

Community Benefits Agreement Working Group
October 9, 2025 | Meeting #6
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) – 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.
- Crowley Representative provided the first interim report for FY26.
 - Crowley Representative provided overview of the larger context for offshore wind and headwinds that projects are facing nationally.
 - Crowley Representative provided update Commitment K in the Community Benefits Agreement, which covers intersection modernization or area traffic improvements, is scheduled to be funded in FY26. Salem Wind Terminal, LLC has received the invoice for this commitment from the City.
 - Crowley Representative provided update that they have conducted outreach with Salem High School to organize field trips for students to experience the terminal in different stages of construction.
- Community Representative asked question about where the Commitment K funding would be used and noted that Webb St. and Fort Ave. intersection would be affected by Lee Fort Terrace. Staff provided context for the Commitment, that it was negotiated as a benefit to support area traffic improvements that would meaningfully alleviate traffic issues exacerbated by the port. Staff acknowledged that the funding would likely go to the Transportation Department, who would be the City staff responsible for determining the use of the funds.
- Community Representative asked for clarification on the Salem High School field trips to the port. Crowley Representative shared that the purpose was to find a way to keep students engaged with the port development.
- Staff provided a reminder to folks about where the interim updates, annual reports, agendas and minutes are stored. Staff showed Representatives how to navigate to the information

from the City of Salem homepage. Staff offered to share the link to the page with the community representatives: <https://www.salemma.gov/498/Offshore-Wind-Terminal-Project>

- Staff reviewed next steps and which included Crowley modifying FY26 Interim Update 1 with the Workforce Development engagements with Salem High School. Crowley and staff expressed intention to return the interim update and minutes no later than 10/15/2025.
- 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 for verification on whether meetings were remote or in-person. Staff shared that Representative's asked at the last meeting to have virtual meetings at the end of the first (September), second (December), and third (March) quarters, and the meeting at the end of the fourth quarter (June) would be in-person.
- Staff opened for final questions and comments. Hearing none, the meeting adjourned at approximately 5:00 pm.



DOMINICK PANGALLO
MAYOR

TOM DANIEL, AICP
DIRECTOR

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DEPARTMENT OF PLANNING AND COMMUNITY DEVELOPMENT

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AGENDA

SUBJECT: Community Benefits Agreement Working Group (Meeting #6)

DATE: Thursday, October 9, 2025

LOCATION: Virtual / Zoom Room

<https://us02web.zoom.us/j/85416931691?pwd=6n7GDBY6H1eVTJfe08YM4p4SUP4q9D.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
- Crowley Interim Update and Discussion
 - Interim Update
 - Open Discussion with All
- Next Meeting / Next Steps



Salem Wind Terminal / City of Salem

10.9.2025

Community Benefits Agreement Working Group Meeting #6

CBA Updates 6.24.2025 – 10.9.2025:

1. Commitment K Intersection Modernization – Webb and Essex Street
 - a. This item is scheduled to be funded by Crowley in FY26.
 - b. Crowley has received the invoice from the City of Salem.
2. Workforce Development – Outreach
 - a. Coordinating with Salem High School to organize field trips for students to experience the terminal in the different stages of construction.

CBA Updates 12.19.2024 – 6.24.2025:

1. Reference 2025 Annual Report

CBA Updates 12.19.2024 – 3.27.2025:

1. Commitment I(A) Economic Development
 - a. The Salem Wind Terminal is committed to utilizing the local supply chain in Salem and Essex County, as feasible, to develop and operate the Salem Offshore Wind Terminal. As such, the Salem Wind Terminal has engaged with the following businesses:
 - i. Longboards
 - ii. Boston Line & Service
 - iii. Northeast Massachusetts Climatetech Consortium
 1. Potential for additional Services for Sea Installer Port Call in May
2. Commitment I(B)(E) Seaport Electrification
 - a. Negotiations with National Grid to deliver 4MW of electrical capacity. There have been significant efforts by both National Grid and Salem Wind Terminal. These efforts include:

- i. Creating a non-traditional solution for providing reliable power to Salem Wind Terminal. This solution will bring 4MW of capacity to the site with the opportunity to increase capacity when said capacity is available.
 - ii. National Grid is starting a construction project at the substation at 24 Fort Ave. Their construction timeline will mirror the construction timeline for the Salem Wind Terminal. We have created an agreement with National Grid to change their new substation design at 24 Fort Ave to support the needs of Salem Wind Terminal.
 - iii. We have agreed to support the new substation project by allowing them a storage location on Salem Wind Terminal property and supporting them with access to our new sewer and water systems.
- 3. Commitment (G) Outreach
 - a. LEAP Leadership at Collins Middle School
 - i. Participated in LEAP for Education Expanding Horizons program
 - ii. Guest speaker on Offshore Wind, Physics and leadership.

CBA Updates 9.23.2024 – 12.19.2024:

- 1. Financial Contributions
 - a. Commitment I(A) Economic Development - \$45,000
 - i. Received payment has been confirmed.
 - b. Commitment I(B)(3) Police Department - \$50,000
 - i. Received payment has been confirmed.
 - c. Commitment I(B)(4) Fire Department - \$40,000
 - i. Received payment has been confirmed.
 - d. Commitment I(B)(5) Planning Department - \$100,000
 - i. Received payment has been confirmed.
 - 2. Sustainability and Resilience
 - a. Electric Charging Stations
 - i. Electric vehicles are being procured. Looking to be operational by start of construction.
 - 3. Workforce Development – Outreach
 - a. Expected appointment to the North Shore Workforce Board
 - 4. Local Supply Chain
 - a. Commitment I(A) Economic Development
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i. The Salem Wind Terminal is committed to utilizing the local supply chain in Salem and Essex County, as feasible, to develop and operate the Salem Offshore Wind Terminal. As such, the Salem Wind Terminal has engaged with the following businesses:

1. North Shore Drain and Sewer
2. General Environmental Services
3. DeMatos Landscaping
4. Iron Tree
5. Cicoria Tree
6. North Shore Marine Inc
7. Smith Marine Services
8. Finz
9. 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

5. Community Benefits Report

- a. Annual Community Benefits Report – Submitted to City on 6.26.2024.
 - i. Finalized by Community Benefits Working Group – 9.3.2024.
 - ii. Submitted Translated finalized by Annual Community Benefits Report for posting to website - 9.17.2024.

6. Financial Contributions

- a. Commitment I(A) Economic Development - \$45,000
 - i. Payment to the Essex County Community Foundation – Invoice has been received by Salem Wind Terminal. The invoice has been processed and payment has been sent out.
 - b. Commitment I(B)(3) Police Department - \$50,000
 - i. Payment to the City of Salem. The invoice has been received by Salem Wind Terminal. The invoice has been processed and we are awaiting a check to submit to the City of Salem.
 - c. Commitment I(B)(4) Fire Department - \$40,000
 - i. Payment to the City of Salem. The invoice has been received by Salem Wind Terminal. The invoice has been processed and we are awaiting a check to submit to the City of Salem.
 - d. Commitment I(B)(5) Planning Department - \$100,000
 - i. Payment to the City of Salem. The invoice has been received by Salem Wind Terminal. The invoice has been processed and we have submitted the check to the City of Salem.
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