



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

Wednesday, January 11, 2023
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 January 11, 2023.

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

Committee Members Present: Binu Chandy, John Harrity, Adrienne Houël, Lonnie Reed,
Brenda Watson

Committee Members Absent: None

Staff Attending: Joe Buonannata, Shawne Cartelli, Bryan Garcia, Bert Hunter, Cheryl Lumpkin,
Jane Murphy, Ariel Schneider, Eric Shrago, Dan Smith

Others present: Kelly McDaniel from DeLisa Group

1. Call to Order

- Brenda Watson called the meeting to order at 2:06 pm.
John Harrity joined the meeting at 2:22 pm.

2. Public Comments

- No public comments.

3. Approve Meeting Minutes from June 8, 2022

Resolution #1

Motion to approve the meeting minutes of the Budget, Operations, and Compensation Committee from the meeting on June 8, 2022.

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

4. FY 2023 – Budget and Targets

- Eric Shrago summarized the progress to the Incentive Program Targets and proposed changes. The big change is to methodology to Energy Storage Solutions resulting in a decrease to total projects and deployed MW of clean energy though the total capital will increase. The change is due to how Energy Storage Solutions projects are considered completed and calculated towards the targets since the energization portion of the projects is in the hands of the Utility companies. The Green Bank will count projects toward their goal when they are approved. As well there has been slow uptake of Energy Storage Solutions projects from residential customers. The change to total capital is due to the increase of commercial storage projects which were not previously factored in.
- Eric Shrago summarized the progress to the Financing Programs Targets and clarified the CGB capital deployed compared to Total capital deployed.
 - Binu Chandy asked for clarification why Multifamily and Transportation projects has no CGB Capital on those line items. Eric Shrago responded nothing from CGB's budget has been allocated to that since the loan capital has typically come from Capital For Change with CGB contributing to other elements such as the underwriting.
- Eric Shrago reviewed the changes to the Budget, starting with Revenue based on progress from the last 6 months which resulted in a decrease.
 - Brenda Watson asked if other states have maxed out their RGGI proceeds and Eric Shrago responded that he does not believe other states have a cap, but that is applied only to the Green Bank. Other money from RGGI proceeds should be going to DEEP. Bert Hunter confirmed funds will go toward the CHEAPR program.
- Eric Shrago reviewed the changes to the Expenses for the Budget, resulting in an increase from several research and development items, the implementation of Salesforce across the organization, and some changes to staffing and hired consultants.
 - Adrienne Houël asked if there was any funding to be received for the Hydrogen Task Force work and Eric Shrago responded that no funding was granted. Bryan Garcia clarified that although there was nothing in the decision that specified where the funding would come from, he believes the funding for it is covered from another source as part of a charge on ratepayers that had been approved by the legislation previously.
- Eric Shrago summarized the changes to the Non-Operating Expenses which has a net decreased due to slower deployment in battery storage and also due to the RGM meter upgrades progressing more slowly than expected.
- Eric Shrago discussed some goals and excitement around the Inflation Reduction Act being passed into law as there is potential to increase deployment and partner with the market to take advantage of the incentives. He stated after talking to staff there are five main points that need to be overcome and recommendations on how to proceed are in place, but as for the BOC Committee and the Budget, it will mean a shift in how the Green Bank approaches the market. He expressed the need to hire five additional staff members before the end of FY2023 and explained what those positions would be. A hope would also be the approval for an additional \$50,000 to the marketing budget for various projects and an additional \$50,000 towards the rent budget for a pop-up style implementation to better reach certain communities on a concentrated, temporary basis.

- Brenda Watson asked if Energize CT may be interested in partnering for the marketing and pop-up. Eric Shrago responded it may be a possibility but the details of how that would be framed would need to be further discussed.
- John Harrity commented that he believes any money spent on marketing is money well spent, as many customers are not familiar with the programs available and anything to increase that knowledge is good.
- Eric Shrago summarized the IPC PSA Amendment changes which had not been previously noted correctly and special attention is being given now to ensure Board approval is accurate and understood. IPC has an exception to the typical RFP process because of its special relationship with the Green Bank which had not been explicitly noted in the previous Board approval.

Resolution #2

WHEREAS, Section 5.2.2 of the Bylaws of the Connecticut Green Bank's requires the recommendation of the Budget, Operations, and Compensation Committee of the annual budget to the Connecticut Green Bank Board of Directors;

NOW, therefore be it:

RESOLVED, that the Budget Operations, and Compensation Committee Green Bank Board hereby recommends approval to the Board of Directors the: (1) the revised FY2023 Targets and Budget, (2) the addition of the Dream Bigger Strategy and budget, and (3) extend the professional services agreements (PSAs) with Inclusive Prosperity Capital for fiscal year 2023 with the amounts of each PSA not to exceed the applicable approved budget line item.

Upon a motion made by John Harrity and seconded by Brenda Watson, the Budget, Operations, and Compensation Committee voted to approve Resolution 2. None opposed or abstained. Motion approved unanimously.

5. 2021 – 2022 Benchmark Compensation Study

- Eric Shrago summarized the history of the previous compensation studies done in 2010 and 2015-2016, and the results of the recent study which employed a holistic approach. He summarized the different studies done to received feedback from employees and investigate the market to compare and the results are that the Green Bank is in good shape overall though there are some points in specific departments that needed addressing and the recommendation is to make adjustments to salaries, though recent merit increases have covered that. As for the employee survey, there was a high response rate with an overall favorable response. Eric Shrago reviewed the highest and lowest response points of the employee survey.
- Eric Shrago reviewed the feedback from focus groups done after the employee survey. He reviewed the recommendation to move to a COLA & Merit system with clear denotations as to what increases are for what which had been implemented previously. Going forward there will be a closer examination into salary structure determinations but no formal recommendation is requested from the Committee at this time.

6. Adjourn

Upon a motion made by Adrienne Houël and seconded by Brenda Watson, the Budget, Operations, and Compensation Committee Meeting adjourned at 3:03 pm.

Respectfully submitted,

John Harrity, Chairperson