

WEST BOYLSTON MUNICIPAL LIGHTING PLANT

4 Crescent Street, West Boylston, Massachusetts 01583

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Board of Light Commission, Regular Session Meeting Minutes, August 2, 2016

Present: Board members Anthony Meola, William Smith, Win Handy, and, GM Jonathan Fitch.

The meeting was called to order at 5:13pm by Commissioner Smith.

Agenda: The Board reviewed and approved the agenda.

Meeting Minutes: No minutes were approved.

Financial Statements: The Board discussed and reviewed the attached FY2016 financial statements to date.

IG Request for Information: The GM told the Board that WBMLP is preparing a response to the attached IG request for information. WBMLP needs to submit employee policies, employee buyouts, and GM Contracts from January 1, 1999 to the present.

2017 Power and Transmission Budget: The Board discussed the attached power and transmission budgets for 2016 and 2017. Power supply costs are a major component of our annual budget and represent approximately 75% of our annual operating expense.

WBMLP's GM prepared an initial power and transmission budget for 2017. The GM states that our power portfolio strategy is working well and our costs are decreasing slightly. This is primarily due to the decrease in project debt as our original loans are paid off. The GM prepared the attached summary of WBMLP's power supply portfolio and strategy for the Board.

Landfill Solar Project: The GM gave the Board a brief update on the project. WBMLP and the developer are completing the construction permit and DEP permit drawings. The major pieces of equipment have been ordered. The attached specifications for the major pieces of equipment were reviewed. The Board discussed the T&G article from July 28, 2016.

Collective Bargaining Agreement (CBA): The Board and GM discussed WBMLP completing negotiations on the new three year CBA. The overall strategy for WBMLP is to maintain competitive wages compared to the average wage of similar positions in comparison to the (40) MLP's and selected regional MLP's based on size.

The original union proposal for the CBA included:

- Wage Base adjustment of \$1.00 per hour across all positions
- Wages increase 5%, 5%, and 5% in years 1, 2, and 3 respectively
- Standby Pay increase 10%, 8%, and 8% in years 1, 2, and 3 respectively
- Minor changes to sick leave banking

The final negotiated contract language includes:

- Wage Base adjustment of \$0.50 per hour across all positions
- Wages increase 2.75%, 2.5%, and 2.75% in years 1, 2, and 3 respectively
- Standby Pay increase 0%
- Minor changes to sick leave banking

This increases lineman wages by a total of \$12,712.54, \$7,988.85, and \$9,007.43 in each year of the new contract.

In reviewing the wages of the office staff and general foreman, the same increases in wages is warranted. WBMLP compared all wages to both the average of all (40) MA municipal light plants and the surrounding central MA municipal light plants. The new wages generally match to the average wages paid to similar employees in the central MA area.

This increases the remaining employee wages by a total of \$10,560.15, \$6,949.77, and \$7,835.87 in each year of the new contract.

The Board voted and approved, 3-0, the attached CBA effective July 1, 2016 and increased the office staff personnel and GM wages and salaries by the same annual percentages in the CBA. In summary, there is a first year increase of \$.50/hour for all hourly employees. An annual increase of 2.75%, 2.5%, and 2.75% over three years for both hourly and salaried employees, including the GM, effective July 1, 2016.

Wachusett Causeway Underground Project: WBMLP prepared a cost estimate to place the overhead lines underground along the Rt140/12 causeway.

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| Wachusett Causeway Cost Estimate | |
|---|----------------------|
| WBMLP labor | Donated |
| 6,000' URD 4/0 CU Underground Conductors | \$ 30,000.00 |
| Primary Junction Boxes | \$ 2,500.00 |
| Verizon Estimate (Requires 4 versus 2 conduits) | \$ 100,000.00 |
| Charter Estimate | \$ 15,000.00 |
| Underground Duct Bank and foundations, Lynch Construction | \$ 184,140.00 |
| (7) LED Street Light Poles and Fixtures | \$ 35,000.00 |
| Misc. | \$ - |
| | \$ 366,640.00 |

The UG estimate from Lynch includes only (2) conduits for Verizon, so that estimate has to be updated. Verizon is preparing a more accurate estimate and will provide it within the next two weeks.

The board discussed the cost and the goals of the project. The Commissioner's recognized the project would help make the causeway look better but the cost was higher than expected. Commissioner Handy proposed only installing the conduits at this time. Commissioner's Smith and Meola wanted additional customer input through a survey. The Board instructed the GM to draft a flyer/survey about the project to receive customer input.

Other: The GM read a letter regarding the Bandstand Committee and contribution in Charlie Coughlin's memory.

The next meeting is September 6, 2016. The Board meeting adjourned at 6:30pm.

Anthony Meola Jr,

Winthrop Handy

William Smith