

Cape and Vineyard Electric Cooperative, Inc

Executive Committees Remote Meeting Minutes- EXECUTIVE SESSION

Thursday, January 28, 2021 1:00 pm

Present: A. Brandt, C. McLaughlin, W. Lake, J. Rand.

Board Members: R. Toole

Staff present: T. Nickinello (scribe)

These minutes are privileged until deemed a public record.

5. EXECUTIVE SESSION “TO CONDUCT STRATEGY SESSIONS IN PREPARATION FOR NEGOTIATIONS WITH NONUNION PERSONNEL AND/OR TO CONDUCT COLLECTIVE BARGAINING SESSIONS OR CONTRACT NEGOTIATIONS WITH NONUNION PERSONNEL”.

Upon a motion and second, Executive Committee voted to amend the Executive Session agenda item to remove the language “collective bargaining”, and enter into Executive Session to conduct strategy sessions in preparations for negotiations with nonunion personnel or contract negotiations with nonunion personnel (Section 2, Mass General Law, Chapter 38), and voted as follows:

A.Brandt- yes; C. McLaughlin-yes; W.Lake-yes, J. Rand-yes.

W. Lake noted that as a legal matter, L. Argo is an employee at will. The Executive Committee discussed a possible exit package in the light of her service to CVEC. W. Lake informed the members that L. Argo’s proposed compensation package in the amount of \$104,245.34. There was a discussion about L. Argo’s proposed retirement date and accelerating that date. It was concluded that some of the benefits for the retirement were not required, but rather an attempt to do the right thing. A. Brandt shared that in his experience it is not a common practice for a public organization to pay such high severance amount. The members expressed their concerns about L. Argo’s performance after interviews with CVEC partners. Several members raised questions about ethics issues. The Executive Committee agreed on offering 3 to 6 months of compensation, health and dental, plus \$4,700 for retirement given as a package. The first compensation offer was set at 3 months wages plus some benefits totaling \$26,862.16, rounded to \$27,000. The final offer was set at 6 months calculations at rounded \$50,000. W. Lake offered to draft an agreement to be shared with Executive Committee.

Upon a motion and second, Executive Committee voted to authorize W. Lake and A. Brandt to negotiate L. Argo’s exit package not to exceed agreed amount of \$50,000, and have negotiations with legal counsel present if needed, and voted as follows:

A.Brandt- yes; C. McLaughlin-yes; W.Lake-yes, J. Rand-yes.

Upon a motion and second, the Executive Committee voted to come out of the Executive Session for the sole purpose of adjourning, and voted as follows:

A.Brandt- yes; C. McLaughlin-yes; W.Lake-yes, J. Rand- yes.

The meeting adjourned at 3:02 pm.

Deemed as a public record on 8.31.21.