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Thomas Boettcher, Chair
Jennifer Kallay,
Secretary
Sharon Daly
Elton Prifti
John J. Warchol

Peter D. Dion, General Manager

WAKEFIELD MUNICIPAL GAS & LIGHT DEPARTMENT

BOARD OF GAS & LIGHT COMMISSIONERS MEETING

December 5, 2025

IN ATTENDANCE:

Commrs., Chair Thomas Boettcher
Jennifer Kallay, Secretary
Sharon Daly
Elton Prifti
Jack Warchol

Mark Cousins, Finance Manager
Pete Dion, General Manager
Stephen Doucette, Doucette & Associates, legal counsel to
WMGLD on labor issues
Michael McCarthy, WMGLD General Counsel
Employee

PLACE:

**480 North Ave., Wakefield, MA
& Zoom Meeting**

1. Call To Order:

Commr. Boettcher called the meeting to order at 8:00 am and stated that the meeting was being recorded.

2. Commissioner's Remarks (Open Session)

Commissioner Daly requested information on whether the Board has a board charter; General Manager Dion stated that the Board's roles and responsibilities are set out in the Massachusetts General Laws, and the Board discussed using a recent legal memorandum on roles and responsibilities as a starting point for a charter. Commissioner Daly also requested, and received, a copy of WMGLD's Directors and Officers liability insurance policy.

3. Motion to Enter Executive Session.

A motion to enter into Executive Session pursuant to M.G.L. c. 30A, §21 (1) & (3) was made by Commr. Warchol and seconded by Commr. Prifti to discuss the grievance filed by the employee.

Roll Call **Vote:** Commr. Warchol - yes
Commr. Daly - yes
Commr. Kallay - yes
Commr. Boettcher - yes
Commr. Prifti - yes

The motion passed: 5-0.

4. Executive Session - Discussion

The Board confirmed that proper notice of the meeting was provided to the employee and their attorney and agreed that the November 25, 2025 meeting video would be provided to the employee. Management and the employee discussed the employee's job duties, changes to responsibilities associated with other WMGLD employees, and the use of temporary employees, including the extent of overtime worked and past practices regarding changes in working conditions and compensation. Management explained its position that current overtime and temporary staffing were temporary measures, that the change did not constitute a permanent change in working conditions, and described practices regarding temporary assignment pay. The employee raised concerns about workload, warrants processing, and requested additional compensation.

5. Executive Session – Deliberation and Vote on Grievance

The Commissioners deliberated regarding whether the employee's grievance, including the claim of a major change in working conditions, had merit.

A motion that the Board determine that the grievance does not have merit was made by Commr. Daly and seconded by Commr. Prifti.

Roll Call **Vote:** Commr. Warchol - yes
Commr. Daly - yes
Commr. Kallay - no
Commr. Boettcher - yes
Commr. Prifti - yes

The motion passed 4-1.

6. Return to Open Session and Adjournment

A motion to exit Executive Session and return to open session for the purpose of adjourning was made by Commr. Warchol and seconded by Commr. Prifti.

Vote: Commr. Warchol - yes
Commr. Daly - yes
Commr. Kallay - yes
Commr. Boettcher - yes
Commr. Prifti - yes

The motion passed 5-0.

A motion to adjourn the Board meeting was made by Commr. Warchol and seconded by Commr. Prifti.

Vote: Commr. Warchol - yes
Commr. Daly - yes
Commr. Kallay - yes
Commr. Boettcher - yes
Commr. Prifti - yes

The motion passed 5-0.

The meeting adjourned at 10:13 am.