

**TAUNTON MUNICIPAL LIGHTING PLANT**

**MINUTES OF MEETING**

**TIME:** Wednesday, December 20, 2023 4:00 PM – 4:36 PM

**PLACE:** Office of the Commission

**PRESENT:** Chairman Hebert, Commissioner Corr, Commissioner Thomas (via phone), Manager Holmes, Mr. Pollart (KP Law), Mr. Melanson, Mr. Worthington, Mr. Dana Sullivan, Ms. Ready, Ms. Britland,, Mr. October, Mr. Henriques, Mr. Grilo, Mr. Greg DeMelo

Chairman Hebert called the meeting to order.

Chairman Hebert called for a roll call.

**Present**

**Absent**

Commissioner Thomas  
Commissioner Corr  
Chairman Hebert

Chairman Hebert stated per the Open Meeting Law I want to make a note that Commission Thomas is participating remotely this evening via telephone so all votes will be taken by roll call.

**MINUTES OF NOVEMBER 21, 2023**

Motion by Commissioner Thomas, seconded by Commissioner Corr to approve. Roll call vote: Commissioner Thomas – Yes, Commissioner Corr – Yes, Commissioner Hebert – Yes. Unanimous.

23-145

- REGULAR WARRANT OF NOVEMBER 23, 2023**
- REGULAR WARRANT OF NOVEMBER 30, 2023**
- REGULAR WARRANT OF DECEMBER 7, 2023**
- REGULAR WARRANT OF DECEMBER 14, 2023**

Motion by Commissioner Corr, seconded by Commissioner Thomas to approve. Roll call vote: Commissioner Thomas – Yes, Commissioner Corr – Yes, Commissioner Hebert – Yes. Unanimous.

23-146

Motion by Commissioner Corr, seconded by Commissioner Thomas to go out of order to Communications. Roll call vote: Commissioner Thomas – Yes, Commissioner Corr – Yes, Commissioner Hebert – Yes. Unanimous.

23-147

**COMMUNICATIONS:**

**Ratification of Contract for Local 462C for November 1, 2023 through October 31, 2026**

Manager Holmes stated that as you are aware we have been in negotiations with the three remaining bargaining units for about 3 months. We have all reviewed the proposals and counterproposals and have come to an agreement with all three of the collective bargaining units and what you have before you is the red-lined version of those contracts so we are seeking ratification of them with the first one being Local 462C.

Motion by Commissioner Thomas, seconded by Commissioner Hebert to ratify the contract for Local 462C for the period of November 1, 2023 through October 31, 2026. Roll call vote: Commissioner Thomas – Yes, Commissioner Corr – Abstained from vote, Commissioner Hebert – Yes. Motion carried.

23-148

**Ratification of Contract for Local 462 for January 1, 2024 through December 31, 2026**

Manager Holmes stated that same note as before, you have the red-lined version before you and this is something we discussed in Executive Session over the past few meetings and this is the agreement we came up with.

Motion by Commissioner Thomas, seconded by Commissioner Corr to ratify the contract for Local 462 for the period of January 1, 2024 through December 31, 2026. Roll call vote: Commissioner Thomas – Yes, Commissioner Corr – Yes, Commissioner Hebert – Yes. Unanimous. *23-149*

**Ratification of Contract for Taunton Municipal Lighting Plant Professional Employees Association (TPEA) for January 1, 2024 through December 31, 2026**

Manager Holmes stated same as previous, you have the red-lined version before you and we have been discussing this in Executive Session and everything we talked about and negotiated with them is included.

Motion by Commissioner Thomas, seconded by Commissioner Hebert to ratify the contract with TPEA for the period of January 1, 2024 through December 31, 2026. Roll call vote: Commissioner Thomas – Yes, Commissioner Corr – Abstained from vote, Commissioner Hebert – Yes. Motion carried. *23-150*

**2024 Performance Review Budget – Exempt Management**

Manager Holmes read the following memo into the record:

The proposed performance review budget is as follows:

Exempt Salaries (pre-review)	\$1,253,006.40
Allowance for Merit Reviews	<u>\$ 56,585.29*</u>
TOTAL 2024 BUDGET	\$1,309,391.69

This budget covers all currently authorized (& occupied) positions and will be in effect as long as there are no additions to personnel. This amount reflects the same Cost of Living Adjustment as was approved for members of the Collective Bargaining units.

\*Actual costs for the calendar year will be less than the budgeted amount due to pro-rating annual salaries as of the respective employment anniversary date.

In addition, as a separate item, I'd like the Commission to consider a Cost of Living Adjustment for the General Manager.

Motion by Commissioner Thomas, seconded by Commissioner Corr to approved the 2024 Performance Review Budget for Exempt Management. Roll call vote: Commissioner Thomas – Yes, Commissioner Corr - Yes – Commissioner Hebert – Yes. Unanimous. *23-151*

Motion by Commissioner Corr, seconded by Commissioner Thomas to approve a Cost of Living Adjustment for the General Manager. Roll call vote: Commissioner Thomas – Yes, Commissioner Corr – Yes, Commissioner Hebert – Yes. Unanimous. *23-152*

**Letter from Patrick Dello Russo dated December 13, 2023: Subject: Employee Benefits and Overhead Costs for FY24**

**MINUTES OF DECEMBER 20, 2023**

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Manager Holmes read the following letter into the record:

The City of Taunton's Fiscal Year 2024 runs from July 1, 2023 through June 30, 2024. We would be grateful if you would have your Commissioners vote on the Employee Benefits and Overhead Costs associated with the TMLP for the FY24 City Budget.

Debt Service

Prin. On Debt	\$1,230,000.00	
Int. on Debt	<u>\$ 490,128.76</u>	\$1,720,128.76

Employee Benefits

Group Insurance	\$4,186,627.73	
Medicare Tax	\$ 418,695.00	
Retirement	<u>\$5,294,958.00</u>	\$9,900,280.73

Overhead

Auditor	\$ 55,911.16	
Treasurer	\$ 71,921.07	
Law	\$ 34,445.00	
Human Resources	<u>\$ 92,531.00</u>	<u>\$ 254,808.23</u>

Total

\$11,875,217.72

Respectfully,

Patrick Dello Russo, Chief Financial Officer

Motion by Commissioner Corr, seconded by Commissioner Thomas to approve the request from the City of Taunton for Employee Benefits and Overhead Costs for FY 2024 in the amount of \$11,875,217.72. Roll call vote: Commissioner Thomas – Yes, Commissioner Corr – Yes, Commissioner Hebert – Yes. Unanimous.

*23-153*

**Interoffice Communication from Sonja Britland dated December 4, 2023: Subject: TMLP Saves™**

Manager Holmes read the following memo into the record:

The Sustainability & Commercial Development Department is excited to announce the launch of our latest residential rebate program, TMLP Saves™ in mid-January 2024.

As you know, TMLP received \$1,000,000 from the Commonwealth as a part of the state's \$4 billion plan in accordance to the American Rescue Plan Act (ARPA) funding. We will use this funding to launch the TMLP Saves™ - Heat Pump and Zero Interest Loan Program to our eligible non-gas heat customers. This program offers rebates to eligible residential customers for weatherization (if recommended) and installation of Cold Climate Air Source Heat Pumps (ccASHP) or Ground Source Heat Pumps. As approved by the Commission in June 2023 below is a review of the rebate incentives and process overview.

The monetary incentives along with Low and Moderate Income (LMI) adders include:

**MINUTES OF DECEMBER 20, 2023**

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<b>TMLP Saves Program</b>	<b>Qualified Incentive</b>	<b>Qualified LMI Adder</b>
Up to \$25,000 financing with terms up to 7 years	0% Interest	0% Interest
ccASHP Whole Home Heat Pump	\$10,000	\$5,000
ccASHP Partial Home Heat Pump	\$1,250/ton up to \$10,000	\$1,000/ton up to \$5,000
Ground Source Heat Pump	\$10,000	\$5,000
Weatherization & Air Sealing	\$75% up to \$10,000	100% up to \$10,000
Barrier Mitigation	50% up to \$7,000	100% up to \$7,000

Process Overview:

1. Customer requests a home energy assessment through Energy New England.
2. TMLP will verify customer eligibility and property ownership.
3. Customer will select contractors from the heat pump administrator's website and chooses to receive up to three quotes.
4. Customer submits the TMLP application with the selected contractor contract and it is reviewed and approved.
5. If our customer is taking advantage of the Zero Interest Loan portion of the program, they will go to a participating lender with the TMLP approval documentation.
6. The required weatherization and/or heat pump is installed.
7. Out heat pump administrator performs the Quality Assurance (QA) on weatherization and/or heat pump and issues approval to TMLP.
8. TMLP then issues the equipment rebate check.

The purpose of this program is to help our customers' transition to a more energy efficient heating and cooling solution while reducing their carbon footprint. *This program will be available to qualifying non-gas heat TMLP Residential customers within our service territory for as long as grant funding is available.* We are looking forward to our launch. Thank you.

No vote needed. Previously approved by the Commission. For information purpose only.

The Commission thanked Sonja for her work on this program.

Commissioner Hebert asked giving this mimics MassSave, is there any kind of expectation around what kind of interest we might have giving that MassSave covers a lot of communities in the State with similar demographics.

Ms. Britland responded that we currently have 52 people on a waiting list for this program to kick-off. Since we announced that we were developing it, people have been asking to be on some type of waiting list.

**Interoffice Communication from Robert Frank dated December 15, 2023: Subject: Mileage Reimbursement Rate January 1, 2024**

Manager Holmes read the following memo into the record:

The IRS has issued a new mileage rate to be effective January 1, 2024. The new rate for 2024 is 67 cents per mile, an increase of 1.5 cents from the current rate of 65.5 cents per mile.

MINUTES OF DECEMBER 20, 2023

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I am requesting Commission approval to adjust TMLP's mileage reimbursement rate to keep in line with the IRS standards as attached. The TMLP Employee Travel Expense Reimbursement Policy will also be updated to reflect the new mileage rate.

Motion by Commissioner Corr, seconded by Commissioner Thomas to approve the new mileage rate per the IRS standards of 67 cents per mile effective January 1, 2024. Roll call vote: Commissioner Thomas – Yes, Commissioner Corr – Yes, Commissioner Hebert – Yes. Unanimous. 23-154

**Letter from the Taunton Retirement Board dated November 17, 2023: Subject: Retirement of Thomas Noel effective March 20, 2024**

Manager Holmes read the following letter into the record:

Please be advised of the REVISED retirement for Superannuation of Thomas Noel an employee of the Taunton Municipal Light Plant on March 20, 2024 under the provisions set forth in Section #5 of Chapter 32 of the General Laws of Massachusetts.

Please pay regular compensation and accumulated benefits up to the day before retirement.

If you have any questions, please feel free to contact our office.

Respectfully yours,

Karen Medeiros, Assistant Executive Director

Manager Holmes stated that Mr. Noel is a 16 year employee of the TMLP.

Commission congratulated Mr. Noel and wished him the best in his retirement.

Motion by Commissioner Corr, seconded by Commissioner Thomas to receive the letter of Retirement for Mr. Noel effective March 20, 2024 and place on file. Roll call vote: Commissioner Thomas – Yes, Commissioner Corr – Yes, Commissioner Hebert – Yes. Unanimous. 23-155

**Letter from the Taunton Retirement Board dated December 12, 2023: Retirement of Robert Pepin effective March 10, 2024**

Manager Holmes read the following letter into the record:

Please be advised of the retirement for Superannuation of Robert W. Pepin an employee of the Taunton Municipal Light Plant on March 10, 2024 under the provisions set forth in Section #5 of Chapter 32 of the General Laws of Massachusetts.

Please pay regular compensation and accumulated benefits up to the day before retirement.

If you have any questions, please feel free to contact our office.

Respectfully yours,

Karen Medeiros, Assistant Executive Director

Manager Holmes stated that Mr. Pepin is a 10 year employee of the TMLP.

Commission congratulated Mr. Pepin and wished him the best in his retirement.

MINUTES OF DECEMBER 20, 2023

Motion by Commissioner Corr, seconded by Commissioner Thomas to receive the letter of Retirement for Mr. Pepin effective March 10, 2024 and place on file. Roll call vote: Commissioner Thomas – Yes, Commissioner Corr – Yes, Commissioner Hebert – Yes. Unanimous.

23-156

**Letter of Retirement dated December 13, 2023: Subject: Retirement of Debra Silvia effective April 2, 2024**

Please be advised of the retirement for Superannuation of Debra Silvia an employee of the Taunton Municipal Light Plant on April 2, 2024, 2024 under the provisions set forth in Section #5 of Chapter 32 of the General Laws of Massachusetts.

Please pay regular compensation and accumulated benefits up to the day before retirement.

If you have any questions, please feel free to contact our office.

Respectfully yours,

Jana Tremblay, Office Clerk

Manager Holmes stated that Ms. Silvia is a 33 year employee of the TMLP.

Commission congratulated Ms. Silvia and wished her the best in her retirement.

Motion by Commissioner Corr, seconded by Commissioner Thomas to receive the letter of Retirement for Ms. Silvia effective April 2, 2024, 2024 and place on file. Roll call vote: Commissioner Thomas – Yes, Commissioner Corr – Yes, Commissioner Hebert – Yes. Unanimous.

23-157

Motion by Commissioner Corr, seconded by Commissioner Hebert to return to the regular order of business. Roll call vote: Commissioner Thomas – Yes, Commissioner Corr – Yes, Commissioner Hebert – Yes. Unanimous.

23-158

**AUTHORIZATION TO ADVERTISE FOR SEALED BIDS AND/OR PROPOSALS**

**Interoffice Communication from Dana Sullivan dated December 4, 2023: Subject: Request for Sealed Bids for Reclosers**

Manager Holmes read the following memo into the record:

The Transmission and Distribution Department is requesting to send out sealed bids for (8) 15KV 600A reclosers.

These reclosers will be used for existing switch replacement, distribution automation, solar fields and improvements. Each recloser is estimated at \$40,000 for a total estimated cost of \$240,000. This is an estimated \$5,000 cheaper alternative to Scada-mate intelligent switches, which includes more power restoral functions.

Motion by Commissioner Corr, seconded by Commissioner Thomas to authorized the request to send out sealed bids for (8) 15KV 600A reclosers per the request of the Transmission and Distribution department. Roll call vote: Commissioner Thomas – Yes, Commissioner Corr – Yes, Commissioner Hebert – Yes. Unanimous.

23-159

**Interoffice Communication from Dana Sullivan and Chris Boucher dated December 11, 2023: Subject: Request for Sealed Bids for 1814.IP1, 1814.IP2 and 1814.IP3 Upgrades**

**MINUTES OF DECEMBER 20, 2023**

Manager Holmes read the following memo into the record:

**Item #1**      **500 MCM Aluminum 15Kv EPR Cable**

Request to send out sealed bids for 32,000' 500 MCM Aluminum 15Kv EPR cable to be used for multiple upcoming projects. Approximate Cost will be \$400,000.00

**Item #2**      **4/0 Aluminum 15Kv EPR Cable**

Request to send out sealed bids for 25,000' 4/0 aluminum 15Kv EPR cable to be used for multiple upcoming projects. Approximate cost will be \$150,000.00

**Item #3**      **Utility Vaults**

Request to send out sealed bids for (7) 7' x 10' pre-cast utility vaults to be used on Myles Standish Boulevard and John Quincy Adams Road. Approximate cost will be \$33,000. This item cost is reimbursable through a construction project.

**Item #4**      **Conduit**

Request to send out sealed bids for 26,400' of 5" DB-60 PCV conduit to be used on Myles Standish Boulevard and John Quincy Adams Road. Approximate cost will be \$80,000. This item cost is partially reimbursable.

Motion by Commissioner Corr, seconded by Commissioner Thomas to approve the request to go out for sealed bids for 1814.IP1, 1814.IP2 and 1814.IP3 upgrades per the request of the Transmission and Distribution Department. Roll call vote: Commissioner Thomas - Yes, –Commissioner Corr – Yes, Commissioner Hebert – Yes. Unanimous.

*23-160*

**AWARD OF SEALED BIDS AND/OR PROPOSALS**

**Award of Sealed Bid for (2) 500 kVA, 13.8KV Primary, 120Y/208 Volt Secondary, Dead Front Loop Feed Transformers**

Manager Holmes read the following bid evaluation into the record:

**Transmission and Distribution Bid Evaluation  
(2) 500 kVA, 13.8KV Primary, 120Y/208 Volt Secondary, Dead Front Loop Feed**

IFB 23-13

December 5, 2023

<u>Company</u>	<u>Meets Specs</u>	<u>Unit Price</u>	<u>Load Loss in Watts</u>	<u>No Load Loss in Watts</u>	<u>Evaluated Unit Price</u>	<u>Delivery Weeks</u>	<u>Total Purchase Price</u>	<u>Comments</u>
Power Sales Group Danvers, MA	YES	\$44,359	3,390	779	\$50,338.36	52	\$88,718	Quoting Howard Quoting Escalation
WESCO Hookset, NH	YES	\$54,688	4,297	684	\$61,303.48	100-110	\$109,376	Quoting WEG Quoting Escalation
Irby Utilities Liverpool, NY	YES	\$60,311	4,340	696	\$67,009.06	96-98	\$120,622	Quoting Hitachi Quoting Escalation
WESCO Hookset, NH	YES	\$60,425	4,340	696	\$67,123.06	96-98	\$120,850	Quoting Hitachi Quoting Escalation

TMLP Engineering Department recommends Power Sales Group quoting Howard based on unit price and deliver time.  
 TMLP Engineering Department would also like to add 3 additional transformers to this award of bid.  
 Future projects have come in since request for bids that has changed the number needed and is driven by lead times of more than a year.  
 Three additional transformers would add \$133,077 to the award of bid.  
 New total award of bid would be \$221,795 to include the 3 additional transformers.  
 Engineering understands that lead time would change, but are needed for upcoming construction.

**MINUTES OF DECEMBER 20, 2023**

Motion by Commissioner Corr, seconded by Commissioner Thomas to award the bid for (5) 500 kVA, 13.8KV Primary, 120Y/208 Volt Secondary, Dead Front Loop Feed transformers to Power Sales Group for a total purchase price of \$221,795.00 per the recommendation of the Engineering Department. Roll call vote: Commissioner Thomas – Yes, Commissioner Corr – Yes, Commissioner Hebert – Yes. Unanimous.

*23-161*

**Award of Sealed Bid for (15) 150 kVA, 13.8KV Primary, 120Y/208 Volt Secondary, Dead Front Loop Feed Transformers**

Manager Holmes read the following bid evaluation into the record:

Transmission and Distribution Bid Evaluation  
(15) 150 kVA, 13.8KV Primary, 120Y/208 Volt Secondary, Dead Front Loop Feed

IFB 23-13								December 5, 2023
Company	Meets Specs	Unit Price	Load Loss in Watts	No Load Loss in Watts	Evaluated Unit Price	Delivery Weeks	Total Purchase Price	Comments
Power Sales Group Danvers, MA	YES	\$24,397	1,341	304	\$26,749.10	52	\$365,955	Quoting Howard Quoting Escalation
WESCO Hookset, NH	YES	\$32,434	1,168	363	\$34,794.60	100-110	\$486,510	Quoting WEG Quoting Escalation
Irby Utilities Liverpool, NY	YES	\$42,079	795	460	\$44,361.99	96-98	\$631,185	Quoting Hitachi Quoting Escalation
WESCO Hookset, NH	YES	\$42,160	795	460	\$44,442.99	96-98	\$632,400	Quoting Hitachi Quoting Escalation

TMLP Engineering Department recommends Power Sales Group quoting Howard based on unit price and deliver time.

Motion by Commissioner Corr, seconded by Commissioner Thomas to award the bid for (15) 150 kVA, 13.8KV Primary, 120Y/208 Volt Secondary, Dead Front Loop Feed Transformers to Power Sales Group for a total purchase price of \$365,955.00 per the recommendation of the Engineering Department. Roll call vote: Commissioner Thomas - Yes, Commissioner Corr – Yes, Commissioner Hebert – Yes. Unanimous.

*23-162*

**Award of Sealed Bid for (4) 300 kVA, 13.8KV Primary, 277Y/480 Volt Secondary, Dead Front Loop Feed**

Manager Holmes read the following bid evaluation into the record:

Transmission and Distribution Bid Evaluation  
(4) 300 kVA, 13.8KV Primary, 277Y/480 Volt Secondary, Dead Front Loop Feed

IFB 23-13								December 5, 2023
Company	Meets Specs	Unit Price	Load Loss in Watts	No Load Loss in Watts	Evaluated Unit Price	Delivery Weeks	Total Purchase Price	Comments
Power Sales Group Danvers, MA	YES	\$33,086	2,634	454	\$37,251.46	52	\$132,344	Quoting Howard Quoting Escalation
WESCO Hookset, NH	YES	\$36,716	2,185	598	\$40,874.54	100-110	\$146,864	Quoting WEG Quoting Escalation
Irby Utilities Liverpool, NY	YES	\$49,650	1,176	807	\$53,429.02	96-98	\$198,600	Quoting Hitachi Quoting Escalation
WESCO Hookset, NH	YES	\$49,744	1,176	807	\$53,523.03	96-98	\$198,976	Quoting Hitachi Quoting Escalation

TMLP Engineering Department recommends Power Sales Group quoting Howard based on unit price and deliver time.



**MINUTES OF DECEMBER 20, 2023**

Motion by Commissioner Corr, seconded by Commissioner Thomas to award the bid for (4) 300 kVA, 13.8KV Primary, 277Y/480 Volt Secondary, Dead Front Loop Feed transformers to Power Sales Group for a total purchase price of \$132,344.00 per the recommendation of the Engineering Department. Roll call vote: Commissioner Thomas – Yes, Commissioner Corr – Yes, Commissioner Hebert – Yes. Unanimous.

*23-163*

**Award of Sealed Bid for (2) 1500 kVA, 13.8KV Primary, 277V/480 Volt Secondary, Dead Front Loop Feed**

Manager Holmes read the following bid evaluation into the record:

**Transmission and Distribution Bid Evaluation  
(2) 1500 kVA, 13.8KV Primary, 277V/480 Volt Secondary, Dead Front Loop Feed**

IFB 23-13

December 5, 2023

Company	Meets Specs	Unit Price	Load Loss in Watts	No Load Loss in Watts	Evaluated Unit Price	Delivery Weeks	Total Purchase Price	Comments
WESCO Hookset, NH	YES	\$69,421	9,952	1,697	\$85,101.04	78-80	\$138,842	Quoting WEG Quoting Escalation
Power Sales Group Danvers, MA	YES	\$83,355	9,177	1,620	\$98,189.14	52	\$167,110	Quoting Howard Quoting Escalation
Irby Utilities Liverpool, NY	YES	\$95,881	10,487	1,541	\$111,618.77	34-36	\$191,762	Quoting Hitachi Quoting Escalation
WESCO Hookset, NH	YES	\$96,063	10,487	1,541	\$111,800.77	34-36	\$192,126	Quoting Hitachi Quoting Escalation

TMLP Engineering Department recommends WESCO quoting WEG based on unit price.

Motion by Commissioner Corr, seconded by Commissioner Thomas to award the bid for (2) 1500 kVA, 13.8KV Primary, 277V/480 Volt Secondary, Dead Front Loop Feed transformers to WESCO for a total purchase price of \$138,742.00 per the recommendation of the Engineering Department. Roll call vote: Commissioner Thomas – Yes, Commissioner Corr – Yes, Commissioner Hebert – Yes. Unanimous.

*23-164*

**ITEMS NOT REASONABLY ANTICIPATED 48 HOURS IN ADVANCE:**

Commissioner Corr stated that I just want to say thank you to everyone for the great job during the storm that hit us the other day. I did not receive any calls of complaints and that is good news. Outstanding work.

Manager Holmes added that was a tough one but they did a great job. It lasted a little bit longer than anticipated.

Commissioner Hebert stated I just want to mention a thank you to everyone on both sides of the contract negotiations. From the General Manager's perspective as well as the Union's and TPEA it is great to have this wrapped up as the year winds down. Nice job to everyone. I know the process was a little bit different than what we have done in the past but as General Manager Holmes mentioned, we were talking about this at every meeting for the last 6 months or so. Great job.

Both Commissioner Corr and Commissioner Thomas echoed Commissioner Hebert's remarks.

Commissioner Thomas stated I just want to say it was a pleasure serving with you guys on the Board.

Commissioner Corr thanked both Commissioner Thomas and Commissioner Hebert for their service.

MINUTES OF DECEMBER 20, 2023

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Manager Holmes added that I want to thank you both for the support that you offered over the past year. You have been great to work with. Thank you.

**ANNOUNCEMENTS:**


Manager Holmes stated that we are going to wait to announce the next Commissioner meeting until after the swearing in ceremony. We will post the next Commission meeting after it is decided upon.

Motion by Commissioner Corr, seconded by Commissioner Thomas to adjourn. Roll call vote: Commissioner Thomas – Yes, Commissioner Corr – Yes, Commissioner Hebert – Yes. Unanimous. (4:36 PM)

23-165

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SECRETARY

dmt

APPROVED: BY VOTE OF  
TAUNTON MUNICIPAL  
LIGHTING PLANT COMMISSION  
 1/23/24  
GENERAL MANAGER