



**TOWN OF HUDSON  
MASSACHUSETTS  
LIGHT AND POWER DEPARTMENT**

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DEC 13 2023

HUDSON TOWN CLERK

**Meeting:** Municipal Light Board

**Place of Meeting:** 49 Forest Ave. Hudson, MA 01749

**Date:** December 20, 2023

**Time:** 6:15 p.m.

**AGENDA**

1. Call to Order
2. The Board to interview Sean Fitzgerald for the General Manager position.
3. Other
4. Next meeting date: Thursday, December 21, 2023 in person at 6:15pm.

*Adjournment*

POSTED IN ACCORDANCE WITH THE PROVISIONS OF MGL 30A §§ 18-25

Received/Posted by Town Clerk

Date: 12/13/23

Time: 3:25

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**EXPERIENCE**

**South Hadley Electric Light Department, South Hadley, Massachusetts**  
*A Municipal Utility serving over 8,000 electric and 3,000 fiber to the home customers.*

**February 2017  
to present**

**General Manager**

Providing the Executive leadership and Management of the Electric distribution (SHELD) and Fiber Optic (Fiberspring) telecommunications Department, under the Direction and Control of five member elected Board of Commissioners.

- Manage SHELD's strategic power supply portfolio including 80 percent Nuclear power provided through long term Purchase Power Agreements (PPA's) with Seabrook and Millstone plants, achieving 2040 Net Zero Carbon targets.
- Delivering historic Fiber to the Home (FTTH) service territory expansion and take rates, brokering three Intergovernmental Agreements (IGA's) resulting in significant Internet Service Provider (ISP) territory and revenue growth.
- Nationally covered as an "All Fiber Service Provider" award recipient by the National Fiber Broadband Association in fiber forward, October of 2022.
- Regionally featured in Business West as a business to watch with a project that is under budget and ahead of schedule throughout Pandemic and historic inflation conditions.
- Implementing Landis & Gyr Advanced Meter Infrastructure (AMI) integration to modernize and improve department efficiency, outage mapping and position the department for the future.
- Leading and directing the operation of the electric power supply and fiber optic telecommunications on a daily and strategic basis, purchase electric power supply and telecommunications contracts from outside power/internet suppliers, purchase electric distribution line and fiber materials.
- Lobby for electric and telecommunications policies which protect South Hadley Electric customers interests at the state level and serve as an active director with the Massachusetts Municipal Wholesale Electric Company (MMWEC) and the Municipal Electric Association of Massachusetts.
- Instituted a culture of accountability through strategic plan development, execution, professional performance reviews utilizing years of sophisticated utility management experience in Joint Action Agency (MMWEC), Regional Grid Operator (ISO NE) and Public Utilities WG&E and SHELD.
- Initiated and brokered multiple Collective Bargaining Agreements (CBA) including a proactive inflationary increase of 3% to contend with historic inflation through thoughtful analysis focused on equity and retention in accordance with our strategic initiative of workforce development and retention.

- Established clear expectations across the department during bi-annual all employee meetings and consistent communication of expectations to management staff and monitoring of deliverables through professional performance reviews and follow through.
- Modernized the department including digitization of the entire department processes and customer intakes, payments, truck fleets and rates structures to include variability.

**October 2010  
to February 2017**

**Westfield Gas & Electric Light Department, Westfield, Massachusetts**  
*A Municipal Utility serving over 18,000 electric, gas and telecom customers.*

**Energy Specialist, Key Account & Customer Service Manager**

Responsible for developing relationships with the Department's key accounts, opinion leaders, managing the public relations, marketing, customer service, key accounts, fiber optic business plan development, renewable and conservation initiatives. Specific responsibilities include:

- Created, designed, and implemented the marketing business plan for Whip City Fiber including educating management on the necessity of implementing the mission critical 4P's Marketing Mix of; Price, Product, Place and Promotion, exceeding industry sales take rates of thirty percent.
- Professionally and positively represented WG&E with the City of Westfield, City Officials, customers, vendors, the public and other organizations as necessary.
- Developed and nurtured business relationships with key accounts and explained WG&E perspective regarding topics including technical, operational and rate issues.
- Managed energy conservation programs including short and long-term budgeting, technical and economic analyses, program design, delivery and evaluation, \*APPA Certified Energy Efficiency Manager and Key Account Manager and MEAM Communicator of the year 2016.

**October 2008  
to October 2010**

**Massachusetts Municipal Wholesale Electric Company, Ludlow, Massachusetts**  
*A Joint Action agency providing financial, generation and wholesale power market services for Massachusetts Municipal Utility companies.*

**Manager, Municipal Relations – Financial & Risk Management Services**

Responsible for meeting and working directly with 41 of MMWEC's Municipal Light Plant (MLP) members and project participants to provide services that will meet their overall needs of a reliable, economic power supply. Act as a resource for ISO New England rules and requirements to identify power supply requirements and strategies, which will decrease costs. Specific responsibilities include:

- Represented the organization to system managers and commissioners providing articulate and comprehensive solutions for their utility company needs.
- Presented power supply portfolio information specific to each system ensuring sound two-way communication.
- Increased client understanding regarding ISO New England rules and requirements to address power supply risks and management of those risks.

- Project Leader of the MMWEC green team providing outreach support for company conservation programs and renewable objectives.

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**December 2000  
to October 2008**

**ISO New England Incorporated, Holyoke, Massachusetts**  
*An industry innovator responsible for the planning, managing and operating New England's bulk power electric generation, transmission and wholesale electric markets.*

*May 2004 to  
October 2008*

**Market Support Specialist – Market Services Department**

Responsible for researching, analyzing and responding to technical and financial issues related to the New England wholesale electricity markets and system operation matters. Specific responsibilities included:

- Responded to market inquiries by analyzing and interpreting technical information related to New England wholesale electricity markets and their functions including reviewing and interpreting various ISO New England technical manuals and market rules to ensure applicability and consistency; developing and revising business process and procedures and providing training to customers as needed on facets of the electricity markets.
- Provided trading support and submittals during virtual day ahead, real time energy and regulation markets including; demand bidding, file uploads/downloads, external transactions (EES), Internal Bilateral Transactions (IBT), Locational Forward Reserve (LFRM), Financial Transmission Rights (FTR) auctions, and Forward Capacity Market (FCM).

*December 2000  
to May 2004*

**Employment Coordinator – Human Resources Department**

Responsible for the organizational recruitment strategy and staffing for all exempt level positions. Maintained a 3% vacancy rate and managed the \$500K recruitment budget on a day-to-day basis. Specific responsibilities included:

- Streamlined recruitment process through research, selection and implementation of an online recruiting software and modern sourcing/advertising strategy, saving over \$500K in third party recruiter fees and Newspaper Advertisements over multi year period.

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**1998 to 2000**

**Teletch Incorporated, Enfield, Connecticut**  
*TeleTech provides business process outsourcing to fortune 500 companies.*  
**Recruiter & Human Resources Generalist**

1998 to 2000  
1992 to 1998

**Big Y Supermarkets, Night Store Manager** East Hartford, Connecticut  
**Edwards Superfood Stores, Customer Service Manager/Management Training Program** Windsor Locks, CT, East Hartford, Connecticut

**EDUCATION**

**American International College, Springfield, MA** BSBA, Marketing 1992