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AGENDA

SUBJECT: Community Benefits Agreement Working Group (Meeting #5)

DATE: Thursday, June 26, 2025

LOCATION: Virtual / Zoom Room

<https://us02web.zoom.us/j/82026427066?pwd=h6RF90GPayMrxRPHvRHj7F45X0QjYE.1>

TIME: 4:30 pm – 6:00 pm. Please anticipate the meeting starting at 4:30 pm, which will preserve time that is allocated for discussion.

MEETING PURPOSE: The purpose of the meeting is to monitor implementation of the City of Salem & Salem Wind Terminal LLC Community Benefits Agreement.

AGENDA ITEMS:

- Overview of Meeting
- Introductions
- Crowley Interim Update and Discussion
 - Annual Report by Crowley
 - Open Discussion with All
- Next Meeting / Next Steps

Community Benefits Agreement Working Group
June 26, 2025 | Meeting #5
Meeting Minutes

Meeting Attendance:

- Barbara Kelley (Community Representative) – Present
- Bill McHugh (SHPA Representative) – Present
- Joe St. Pierre (Crowley Representative) – Present
- Lisa Peterson (City Representative) – Present
- Lucy Corchado (Community Representative) – Present
- Mario Sousa (Salem Public Schools Representative) – Not Present
- James LeBlanc (City Representative) - Present
- Daniel Collins (Staff to CBA Working Group)

Meeting Minutes

- Meeting commenced at 4:30 pm on a virtual zoom call.
- Staff provided an overview of the meeting agenda, which included estimated time that was allocated for each business item. Community Benefits Agreement (CBA) Working Group Representatives agreed to the format and the time allocated for discussion.
- CBA Working Group Representatives and staff roles were clearly stated.
- The CBA Working Group was notified that Anna Freedman is no longer employed by the City and that James LeBlanc, Acting Finance Director, will replace her on the CBA Working Group until a new Finance Director is hired.
- Crowley Representative provided an overview of the 2nd Annual Report. As part of their report they reaffirmed their commitment to the Salem Terminal development project.
 - The Crowley representative indicated that the timeline for substantial completion is likely extended due to shifts in the federal government's stance on offshore wind. This change in timeline made it difficult for Crowley to finalize an agreement with the Contractor they were previously engaged with, which has led to Crowley going back out to bid. The need to procure a new contractor and the generally extended timeline could impact when annual payments of the CBA begin.
 - Crowley indicated they are cooperating with the grid provider on substation improvements adjacent to the Crowley property. Community representative asked if this cooperation included work would support seaport electrification. The Crowley representative indicated that it did not include seaport electrification. Substation improvements are expected to happen concurrent to terminal development.
- Staff reviewed next steps which included Crowley modifying the 2nd Annual Report with feedback received from the CBA Working Group. Comments will be accepted through 07/03/2025 and Crowley will return no later than 07/15/2025. Crowley will translate the document into Spanish, and requested a grace period beyond 07/15/2025, as needed, and the representatives agreed.

- Staff shared meetings for FY26, which generally occur the last Thursday before the end of each quarter, except that the December meeting would be earlier to avoid conflicts with holidays / time off.
- Community representative asked if it is required to have all meetings even if there aren't significant updates. Staff advised that there is an upper limit to the number of meetings, which is four, but that it is not required to have four meetings. Representatives centered discussion on how to determine if a meeting is needed and recommended that staff meet with Crowley representative a few weeks prior to a scheduled meeting and then make a recommendation to the CBA Working Group as to whether or not there would be enough content to warrant having a meeting.
- Community representative asked if all meetings would be virtual. Staff stated that meetings are expected to remain virtual at this time unless technical difficulties with only meetings became disruptive to having productive meetings. Staff shared benefits to in-person meetings. Representatives centered discussion on having one meeting a year in-person, and it was consensus of the CBA Working Group to have the June meeting in person each year.
- Staff opened for final questions and comments. Hearing none, the meeting adjourned at approximately 4:45 pm.

Community Benefits Agreement

ANNUAL REPORT 2025



CROWLEY®

Crowley Wind Services is proud to present the second annual report on the Salem Offshore Wind Terminal Community Benefits Agreement, highlighting the progress of our long-term partnership with the City of Salem and its residents.

This report reflects our continued commitment to advancing a sustainable, equitable and thriving future through the redevelopment of the 42-acre former coal- and oil-powered site into a modern hub for offshore projects.

Over the past year, we have continued to lay the foundation for terminal construction and future operations, with a focus on workforce development, environmental stewardship and community investment. This report shares updates on key elements of the agreement, including direct and indirect job creation, financial support, infrastructure improvements and environmental metrics.

As we look ahead, we remain committed to transparency, community engagement and shared success. We thank the City of Salem, the Commonwealth of Massachusetts, our federal partners, and especially the residents of Salem for their continued collaboration and support

A. Economic Development

Crowley has engaged with multiple economic agencies within the City of Salem and the North Shore of Massachusetts. The company's locally based employees are members of the Salem Chamber of Commerce, the North Shore Chamber of Commerce and the Creative Collective. Crowley is also working with the Essex County Community Foundation to understand how the Wind Services group at Crowley can best support this effort. Subsequently, a one-time payment of \$45,000 has been made to the Essex County Community Foundation in accordance with the Schedule of Annual Contributions.

1. Local Supply Chain

a. Crowley has secured direct contracts with:

01. North Shore Drain and Sewer
02. General Environmental Services
03. DeMatos Landscaping
04. Iron Tree
05. Cicoria Tree
06. North Shore Marine Inc
07. Smith Marine Services
08. Finz
09. The Hive
10. The Hampton Inn
11. Louise Michaud Photographer / Pictures From The Sky
12. Hancock Associates
13. The F.W. Webb Company
14. Coffee Time Bakery
15. Winer Bros Inc.
16. Garcon Pizza
17. Engine House
18. Bagel World
19. Howling Wolf

20. Roses Marine
21. Douglas Bowker Motion-Graphics
22. Maitland
23. Quinn Iron Works
24. Sea Level
25. Longboards
26. Boston Liner Service
27. Northeast Massachusetts Climate tech Consortium
28. Robert V. Albert, Marine Chemist
29. Maxim Crane

b. Construction

Over the past year, shifts within the U.S. offshore wind industry and policy changes have prompted a strategic reassessment of projects by public and private sector organizations. Crowley has sought to maximize efficiency and value, and the Salem Wind Terminal redevelopment has concluded its engagement with the previous contractor and reopened the competitive bidding process to better align with evolving market conditions and long-term goals. As of June 9, 2025, new proposals have been received, and Crowley is currently reviewing submissions. This marks an additional step in efficiently transforming the Salem waterfront into a vital hub for clean energy and economic growth.

c. Operations

Prior to the completion of construction, Crowley will execute a competitive bidding process for the many services including but not limited to: Landscaping, snow removal, cleaning, pest control, electrical maintenance, plumbing maintenance and marine infrastructure maintenance. Targeted solicitation and support from the Salem Chamber of Commerce will satisfy Crowley's intention to hire local contractors when possible.

B. Impact to Services

Crowley has engaged with the Salem Police Department, Salem Fire Department and Salem Harbormaster every month to establish a communication cadence supporting the following items.

1. Language Services

- a. This item will be funded in accordance with The Schedule of Annual Contributions.

2. Harbormaster

- a. This item will be funded in accordance with The Schedule of Annual Contributions

3. Police Department

- a. This item will be funded in accordance with The Schedule of Annual Contributions.
- b. Crowley has made a one-time payment of \$50,000 to the city in support of this commitment.

4. Fire Department

- a. This item will be funded in accordance with The Schedule of Annual Contributions.

- b. Crowley has made a one-time payment of \$40,000 to the city in support of this commitment.

5. Planning Department

- a. Crowley has made a one-time payment of \$100,000 to the city in support of this commitment.

C. Interpretive Panels, Exhibits, and Educational Programming

1. This item will be funded in accordance with The Schedule of Annual Contributions as a one-time payment in fiscal year 2027.
2. Crowley is committed to being respectful and responsible members of the community. We are happy to engage with the City of Salem on the location and content of the interpretive panels.

D. Partnership & Continuity

1. Crowley remains committed to working closely with the City of Salem to ensure the redevelopment of the Salem Wind Terminal delivers lasting benefits. As part of this effort, Crowley will actively support the City in engaging future seaport users, such as offshore wind developers, in meaningful development and community benefits agreements. This collaborative approach ensures that the project not only advances clean energy goals but also creates shared value for Salem residents and the broader region.

E. Seaport Electrification

1. Crowley is pleased to collaborate with the working group to define a clear and actionable schedule for this initiative. Below is a proposed timeline for discussion. Currently, the development team is partnering with National Grid to design an electrical feed system utilizing the adjacent 23 kV substation. This system will deliver nearly 5 MW of power to the Salem Wind Terminal, enabling it to provide shore power to ocean-going tugs and barges calling at the terminal. Additionally, it will support up to 14 charging stations for large equipment and electric vehicles. The terminal will also feature electrical infrastructure to support the “bunkering” of nacelles and other wind turbine components, an industry-first for U.S. offshore wind terminals. Traditionally, this power has been supplied by diesel generators. As part of the broader redevelopment of the Salem Wind Terminal, Crowley is actively coordinating with National Grid to align infrastructure upgrades with regional clean energy goals.

2. Benchmarks for 100% Port Electrification

- a. Define 100% Port Electrification
- b. Complete the construction of the Salem Wind Terminal with the electrical infrastructure designed at 100% design documents – 9/2026
- c. Additional 4MW Capacity for shore power of larger vessels
 01. Submit request for additional capacity to National Grid – 6/2024
 02. Get a quote for Feasibility Study from National Grid and explore funding opportunities - 6/2027
 03. Complete Feasibility Study – 6/2027
 04. Complete Feasibility study and rough cost estimates for construction – 6/2029

- 05. Complete full engineering study – 6/2031
- 06. Secure funding for construction – 6/2032
- 07. Request for proposal for construction – 6/2033
- 08. Construction – 6/2034
- 09. Commissioning – 6/2035

d. Terminal Support Equipment

- 01. Identify Equipment List for operations – 6/2025
- 02. Bidding process for equipment – 6/2028
- 03. Commissioning – 6/2029

e. Heavy Lift Equipment

01. Self-Propelled Modular Transport

- a. Construct the Salem Wind Terminal with adequate capacity for charging four Self-Propelled Modular Transport vehicles – 6/2027
- b. Engage with equipment manufacturers to better understand the development of this type of electric equipment. Provide feedback to the working group – 06/2029

F. Sustainability & Resilience

- 1. This item will be funded in accordance with The Schedule of Annual Contributions.
- 2. Upon appointment of the CBA working group and subsequent development of a Proposed Schedule for Port Electrification, Crowley will support the development of a fee schedule and operating requirements around shore power access and use.

G. Workforce Development - Outreach

- 1. This item will be funded in accordance with The Schedule of Annual Contributions.
- 2. The Salem Wind terminal has collaborated with MassHire on their Renewable Energy Pre-Apprenticeship Program. Crowley's Terminal Manager, Joe St. Pierre, presented to the program's second cohort on June 10, 2024, and hosted the group at the terminal site.
- 3. Crowley's Joe St. Pierre and John Berry have joined and are supporting the Program Advisory Committee for Salem High School Career and Technical Education (CTE) and Essex North Shore Agricultural & Technical School (Essex Tech).
- 4. Joe St. Pierre has been appointed to the MassHire North Shore Workforce Board.
- 5. The Salem Wind Terminal has accommodated several presentations and visits to the terminal for the local Youth Build Program.
- 6. The Salem Wind Terminal has provided hands-on learning opportunities for students of Essex Tech's Electrical program during vessel calls.

H. Workforce Development - Addressing Opportunity Gaps

- 1. This item will be funded in accordance with The Schedule of Annual Contributions.

I. Workforce Development - Affordable Housing

- 1. This item will be funded in accordance with The Schedule of Annual Contributions as a one-time payment in fiscal year 2027.

J. Workforce Development - Pathways and Barriers

1. This item will be funded in accordance with The Schedule of Annual Contributions.
2. The terminal is scheduled to be operational by September 2027. At that time, in collaboration with the Salem High School CTE Director and the CBA Working group, we will decide on how to best offer co-ops and internships in the offshore wind industry.

K. Intersection Modernization – Webb Street and Essex Street

1. This item will be funded in accordance with The Schedule of Annual Contributions as a one-time payment in fiscal year 2026.

L. Envision Project Verification

1. The terminal has been designed to comply with the Envision Standards. Updates to this process will be included in future CBA reports.

M. Tree Plantings

1. This item will be funded in accordance with The Schedule of Annual Contributions as a one-time payment in fiscal year 2027.

N. Community Celebrations

1. This item will be funded in accordance with The Schedule of Annual Contributions.

O. Offshore Wind Interconnections

1. The terminal has been designed with these connections in mind. Should the opportunity arise to have a cable landing on the terminal, CWS commits to working with the relevant groups to evaluate feasibility if this opportunity arises.

P. Monitoring and Accountability

1. This item will be funded in accordance with The Schedule of Annual Contributions.

Q. Appendices

1. [240923 Community Benefits Agreement Working Group Update 1](#)
2. [241219 Community Benefits Agreement Working Group Update 2](#)
3. [240327 Community Benefits Agreement Working Group Update 3](#)
4. [Crowley-Salem Community Benefits Agreement-Executed](#)