

# Board of Light Commissioners

## Executive Meeting Minutes

**November 13, 2025**

168 Worcester Rd, Princeton, MA

### **Present:**

Rick Rys, Richard Chase, Phil Gott, Sean McKeon, Ashley Reddy, and Karen Mammone

Commissioner Rys made a motion to call an Executive Session to order at 3:55 PM.

Commissioner Rys then read the following:

***To conduct strategy sessions in preparation for negotiations with nonunion personnel or to conduct collective bargaining sessions or contract negotiations with nonunion personnel.***

Commissioner Gott- aye

Commissioner Chase- aye

Commissioner Rys- aye

### **Discuss Mr. McKeon's Year and Salary**

The Commissioners discussed Mr. McKeon's performance over the past year.

Commissioner Rys inquired about Mr. McKeon's salary expectations.

Mr. McKeon expressed his desire for a salary that aligns with the average pay of managers in the eight surrounding towns: Ashburnham, Boylston, Holden, Paxton, Shrewsbury, Sterling, Templeton, and West Boylston.

The average salary for managers in these towns is \$199,057.50, while Mr. McKeon currently earns \$192,350.00.

Commissioner Rys made a motion that Mr. McKeon's salary be raised to \$199,000.00

Commissioner Gott- 2<sup>nd</sup>

Commissioner Chase- aye

Agreed (3-0)

## **PMLD Staff Bonus**

Commissioner Rys made a motion to give the PMLD staff a Christmas bonus of \$2500.00.

Commissioner Gott- 2<sup>nd</sup>

Commissioner Chase- aye

Agreed (3-0)

Commissioner Rys made a motion to close the Executive Session at 4:04 PM.

Commissioner Gott- 2<sup>nd</sup>

Commissioner Chase- aye