fuel	30,758,797	23,342,966	7,415,831	31.8%
555 Purchased Power Capacity	13,469,687	15,563,452	(2,093,764)	(13.5%)
565 Purchased Power Transmission	15,194,983	16,919,085	(1,724,102)	(10.2%)
Total Purchased Power	59,423,467	55,825,503	3,597,964	6.4%
Operations and Maintenance Expenses:				
580 Supervision and Engineering	1,056,210	1,057,456	(1,246)	(0.1%)
581 Station/Control Room Operators	470,099	494,030	(23,931)	(4.8%)
582 Station Technicians	522,574	618,351	(95,777)	(15.5%)
583 Line General Labor	707,924	1,031,108	(323,184)	(31.3%)
586 Meter General	197,255	181,306	15,949	8.8%
588 Materials Management	426,139	431,897	(5,758)	(1.3%)
593 Maintenance of Lines - Overhead	370,371	506,206	(135,835)	(26.8%)
593 Maintenance of Lines - Tree Trimming	675,944	832,128	(156,184)	(18.8%)
594 Maintenance of Lines - Underground	216,250	80,794	135,456	167.7%
595 Maintenance of Line - Transformers	194,969	342,063	(147,094)	(43.0%)
598 Line General Leave Time Labor	457,967	437,968	20,000	4.6%
Total Operations and Maintenance Expenses	5,295,703	6,013,308	(717,605)	(11.9%)
General & Administration Expenses:				
903 Customer Collection	1,058,970	1,078,226	(19,256)	(1.8%)
904 Uncollectible Accounts	55,000	96,250	(41,250)	(42.9%)
916 Energy Audit	737,522	905,007	(167,485)	(18.5%)
916 Energy Conservation	1,251,341	2,237,676	(986,335)	(44.1%)
920 Administrative and General Salaries	1,903,273	2,176,018	(272,745)	(12.5%)
921 Office Supplies and Expense	14,290	18,333	(4,043)	(22.1%)
923 Outside Services - Legal	450,496	417,925	32,571	7.8%
923 Outside Services - Contract	289,487	674,392	(384,904)	(57.1%)
923 Outside Services - Education	62,223	302,341	(240,118)	(79.4%)
924 Property Insurance	381,753	510,125	(128,372)	(25.2%)
925 Injuries and Damages	20,877	23,467	(2,590)	(11.0%)
926 Employee Pensions and Benefits	3,850,898	3,502,881	348,017	9.9%
930 Miscellaneous General Expense	385,787	531,783	(145,996)	(27.5%)
931 Rent Expense	202,365	194,333	8,031	4.1%
933 Vehicle Expense	275,407	347,417	(72,010)	(20.7%)
933 Vehicle Expense - Capital Clearing	(365,504)	(253,392)	(112,111)	44.2%
935 Maintenance of General Plant	518,312	653,694	(135,382)	(20.7%)
935 Maintenance of Building & Garage	872,555	852,242	20,314	2.4%
Total General & Administration Expenses	11,965,052	14,268,716	(2,303,664)	(16.1%)

Town of Reading, Massachusetts
Municipal Light Department
Business Type Proprietary Fund
Statement of Budgeted Revenues, Expenses and Changes in Fund Net Assets
11/30/2022

Other Operating Expenses:

403 Depreciation	4,635,951	4,683,136	(47,185)	(1.0%)
408 Voluntary Payments to Towns	1,577,257	1,565,519	11,738	0.7%
Total Other Expenses	6,213,208	6,248,655	(35,447)	(0.6%)

Operating Income 9,261,088 3,714,010 5,547,077 149.4%

Non Operating Revenues (Expenses):

415 Contribution in Aid of Construction		45,833	(45,833)	(100.0%)
419 Interest Income	240,344	275,000	(34,656)	(12.6%)
419 Other Income	704,720	733,333	(28,614)	(3.9%)
426 Return on Investment to Reading	(2,293,354)	(2,409,538)	116,184	(4.8%)
426 Loss on Disposal				
431 Interest Expense	(22,143)	(36,667)	14,523	(39.6%)
Total Non Operating Revenues (Expenses)	(1,370,434)	(1,392,038)	21,604	(1.6%)

Net Income \$ 7,890,654 \$ 2,321,972 \$ 5,568,681 239.8%