

FOR CONSIDERATION

June 25, 2025

TO: The Board of Trustees

FROM: Vice Chair Valerie Anderson Campbell, Chair of the Governance, Planning, and Personnel Committee

SUBJECT: Recommendation to Approve a Resolution Appointing a Chief Executive Officer

The Board of Trustees' Governance, Planning & Personnel Committee of the Board of Trustees is requested to approve a resolution recommending the appointment of Carrie Meek Gallagher as Chief Executive Officer ("CEO") of the Long Island Power Authority and its wholly owned subsidiary, the Long Island Lighting Company d/b/a LIPA (collectively, "LIPA") to replace LIPA's interim Chief Executive Officer, John Rhodes.

Background

In June 2024, LIPA engaged Russell Reynolds and Associates to assist the Board of Trustees' Governance, Planning, and Personnel Committee's search for a new CEO. Russell Reynolds and Associates brings extensive experience recruiting for C-suite executives, including CEOs, for public power utilities, with a proven track record of identifying leaders who understand the unique operational, regulatory, and governance structures of the public power sector.

A Search Committee was established and included Vice-Chair of the Board and Chair of the Board of Trustees' Governance, Planning, and Personnel Committee Valerie Anderson Campbell, Interim CEO John Rhodes, General Counsel Bobbi O'Connor, Vice President of Corporate Affairs and Chief of Staff Thomas Locascio, and Senior Advisor for Human Resources and Administration Barbara Ann Dillon.

Russell Reynolds and Associates sourced over 170 candidates for the role, considered and contacted 120 candidates, screened and/or interviewed 25 candidates, and presented and discussed 18 candidates with the Search Committee. The Search Committee interviewed 8 candidates and presented 4 candidates to the Board of Trustees' Governance, Planning, and Personnel Committee.

The Board of Trustees' Governance, Planning, and Personnel Committee interviewed all 4 candidates. Based on those interviews, the Board of Trustees' Governance, Planning, and Personnel Committee recommends the appointment of Carrie Meek Gallagher as Chief Executive Officer.

Ms. Gallagher is a deeply experienced public servant with over 20 years of leadership in state and local government, including 12 years of utility and energy-related experience. She currently serves as Director of the Long Island Office for the Department of Public Service, where she has worked closely with LIPA and its service provider to ensure fair rates and reliable service. Ms. Gallagher

has also held senior positions in the Executive Chamber, the Department of Environmental Conservation, and Suffolk County government. Her background includes oversight of large teams, complex operations, and mission-driven organizations, and as a Stony Brook resident, she brings a strong local understanding of Long Island's unique energy needs. Ms. Gallagher is exceptionally well-positioned for success at LIPA. She knows the work and the people, and she shares our commitment to public service and to delivering value for our customers.

Recommendation

Based upon the foregoing, I recommend approval of the above-requested action by adoption of a resolution in the form attached hereto.

Attachments

Exhibit "A" Resolution

RECOMMENDATION TO APPOINT A CHIEF EXECUTIVE OFFICER

BE IT RESOLVED, that the Board of Trustees’ Governance, Planning, and Personnel Committee hereby recommends the appointment of Carrie Meek Gallagher as Chief Executive Officer (“CEO”) of the Long Island Power Authority and its wholly-owned subsidiary, Long Island Lighting Company d/b/a/ LIPA (together, “LIPA”), effective on or about July 1, 2025, until the earlier of her resignation or removal; and

BE IT FURTHER RESOLVED, that the incumbent of the position of CEO shall be an officer of LIPA within the meaning of LIPA’s enabling legislation (Chapter 517 of the Laws of 1986), as amended, including Section 1020-bb of the Public Authorities Law, and all other applicable laws.

Dated: June 25, 2025