

Minutes

Town of Belmont

2019 NOV 26 PM 2: 44

Belmont Municipal Light Board

Joint with Light Board Advisory Committee

Selectmen's Meeting Room, Town Hall

Monday, March 18, 2019

6:00pm

I-CALL TO ORDER

A meeting of the Light Board was called to order at 5:21pm by Chair Tom Caputo. Vice Chair Mark Paolillo was present. Board Member Adam Dash was present. General Manager Chris Roy was present.

II-EXECUTIVE SESSION

To conduct strategy sessions in preparation for negotiations with non-union personnel (General Manager Christopher Roy).

Motion: To enter executive session as described above. (Vote passed 3-0. Roll call vote: Tom Caputo, Mark Paolillo, Adam Dash).

Motion: To leave executive session and return to open session. (Vote passed 3-0. Roll call vote: Tom Caputo, Mark Paolillo, Adam Dash).

III-COMPLETION OF PERFORMANCE REVIEW OF GENERAL MANAGER

Jessica Porter (Director, HR) recalled that the Board had conducted a performance review at the last meeting. The final pieces of the review to address at present were goal setting for the upcoming year and to finalize compensation.

Roy provided an overview of his five goals for the year: 1) release the Belmont Light Strategic Plan; 2) launch a publicity campaign to increase awareness of energy programs; 3) achieve 50% renewable energy supply (via contracts plus Renewable Energy Credits); 4) release a formal budget book with increased transparency, including comparisons to other Municipal Light Plants; 5) implement organizational changes.

- Caputo complimented Roy on an ambitious set of goals
- Dash provided several comments on the set of goals:
 - o With respect to the Strategic Plan, consider changing 'release' to 'get adopted'. Who approves the Strategic Plan? Would it be presented to Town Meeting?
 - o If former incinerator site is chosen to be used for solar/storage, would like to see these projects actually implemented in the upcoming year.

Caputo summarized that the Board had discussed compensation in executive session and agreed upon a 2% cost-of-living increase plus a 2.5% merit increase, for a total raise of 4.5%. This brought Roy's total

compensation to ~\$182k. Paolillo noted Roy had provided the Board with comparable salaries, and this would be slightly above average.

Motion: To provide a 4.5% merit increase to Belmont Light General Manager Christopher Roy, effective May 1, 2019 through April 30, 2020. (Vote passed 3-0)

IV-CONTINUATION OF DISCUSSION ON THE STRATEGIC PLAN

Caputo invited the Light Board Advisory Committee (LBAC) to convene. Chair Steve Klionsky called LBAC to order at 5:52pm. Members David Beavers, Ralph Jones and Travis Franck were present.

Discussion of the draft Strategic Plan had been initiated at the prior Light Board meeting. Since that time, LBAC had given extensive comments on the document, and Roy had subsequently revised.

Roy provided an update on the Strategic Planning process: The ultimate goal was to make a presentation at Fall Town Meeting. This would require the Board to officially adopt the Strategic Plan by fall of 2019. An accompanying report would be produced to provide background detail on initiatives outlined in the Plan. Development of this report would be done in conjunction with public input to get feedback on the Strategic Plan. Roy and his team were also preparing an RFP for a consultant to assist with the implementation phase of the Strategic Plan – the role of the consultant would be to recommend how to invest in different initiatives in order to meet the goals outlined.

The Board reviewed in detail seven of the goals outlined in the Strategic Plan and provided comments to Roy.

Next steps: 1) create the in-depth report covering the details missing from the Strategic Plan presentation; 2) finish building the RFP document for the consultant, with a proposed deadline of two months.

[LBAC adjourned.]

V-DISCUSSION OF DISTRIBUTED ANTENNA DEPLOYMENT

Roy explained that a company had approached Belmont Light regarding possible installation of 5G antennas in Town. Such antennas were typically installed on wooden poles or decorative lights poles. Roy stressed the need for the Town to have a policy and public vetting procedure for approving the antennas, e.g. existing light poles aren't designed to support the weight.

Dash noted that FCC rules prohibiting the Town from rejecting the antennas outright, but the Town could regulate aspects of how they are implemented, how they look.

Due to time considerations, Caputo suggested to table the discussion for the time being.

Motion: To table discussion on distributed antenna deployment. (Vote passed 3-0)

VI-APPROVAL OF MEETING MINUTES

Motion: To approve the February 25, 2019 minutes. (Vote passed 3-0)

VII-FUTURE MEETING DATES

[Not discussed.]

VIII-ADJOURNMENT

Motion: To adjourn. (Vote passed 3-0)