



**BUDGET, OPERATIONS, AND COMPENSATION COMMITTEE OF THE
CONNECTICUT GREEN BANK**
Regular Meeting Minutes

Wednesday, June 8, 2022
2:00 p.m. – 3:30 p.m.

A regular meeting of the Budget, Operations, and Compensation Committee of the **Connecticut Green Bank** (the “Green Bank”) was held on June 8, 2022.

Due to COVID-19, all participants joined via the conference call.

Committee Members Present: Binu Chandy, John Harrity, Adrienne Houël

Committee Members Absent: Lonnie Reed, Brenda Watson

Staff Attending: Bert Hunter, Cheryl Lumpkin, Jane Murphy, Ariel Schneider, Eric Shrago, Dan Smith

Others present: None

1. Call to Order

- John Harrity called the meeting to order at 2:00 pm.

2. Public Comments

- No public comments.

3. Approve Meeting Minutes from January 12, 2022 and May 24, 2022

Resolution #1

Motion to approve the meeting minutes of the Budget, Operations, and Compensation Committee from the meetings on January 12, 2022 and May 24, 2022.

Upon a motion made by Adrienne Houël and seconded by Binu Chandy, the Budget, Operations, and Compensation Committee voted to approve Resolution 1. None opposed and Binu Chandy abstained. Motion approved.

4. FY 2023 – Expenses (Staffing, Incentive Programs, and General Operations)

- Eric Shrago reviewed the proposed goals for FY2023 which covers \$99 million in capital deployed and 15 megawatts of capacity installed.
 - John Harrity asked what the price per megawatt and how it compares to the rest of the market. Eric Shrago responded that he does not have a straightforward answer but can calculate one, though some projects may yield different rates which was intentionally included. He added that it's primarily solar and battery storage, but because of that a more detailed breakdown of the targets isn't available. John Harrity asked if the sense is that the Green Bank isn't paying wildly over market rate, and Eric Shrago confirmed the Green Bank is paying in line with the market.
- Eric Shrago reviewed the proposed Staffing Plan and its changes. There were no drastic changes there, but there are some current position vacancies which create a greater change from FY 2022. He expanded on the current open positions.
 - John Harrity asked if Mike Yu and Irene Turker have been given thanks for their work, and Eric Shrago responded absolutely.
- There will be a change to the Merit & COLA compensation. After discussing with compensation consultants and reviewing comparable data, there is a proposed 5% Cost of Living Allowance increase that would be effective July 1, 2022 in addition to a 4% Merit pool that is based on performance during the review process.
 - John Harrity asked if the senior staff officer salary was removed, what the average employee salary is. Eric Shrago responded he would follow up later with the information once he can confirm, which John agreed to, and Eric confirmed a living wage is definitely paid to all employees. Jane Murphy commented that Dan Smith could calculate the numbers while Eric continues. She later commented that the average hourly wage for all non-senior staff employees is \$44.44 per hour.
- Eric Shrago reviewed the Incentive Program expense budget. RSIP is reflective that it is in the wind-down phase of the program. Battery Storage is continuing with ESS customer acquisition, and Smart-E is a flat budget year-on-year though the intent is to expand the program into environmental infrastructure.
 - John Harrity asked if there is a program to cover heat pumps, and Eric Shrago responded that Smart-E covers heat pumps and a special offer is coming soon and one of the targeted technologies of that offer is heat pumps.
- Eric Shrago noted for the Financing Programs expense budget, CPACE is flat year-on-year, PPA has some big expenses, but they are reflected at the CGB level rather than in the PPA funds. As well, the investment in Operations and Maintenance PPAs is paying off as the estimated production is being achieved. For Multifamily, the expenses are to support projects in the pipeline and acquisition of new PPA projects.
- For Environmental Infrastructure, staffing has a two-headcount budgeted for the full year and the Program Admin and R&D budgets are set to get the initial offerings developed and off the ground.
- Eric Shrago summarized expenses for individual departments. Clean Energy Finance has an increase in expenses which is primarily driven by changes in staffing. Marketing will continue with the shift from last year in terms of its approach and strategy. For Research & Development, there is an increase due to Environmental Infrastructure and for other renewable clean energy projects.
 - John Harrity asked if in terms of R&D, if some money could be spent to take the technology apart and figure out how to do it more cheaply, especially on heat

- pumps. Eric Shrago responded that typically the R&D budget isn't spent on that kind of technology investigation, but it could be looked into.
- John Harrity asked if for marketing, if any company is pushing article or "free" marketing in local and national publications. Eric Shrago responded that the Green Bank does have a relationship with a PR firm and several instances have been made with varying degrees of success to try and utilize "earned" or "free" media.
 - Eric Shrago reviewed the other operating expenses. Year-on-year there is about a \$150,000 increase, primarily driven by IT changes. There may be some changes, but the net change will likely remain close to where it is now. For Capital Expenses, there is a decrease year-on-year.

5. Adjourn

Upon a motion made by Binu Chandy and seconded by Adrienne Houël, the Budget, Operations, and Compensation Committee Meeting adjourned at 2:49 pm.

Respectfully submitted,

John Harrity, Chairperson