

## Minutes of the Rowley Light Commission

Special Meeting Scheduled 10/19/2018 @ 10:00am, RMLP Headquarters

In Attendance: G. Robert Merry (RM), Robert Snow (RS), Kevin Snow (KS), Dan Folding, General Manager (DF)

Meeting Started @ 10:15am

RS: Expresses his concerns with the process proposed to search for and hire the next General Manager (GM) of the RMLP. He believes that the commission should go with a Head-hunting firm as has been done in the past. He believes there is a litany of problems including candidate confidentiality, and would prefer to have an outside entity prescreen the candidates and resumes and present to the board the ones that they feel meet the criteria the best.

DF: States that confidentiality of the candidates can be handled by the board using Executive Session to review and interview. Asks if Board does not want to review the resumes at all.

RS: States that he would like the review process to be completely out of the hands of the Commissioners

DF: Reiterates his question regarding the board having no part of the review process

RS: Affirms that he wishes to have a head hunting firm advance candidates to the Board.

KS: Notes that he is not in favor of the proposal. States that it is his opinion that hiring the GM of the RMLP is the single most important function of the RMLP Commissioners, and that by placing the review and interview on an outside company we delegating out our elected responsibilities

DF: Notes that employing an outside firm at this time to do all of the reviewing and interviewing would lengthen the process

RS: Asks if there is a second on the floor to a proposed motion to employ a head-hunting firm to screen and advance candidates for the position of RMLP Manager to the RMLP Light Commissioners

KS: States that he will not second the motion

RS: Restates that his preference is still to employ an outside firm

KS: Inquires if the fact that his professional career in Public Power has any role in the desire to employ an outside firm. KS states that it is likely that he has knowledge of several of the potential candidates, as is to be expected when it comes to hiring a candidate in the same field.

RM: States that he can understand and appreciate both sides of the argument

RS: Proposes motion to hire an outside firm to review and advance potential RMLP GM candidates and to include any resumes that have already been collected as a result of the advertisement in APPA and NEPPA

DF: States that he could research and recommend search firms

RS: States that in the past RMLP had hired a firm to hire the current GM

KS: Wants to know the means by which these firms select candidates. States that by taking the commissioners out of the process they lose a feel for the candidates and may miss out on candidates who may be overlooked by the hired firm

DF: Any firm contracted would likely ask the board to have a conversation regarding its list of wants for the General Manager: Operations Experience, years in the trade, education level

RS: States that an additional reason to hire the outside firm is to remove any liability from the board regarding candidate selection should a board member have any personal knowledge of a potential candidate. He is worried about any potential candidate discrimination and the possibility of RMLP being sued for such

RS: Again proposes a motion to hire an outside head-hunting firm to select and advance candidates for the RMLP GM's position and to include any applications that have already been received.

RM: States once again that he understands and appreciates the arguments put forth by RS and KS

RS: Asks for a second on the motion

RM: Seconds the motion

Vote Results: RS, RM - Affirmative, KS - Abstain

Vote is made and seconded to employ an outside head-hunting firm review and advance applications for the RMLP GM's position, including those application already received.

DF: Will begin to search for firms that specialize in this process. Notes that the selected firm will likely want to meet with the board in open session to discuss qualifications for the GM position

RS: Makes Motion to Adjourn

RM: Seconds motion

Vote Results: RM, RS, KS – Affirmative

Meeting Adjourned 10/19/2018 at 10:47am

Minutes taken by: Kevin Snow, RMLP Commissioner – Clerk

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