

Groveland Municipal Light Department
Executive Session Minutes of Meeting
January 21, 2015

Present: R. Brady, K. Cross, Sean LaBelle, M. Cloutier, M. Croteau, Kevin Snow & Lynn Quintiliani

Time Started: 4:10 p.m.

- A motion was made by R. Brady to move to go into Executive Session to negotiate with non-union personnel where a vote may be taken by the commissioners of the Light Department and will reconvene to regular session.
- 2nd by K. Cross.

Roll Call Vote:

- K. Cross: Aye.
- R. Brady: Aye
- S. LaBelle: Aye

- R. Brady is up in the air about his opinion.
- M. Croteau discussed the conversation she had with M. Cloutier prior to asking for \$2.00, \$2.00 and \$2.00 per three years for the two full time clerks in the office.
- M. Croteau gave a presentation on the office work and what has changed in the last ten year and how it has been improved.
- R. Brady said that last meeting the commissioners didn't really have time to discuss the clerks in the office. He mentioned how inflation is 1% and a raise should be based on inflation. So when the commissioners go 3% they say it's fair. The commissioners try and adjust the rate.
- K. Cross said that the clerks got more than the linemen at some point.
- M. Croteau replied in 2007.
- R. Brady mentioned how pleased his is with the work ethic of the department and is proud.
- M. Croteau mentioned that the \$2.00, \$2.00 and \$2.00 keep the clerks up to market.
- R. Brady disputes the \$2.00, \$2.00 and \$2.00. He also brought up Yvonne's pay and not to compare it to M. Croteau.
- M. Croteau mentions that Yvonne's last big raise was \$5.38 as a one year bump.
- R. Brady said at the time it was a sustainable raise but not \$6.00 over three years.
- M. Croteau asked what R. Brady would propose.
- R. Brady replied no you propose.
- M. Croteau \$1.00 plus 3% for three year. It is a little less than the \$2.00, \$2.00 and \$2.00 original proposal.
- K. Cross mentioned that he liked how M. Croteau spoke and the presentation for the two clerks in the office.
- K. Snow asked to speak and told the commissioner's how he felt about the two clerks. He thinks that they should be compensated for the great work the preform.

- R. Brady mentions that six dollars is 24% raise in three years and that doesn't look good to the town. He is looking at that. He mentions that we are not in disagreement, we are agreeing. He does agree the clerks need a better raise. Just not that.
- M. Croteau explained that if we got the \$2.00 for three years that in three years the clerks will still be behind because right now all the other municipal departments make that right now. So in three years we will still be behind other municipal departments.
- Discussion regarding the amount of the clerk's raise.
- At 4:45 p.m. K. Cross made a motion to give the linemen 3% for three years and to give the two clerks in the office \$1.00 plus 3% for three years being retroactive from January 1st, 2015.
- 2nd by S. LaBelle.

Roll Call Vote:

- R. Brady: Aye
- K. Cross: Aye
- S. LaBelle: Aye

M. Cloutier mentions the vacation time for the employees that was on the table next for discussion.

- K. Snow replied that vacation was off the table right now and can it be discussed at a later time.
- R. Brady replied yes because he was not in the mood for that particular subject. But that doesn't mean it can't be discussed at a later time.

Negotiation with Manager:

- Discussion about M. Cloutier's performance over the last year.
- R. Brady asks M. Cloutier for his assessment of the last year.
- M. Cloutier presents the following highlights:
 - Profitable year with rate stability; small increases, but below competitors.
 - Highly successful personnel replacement. Working Foreman: Kevin Snow.
 - Maintain high employee morale.
 - Maintain high reliability and service standards.
 - Successful purchase of new office and operations building.
 - Establish and maintain good working relationship with other town departments and officials.
- R. Brady agrees with Cloutier on the itemization of the past year's accomplishments and is happy with Cloutier's leadership and communication skills.
- K. Cross agrees.
- R. Brady mentions that improvements could be made regarding negotiation skills.
- M. Cloutier mentions that this year he will see additional duties overseeing the new facility buildout and responsibilities as a landlord.
- Discussion ensues as to a fair increase in Cloutier's compensation.

Motion by K. Cross to increase Manager's annual salary to \$145,500.

- Motion 2nd by S. LaBelle.

Roll Call Vote:

- K. Cross-Aye
- S. LaBelle-Aye
- R. Brady-Aye.


Motion made by S. LaBelle to adjourn Executive Session and return to regular session.

- Motion 2nd by K. Cross

Roll Call Vote:

- S. LaBelle: Aye
- R. Brady: Aye
- K. Cross: Aye

Approval of Minute:



Date: