



Office of Mayor Miro Weinberger

MEMORANDUM

To: City Councilors
From: Mayor Miro Weinberger
Date: March 18, 2015
Re: Appointment of General Manager at Burlington Electric Department

Overview

I respectfully submit for your consideration and approval Neale Lunderville as General Manager (GM) of the Burlington Electric Department (BED). I am requesting City Council approval of this appointment for the balance of FY15 and all of FY16 at your March 23, 2015 meeting.

GM Search Part I

Last year, after an extensive GM search, I offered the permanent GM job to a female finalist, who I was confident would have been an outstanding GM. Unfortunately, that candidate ultimately was unable to take the job based on unforeseen commitments in her life. Thereafter, having gained an even better understanding of Burlington's energy future, I determined we did not have the right person to lead the Department forward at that time. Therefore, I suspended the search and opted for an interim appointee.

I appointed Neale as interim GM on July 1, 2014 and you approved his six to nine month appointment at your July 13, 2014 meeting. I have attached my July 1, 2014 memorandum in support of that interim appointment for your convenience to remind you of the skills, experience, and leadership qualities that I found compelling last year when appointing Neale.

GM Search Part II

In January 2015, we restarted the GM search process and were fortunate that our search committee members (please see July 1, 2014 memorandum for members list) were able and willing to serve further with the goal of finding a permanent GM. In similar fashion as last year's process, our search committee was led by my Chief of Staff, Mike Kanarick, and engaged in a thorough process that included:

- Solicitation by me of input from BED staff;
- Advertising nationally for the position, including targeting diverse communities;
- Review of resumes and initial interviews of both in-state and out-of-state candidates by our search committee; and
- Unanimous recommendation to me by the search committee that I appoint Neale as the permanent GM.

Neale's Success as Interim GM

Neale has fully accomplished the two major assignments I charged him with eight months ago when he became the interim GM: providing steady day-to-day leadership of the Department; and overseeing a strategic review of all elements of BED's operations (the review is nearing completion).

Neale's strong day-to-day leadership has included completing the Winooski One acquisition, developing a multi-year strategy to further improve BED's financial position, realigning BED's information technology resources, and responding deftly and decisively to surprises, including his skillful work last summer managing all internal and external actions related to the major billing errors discovered during his first weeks on the job.

Positive Reviews of Neale's Performance

In addition to my observations about Neale's solid work and innovative approach during the past eight months, the Burlington Electric Commission's evaluation of Neale was impressive. The Commission stated that "Neale has done an excellent job stepping into the role of Interim General Manager" and listed many accomplishments, including: dealing with the recently-discovered billing errors; providing open communication channels; beginning a strategic planning process; and focusing on the financial well-being of the Department. The Commission evaluation ended by indicating that Neale "has demonstrated strong leadership skills...." (Please see attached March 10, 2015 evaluation letter.)

Further, IBEW Local 300 leadership has expressed strong appreciation for Neale's work. Additionally, I have received numerous unsolicited positive reviews of Neale's work from BED employees at all levels of the organization during his short time serving as interim GM.

Compensation

Neale, who was born in Burlington and currently lives in South Burlington, plans to meet the City Charter-required residency requirement. Following your confirmation of Neale's appointment, I intend to place Neale at Step 3 of the BED GM pay scale for an annual compensation of \$133,555.

Neale is a communicator, an innovator, and a team player. I am confident he would make an outstanding Burlington Electric Department General Manager. Thank you for your consideration.