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May 11, 2023

Ms. Luly Massaro, Clerk
Rhode Island Public Utilities Commission
89 Jefferson Boulevard
Warwick, RI 02888

**Re: *Docket No. 22-47-WW- The Narragansett Bay Commission
General Rate Filing***

Dear Ms. Massaro:

Enclosed please find an original and nine copies of the following:

1. The Narragansett Bay Commission's Response to the Rhode Public Utilities Commission's Data Requests (Set 2).

Please note that an electronic copy of this document has been provided to the service list.
Thank you for your attention to this matter.

Sincerely,



Joseph A. Keough, Jr.

JAK/kf

cc: Docket 22-47-WW Service List (*via electronic mail*)

Comm. 2-1: Please provide a breakdown of the following:

- a. NBC's Current Borrowings (Name of Grant / Loan)
- b. Principal Balance / Interest (Paid / Owed)
- c. Lending Source: WIFIA, RIIB, or Open Market
- d. Explain why this funding source was used for the given loan (ex. falls under the category of a WIFIA sponsored project).
- e. Notate if any projects **are** funded by more than one source (point c) or if any of the projects **could be** funded by a different source.

Response: See attachment COM 2-1a-c for response to a, b and c.

d. Rhode Island Infrastructure Bank (RIIB)

RIIB traditionally provides subsidized loans to eligible borrowers with interest rates that are 1/3rd off the market rate. NBC has funded projects with RIIB loans to the extent that funding was available and it was the least cost option.

Water Infrastructure Finance and Innovation Act (WIFIA)

The WIFIA program is administered through the United States Environmental Protection Agency (USEPA) and provides flexible, low-interest long-term loans for up to 49% of total project costs. This is a new program and NBC has used WIFIA funding as a least cost option. Borrowers must submit a letter of interest and be invited by USEPA to apply for a loan. Not all projects are eligible for WIFIA funding.

Open Market-Revenue Bonds

NBC issued open market revenue bonds when RIIB did not have sufficient capacity and prior to the existence of the WIFIA program. All projects may be funded by multiple sources. For example, all WIFIA sponsored projects only fund 49% of the projects anticipated cost, and therefore would require an additional 51% from another funding source. In this example the 51% could come from a combination of SRF loans from RIIB (assuming NBC receives a Certificate of Approval from RIDEM) or NBC's pay-go capital funds.

- e. All projects may be funded by multiple sources. For example, all WIFIA sponsored projects only fund 49% of the projects anticipated cost, and therefore would require an additional 51% from another funding source. In this example the 51% could come from a combination of SRF loans from RIIB (assuming NBC receives a Certificate of Approval from RIDEM) or NBC's pay-go capital funds.

Prepared by: Leah Foster/Michael Cook

Principal and Interest Paid during Fiscal Year 2022

<i>BOND/SRF DESCRIPTION</i>	<i>Due Dates</i>	<i>FY 2022</i>	
		<i>PRINCIPAL</i>	<i>INTEREST</i>
SRF Series 2003	1-Sep	\$ 2,247,000.00	\$ 100,154.00
\$40M	1-Mar		76,111.10
SRF 2004 Series B	1-Sep	3,553,000.00	94,475.65
\$40M	1-Mar		59,389.78
SRF 2005 Series B	1-Sep	1,653,000.00	69,041.92
\$30M	1-Mar		52,167.06
SRF 2006 Series A	1-Sep	1,613,000.00	75,956.00
\$30M	1-Mar		61,435.09
SRF 2007 Series B	1-Sep	1,411,000.00	81,479.60
\$25M	1-Mar		67,193.23
SRF 2009 Series A	1-Sep	2,739,043.32	423,505.16
\$55M (8.3 M Forgiveness)	1-Mar		386,525.69
SRF 2010 Series A	1-Sep	85,754.30	11,479.90
\$2M (\$301,895 M Forgiveness)	1-Mar		10,342.57
SRF 2010 Series B	1-Sep	979,000.00	174,698.97
\$20M	1-Mar		159,965.02
SRF 2011 Series A	1-Sep	1,329,838.20	289,481.51
\$30M (1,845,345.21 forgive)	1-Mar		268,736.03
SRF 2012 Series A	1-Sep	1,187,934.14	237,179.16
\$25,750,000 (354,202 forgive)	1-Mar		223,517.91
SRF - 2013 Series B	1-Sep	1,145,257.58	235,971.03
\$25,000,000 (80,965.77 forgive)	1-Mar		225,033.81
SRF - 2014 Series A	1-Sep	1,998,000.00	506,892.20
\$45M	1-Mar		485,813.30
SRF - 2015 Series B	1-Sep	1,092,843.50	567,363.02
\$41,753,500 (\$512,070 forgiveness)	1-Mar		557,090.30
SRF - 2016 Series A	1-Sep	1,001,000.00	234,461.25
\$23M	1-Mar		227,454.25
SRF - 2019 Series A	1-Sep	1,441,600.00	361,640.68
\$35M (\$1,000,000.00 forgiveness)	1-Mar		350,828.68
SRF 2021 Series A	1-Sep		
\$45M (\$1,000,000 forgiveness)	1-Mar		3,198.00
SRF - 2019 Series B	1-Sep	438,000.00	85,176.75
\$10M	1-Mar		82,439.25
2008 Series A Refunding (\$66M)	1-Sep		646,524.25
	1-Mar		646,524.25
\$34.970M 2013 Series C	1-Sep	1,875,000.00	218,500.00
	1-Mar		171,625.00
\$40.085M 2015 Series A	1-Aug		64,300.00
	1-Feb		64,300.00
\$196.36M 2020 Series A	1-Sep	2,380,000.00	2,248,395.75
	1-Mar		2,231,759.55
Total		<u>\$ 28,170,271.04</u>	<u>\$ 13,138,126.67</u>

Principal and Interest Paid during Fiscal Year 2024

<i>BOND/SRF DESCRIPTION</i>	<i>Due Dates</i>	<i>FY 2024</i>	
		<i>PRINCIPAL</i>	<i>INTEREST</i>
SRF Series 2003 \$40M	1-Sep 1-Mar	\$ 2,344,000.00	\$ 51,439.85 26,007.45
SRF 2004 Series B \$40M	1-Sep 1-Mar	2,342,000.00	36,477.20 12,881.55
SRF 2005 Series B \$30M	1-Sep 1-Mar	1,720,000.00	35,522.72 13,849.99
SRF 2006 Series A \$30M	1-Sep 1-Mar	1,672,000.00	47,785.71 32,951.85
SRF 2007 Series B \$25M	1-Sep 1-Mar	1,469,000.00	52,469.23 37,301.80
SRF 2009 Series A \$55M (8.3 M Forgiveness)	1-Sep 1-Mar	2,893,570.85	346,803.31 305,175.76
SRF 2010 Series A \$2M (\$301,895 M Forgiveness)	1-Sep 1-Mar	91,697.67	9,123.71 7,829.53
SRF 2010 Series B \$20M	1-Sep 1-Mar	1,041,000.00	144,174.16 127,362.01
SRF 2011 Series A \$30M (1,845,345.21 forgive)	1-Sep 1-Mar	1,417,117.62	246,165.47 221,932.77
SRF 2012 Series A \$25,750,000 (354,202 forgive)	1-Sep 1-Mar	1,244,101.66	208,992.48 192,756.96
SRF - 2013 Series B \$25,000,000 (80,965.77 forgive)	1-Sep 1-Mar	1,191,113.64	213,197.03 199,380.11
SRF - 2014 Series A \$45M	1-Sep 1-Mar	2,088,000.00	462,035.65 435,935.65
SRF - 2015 Series B \$41,753,500 (\$512,070 forgiveness)	1-Sep 1-Mar	1,135,907.92	545,465.43 532,913.65
SRF - 2016 Series A \$23M	1-Sep 1-Mar	1,030,000.00	219,834.25 211,594.25
SRF - 2019 Series A \$35M (\$1,000,000.00 forgiveness)	1-Sep 1-Mar	1,486,285.71	339,629.51 327,962.17
SRF - 2019 Series B \$10M	1-Sep 1-Mar	449,000.00	79,626.20 76,707.70
SRF - 2021 \$45M (\$1,000,000.00 forgiveness)	1-Sep 1-Mar		65,387.06 383,856.25
2008 Series A Refunding (\$66M)	1-Sep 1-Mar	2,500,000.00	635,074.25 606,449.25
\$34.970M 2013 Series C	1-Sep 1-Mar	2,785,000.00	123,750.00 54,125.00
\$40.085M 2015 Series A	1-Aug 1-Feb		64,300.00 64,300.00
\$196.36M 2020 Series A	1-Sep 1-Mar	2,445,000.00	2,214,311.15 2,196,707.15
Total		<u>\$ 31,344,795.07</u>	<u>\$ 12,209,545.22</u>

	SRF Series 2003 PL7 - \$40M		SRF 2004 Series B PL 8 - \$40M		SRF 2005 Series B PL 9 - \$30M	
	PRINCIPAL	INTEREST	PRINCIPAL	INTEREST	PRINCIPAL	INTEREST
FY 2023	\$ 2,295,000.00	\$ 127,550.95	\$ 2,297,000.00	\$ 95,866.98	\$ 1,686,000.00	\$ 87,689.79
FY 2024	2,344,000.00	77,447.30	2,342,000.00	49,358.75	1,720,000.00	49,372.71
FY 2025	2,397,000.00	26,007.45	1,266,000.00	12,881.55	1,755,000.00	18,332.50
FY 2026					1,793,000.00	4,482.50
FY 2027						
FY 2028						
FY 2029						
FY 2030						
FY 2031						
FY 2032						
FY 2033						
FY 2034						
FY 2035						
FY 2036						
FY 2037						
FY 2038						
FY 2039						
FY 2040						
FY 2041						
FY 2042						
FY 2043						
FY 2044						
FY 2045						
FY 2046						
TOTAL	\$ 7,036,000.00	\$ 231,005.70	\$ 5,905,000.00	\$ 158,107.28	\$ 6,954,000.00	\$ 159,877.50
	\$7,267,005.70		\$6,063,107.28		\$7,113,877.50	

	SRF 2006 Series A PL 10 - \$30M		SRF 2007 Series B PL 11 - \$25M		SRF 2009 Series A PL 12 - \$55M(\$8. M Forgiveness)	
	PRINCIPAL	INTEREST	PRINCIPAL	INTEREST	PRINCIPAL	INTEREST
FY 2023	\$ 1,642,000.00	\$ 109,220.80	\$ 1,440,000.00	\$ 119,662.46	\$ 2,814,608.97	\$ 733,329.23
FY 2024	1,672,000.00	80,737.56	1,469,000.00	89,771.03	2,893,570.85	651,979.07
FY 2025	1,703,000.00	47,749.48	1,500,000.00	58,966.10	2,978,476.11	566,054.78
FY 2026	1,734,000.00	19,222.64	1,531,000.00	33,634.30	3,065,928.51	475,287.16
FY 2027	1,770,000.00	4,425.00	1,563,000.00	20,032.50	3,157,626.18	381,028.48
FY 2028			1,596,000.00	12,135.00	3,252,720.06	283,426.29
FY 2029			1,629,000.00	4,072.50	3,354,606.35	162,289.30
FY 2030					3,459,039.80	54,506.63
FY 2031		-		-	3,609,322.07	9,023.30
FY 2032						
FY 2033						
FY 2034						
FY 2035						
FY 2036						
FY 2037						
FY 2038						
FY 2039						
FY 2040						
FY 2041						
FY 2042						
FY 2043						
FY 2044						
FY 2045						
FY 2046						
TOTAL	\$ 8,521,000.00	\$ 261,355.48	\$ 10,728,000.00	\$ 338,273.89	\$ 28,585,898.90	\$ 3,316,924.24
	\$8,782,355.48		\$11,066,273.89		\$31,902,823.14	

	SRF 2010 Series A PL 12 - \$2M (\$301,895 Forgiveness)		SRF 2010 Series B PL 13 - \$20M		SRF 2011 Series A POOL LOAN 14 - \$30M(\$1,845,345.21 Forgive)	
	<i>PRINCIPAL</i>	<i>INTEREST</i>	<i>PRINCIPAL</i>	<i>INTEREST</i>	<i>PRINCIPAL</i>	<i>INTEREST</i>
	FY 2023	\$ 89,150.51	\$ 19,466.28	\$ 1,009,000.00	\$ 304,139.18	\$ 1,372,070.18
FY 2024	91,697.67	16,953.24	1,041,000.00	271,536.17	1,417,117.62	468,098.24
FY 2025	95,093.88	14,286.81	1,074,000.00	237,003.02	1,464,980.54	417,862.13
FY 2026	97,641.04	11,451.42	1,110,000.00	200,578.51	1,517,535.90	364,239.56
FY 2027	101,037.25	8,473.92	1,147,000.00	162,261.32	1,571,968.23	307,303.18
FY 2028	104,433.46	5,238.74	1,187,000.00	122,053.17	1,632,031.49	247,222.18
FY 2029	108,678.72	2,041.27	1,228,000.00	79,907.32	1,692,094.75	184,224.01
FY 2030	112,923.96	282.31	1,272,000.00	36,032.32	1,756,850.46	118,258.09
FY 2031			1,315,000.00	6,854.36	1,824,421.63	49,132.78
FY 2032					1,893,869.77	6,869.50
FY 2033						
FY 2034						
FY 2035						
FY 2036						
FY 2037						
FY 2038						
FY 2039						
FY 2040						
FY 2041						
FY 2042						
FY 2043						
FY 2044						
FY 2045						
FY 2046						
TOTAL	\$ 800,656.49	\$ 78,193.99	\$ 10,383,000.00	\$ 1,420,365.37	\$ 16,142,940.57	\$ 2,678,111.17
	\$878,850.48		\$11,803,365.37		\$18,821,051.74	

	SRF 2012 Series A		SRF 2013 Series B		SRF 2014 Series A	
	PL 15 - \$25,750,000 (\$354,202 Forgive)		PL16 - \$25M (80,965 Forgiveness)		PL 17 - \$45,000,000	
	PRINCIPAL	INTEREST	PRINCIPAL	INTEREST	PRINCIPAL	INTEREST
FY 2023	\$ 1,215,517.90	\$ 432,510.39	\$ 1,166,185.61	\$ 438,230.84	\$ 2,041,000.00	\$ 947,848.95
FY 2024	1,244,101.66	401,749.44	1,191,113.64	412,577.14	2,088,000.00	897,971.30
FY 2025	1,276,685.41	367,959.49	1,218,041.67	383,534.70	2,140,000.00	843,088.30
FY 2026	1,312,165.11	331,641.10	1,247,969.70	351,648.79	2,198,000.00	783,643.20
FY 2027	1,348,644.81	293,389.22	1,280,825.76	316,992.79	2,259,000.00	719,322.00
FY 2028	1,389,124.51	254,314.65	1,316,753.80	279,904.25	2,327,000.00	649,710.75
FY 2029	1,428,500.15	214,300.45	1,355,609.86	240,680.51	2,398,000.00	575,630.40
FY 2030	1,469,875.79	170,722.36	1,396,465.92	200,161.30	2,475,000.00	497,159.70
FY 2031	1,514,251.43	125,388.04	1,436,321.98	158,587.15	2,555,000.00	414,276.45
FY 2032	1,559,627.07	77,860.32	1,480,178.04	115,346.75	2,640,000.00	327,119.70
FY 2033	1,610,931.94	26,258.19	1,523,034.10	70,370.43	2,730,000.00	235,820.70
FY 2034			1,565,965.02	23,724.38	2,823,000.00	142,699.35
FY 2035					2,917,000.00	48,130.50
FY 2036						
FY 2037						
FY 2038						
FY 2039						
FY 2040						
FY 2041						
FY 2042						
FY 2043						
FY 2044						
FY 2045						
FY 2046						
TOTAL	\$ 15,369,425.78	\$ 2,696,093.65	\$ 16,178,465.10	\$ 2,991,759.03	\$ 31,591,000.00	\$ 7,082,421.30
	\$18,065,519.43		\$19,170,224.13		\$38,673,421.30	

	SRF 2015 Series B		SRF 2016 Series A		SRF 2019 Series A	
	PL18 - \$41,753,500 (\$512,070 Forgive)		PL 19 \$23M		PL 20 \$35M	
	PRINCIPAL	INTEREST	PRINCIPAL	INTEREST	PRINCIPAL	INTEREST
FY 2023	\$ 1,112,427.69	\$ 1,102,555.73	\$ 1,016,000.00	\$ 447,288.50	\$ 1,463,942.86	\$ 690,458.19
FY 2024	1,135,907.92	1,078,379.08	1,030,000.00	431,428.50	1,486,285.71	667,591.68
FY 2025	1,161,284.21	1,052,472.53	1,047,000.00	414,289.00	1,509,600.00	643,772.06
FY 2026	1,187,660.49	1,023,975.08	1,065,000.00	395,857.75	1,533,885.71	618,811.83
FY 2027	1,218,932.83	992,193.97	1,084,000.00	374,998.20	1,559,142.86	592,517.30
FY 2028	1,251,205.16	957,663.31	1,107,000.00	351,105.96	1,586,342.86	564,753.63
FY 2029	1,287,373.54	920,717.96	1,132,000.00	324,957.50	1,614,514.29	535,461.55
FY 2030	1,325,541.92	881,450.32	1,159,000.00	296,943.95	1,644,628.57	504,493.66
FY 2031	1,365,606.35	840,000.63	1,188,000.00	267,367.40	1,676,685.71	470,684.06
FY 2032	1,408,566.82	796,439.67	1,218,000.00	236,325.50	1,712,628.57	433,217.76
FY 2033	1,453,527.30	750,784.77	1,250,000.00	203,868.10	1,751,485.71	392,415.18
FY 2034	1,499,487.77	704,138.62	1,283,000.00	170,049.25	1,794,228.57	348,704.63
FY 2035	1,546,448.22	656,619.67	1,317,000.00	134,815.85	1,838,914.29	302,373.13
FY 2036	1,631,000.00	606,729.51	1,353,000.00	98,099.75	1,886,514.29	253,374.23
FY 2037	1,683,000.00	552,598.56	1,390,000.00	59,900.70	1,937,028.57	201,748.82
FY 2038	1,739,000.00	494,853.71	1,429,000.00	20,220.35	1,990,457.14	147,541.51
FY 2039	1,798,000.00	435,345.16			2,045,828.57	90,621.57
FY 2040	1,859,000.00	374,000.51			2,105,085.72	30,734.25
FY 2041	1,921,000.00	310,685.51				
FY 2042	1,986,000.00	245,342.56				
FY 2043	2,052,000.00	177,907.96				
FY 2044	2,121,000.00	108,324.91				
FY 2045	2,192,500.00	36,505.13				
FY 2046						
TOTAL	\$ 35,936,470.22	\$ 15,099,684.86	\$ 19,068,000.00	\$ 4,227,516.26	\$ 31,137,200.00	\$ 7,489,275.04
	\$51,036,155.08		\$23,295,516.26		\$38,626,475.04	

	SRF 2019 Series B PL 21 \$10M		SRF 2021 PL 22 \$45M (1,000,000 Forgive)	
	PRINCIPAL	INTEREST	PRINCIPAL	INTEREST
	FY 2023	\$ 443,000.00	\$ 162,065.45	\$ -
FY 2024	449,000.00	156,333.90	-	449,243.31
FY 2025	454,000.00	150,396.30	-	767,712.50
FY 2026	461,000.00	144,196.30	-	767,712.50
FY 2027	467,000.00	137,699.70	-	767,712.50
FY 2028	474,000.00	130,900.10	-	767,712.50
FY 2029	480,000.00	123,768.20	-	767,712.50
FY 2030	488,000.00	116,265.00	1,892,000.00	757,211.90
FY 2031	495,000.00	108,152.80	2,053,333.33	734,493.97
FY 2032	504,000.00	99,259.00	3,642,222.22	699,330.64
FY 2033	513,000.00	89,646.10	3,872,000.00	648,119.04
FY 2034	523,000.00	79,413.85	210,222.22	618,161.14
FY 2035	534,000.00	68,630.80	7,484,888.89	551,724.55
FY 2036	545,000.00	57,326.90	3,867,111.11	451,789.55
FY 2037	556,000.00	45,517.30	3,241,333.33	385,806.17
FY 2038	568,000.00	33,179.90	8,408,888.89	272,185.95
FY 2039	581,000.00	20,309.80	9,328,000.01	94,679.20
FY 2040	595,000.00	6,872.25		-
FY 2041				
FY 2042				
FY 2043				
FY 2044				
FY 2045				
FY 2046				
TOTAL	\$ 9,130,000.00	\$ 1,729,933.65	\$ 44,000,000.00	\$ 9,555,240.53
	\$10,859,933.65		\$53,555,240.53	

Narragansett Bay Commission
Open Market Debt Service Payment Schedule

	\$66M 2008 Series A Refunding		\$34.970M 2013 Series C		\$40.085M 2015 Series A		\$196.36 M 2020 Series A	
	PRINCIPAL	INTEREST	PRINCIPAL	INTEREST	PRINCIPAL	INTEREST	PRINCIPAL	INTEREST
FY 2023	\$ 1,000,000.00	\$ 1,281,598.50	\$ 1,915,000.00	\$ 295,375.00		\$ 128,600.00	\$ 2,410,000.00	\$ 4,446,070.70
FY 2024	2,500,000.00	1,241,523.50	2,785,000.00	177,875.00		128,600.00	2,445,000.00	4,411,018.30
FY 2025	3,500,000.00	1,172,823.50	2,165,000.00	54,125.00		128,600.00	2,485,000.00	4,374,814.08
FY 2026	4,700,000.00	1,078,933.50				128,600.00	7,440,000.00	4,296,805.46
FY 2027	4,200,000.00	977,028.50				128,600.00	9,370,000.00	4,154,753.66
FY 2028	4,200,000.00	880,848.50			3,215,000.00	128,600.00	7,940,000.00	3,998,109.46
FY 2029	4,200,000.00	784,668.50					11,470,000.00	3,811,473.26
FY 2030	5,000,000.00	679,328.50					11,710,000.00	3,579,161.66
FY 2031	5,000,000.00	564,828.50					11,935,000.00	3,334,526.01
FY 2032	5,000,000.00	450,328.50					12,190,000.00	3,076,451.76
FY 2033	5,700,000.00	327,813.50					11,395,000.00	2,814,345.56
FY 2034	5,700,000.00	197,283.50					15,050,000.00	2,508,968.16
FY 2035	5,765,000.00	66,009.25					9,610,000.00	2,217,069.96
FY 2036							10,915,000.00	1,967,084.96
FY 2037							11,900,000.00	1,681,244.16
FY 2038							6,950,000.00	1,438,692.16
FY 2039							7,150,000.00	1,243,225.41
FY 2040							7,360,000.00	1,031,597.06
FY 2041							7,575,000.00	813,770.08
FY 2042							7,805,000.00	589,452.78
FY 2043							8,035,000.00	358,426.38
FY 2044							8,270,000.00	120,617.95
FY 2045								
FY 2046								
TOTAL	\$ 56,465,000	\$ 9,703,016	\$ 6,865,000	\$ 527,375	\$ 3,215,000	\$ 771,600	\$ 191,410,000	\$ 56,267,679

**Narragansett Bay Commission
WIFIA Debt Service Payment Schedule**

	WIFIA 1 2020 Series B \$268.7M		WIFIA 2 2020 Series C \$190.6M		WIFIA 3 2022 Series A \$55M	
	<i>PRINCIPAL</i>	<i>INTEREST</i>	<i>PRINCIPAL</i>	<i>INTEREST</i>	<i>PRINCIPAL</i>	<i>INTEREST</i>
FY 2023	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
FY 2024	-	-	-	-	-	-
FY 2025	-	-	-	-	-	-
FY 2026	-	-	-	-	-	-
FY 2027	-	-	-	-	-	-
FY 2028	-	-	-	-	-	-
FY 2029	-	-	-	-	-	-
FY 2030	-	-	-	-	-	2,044,937.98
FY 2031	-	-	-	-	-	2,044,937.98
FY 2032	-	4,327,384.44	-	3,461,620.46	-	2,044,937.98
FY 2033	-	4,327,384.44	-	3,461,620.46	-	2,044,937.98
FY 2034	-	4,327,384.44	-	3,461,620.46	-	2,044,937.98
FY 2035	-	4,327,384.44	-	3,461,620.46	1,966,286.51	2,014,263.91
FY 2036	-	4,327,384.44	-	3,461,620.46	2,031,829.40	1,951,893.30
FY 2037	-	4,327,384.44	-	3,461,620.46	2,097,372.28	1,887,477.75
FY 2038	-	4,327,384.44	-	3,461,620.46	2,097,372.28	1,822,039.74
FY 2039	243,796.31	4,325,653.49	-	3,461,620.46	2,162,915.16	1,755,579.26
FY 2040	36,051,378.76	4,067,957.75	-	3,461,620.46	458,800.19	1,714,680.50
FY 2041	38,458,867.28	3,538,935.00	-	3,461,620.46	65,542.89	1,706,500.75
FY 2042	39,586,425.20	2,984,813.42	-	3,461,620.46	2,228,458.05	1,670,714.33
FY 2043	40,744,457.65	2,414,464.15	-	3,461,620.46	524,343.07	1,627,770.63
FY 2044	41,963,439.18	1,827,238.08	-	3,461,620.46	2,294,000.93	1,583,804.47
FY 2045	51,745,765.96	1,161,902.73	-	3,461,620.46	589,885.96	1,538,815.83
FY 2046	55,250,337.86	402,230.40	1,016,851.01	3,453,485.65	2,097,372.28	1,496,894.60
FY 2047	700,914.35	4,976.50	5,711,673.73	3,399,657.45	2,425,086.70	1,426,344.24
FY 2048	-	-	-	3,353,964.06	2,490,629.58	1,349,659.06
FY 2049	-	-	-	3,353,964.06	2,556,172.47	1,270,928.95
FY 2050	-	-	3,851,052.75	3,323,155.64	2,621,715.35	1,190,153.90
FY 2051	-	-	19,385,074.48	3,137,266.62	2,687,258.23	1,107,333.91
FY 2052	-	-	21,180,790.08	2,812,739.70	2,752,801.12	1,022,468.99
FY 2053	-	-	21,440,411.61	2,471,770.09	2,818,344.00	935,559.13
FY 2054	-	-	21,678,398.02	2,126,819.61	2,883,886.88	846,604.33
FY 2055	-	-	21,959,654.68	1,777,715.18	2,949,429.77	755,604.59
FY 2056	-	-	22,219,276.21	1,424,283.74	3,014,972.65	662,559.91
FY 2057	-	-	22,478,897.75	1,066,698.35	3,080,515.53	567,470.30
FY 2058	-	-	22,760,154.41	704,785.93	3,146,058.42	470,335.74
FY 2059	-	-	22,976,505.68	338,892.65	3,277,144.19	370,133.77
FY 2060	-	-	9,692,537.17	77,540.30	3,342,687.07	266,864.41
FY 2061	-	-	-	-	3,408,229.95	161,550.11
FY 2062	-	-	-	-	3,473,772.70	54,190.86
TOTAL	\$ 304,745,382.55	\$ 51,019,862.60	\$ 216,351,277.58	\$ 81,285,425.47	\$ 65,542,883.61	\$ 43,452,887.17

Section 5.9.A.5

**Narragansett Bay Commission
Long Term Debt**

Narragansett Bay Commission Clean Water Revenue Bonds, 2003 Series, issued on November 13, 2003 in the amount of \$40,000,000, at an interest rate of 1.849%, maturing September 1, 2024.

Narragansett Bay Commission Wastewater System Revenue Bonds, 2004 Series B, issued on December 30, 2004 in the amount of \$40,000,000, at an interest rate of 1.904%, maturing September 1, 2024.

Narragansett Bay Commission Wastewater System Revenue Bonds, 2005 Series B, issued on December 15, 2005 in the amount of \$30,000,000, at an interest rate of 1.897%, maturing September 1, 2025.

Narragansett Bay Commission Wastewater System Revenue Bonds, 2006 Series A, issued on December 21, 2006 in the amount of \$30,000,000, at an interest rate of 1.802%, maturing September 1, 2026.

Narragansett Bay Commission Wastewater System Revenue Bonds, 2007 Series B, issued on December 13, 2007 in the amount of \$25,000,000, at an interest rate of 2.029%, maturing September 1, 2028.

Narragansett Bay Commission Wastewater System Revenue Bonds, 2009 Series A, issued on October 6, 2009 in the amount \$55,000,000, at an interest rate of 1.377%, and maturing September 1, 2030, with principal forgiveness of \$8,302,114.

Narragansett Bay Commission Wastewater System Revenue Bonds, 2010 Series A, issued on February 12, 2010 in the amount of \$2,000,000, at an interest rate of 1.022%, and maturing September 1, 2029, with principal forgiveness of \$301,895.

Narragansett Bay Commission Wastewater System Revenue Bonds, 2010 Series B, issued on June 24, 2010 in the amount of \$20,000,000, at an interest rate of 3.163%, maturing September 1, 2030.

Narragansett Bay Commission Wastewater System Revenue Bonds, 2011 Series A, issued on March 29, 2011 in the amount of \$30,000,000, at an interest rate of 2.759%, and maturing September 1, 2031, with principal forgiveness of \$1,845,345.

Narragansett Bay Commission Wastewater System Revenue Bonds, 2012 Series A, issued on June 28, 2012 in the amount of \$25,750,000, at an interest rate of 2.588%, and maturing September 1, 2032, with principal forgiveness of \$354,202.

Narragansett Bay Commission Wastewater System Revenue Bonds, 2013 Series B, issued on June 6, 2013 in the amount \$25,000,000, at an interest rate of 2.592%, and maturing September 1, 2033, with principal forgiveness of \$80,966.

Narragansett Bay Commission Wastewater System Revenue Bonds, 2014 Series A, issued on March 6, 2014 in the amount \$45,000,000, at an interest rate of 2.967%, maturing September 1, 2034.

Narragansett Bay Commission Wastewater System Revenue Bonds, 2015 Series B, issued on July 30, 2015 in the amount of \$41,753,500, at an interest rate of 3.049%, and maturing September 1, 2044, with principal forgiveness of \$512,070.

Section 5.9.A.5

**Narragansett Bay Commission
Long Term Debt**

Narragansett Bay Commission Wastewater System Revenue Bonds, 2016 Series A, issued on June 2, 2016 in the amount of \$23,000,000, at an interest rate of 2.467%, maturing September 1, 2037.

Narragansett Bay Commission Wastewater System Revenue Bonds, 2019 Series A, issued on April 4, 2019 in the amount of \$35,000,000, at an interest rate of 2.300%, and maturing September 1, 2039, with principal forgiveness of \$1,000,000.

Narragansett Bay Commission Wastewater System Revenue Bonds, 2019 Series B, issued on April 4, 2019 in the amount of \$10,000,000, at an interest rate of 1.910%, maturing September 1, 2039.

Narragansett Bay Commission Wastewater System Revenue Bonds, 2021 Series A, issued on November 16, 2021 in the amount of \$45,000,000, at an interest rate of 1.803%, maturing September 1, 2038 with principal forgiveness of \$1,000,000.

Narragansett Bay Commission Wastewater System Revenue Refunding Bonds, 2008 Series A, at an interest rate of 2.290% issued on July 17, 2008 in the amount of \$56,465,000 and maturing September 1, 2034.

Narragansett Bay Commission Wastewater System Revenue Bonds, 2013 Series C, issued on December 12, 2013 in the amount of \$34,970,000, at an interest rate of 4.133%, maturing September 1, 2024 (plus unamortized premium at June 30, 2022 of \$195,225). Partially refunded in FY 2020.

Narragansett Bay Commission Wastewater System Refunding Revenue Bonds, 2015 Series A, issued on May 5, 2015 in the amount of \$40,085,000, at an interest rate of 3.798%, maturing February 1, 2028 (plus unamortized premium at June 30, 2022 of \$262,805). Partially refunded FY 2020.

Narragansett Bay Commission Wastewater System, Refunding Revenue Bonds (federally taxable) 2020 Series A, issued on March 19, 2020 in the amount of \$196,360,000 at an interest rate of 2.516% maturing on September 1, 2043.

Narragansett Bay Commission Wastewater System Revenue Bonds, 2020 Series B, taxable interest bonds originally issued on August 27, 2019 with a rate reset on October 26, 2020 in the amount of \$268,710,610 at a rate of 1.42% and maturing September 1, 2046.

Narragansett Bay Commission Wastewater System Revenue Bonds, 2020 Series C, taxable interest bonds issued on October 26, 2020 in the amount of \$190,633,824 at a rate of 1.6% and maturing September 1, 2059.

Narragansett Bay Commission Wastewater System Revenue Bonds, 2022 Series A, taxable compound interest bonds issued on July 25, 2022 in the amount of \$55,499,228 at a rate of 3.12% and maturing September 1, 2061.

- Comm. 2-2:** Please provide a current staff list (ex. 4890, PUC 1-1 salary tables) that includes:
- a. Name/ Title / Department (Office, in the field, union?)
 - b. Salary
 - c. Payment Step
 - d. Replacement / Replacement's Salary
 - e. Justification of increase or decrease of replacement salary adjustment
 - f. Upcoming retirements / cost of proposed replacements (new starting salaries, benefits, retirement payouts etc).

Response: See attachment COM 2-2a-c for response to a, b, and c.

- d. See Attachment COM 2-2d.
- e. There are many factors to consider for replacement salaries. Depending on the position, NBC would consider the grade of the position, applicant's experience, if the job description has been updated and the current job market.
- f. NBC has not been notified of any upcoming retirements.

Prepared by: Casandra Bennett

COM 1-2 a-c

Job Code	Name	Title	Department	Union	Grade	Step	Hourly Rate	Base Salary	Incentive	SSD	Total Salary
EX001	HORRIDGE LAURIE A	EXECUTIVE DIRECTOR	021-EXECUTIVE	NO	20			\$ 204,139.00		\$ -	\$ 204,139.00
EX002	MCCAUGHEY JAMES C	DEPUTY DIRECTOR	021-EXECUTIVE	NO	19			\$ 151,976.00		\$ -	\$ 151,976.00
EX003	MUSUMECI KAREN E	ADMINISTRATIVE COORDINATOR	021-EXECUTIVE	NO	7			\$ 76,609.07		\$ -	\$ 76,609.07
EX004	SAMONS JAMIE R	PUBLIC AFFAIRS MANAGER	021-EXECUTIVE	NO	10			\$ 104,121.91		\$ -	\$ 104,121.91
EX005	MORISSETTE CYNTHIA D.	ENVIRONMENTAL EDUCATION COORDINATOR	021-EXECUTIVE	NO	7			\$ 68,060.37		\$ -	\$ 68,060.37
EX006	CHESHER TALIA	PUBLIC AFFAIRS SPECIALIST	021-EXECUTIVE	NO	4			\$ 52,103.10		\$ -	\$ 52,103.10
EX010	BARNES DUANE E	INFORMATION SECURITY MANAGER	021-EXECUTIVE	NO	12			\$ 125,000.00		\$ -	\$ 125,000.00
EX012	SEVERINO MADLIN Y	ASSISTANT ADMINISTRATIVE COORDINATOR	021-EXECUTIVE	NO	5			\$ 56,500.00		\$ -	\$ 56,500.00
CG001	BERNIER RICHARD	DIRECTOR OF CONSTRUCTION AND ENGINEERING	022-CONSTRUCTION	NO	18			\$ 184,730.11		\$ -	\$ 184,730.11
CG002	WAUGH GREGORY	CONSTRUCTION MANAGER	022-CONSTRUCTION	NO	13A			\$ 156,873.90		\$ -	\$ 156,873.90
CG006	GIORGIANI LINDA M	CONSTRUCTION OFFICE COORDINATOR	022-CONSTRUCTION	NO	4A			\$ 66,529.59		\$ -	\$ 66,529.59
CG007	TIFT ERIC D	RESIDENT REPRESENTATIVE	022-CONSTRUCTION	NO	6A			\$ 80,500.64		\$ -	\$ 80,500.64
CG010	MEDINA JOSE M.	MECHANICAL INSPECTOR	022-CONSTRUCTION	NO	8A			\$ 88,550.82		\$ -	\$ 88,550.82
CG013	HOLLAND CHARLES R	RESIDENT REPRESENTATIVE	022-CONSTRUCTION	NO	6A			\$ 80,500.64		\$ -	\$ 80,500.64
CG015	BONN KAREN E.	ENGINEERING CONSTRUCTION COORDINATOR	022-CONSTRUCTION	NO	4			\$ 58,774.06		\$ -	\$ 58,774.06
CG017	DALMAZZI ANTHONY M	SENIOR RESIDENT REPRESENTATIVE	022-CONSTRUCTION	NO	8A			\$ 86,135.69		\$ -	\$ 86,135.69
CG018	MONIZ JOSEPH	SENIOR RESIDENT REPRESENTATIVE	022-CONSTRUCTION	NO	8A			\$ 86,135.69		\$ -	\$ 86,135.69
CG019	PAULINO MIGUEL A	RESIDENT REPRESENTATIVE	022-CONSTRUCTION	NO	6A			\$ 69,827.61		\$ -	\$ 69,827.61
CG020	LAGESSE GERALD L	CLERK OF THE WORKS	022-CONSTRUCTION	NO	12A			\$ 138,375.00		\$ -	\$ 138,375.00
HR002	MARANDOLA CRYSTINE E	SENIOR HUMAN RESOURCES REPRESENTATIVE	023-HR	NO	8			\$ 81,500.00		\$ -	\$ 81,500.00
HR004	PETIT KRISTEN A	HUMAN RESOURCES CLERK	023-HR	YES	GRADE U4	12	\$ 28.63	\$ 52,106.60	\$ -	\$ -	\$ 52,106.60
HR005	YIDIARIS PETER	HUMAN RESOURCES TRAINING FACILITATOR	023-HR	NO	9			\$ 75,000.00		\$ -	\$ 75,000.00
HR007	MCLAUGHLIN BELINDA A	LABOR RELATIONS REPRESENTATIVE	023-HR	NO	9			\$ 80,135.92		\$ -	\$ 80,135.92
HR008	BENNETT CASANDRA	HUMAN RESOURCES MANAGER	023-HR	NO	11			\$ 106,312.50		\$ -	\$ 106,312.50
HR009	COPPIE CRYSTAL M	HR TRAINING COORDINATOR	023-HR	NO	6			\$ 50,000.00		\$ -	\$ 50,000.00
LE001	LONGVAL KALLIE	LEGAL COUNSEL	024-LEGAL	NO	10			\$ 70,000.00		\$ -	\$ 70,000.00
LE003	IAlongo HOLLY R	CHIEF LEGAL COUNSEL	024-LEGAL	NO	12			\$ 125,000.00		\$ -	\$ 125,000.00
LE004	DASILVA NICHOLAS A	LEGAL COUNSEL	024-LEGAL	NO	10			\$ 75,000.00		\$ -	\$ 75,000.00
LE005	HAZARD LINDSEY	GENERAL COUNSEL ASSISTANT	024-LEGAL	NO	5			\$ 43,352.00		\$ -	\$ 43,352.00
LE007	PETTERUTO ASHLEY C	COLLECTIONS PARALEGAL	024-LEGAL	NO	5			\$ 52,000.00		\$ -	\$ 52,000.00
LE008	GALEGO JENNIFER J	GENERAL COUNSEL AND LEGISLATIVE LIAISON	024-LEGAL	NO	15			\$ 140,000.00		\$ -	\$ 140,000.00
LE009	JEAN LAURIE A	LEGAL ADMINISTRATIVE ASSISTANT	024-LEGAL	NO	4			\$ 45,000.00		\$ -	\$ 45,000.00
EC001	SORKIN EUGENE M	PRINCIPAL FACILITY ENGINEER	025-ENGINEERING	NO	11A			\$ 95,932.66		\$ -	\$ 95,932.66
EC002	BOWEN DAVID C	ENGINEERING MANAGER	025-ENGINEERING	NO	13A			\$ 156,873.90		\$ -	\$ 156,873.90
EC003	BAGLINI ROBERT MICHAEL	PRINCIPAL ENVIRONMENTAL ENGINEER	025-ENGINEERING	NO	11A			\$ 96,947.72		\$ -	\$ 96,947.72
EC004	SPELLMAN JR CHARLES	ENVIRONMENTAL ENGINEER	025-ENGINEERING	NO	8			\$ 80,000.00		\$ -	\$ 80,000.00
EC005	ROBERTS JR IZIHAR T	ENVIRONMENTAL ENGINEER	025-ENGINEERING	NO	8			\$ 65,069.97		\$ -	\$ 65,069.97
EC007	KELLY KATHRYN	CSO PROGRAM MANAGER	025-ENGINEERING	NO	11			\$ 101,795.91		\$ -	\$ 101,795.91
EC008	MEDINA JEREMY D	FACILITIES ENGINEER	025-ENGINEERING	NO	8A			\$ 67,158.79		\$ -	\$ 67,158.79
EC009	CIOLFI PAMELA M	FISCAL COORDINATOR	025-ENGINEERING	NO	5			\$ 64,651.59		\$ -	\$ 64,651.59
EC010	DICICCO ANDREA	FACILITIES MANAGEMENT ADMINISTRATOR	025-ENGINEERING	NO	3			\$ 47,989.20		\$ -	\$ 47,989.20
EC011	CARUOLO MICHAEL J	PRINCIPAL ENVIRONMENTAL ENGINEER	025-ENGINEERING	NO	11			\$ 91,125.00		\$ -	\$ 91,125.00
EC014	MOTTA JOHN E	ENGINEERING TECHNICAL SPECIALIST	025-ENGINEERING	NO	11			\$ 104,121.91		\$ -	\$ 104,121.91
FI001	GIEBINK KAREN L	CHIEF FINANCIAL OFFICER	031-FINANCE	NO	18			\$ 197,200.85		\$ -	\$ 197,200.85
FI012	MEASHAW PARKER	FINANCIAL ANALYST	031-FINANCE	NO	6			\$ 63,000.00		\$ -	\$ 63,000.00
FI013	COOK MICHAEL T	PRINCIPAL FINANCIAL ANALYST	031-FINANCE	NO	10			\$ 87,264.30		\$ -	\$ 87,264.30
FI015	CHABOT AMY D	FINANCE ADMINISTRATOR	031-FINANCE	NO	6			\$ 65,000.00		\$ -	\$ 65,000.00
FI016	BRYER KELSIE M	PROGRAM ADMINISTRATOR	031-FINANCE	NO	6			\$ 55,000.00		\$ -	\$ 55,000.00
FI017	ASELS MICHELLE K	SENIOR BUDGET ANALYST	031-FINANCE	NO	8			\$ 74,000.00		\$ -	\$ 74,000.00
FI019	DEGNAN GAIL	REVENUE ANALYST	031-FINANCE	NO	8			\$ 82,800.00		\$ -	\$ 82,800.00
FI020	DE LEON SEVERINO KRISTINE	FINANCIAL ANALYST	031-FINANCE	NO	6			\$ 52,000.00		\$ -	\$ 52,000.00
AC002	GROSSI MICHELLE L	SENIOR FISCAL CLERK	032-ACCOUNTING	YES	GRADE U6	12	\$ 34.49	\$ 62,771.80	\$ -	\$ -	\$ 62,771.80
AC004	RINALDI - PATTERSON RENEE	PAYROLL SUPERVISOR	032-ACCOUNTING	NO	7			\$ 72,121.05		\$ -	\$ 72,121.05
AC005	TAVERAS KARINA	ASSISTANT PAYROLL SUPERVISOR	032-ACCOUNTING	NO	5			\$ 54,000.00		\$ -	\$ 54,000.00
AC006	PESCARINO CHERYL A	CAPITAL PRINCIPAL ACCOUNTANT	032-ACCOUNTING	NO	8			\$ 78,227.92		\$ -	\$ 78,227.92
AC007	SHAH VIKRAM S	PRINCIPAL ACCOUNTANT	032-ACCOUNTING	NO	8			\$ 75,645.00		\$ -	\$ 75,645.00
AC008	CASTILLO AREIL	SENIOR ACCOUNTANT	032-ACCOUNTING	NO	6			\$ 70,000.00		\$ -	\$ 70,000.00
AC010	NAZARIO ROSA	ACCOUNTING ASSISTANT	032-ACCOUNTING	NO	5			\$ 55,000.00		\$ -	\$ 55,000.00
AC015	STOECKEL BRUCE ROBERT	ASSISTANT CONTROLLER	032-ACCOUNTING	NO	9			\$ 85,000.00		\$ -	\$ 85,000.00
AC016	NATALE ARLENE D (DEE)	ACCOUNTING ASSISTANT	032-ACCOUNTING	NO	5			\$ 60,000.00		\$ -	\$ 60,000.00

AC017	FOSTER LEAH E	CONTROLLER	032-ACCOUNTING	NO	12			\$ 123,000.00		\$ -	\$ 123,000.00
IT001	MCLEAN BRENDON	IT MANAGER	033-IT	NO	12			\$ 127,176.35		\$ -	\$ 127,176.35
IT004	GALEGO JASON M	SENIOR SYSTEMS ADMINISTRATOR	033-IT	NO	10			\$ 97,540.05		\$ -	\$ 97,540.05
IT005	GOLDEN JAMES	SENIOR APPLICATIONS SYSTEM SUPERVISOR	033-IT	NO	10			\$ 104,121.91		\$ -	\$ 104,121.91
IT007	COOPER CHRISTINE	SYSTEMS ADMINISTRATOR/HELPDESK SUPERVISOR	033-IT	NO	10			\$ 89,563.15		\$ -	\$ 89,563.15
IT008	MORALES ISRAEL	SENIOR DATABASE AND LINUX ADMINISTRATOR	033-IT	NO	10			\$ 104,121.91		\$ -	\$ 104,121.91
IT010	WENSKOWICZ IAN P	APPLICATIONS SYSTEM ADMINISTRATOR	033-IT	NO	7			\$ 49,486.72		\$ -	\$ 49,486.72
IT012	MOTTA III JOHN	SYSTEMS DESIGN PROGRAMMER	033-IT	NO	8			\$ 55,115.83		\$ -	\$ 55,115.83
IT013	DECESARE CHRISTOPHER J	HELPDESK TECHNICIAN II	033-IT	NO	9			\$ 75,000.00		\$ -	\$ 75,000.00
IT014	BARBER DANIEL	SENIOR .NET DEVELOPER	033-IT	NO	10			\$ 97,375.00		\$ -	\$ 97,375.00
IT015	ASHTON JOEL	HELPDESK 1	033-IT	NO	7			\$ 53,975.86		\$ -	\$ 53,975.86
IT016	HIGGINS ANNE MARIE	CREATIVE ADMINISTRATIVE ASSISTANT	033-IT	NO	4			\$ 49,379.38		\$ -	\$ 49,379.38
IT017	TASHDIJIAN RAFFI	FACILITIES SYSTEMS ADMINISTRATOR	033-IT	NO	10			\$ 73,543.75		\$ -	\$ 73,543.75
IT020	QUINONES MARCOS A	CONTROL SYSTEMS ADMINISTRATOR	033-IT	NO	10			\$ 85,000.00		\$ -	\$ 85,000.00
IT021	HOUGHTON KERRI	CONTROL SYSTEMS ASSOCIATE	033-IT	NO	7			\$ 65,000.00		\$ -	\$ 65,000.00
IT022	LOREDO ERIKA	CONTROL SYSTEMS ASSOCIATE	033-IT	NO	7			\$ 60,000.00		\$ -	\$ 60,000.00
CS001	MURPHY MICHAEL J.	CUSTOMER CARE MANAGER	034-CUSTOMER SERVICE	NO	10			\$ 90,000.00		\$ -	\$ 90,000.00
CS003	MAZZA DANIEL	CUSTOMER RESEARCH SUPERVISOR	034-CUSTOMER SERVICE	NO	7			\$ 61,525.99		\$ -	\$ 61,525.99
CS005	ISOM JERILYN	ASSISTANT FISCAL SERVICES SUPERVISOR	034-CUSTOMER SERVICE	NO	6			\$ 56,448.21		\$ -	\$ 56,448.21
CS006	PORRECA CARISSA	CUSTOMER CARE SUPERVISOR	034-CUSTOMER SERVICE	NO	8			\$ 67,000.00		\$ -	\$ 67,000.00
CS008	DIAZ CAROLINA	FISCAL SERVICES SUPERVISOR	034-CUSTOMER SERVICE	NO	7			\$ 65,000.00		\$ -	\$ 65,000.00
CS009	LETIZIA PETER C	FIELD INVESTIGATOR	034-CUSTOMER SERVICE	YES	GRADE U4	11	\$ 28.06	\$ 51,069.20	\$ -	\$ -	\$ 51,069.20
CS011	MITCHELL DANIEL M	FIELD INVESTIGATOR	034-CUSTOMER SERVICE	YES	GRADE U4	11	\$ 28.06	\$ 51,069.20	\$ -	\$ -	\$ 51,069.20
CS013	JORDAN PAOLA	CUSTOMER CARE REPRESENTATIVE	034-CUSTOMER SERVICE	YES	GRADE U4	1	\$ 22.57	\$ 41,077.40	\$ -	\$ -	\$ 41,077.40
CS014	VALENTI ROBIN	CUSTOMER CARE REPRESENTATIVE	034-CUSTOMER SERVICE	YES	GRADE U4	3	\$ 23.66	\$ 43,061.20	\$ -	\$ -	\$ 43,061.20
CS016	DEL ROSSI ELAINE A	CUSTOMER CARE REPRESENTATIVE	034-CUSTOMER SERVICE	YES	GRADE U4	12	\$ 28.63	\$ 52,106.60	\$ -	\$ -	\$ 52,106.60
CS021	HENAO YHOJANA	FISCAL SERVICES ANALYST	034-CUSTOMER SERVICE	NO	5			\$ 52,500.00		\$ -	\$ 52,500.00
CS022	LAMA GISELLE	FISCAL CLERK - CUSTOMER CARE	034-CUSTOMER SERVICE	YES	GRADE U4	1	\$ 22.57	\$ 41,077.40	\$ -	\$ -	\$ 41,077.40
CS026	FARRELL ALEXANDRA	CUSTOMER CARE REPRESENTATIVE - FISCAL CLERK	034-CUSTOMER SERVICE	YES	GRADE U5	1	\$ 24.56	\$ 44,699.20	\$ -	\$ -	\$ 44,699.20
CS028	IANIERO LAURIE	COLLECTIONS ANALYST	034-CUSTOMER SERVICE	NO	5			\$ 50,650.60		\$ -	\$ 50,650.60
CS030	CHILD ERIN LYNN	ASSISTANT BILLING SUPERVISOR	034-CUSTOMER SERVICE	NO	6			\$ 54,976.90		\$ -	\$ 54,976.90
CS031	GANNON GARY M.	ASST. CUSTOMER CARE RESEARCH SUPERVISOR	034-CUSTOMER SERVICE	NO	6			\$ 60,469.88		\$ -	\$ 60,469.88
CS032	BESSETTE KAYLA	ASSISTANT CUSTOMER CARE SUPERVISOR	034-CUSTOMER SERVICE	NO	7			\$ 55,000.00		\$ -	\$ 55,000.00
CS033	LARIOS MIRIAM	CUSTOMER CARE SUPPORT SPECIALIST	034-CUSTOMER SERVICE	NO	6			\$ 51,480.63		\$ -	\$ 51,480.63
CS035	CALORE AMANDA	CUSTOMER CARE ACCOUNT SPECIALIST	034-CUSTOMER SERVICE	NO	7			\$ 64,562.19		\$ -	\$ 64,562.19
CS036	MUSUMECI LIVIA N	CUSTOMER CARE SPECIAL PROJECTS COORDINATOR	034-CUSTOMER SERVICE	NO	6			\$ 70,395.23		\$ -	\$ 70,395.23
CS037	DUQUE STEVE	SENIOR BILLING ANALYST	034-CUSTOMER SERVICE	NO	6			\$ 58,425.00		\$ -	\$ 58,425.00
CS038	PEMBERTY JORGE	ASSISTANT CUSTOMER CARE MANAGER	034-CUSTOMER SERVICE	NO	9			\$ 81,000.00		\$ -	\$ 81,000.00
CS039	MENDILLO ANDREW	BILLING SUPERVISOR	034-CUSTOMER SERVICE	NO	7			\$ 70,157.50		\$ -	\$ 70,157.50
CS041	AMARAL VERONICA	BILLING ANALYST	034-CUSTOMER SERVICE	NO	5			\$ 52,500.00		\$ -	\$ 52,500.00
PU001	PETTERUTI EMILIA (EMILY)	PURCHASING MANAGER	036-PURCHASING	NO	10			\$ 95,000.00		\$ -	\$ 95,000.00
PU002	PEZZULLO JAE	ASSISTANT PURCHASING MANAGER	036-PURCHASING	NO	8			\$ 70,000.00		\$ -	\$ 70,000.00
PU009	PINILLA PATRICIA J	PURCHASING COORDINATOR	036-PURCHASING	NO	7			\$ 65,000.00		\$ -	\$ 65,000.00
IM001	DIORIO ANTHONY P	IM MANAGER	043-IM	NO	10			\$ 88,593.75		\$ -	\$ 88,593.75
IM002	DRACOULES CHRISTOPHER J	ASST. IM MANAGER	043-IM	NO	9			\$ 70,000.00		\$ -	\$ 70,000.00
IM012	SMITH MICHAEL J	IM OPERATOR II	043-IM	YES	GRADE U3	3	\$ 21.72	\$ 45,177.60	\$ -	\$ -	\$ 45,177.60
IM014	ANDUJAR JUAN P	IM OPERATOR II	043-IM	YES	GRADE U3	10	\$ 25.28	\$ 52,582.40	\$ -	\$ -	\$ 52,582.40
IM015	MORAN CHRIS W	IM OPERATOR II	043-IM	YES	GRADE U3	12	\$ 26.28	\$ 54,662.40	\$ -	\$ -	\$ 54,662.40
IM019	PALMA JOSEPH	IM OPERATOR II	043-IM	YES	GRADE U3	1	\$ 20.72	\$ 43,097.60	\$ -	\$ -	\$ 43,097.60
IM020	PORTER RYAN W	IM OPERATOR II	043-IM	YES	GRADE U3	1	\$ 20.72	\$ 43,097.60	\$ -	\$ -	\$ 43,097.60
IM029	DUTRA ROBERT A	IM OPERATOR IV	043-IM	YES	GRADE U6	10	\$ 32.97	\$ 68,577.60	\$ -	\$ -	\$ 68,577.60
IM030	JAREST MAURICE J.	IM OPERATOR III	043-IM	YES	GRADE U4	12	\$ 28.63	\$ 59,550.40	\$ -	\$ -	\$ 59,550.40
IM031	GLATER OLEG	INSTRUMENTATION ENGINEER	043-IM	NO	9A			\$ 73,895.04		\$ -	\$ 73,895.04
IM032	SANDERS PEDRO	IM SUPERVISOR	043-IM	NO	5A			\$ 53,000.00		\$ -	\$ 53,000.00
IM033	BLAIS BRIAN	IM SUPERVISOR	043-IM	NO	5A			\$ 55,306.61		\$ -	\$ 55,306.61
IM034	KLEBAUSKAS NICOLE M	TECHNICAL ASSISTANT	043-IM	NO	4			\$ 50,837.30		\$ -	\$ 50,837.30
IM037	CHIELLINI PATRICIA A	ASSET MANAGEMENT SPECIALIST	043-IM	NO	6			\$ 62,617.25		\$ -	\$ 62,617.25
IM038	FABRIZIO TRICIA C	IM CLERK	043-IM	YES	GRADE U4	12	\$ 28.63	\$ 52,106.60	\$ -	\$ -	\$ 52,106.60
IM040	CACCIARELLI ANTHONY E	IM SENIOR INSPECTOR	043-IM	NO	5A			\$ 60,782.50		\$ -	\$ 60,782.50
EN001	GOULET MARGARET M	DIRECTOR OF OPERATIONS & MAINTENANCE	044-OPERATIONS AND MAINTENANCE SERVICES	NO	18			\$ 153,130.05		\$ -	\$ 153,130.05
EN015	RODRIGUES FRANK	ASSET MANAGEMENT ADMINISTRATOR	044-OPERATIONS AND MAINTENANCE SERVICES	NO	6A			\$ 73,800.00		\$ -	\$ 73,800.00
EN019	DESROSIERES PAUL A	TECHNICAL ADVISOR FOR OPERATIONS	044-OPERATIONS AND MAINTENANCE SERVICES	NO	13			\$ 131,025.81		\$ -	\$ 131,025.81

EN020	DEAN ROSS MICHAEL	PLANNING MANAGER	044-OPERATIONS AND MAINTENANCE SERVICES	NO	10			\$ 72,100.00		\$ -	\$ 72,100.00
EN022	COFONE GINA L	PERMITS COORDINATOR	044-OPERATIONS AND MAINTENANCE SERVICES	NO	5			\$ 50,000.00		\$ -	\$ 50,000.00
EN023	ZUBA JOHN	PERMITS COORDINATOR	044-OPERATIONS AND MAINTENANCE SERVICES	NO	5			\$ 50,000.00		\$ -	\$ 50,000.00
FP001	BOIROS NATHAN	OPERATIONS MANAGER FP	046-FIELDS POINT	NO	11A			\$ 100,450.00		\$ -	\$ 100,450.00
FP002	BOGOSIAN ERIC M	ASST. OPERATIONS MANAGER	046-FIELDS POINT	NO	9A			\$ 87,125.00		\$ -	\$ 87,125.00
FP003	LEIVA ESTHER I	FP CLERK	046-FIELDS POINT	YES	GRADE U4	2	\$ 23.12	\$ 42,078.40	\$ -	\$ -	\$ 42,078.40
FP005	RONCONE TIZIANO	O AND M TECHNICIAN	046-FIELDS POINT	NO	3A			\$ 47,000.00		\$ -	\$ 47,000.00
FP008	CAPARELLI JR. SALVATORE D	O AND M COORDINATOR	046-FIELDS POINT	NO	5A			\$ 64,436.81		\$ -	\$ 64,436.81
FP009	STARNINO MICHAEL A	OPERATIONS SUPERVISOR	046-FIELDS POINT	NO	7A			\$ 71,760.00	\$ 4,160.00		\$ 75,920.00
FP010	CARROCCIO NIKOLAS	OPERATIONS SUPERVISOR	046-FIELDS POINT	NO	7A			\$ 70,000.00		\$ -	\$ 70,000.00
FP011	TRENHOLM JASON	OPERATIONS SUPERVISOR	046-FIELDS POINT	NO	7A			\$ 71,750.00		\$ -	\$ 71,750.00
FP012	FASCITELLI JOHN A	OPERATIONS SUPPORT SUPERVISOR	046-FIELDS POINT	NO	7A			\$ 88,000.00		\$ -	\$ 88,000.00
FP013	FRAIOLI DAVID CARMINE	MAINTENANCE SUPERVISOR	046-FIELDS POINT	NO	6A			\$ 72,500.00		\$ -	\$ 72,500.00
FP015	IASIMONE ANDREW TYLER	OPERATIONS SUPERVISOR	046-FIELDS POINT	NO	7A			\$ 71,760.00	\$ 4,160.00		\$ 75,920.00
FP017	CELONA JR. JOSEPH J.	PROCESS MONITOR	046-FIELDS POINT	YES	GRADE U6	12	\$ 34.49	\$ 71,739.20	\$ -	\$ -	\$ 71,739.20
FP020	MCGINN BRIAN J	PROCESS MONITOR	046-FIELDS POINT	YES	GRADE U6	3	\$ 27.77	\$ 57,761.60	\$ -	\$ 4,160.00	\$ 61,921.60
FP021	MELLO RICHARD L	PROCESS MONITOR	046-FIELDS POINT	YES	GRADE U6	12	\$ 34.49	\$ 71,739.20	\$ -	\$ -	\$ 71,739.20
FP022	COTE STEPHEN	SENIOR PROCESS MONITOR	046-FIELDS POINT	YES	GRADE U7	12	\$ 37.53	\$ 78,062.40	\$ -	\$ -	\$ 78,062.40
FP023	DOLAN GEORGE	PROCESS MONITOR	046-FIELDS POINT	YES	GRADE U6	12	\$ 34.49	\$ 71,739.20	\$ -	\$ -	\$ 71,739.20
FP024	OKEEFE SEAN	PROCESS MONITOR	046-FIELDS POINT	YES	GRADE U6	6	\$ 30.00	\$ 62,400.00	\$ -	\$ 4,160.00	\$ 66,560.00
FP025	COLSON JOHN M	OPERATOR II	046-FIELDS POINT	YES	GRADE U4	8	\$ 26.41	\$ 54,932.80	\$ -	\$ -	\$ 54,932.80
FP026	MILLER DAVID R	OPERATOR I	046-FIELDS POINT	YES	GRADE U3	1	\$ 20.72	\$ 43,097.60	\$ -	\$ 4,160.00	\$ 47,257.60
FP027	HECTOR BROCI	FP OPERATOR / HEO	046-FIELDS POINT	YES	GRADE U5	8	\$ 28.74	\$ 59,779.20	\$ -	\$ -	\$ 59,779.20
FP030	JOHNSON STILES	OPERATOR I	046-FIELDS POINT	YES	GRADE U3	2	\$ 21.23	\$ 44,158.40	\$ -	\$ 4,160.00	\$ 48,318.40
FP032	HARRIS JEROME R	OPERATOR I	046-FIELDS POINT	YES	GRADE U3	1	\$ 20.72	\$ 43,097.60	\$ -	\$ 4,160.00	\$ 47,257.60
FP035	CAPRON ROBERT T	OPERATOR II	046-FIELDS POINT	YES	GRADE U4	1	\$ 22.57	\$ 46,945.60	\$ -	\$ 4,160.00	\$ 51,105.60
FP038	VIEIRA GABRIEL	E AND I TECHNICIAN	046-FIELDS POINT	YES	GRADE U5	11	\$ 30.56	\$ 63,564.80	\$ -	\$ -	\$ 63,564.80
FP043	MONTIJO JR AUSBERTO	OPERATOR I	046-FIELDS POINT	YES	GRADE U3	12	\$ 26.28	\$ 54,662.40	\$ -	\$ -	\$ 54,662.40
FP045	GOODINSON JR. RONALD P	MAINTENANCE MANAGER	046-FIELDS POINT	NO	9A			\$ 80,963.79		\$ -	\$ 80,963.79
FP046	BARLOW DANIEL V	INVENTORY CONTROL CLERK	046-FIELDS POINT	YES	GRADE U4	9	\$ 26.97	\$ 56,097.60	\$ -	\$ -	\$ 56,097.60
FP047	DEVITT JOSEPH W	INVENTORY CONTROL CLERK	046-FIELDS POINT	YES	GRADE U4	6	\$ 25.32	\$ 52,665.60	\$ -	\$ -	\$ 52,665.60
FP049	SCHUPP JOHN D	MECHANIC II	046-FIELDS POINT	YES	GRADE U6	12	\$ 34.49	\$ 71,739.20	\$ -	\$ -	\$ 71,739.20
FP050	RODOLEWICZ JR. NORMAN D	MECHANIC II	046-FIELDS POINT	YES	GRADE U6	12	\$ 34.49	\$ 71,739.20	\$ -	\$ -	\$ 71,739.20
FP051	ELLINWOOD NORMAN K	MECHANIC II	046-FIELDS POINT	YES	GRADE U6	6	\$ 30.00	\$ 62,400.00	\$ -	\$ -	\$ 62,400.00
FP054	MALOUIN JOSEPH D	MECHANIC I	046-FIELDS POINT	YES	GRADE U5	1	\$ 24.56	\$ 51,084.80	\$ -	\$ -	\$ 51,084.80
FP056	HOPPMAN RICHARD	MECHANIC I	046-FIELDS POINT	YES	GRADE U5	1	\$ 24.56	\$ 51,084.80	\$ -	\$ -	\$ 51,084.80
FP057	LUBO LUIS C	MECHANIC I	046-FIELDS POINT	YES	GRADE U5	11	\$ 30.56	\$ 63,564.80	\$ -	\$ -	\$ 63,564.80
FP058	CEASRINE MICHAEL	FLEET MECHANIC	046-FIELDS POINT	YES	GRADE U5	9	\$ 29.37	\$ 61,089.60	\$ -	\$ -	\$ 61,089.60
FP059	RUGGIERO GARY M	SENIOR E&I TECHNICIAN	046-FIELDS POINT	YES	GRADE U7	12	\$ 37.53	\$ 78,062.40	\$ -	\$ -	\$ 78,062.40
FP065	HERNANDEZ MICHAEL J	MECHANIC I	046-FIELDS POINT	YES	GRADE U5	5	\$ 26.97	\$ 56,097.60	\$ -	\$ -	\$ 56,097.60
FP066	ZILLICH TROY	MECHANIC II	046-FIELDS POINT	YES	GRADE U6	1	\$ 26.28	\$ 54,662.40	\$ -	\$ -	\$ 54,662.40
FP069	TAYLOR MARK D	MECHANIC II	046-FIELDS POINT	YES	GRADE U6	9	\$ 32.24	\$ 67,059.20	\$ -	\$ -	\$ 67,059.20
FP070	LALLI BRIAN D	E AND I TECHNICIAN	046-FIELDS POINT	YES	GRADE U5	12	\$ 31.19	\$ 64,875.20	\$ -	\$ -	\$ 64,875.20
FP073	YATTAW NIGEL S	MAINTENANCE SUPERVISOR	046-FIELDS POINT	NO	6A			\$ 70,000.00		\$ -	\$ 70,000.00
FP074	WALSH LIAM P	PROCESS MONITOR	046-FIELDS POINT	YES	GRADE U6	1	\$ 26.28	\$ 54,662.40	\$ -	\$ 4,160.00	\$ 58,822.40
FP076	CAVANAGH JOHN	PROCESS MONITOR	046-FIELDS POINT	YES	GRADE U6	1	\$ 26.28	\$ 54,662.40	\$ -	\$ 4,160.00	\$ 58,822.40
FP078	GREEN BRANNON	PROCESS MONITOR	046-FIELDS POINT	YES	GRADE U6	1	\$ 26.28	\$ 54,662.40	\$ -	\$ 4,160.00	\$ 58,822.40
FP128	MARFEO ANTHONY S	OPERATOR I	046-FIELDS POINT	YES	GRADE U3	1	\$ 20.72	\$ 43,097.60	\$ -	\$ 4,160.00	\$ 47,257.60
FP540	ALVARADO JAIDEN M	OPERATOR I	046-FIELDS POINT	YES	GRADE U3	1	\$ 20.72	\$ 43,097.60	\$ -	\$ 4,160.00	\$ 47,257.60
BP001	PARISEAULT MARC A	OPERATIONS MANAGER BP	047-BUCKLIN POINT	NO	11A			\$ 108,624.03		\$ -	\$ 108,624.03
BP005	DOLAN WILLIAM C	PROCESS MONITOR	047-BUCKLIN POINT	YES	GRADE U7	10	\$ 35.92	\$ 74,713.60	\$ -	\$ -	\$ 74,713.60
BP007	MIDGLEY EDWARD M	PROCESS MONITOR	047-BUCKLIN POINT	YES	GRADE U6	7	\$ 30.74	\$ 63,939.20	\$ -	\$ -	\$ 63,939.20
BP008	PAOLO COLE	PROCESS MONITOR	047-BUCKLIN POINT	YES	GRADE U6	1	\$ 26.28	\$ 54,662.40	\$ -	\$ 4,160.00	\$ 58,822.40
BP009	CHRISTENSEN ROBIN L.	PROCESS MONITOR	047-BUCKLIN POINT	YES	GRADE U6	12	\$ 34.49	\$ 71,739.20	\$ -	\$ 4,160.00	\$ 75,899.20
BP011	GOMEZ JESSE P	OPERATOR II	047-BUCKLIN POINT	YES	GRADE U4	8	\$ 26.41	\$ 54,932.80	\$ -	\$ -	\$ 54,932.80
BP013	WATSON CHRISTOPHER	OPERATOR I	047-BUCKLIN POINT	YES	GRADE U3	1	\$ 20.72	\$ 43,097.60	\$ -	\$ 4,160.00	\$ 47,257.60
BP017	TAVONE ROBERT	OPERATOR I	047-BUCKLIN POINT	YES	GRADE U3	8	\$ 24.25	\$ 50,440.00	\$ -	\$ 4,160.00	\$ 54,600.00
BP021	DUFRESNE JOHN C	HEAVY EQUIPMENT OPERATOR (BP)	047-BUCKLIN POINT	YES	GRADE U4	12	\$ 28.63	\$ 59,550.40	\$ -	\$ -	\$ 59,550.40
BP023	SOUSA DAVID T	MAINT. PLANNER/SCHEDULER (BP)	047-BUCKLIN POINT	YES	GRADE U6	12	\$ 34.49	\$ 71,739.20	\$ -	\$ -	\$ 71,739.20
BP024	BEAUDETTE GUY	MECHANIC I	047-BUCKLIN POINT	YES	GRADE U5	3	\$ 25.76	\$ 53,580.80	\$ -	\$ -	\$ 53,580.80
BP025	REILLY MICHAEL J	OPERATOR I	047-BUCKLIN POINT	YES	GRADE U3	12	\$ 26.28	\$ 54,662.40	\$ -	\$ -	\$ 54,662.40
BP029	DIRUZZO STEVEN	MECHANIC I	047-BUCKLIN POINT	YES	GRADE U5	7	\$ 28.15	\$ 58,552.00	\$ -	\$ -	\$ 58,552.00

BP030	PADILLA GUSTAVO L	E AND I TECHNICIAN	047-BUCKLIN POINT	YES	GRADE U5	10	\$ 29.94	\$ 62,275.20	\$ -	\$ -	\$ 62,275.20
BP033	WEISMAN DAVID T	INVENTORY CONTROL CLERK	047-BUCKLIN POINT	YES	GRADE U4	9	\$ 26.97	\$ 56,097.60	\$ -	\$ -	\$ 56,097.60
BP034	ARLAN MICHAEL J	MECHANIC II	047-BUCKLIN POINT	YES	GRADE U6	12	\$ 34.49	\$ 71,739.20	\$ -	\$ -	\$ 71,739.20
BP035	HENSHAW TIMOTHY F	MECHANIC II	047-BUCKLIN POINT	YES	GRADE U6	9	\$ 32.24	\$ 67,059.20	\$ -	\$ -	\$ 67,059.20
BP037	FONTES DOMINGOS M	OPERATOR II	047-BUCKLIN POINT	YES	GRADE U4	2	\$ 23.12	\$ 48,089.60	\$ -	\$ 4,160.00	\$ 52,249.60
BP039	ISAZA JONATHAN	ASST. MAINT. PLANNER/SCHEDULER (BP)	047-BUCKLIN POINT	YES	GRADE U4	12	\$ 28.63	\$ 59,550.40	\$ -	\$ -	\$ 59,550.40
BP040	HARWOOD JR BERNARD J	ASST. E&I TECHNICIAN	047-BUCKLIN POINT	YES	GRADE U4	3	\$ 23.66	\$ 49,212.80	\$ -	\$ -	\$ 49,212.80
BP041	HARRINGTON JR TERENCE A (TJ)	ASSISTANT OPERATIONS MANAGER - BP	047-BUCKLIN POINT	NO	9A			\$ 87,125.00	\$ -	\$ -	\$ 87,125.00
BP042	BROUILLARD DAVID E	MAINTENANCE MANAGER - BP	047-BUCKLIN POINT	NO	9A			\$ 95,625.83	\$ -	\$ -	\$ 95,625.83
BP043	MEDEIROS GENE	OPERATIONS SUPERVISOR - BP	047-BUCKLIN POINT	NO	7A			\$ 71,760.00	\$ 4,160.00	\$ -	\$ 75,920.00
BP044	KOEHLER CLIFFORD L	OPERATIONS SUPERVISOR - BP	047-BUCKLIN POINT	NO	7A			\$ 76,875.00	\$ -	\$ -	\$ 76,875.00
BP045	GAMBINO ROSS	OPERATIONS SUPERVISOR - BP	047-BUCKLIN POINT	NO	7A			\$ 70,000.00	\$ 4,160.00	\$ -	\$ 74,160.00
BP046	GALVAN JOSE L	OPERATIONS SUPERVISOR - BP	047-BUCKLIN POINT	NO	7A			\$ 71,760.00	\$ -	\$ -	\$ 71,760.00
BP047	RANGER JOYCE A.	BP CLERK	047-BUCKLIN POINT	YES	GRADE U4	12	\$ 28.63	\$ 52,106.60	\$ -	\$ -	\$ 52,106.60
BP048	D'AREZZO MICHAEL A	MECHANIC II	047-BUCKLIN POINT	YES	GRADE U6	12	\$ 34.49	\$ 71,739.20	\$ -	\$ -	\$ 71,739.20
BP049	CONTRINO JOHN P	SENIOR E&I TECHNICIAN	047-BUCKLIN POINT	YES	GRADE U7	8	\$ 34.28	\$ 71,302.40	\$ -	\$ -	\$ 71,302.40
BP051	NAVARRO ROBERTO	PROCESS MONITOR	047-BUCKLIN POINT	YES	GRADE U6	7	\$ 30.74	\$ 63,939.20	\$ -	\$ 4,160.00	\$ 68,099.20
BP052	DIXON ANDRE L	PROCESS MONITOR	047-BUCKLIN POINT	YES	GRADE U6	3	\$ 27.77	\$ 57,761.60	\$ -	\$ -	\$ 57,761.60
BP053	SANCHEZ SONIA	PROCESS MONITOR	047-BUCKLIN POINT	YES	GRADE U6	2	\$ 27.03	\$ 56,222.40	\$ -	\$ 4,160.00	\$ 60,382.40
BP054	HEALY MARK J	MAINTENANCE SUPERVISOR	047-BUCKLIN POINT	NO	6A			\$ 76,387.34	\$ -	\$ -	\$ 76,387.34
BP055	PRATA JR JOSEPH	BP ASSET MANAGEMENT ASSISTANT	047-BUCKLIN POINT	YES	GRADE U5	2	\$ 25.17	\$ 52,353.60	\$ -	\$ -	\$ 52,353.60
BP056	GERVAIS MICHAEL G	OPERATOR I	047-BUCKLIN POINT	YES	GRADE U3	1	\$ 20.72	\$ 43,097.60	\$ -	\$ 4,160.00	\$ 47,257.60
BP057	CARVALHO STEVEN P	OPERATOR I	047-BUCKLIN POINT	YES	GRADE U3	2	\$ 21.23	\$ 44,158.40	\$ -	\$ 4,160.00	\$ 48,318.40
BP103	TAYLOR MICHAEL R	SENIOR PROCESS MONITOR	047-BUCKLIN POINT	YES	GRADE U7	10	\$ 35.92	\$ 74,713.60	\$ -	\$ -	\$ 74,713.60
BP512	GARGANESE JOSEPH A	OPERATOR II	047-BUCKLIN POINT	YES	GRADE U4	10	\$ 27.52	\$ 57,241.60	\$ -	\$ 4,160.00	\$ 61,401.60
BP519	KILGORE KEON	OPERATOR I	047-BUCKLIN POINT	YES	GRADE U3	1	\$ 20.72	\$ 43,097.60	\$ -	\$ -	\$ 43,097.60
PE001	PALM WALTER C	DIRECTOR OF ENVIRONMENTAL SCIENCE & COMPLIANCE	051-TECHNICAL ANALYSIS AND COMPLIANCE	NO	17			\$ 122,998.10	\$ -	\$ -	\$ 122,998.10
PE004	LEWIS BETHANY	ENVIRONMENTAL COMPLIANCE TECHNICAL ASSISTANT	051-TECHNICAL ANALYSIS AND COMPLIANCE	NO	4			\$ 42,602.84	\$ -	\$ -	\$ 42,602.84
PE006	SKYLESON NICOLE	ENVIRONMENTAL SCIENTIST	051-TECHNICAL ANALYSIS AND COMPLIANCE	NO	8			\$ 68,000.00	\$ -	\$ -	\$ 68,000.00
PE007	KELLY III JAMES H	TECHNICAL ANALYSIS & COMPLIANCE MANAGER	051-TECHNICAL ANALYSIS AND COMPLIANCE	NO	11			\$ 93,350.08	\$ -	\$ -	\$ 93,350.08
PE009	WENSKOWICZ BARRY	ENVIRONMENTAL SUSTAINABILITY ENGINEER	051-TECHNICAL ANALYSIS AND COMPLIANCE	NO	9			\$ 86,051.26	\$ -	\$ -	\$ 86,051.26
PE010	AUCOIN DAVID J	SAFETY COMPLIANCE COORDINATOR	051-TECHNICAL ANALYSIS AND COMPLIANCE	NO	6			\$ 60,061.23	\$ -	\$ -	\$ 60,061.23
PE011	ERNEST-BECK ABIGAIL	ENVIRONMENTAL SCIENTIST	051-TECHNICAL ANALYSIS AND COMPLIANCE	NO	8			\$ 68,000.00	\$ -	\$ -	\$ 68,000.00
PE013	MOORE ELIZA	SENIOR ENVIRONMENTAL SCIENTIST	051-TECHNICAL ANALYSIS AND COMPLIANCE	NO	9			\$ 72,438.82	\$ -	\$ -	\$ 72,438.82
PE016	GRANDE JUNEL M	ENVIRONMENTAL ADMINISTRATOR	051-TECHNICAL ANALYSIS AND COMPLIANCE	NO	6			\$ 58,207.70	\$ -	\$ -	\$ 58,207.70
PT001	BRITT KERRY M	PRETREATMENT MANAGER	052-PRETREATMENT	NO	11			\$ 104,121.91	\$ -	\$ -	\$ 104,121.91
PT003	DAGGETT NATHAN P	PRINCIPAL PRETREATMENT ENGINEER	052-PRETREATMENT	NO	8			\$ 70,592.68	\$ -	\$ -	\$ 70,592.68
PT004	VALLEE CAITLYN LEONA	PRETREATMENT INSPECTOR III	052-PRETREATMENT	NO	7			\$ 51,992.28	\$ -	\$ -	\$ 51,992.28
PT008	GANNON KYLE C	PRETREATMENT INSPECTOR III	052-PRETREATMENT	NO	7			\$ 61,957.13	\$ -	\$ -	\$ 61,957.13
PT010	MCCARVILL JAYNA	PRETREATMENT TECHNICIAN	052-PRETREATMENT	NO	4			\$ 39,410.91	\$ -	\$ -	\$ 39,410.91
PT011	STROMBERG VICTORIA	PRETREATMENT TECHNICIAN	052-PRETREATMENT	NO	4			\$ 44,000.00	\$ -	\$ -	\$ 44,000.00
PT012	MCBURNEY MICHAEL J	PRETREATMENT TECHNICIAN	052-PRETREATMENT	NO	4			\$ 46,035.78	\$ -	\$ -	\$ 46,035.78
PT013	URBAN JARED D	PRETREATMENT TECHNICIAN	052-PRETREATMENT	NO	4			\$ 48,017.19	\$ -	\$ -	\$ 48,017.19
PT014	FASCITELLI ROSALINA C	PRETREATMENT CLERK	052-PRETREATMENT	YES	GRADE U4	2	\$ 23.12	\$ 42,078.40	\$ -	\$ -	\$ 42,078.40
PT015	PANZITTA LUCILLE A	PRETREATMENT CLERK	052-PRETREATMENT	YES	GRADE U4	4	\$ 24.20	\$ 44,044.00	\$ -	\$ -	\$ 44,044.00
PT016	MARTINEZ SULEMA A	PRETREATMENT CLERK	052-PRETREATMENT	YES	GRADE U4	12	\$ 28.63	\$ 52,106.60	\$ -	\$ -	\$ 52,106.60
PT018	COSTA TRAVIS H	SENIOR PRETREATMENT TECHNICIAN	052-PRETREATMENT	NO	5			\$ 64,651.59	\$ -	\$ -	\$ 64,651.59
LA001	GLATER ANGELINA	LABORATORY MANAGER	053-LABORATORY	NO	11			\$ 91,623.20	\$ -	\$ -	\$ 91,623.20
LA002	MCQUEEN CYNTHIA L	ASST. LABORATORY MANAGER	053-LABORATORY	NO	10			\$ 85,626.86	\$ -	\$ -	\$ 85,626.86
LA003	LESSUCK LAUREN	SENIOR ORGANIC CHEMIST	053-LABORATORY	NO	9			\$ 78,227.92	\$ -	\$ -	\$ 78,227.92
LA004	LUU JANET D	ENVIRONMENTAL CHEMIST	053-LABORATORY	NO	8			\$ 75,135.50	\$ -	\$ -	\$ 75,135.50
LA005	LOUGH NORA V	BIOLOGIST II	053-LABORATORY	YES	GRADE U9	8	\$ 40.62	\$ 73,928.40	\$ -	\$ -	\$ 73,928.40
LA006	SANDBACH KIM M	ENVIRONMENTAL CHEMIST	053-LABORATORY	NO	8A			\$ 80,500.64	\$ -	\$ -	\$ 80,500.64
LA007	GUERREIRO JOSEPH J	LAB SAMPLE COMPLIANCE COORDINATOR	053-LABORATORY	NO	5			\$ 54,137.72	\$ -	\$ -	\$ 54,137.72
LA009	KOHR ELIZABETH	CHEMIST	053-LABORATORY	YES	GRADE U7	5	\$ 31.84	\$ 57,948.80	\$ -	\$ -	\$ 57,948.80
LA011	TAGLIANETTI KARA	ENVIRONMENTAL CHEMIST	053-LABORATORY	NO	8			\$ 71,116.19	\$ -	\$ -	\$ 71,116.19
LA012	MEDEIROS ELIZABETH A	LABORATORY TECHNICIAN	053-LABORATORY	YES	GRADE U6	7	\$ 30.74	\$ 55,946.80	\$ -	\$ -	\$ 55,946.80
LA013	MATZ EVAN	LABORATORY TECHNICIAN	053-LABORATORY	YES	GRADE U6	1	\$ 26.28	\$ 47,829.60	\$ -	\$ -	\$ 47,829.60
LA015	BIGOTTI DIONNE R	LABORATORY CLERK	053-LABORATORY	YES	GRADE U4	5	\$ 24.75	\$ 45,045.00	\$ -	\$ -	\$ 45,045.00
LA017	NOONAN ROBERT A	LABORATORY TECHNICIAN	053-LABORATORY	YES	GRADE U6	12	\$ 34.49	\$ 62,771.80	\$ -	\$ -	\$ 62,771.80
LA018	HOUAYES VANESSA	LABORATORY TECHNICIAN	053-LABORATORY	YES	GRADE U6	2	\$ 27.03	\$ 49,194.60	\$ -	\$ -	\$ 49,194.60
LA020	STEVENSON ANNA	QUALITY CHEMIST	053-LABORATORY	NO	9			\$ 70,466.19	\$ -	\$ -	\$ 70,466.19

LA021	GNOCCHI PETER W	LABORATORY SUPERVISOR	053-LABORATORY	NO	9			\$ 62,910.30		\$ -	\$ 62,910.30
LA022	MCCARTHY BRENNNA	BIOLOGIST I	053-LABORATORY	YES	GRADE U7	3	\$ 30.25	\$ 55,055.00	\$ -	\$ -	\$ 55,055.00
LA510	AHLBORG LESLIE P	LABORATORY TECHNICIAN	053-LABORATORY	YES	GRADE U6	12	\$ 34.49	\$ 62,771.80	\$ -	\$ -	\$ 62,771.80
EM001	DEAN NATHAN	ENVIRONMENTAL MONITORING MANAGER	055-ENVIRONMENTAL MONITORING	NO	11			\$ 92,935.36		\$ -	\$ 92,935.36
EM007	BISSONNETTE TYLER	MONITORING FIELD SUPERVISOR	055-ENVIRONMENTAL MONITORING	NO	7			\$ 61,829.19		\$ -	\$ 61,829.19
EM008	TORTORELLA JEFFREY P	MONITORING FIELD SUPERVISOR	055-ENVIRONMENTAL MONITORING	NO	7			\$ 71,464.18		\$ -	\$ 71,464.18
EM009	HAMEL JR GERARD E	ENVIRONMENTAL MONITOR	055-ENVIRONMENTAL MONITORING	YES	GRADE U5	5	\$ 26.97	\$ 49,085.40	\$ -	\$ -	\$ 49,085.40
EM011	JOHNSON FERN E	ENVIRONMENTAL MONITOR	055-ENVIRONMENTAL MONITORING	YES	GRADE U5	12	\$ 31.19	\$ 56,765.80	\$ -	\$ -	\$ 56,765.80
EM012	VIGORITO JUSTIN	ENVIRONMENTAL MONITOR	055-ENVIRONMENTAL MONITORING	YES	GRADE U5	3	\$ 25.76	\$ 46,883.20	\$ -	\$ -	\$ 46,883.20
EM013	DEPASQUALE STEPHEN J	ENVIRONMENTAL MONITOR	055-ENVIRONMENTAL MONITORING	YES	GRADE U5	12	\$ 31.19	\$ 56,765.80	\$ -	\$ -	\$ 56,765.80
EM014	GOLENIA MICHAEL M	ENVIRONMENTAL MONITOR	055-ENVIRONMENTAL MONITORING	YES	GRADE U5	11	\$ 30.56	\$ 55,619.20	\$ -	\$ -	\$ 55,619.20
EM015	OKEEFE JEFFREY	ENVIRONMENTAL MONITOR	055-ENVIRONMENTAL MONITORING	YES	GRADE U5	2	\$ 25.17	\$ 45,809.40	\$ -	\$ -	\$ 45,809.40
EM016	SIRLEAF DARYLL T	ENVIRONMENTAL MONITOR	055-ENVIRONMENTAL MONITORING	YES	GRADE U5	4	\$ 26.37	\$ 47,993.40	\$ -	\$ -	\$ 47,993.40
EM017	BURKE JAHNNA	ENVIRONMENTAL MONITORING CLERK	055-ENVIRONMENTAL MONITORING	YES	GRADE U4	1	\$ 22.57	\$ 41,077.40	\$ -	\$ -	\$ 41,077.40
EM021	KEZIRIAN AMANDA	ENVIRONMENTAL MONITOR	055-ENVIRONMENTAL MONITORING	YES	GRADE U5	8	\$ 28.74	\$ 52,306.80	\$ -	\$ -	\$ 52,306.80
EM023	SOURIVONG MARYANN	QUALITY ASSURANCE COORDINATOR	055-ENVIRONMENTAL MONITORING	NO	6			\$ 46,500.00		\$ -	\$ 46,500.00
EM506	NADEAU SARA	MONITORING FIELD SUPERVISOR	055-ENVIRONMENTAL MONITORING	NO	7			\$ 64,830.67		\$ -	\$ 64,830.67

Title	Employee Replaced	Annual Salary of Replaced Employee	Title	Replacement Employee	Annual Salary of Replacement Employee	Date of Replacement	Union
Payroll Administrator	Jae Pezzullo	47,730	Assistant Payroll Supervisor	Karina Taveras	54,000	7/31/2022	NONE
Customer Service Manager	Christine Walaska	87,125	Customer Service Manager	Michael Murphy	90,000	7/31/2022	NONE
Process Monitor	Nicholas Zabbo	55,245	Process Monitor	William Todd	54,662	7/17/2022	1033
Paralegal	Madlin Severino	55,000	Collection Paralegal	Ashley Petteuto	52,000	7/17/2022	NONE
Operations Support Supervisor	Jarod Doyle	75,000	Operations Support Supervisor	John Fascitelli	80,000	7/17/2022	NONE
Assistant Permits Coordinator	Sophia Andrade	45,500	Assistant Permits Coordinator	Amanda Musumeci (new)	45,000	7/31/2022	NONE
Operator 1	Brian Thomas	42,037	Operator 1	Rupert Campos	43,098	7/31/2022	1010
Laboratory Technician	Joe Guerreiro	50,596	Laboratory Technician	Evan Matz	47,830	7/31/2022	1033
Environmental Engineer	Russell McGinnis	58,641	Environmental Engineer	Charles Spellman, Jr (New)	80,000	7/3/2022	NONE
Operator 1	Mark Johnson	42,037	Operator 1	Jerome Harris (New)	43,098	8/14/2022	1033
Operator 1	Marcus Brown	42,037	Operator 1	Christopher Watson (New)	43,098	8/28/2022	1010
Environmental Scientist	Molly Welsh	64,051	Environmental Scientist	Nicole Skyleson (New)	68,000	8/28/2022	NONE
Fiscal Clerk -CS	Carolina Diaz	40,076	Fiscal Clerk -CS	Yhojana Henao (New)	41,077	8/28/2022	1033
Assistant Control Systems Admin	JohnFascitelli	73,183	Assistant Control Systems Admin	Marcos Quinones	70,000	8/28/2022	NONE
Customer Service Rep	Robin Valenti	39,294	Customer Service Rep	Alexandra Farrell	39,294	8/28/2022	2884
Assistant Customer Service Manager	Kayomie Polanco	75,000	Assistant Customer Service Manager	Jorge Pemberty	81,000	8/28/2022	NONE
Customer Care Supervisor	Michael Murphy	75,216	Michael Murphy	Carissa Porreca	67,000	8/28/2022	NONE
Operator 1	Ryan Porter	43,098	Operator 1	Robert Tavone	50,440	8/28/2022	1010
IM Operator II	Pedro Sanders	44,075	IM Operator II	Ryan Porter	43,098	8/14/2022	1033
Purchasing Support Specialist	Lucille Panzitta	43,352	Purchasing Support Specialist	Patricia Pinilla	58,000	8/28/2022	NONE
Pre-treatment Clerk	Sandra Brown	52,107	Pre-treatment Clerk	Lucille Panzitta	44,044	9/25/2022	1033
Staff Accountant	Amy Chabot	58,794	Senior Accountant	Areil Castillo (New)	70,000	9/11/2022	NONE
Staff Accountant	Patricia Pinilla	56,603	Accounting Assistant	Arlene Natale (New)	60,000	9/25/2022	NONE
Operator 1	Alan Birchall	42,037	Operator 1	David Miller (New)	43,098	9/11/2022	1033
Pre-treatment Technician	Domenic DiMasi	39,411	Pre-treatment Technician	Jayna McCarvill	39,411	9/11/2022	NONE
Assistant Customer Care Supervisor	Carissa Porreca	55,120	Assistant Customer Care Supervisor	Kayla Bessette	55,000	9/25/2022	NONE
Fiscal Services Supervisor	Jorge Pemberty	68,163	Fiscal Services Supervisor	Carolina Diaz	65,000	9/25/2022	NONE
Pre-treatment Inspector III	Edward Stenovitch	53,422	Pre-treatment Inspector III	Kyle Gannon	61,957	9/25/2022	NONE
Collections Analyst	Crystal Coppie	44,260	Collections Analyst	Laurie Ianiero	50,651	10/9/2022	NONE
Capital Accounting Assistant	Karina Taveras	51,250	Accounting Assistant	Rosa Nazario (New)	55,000	10/23/2022	NONE
Assistant Fiscal Services Supervisor	Carolina Diaz	50,000	Assistant Fiscal Services Supervisor	Jerilyn Isom	56,448	10/9/2022	NONE
Process Monitor	Robert Arraial	52,291	Process Monitor	Cole Paolo	54,662	10/23/2022	1010
Senior Financial Analyst	Gail Degnan	71,963	Senior Financial Analyst	Parker Meashaw (New)	63,000	11/20/2022	NONE
Customer Care Rep	Laurie Ianiero	44,044	Customer Care Rep	Veronica Amaral (New)	41,077	11/20/2022	1033
Customer Service Rep	Alexandra Farrell	41,077	Customer Service Rep	Paola Jordan (New)	41,077	11/20/2022	2884
Customer Service Rep	Lucille Panzitta	44,044	Customer Service Rep	Deise Mendes	41,077	12/4/2022	1033
Purchasing Manager	Sam Celone	103,814	Purchasing Manager	Emily Petteuto	95,000	12/4/2022	NONE
Legal Administrative Assistant	Ashley Petteuto	50,780	Legal Administrative Assistant	Laurie Jean (new)	45,000	12/18/2022	NONE
Customer Care Representative	Kayla Bessette	42,078	Customer Care Representative	Meaghan Vogel (New)	41,077	12/4/2022	1033
Customer Care Rep - Fiscal	Jerilyn Isom	49,085	Customer Care Rep - Fiscal	Kelsie Bryer	44,699	12/4/2022	1033
Assistant Purchasing Manager	Emily Petteuto	80,688	Assistant Purchasing Manager	Jae Pezzullo	70,000	1/15/2023	NONE
Purchasing Coordinator	Jae Pezzullo	59,000	Purchasing Coordinator	Patricia Pinilla	65,000	1/29/2023	NONE
IM Supervisor	Anthony Calenda	53,372	IM Supervisor	Pedro Sanders	53,000	1/29/2023	NONE
Environmental Scientist	Nicole Skyleson	68,000	Environmental Scientist	Abigail Ernest Beck (New)	68,000	1/1/2023	NONE
Operator 1	Rupert Campos	43,098	Operator 1	Michael Gervais (New)	43,098	1/1/2023	1010
IM Operator II	Stephen Abbate	44,158	IM Operator II	Joseph Palma (New)	43,098	1/15/2023	1010
IM Operator II	Daniel Barlow	52,291	IM Operator II	James Lanosa (New)	43,098	1/29/2023	1010
Operations Supervisor - BP	Joshua Hoak	65,000	Operations Supervisor - BP	Ross Gambino (New)	70,000	2/26/2023	NONE
IM Operator II	David Weisman	56,098	IM Operator II	Edward Guadalupe (New)	43,098	2/12/2023	1010
Legal Counsel	Stephanie Howell	71,090	Legal Counsel	Nicholas DaSilva (New)	75,000	2/12/2023	NONE
Operator 1	Cole Paolo	43,202	Operator 1	Keon Kilgore (New)	43,098	3/12/2023	1010
Operator 1	Richard Hoppman	45,178	Operator 1	Anthony Marfeo (New)	43,098	3/26/2023	1033
Fiscal Clerk -CS	Yhojana Henao	41,077	Fiscal Clerk -CS	Giselle Lama (New)	41,077	3/26/2023	1033
Senior Permits Coordinator	Tina Moretti	64,652	Permits Coordinator	John Zuba	50,000	3/26/2023	NONE
Assistant E&I Technician	Harrison Songolo	50,336	Assistant E&I Technician	Bernard Harwood	49,213	3/26/2023	1010
Environmental Monitoring Manager	John Motta	104,122	Environmental Monitoring Manager	Nathan Dean	92,935	3/26/2023	NONE
Maintenance Supervisor	Gregory Dacruz	65,210	Maintenance Supervisor	Nigel Yattaw	70,000	3/26/2023	NONE
Process Monitor	William Todd	54,662	Process Monitor	Liam Walsh	54,662	3/12/2023	1033
Pre-treatment Technician	Kyle Gannon	56,325	Pre-treatment Technician	Victoria Stromberg (New)	44,000	4/23/2023	NONE
Permits Coordinator	Amanda Musumeci	49,000	Permits Coordinator	Gina Cofone	50,000	4/23/2023	NONE
Control Systems Associate	Marcos Quinones	67,562	Control Systems Associate	Kerri Houghton	65,000	4/9/2023	NONE
Control Systems Administrator	Art Sheridan	119,586	Control Systems Administrator	Marcos Quinones	85,000	4/23/2023	NONE
Senior Environmental Chemist	Elizabeth Teixeira	78,228	Environmental Chemist	Janet Luu	75,136	4/23/2023	NONE
Mechanic I	Roberto Castellanos	57,346	Mechanic I	Joseph Malouin	51,085	4/23/2023	1033

Comm. 2-3: The response to DIV 1-19 provided budgeted FTEs as follows:

FY 2019	275
FY 2020	281
FY 2021	294
FY 2022	297
FY 2023	305

Based on the above, it appears NBC has increased headcount by a net of 30 positions from FY 2019 to FY2023.

- a. Please provide the job title and a brief description of duties for each added position.
- b. Please provide the rationale for the addition of each position.
- c. Please provide the cost of each position added. (Salary, benefits and total cost).
- d. Please provide the total cost for all added positions. (Salary, benefits and total cost).
- e. Please provide the same information for any positions that were eliminated.

Response:

- a. – d. See attachment COM 2-3 which includes new positions included in each of the budgets from FY 2020 through FY 2023.
- e. NBC has not eliminated any positions.

Prepared by: Casandra Bennett/Leah Foster

Fiscal Year	Union/ Non-Union	Base Salary	Salary Reimb	Fringe Reimb	FICA	Total Benefits	Total Salary	Title	Section	Need for new position
FY 2020	NU	\$ 48,000			\$ 3,672	\$ 19,877	\$ 71,549	Billing Analyst	Customer Service	Support the high volume of customer service activity
FY 2020	NU	48,000			3,672	19,877	71,549	Billing Analyst - Cash	Customer Service	Support the high volume of customer service activity
FY 2020	NU	39,926			3,054	19,070	62,050	Control Systems Associate	Operations and Maintenance Service	Assist the Control Systems Administrator with the WWTF's computer control processing systems
FY 2020	NU	54,686	(2,734)	(1,504)	4,183	20,546	75,177	Facilities Engineer	Engineering	Assist with the consolidated facilities management responsibilities
FY 2020	NU	60,000			4,590	21,077	85,667	Microbiology Lab Supervisor	Laboratory	Oversee daily short hold wet chemical analyses needed for daily performance evaluation of operational treatment.
FY 2020	NU	75,000			5,738	22,577	103,315	Senior Financial Analyst	Finance	Support rate and debt related activities
FY 2020	NU	120,000	(6,000)	(3,300)	9,180	27,077	146,957	Technical Advisor for Operations	Operations and Maintenance Service	Provide technical assistance to ensure permit compliance
FY 2021	NU	45,000			3,443	19,582	68,025	Administrative Assistant	Finance	Support the Finance Division and manage compliance activities
FY 2021	NU	55,500			4,246	20,632	80,378	Asset Management Specialist	Interceptor Maintenance	Provide asset management support
FY 2021	NU	76,440			5,848	22,726	105,014	Biologist	Laboratory	Perform biology analyses at the Laboratory. Assists with microscopic evaluations of resident organisms for operational treatment.
FY 2021	U	37,000			2,831	25,653	65,484	Clerk	Interceptor Maintenance	Provide asset management support
FY 2021	NU	80,000			6,120	23,082	109,202	Facilities System Administrator	Information Technology	Management, maintenance, security support and troubleshooting NBC's SCADA system and PC environment
FY 2021	NU	80,000			6,120	23,082	109,202	Principal Budget Analyst	Finance	Assist with preparation of reports and filings
FY 2021	NU	80,000	(68,000)	(37,400)	6,120	23,082	3,802	Principal Environmental Engineer	Engineering	Support facilities planning and design
FY 2021	NU	74,570	(63,385)	(34,861)	5,705	22,539	4,568	Resident Representative	Construction Services	Perform project inspection
FY 2021	NU	65,000			4,973	21,582	91,555	Retirement Benefits Specialist	Finance	Manage NBC's Retirement Plans
FY 2021	NU	70,000			5,355	22,082	97,437	Treasury and Debt Analyst	Finance	Support debt management and investment activity
FY 2022	NU	135,000	(110,700)	(60,885)	10,328	28,928	2,670	Assistant Construction Manager	Construction Services	Provide additional support to the management of NBC's significant capital improvement program and for succession planning.
FY 2022	NU	75,000			5,738	22,928	103,666	Planning Manager	Operations and Maintenance Service	Oversee the Sewer Connection Permitting and the Asset Management Programs.
FY 2022	NU	57,500	(28,750)	(15,813)	4,399	21,178	38,514	Senior Inspector	Interceptor Maintenance	Support and oversee work activities related to the collection system and coordinate with outside agencies and contractors
FY 2023	NU	55,000			4,208	21,446	80,654	Assistant Administrative Coordinator	Administration	Increased administrative support
FY 2023	NU	55,000			4,208	21,446	80,654	Assistant Control Systems Administrator	Operations and Maintenance Service	Manage and monitor NBC's controls systems for the WWTF's
FY 2023	U	39,294			3,006	29,117	71,417	Customer Service Representative	Customer Service	Support customer care
FY 2023	NU	169,039	(42,260)	(23,243)	12,931	32,850	149,318	Deputy Director	Administration	Succession planning
FY 2023	NU	85,000	(21,250)	(11,688)	6,503	24,446	83,011	Environmental Engineer	Engineering	Support facilities planning and design
FY 2023	NU	45,000			3,443	20,446	68,889	HR Training Coordinator	Human Resources	Provide ongoing professional development and to support succession planning
FY 2023	NU	90,000	(76,500)	(42,075)	6,885	24,946	3,256	Principal Environmental Engineer	Engineering	Support facilities planning and design
FY 2023	NU	78,537	(66,756)	(36,716)	6,008	23,800	4,872	Resident Representative	Construction Services	Perform project inspection
FY 2023	NU	60,000			4,590	21,946	86,536	Revenue Analyst	Finance	Support PUC rate filings and revenue analysis
FY 2023	U	42,000			3,213	30,024	75,237	Utility Operator	Field's Point	Perform cleaning and maintenance of various facilities and equipment

Comm. 2-4: Are the FTE counts provided in DIV 1-19 inclusive of both O&M funded and Capital Funded FTEs? If not, please provide total FTEs (O&M and Capital Funded).

Response: All FTEs are inclusive of both O&M and Capital funded FTEs.

Prepared by: Casandra Bennett

Comm. 2-5: The response to DIV 1-15 states that \$3,000 in vaccine bonus and \$36,000 in Covid stipends were paid in FY 2022. Were these amounts normalized out to arrive at the Adjusted Test Year? If not, why not?

Response: No. The Vaccine bonus and the Covid stipends were not normalized out of the adjusted test year. This was an oversight by NBC.

Prepared by: Leah Foster

Comm. 2-6: The response to DIV 1-29 discusses the sale of RECs. The response states in part :
“For FY 2024, the [REC] contract rate has increased to \$30.” Please provide a
copy of the contract pages supporting the \$30 rate.

Response: See Attachment COM 2-6.

Prepared by: Michael Cook

Confirmation Letter #6

This Confirmation Letter describes a transaction between Buyer and Seller for the sale, purchase and Delivery of Renewable Energy Certificates (“**RECs**”) pursuant to and in accordance with the terms of the Renewable Energy Certificate Purchase and Sale Agreement between the Parties dated August 14, 2018 (the “**Agreement**”) and constitutes part of and is subject to the terms and provisions of the Agreement. Provided, that, to the extent there is a conflict between a provision of the Agreement and this Confirmation Letter, the terms of this Confirmation Letter shall control for the purposes of this transaction.

Initially capitalized terms used and not otherwise defined herein are defined in the Agreement.

Basic Commercial Terms:

Trade Date:	April 23, 2020
Transaction Reference:	14736
Seller:	Narragansett Bay Commission
Buyer:	3Degrees Group, Inc.
Facility:	Seller's choice
Eligible Renewable Resource Type:	Seller's choice
Geography:	Seller's choice
Period Type [Generation, Reporting]:	Generation
Time Period:	1) January 01, 2019 - December 31, 2019 2) January 01, 2023 - December 31, 2023
Product Quantity (REC):	1) 5,823 2) 6,000
Contract Price (\$/REC):	1) \$23.00 2) \$30.00

Product Specific Terms:

Applicable Standard(s):	MA Class I as defined in 225 CMR 14.00 (Class I); R.I. Gen. Laws § 39-26-1 et seq.
Environmental Attributes retained by Seller, if any:	None
Media Rights Conferred [yes, no]	No

Delivery Terms:

Delivery Date:	1) On or before June 1, 2020 2) On or before June 1, 2024
Delivery Obligation [Firm, Unit Contingent, Project Contingent]:	Firm
Applicable Tracking System:	NEPOOL GIS
Buyer Tracking Account Name:	3Degrees Group, Inc.
Attestation Form:	None - Tracking System only
Buyer Delivery Contact [Name, Email]:	Trade Operations, Settlements@3Degrees.com
Seller Delivery Contact [Name, Email]:	Sam Celone, scelone@narrabay.com

The Parties agree to the transaction set forth herein and each Party represents that the person signing this Confirmation Letter on its behalf is authorized to execute on behalf of the Party for whom they sign.

3Degrees Group, Inc.	Narragansett Bay Commission
Signature <i>Darren Karopczyk</i>	Signature

AGREEMENT FOR THE PURCHASE AND SALE OF RENEWABLE ENERGY CERTIFICATE

This AGREEMENT FOR THE PURCHASE AND SALE OF RENEWABLE ENERGY CERTIFICATE (“**Agreement**”) is made as of January 22, 2020 (the “**Effective Date**”) by and between **Green Energy Consumers Alliance, Inc.**, a Massachusetts non-profit corporation having its principal office in Boston, Massachusetts and another office in Providence, Rhode Island (“**Buyer**”), and **Narragansett Bay Commission**, a company having its principal office in Providence, Rhode Island (“**Seller**”). Seller and Buyer are sometimes referred to individually as a “**Party**” and collectively as the “**Parties**”.

WHEREAS, the Parties desire to enter into this Agreement in order to set forth the terms and conditions relating to a renewable energy credit purchase and sale transaction as more particularly described below.

NOW, THEREFORE, in consideration of the mutual covenants contained herein, and for other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the Parties, intending to be legally bound, agree as follows:

ARTICLE 1 DEFINITIONS

As used in this Agreement, the following defined terms have the meanings set forth below:

- 1.1 “**Applicable Standard**” means the renewable portfolio standards of the Commonwealth of Massachusetts set forth in Section 11F of Chapter 25A of the General Laws of Massachusetts and the associated rules and regulations promulgated by the Massachusetts Department of Energy Resources, including those regulations set forth in Sections 14.00 through 14.13 of Title 225 of the Code of Massachusetts Regulations, as in effect on the date of this Agreement.
- 1.2 “**Business Day**” means a day on which Federal Reserve member banks in Boston, Massachusetts are open for business. A Business Day will open at 8:00 a.m. and close at 5:00 p.m. Boston, Massachusetts time.
- 1.3 “**Confidential Information**” means all oral and written information exchanged between the Parties with respect to this Agreement including, without limitation, the payments to be made and the Purchased Certificates to be transferred under this Agreement, and any information that is marked or specifically identified as confidential or proprietary in nature. Notwithstanding the foregoing, the following shall not constitute Confidential Information: (a) information which was already in a Party’s possession on a non-confidential basis prior to its receipt from the other Party; (b) information which is obtained from a third person who, insofar as is known to the Party, is not prohibited from transmitting the information to the Party by a contractual, legal or fiduciary obligation to the other Party; (c) information which is or becomes publicly available through no fault of the Party; and (d) information which is at any time independently developed by employees or consultants of a Party who have not had access to Confidential Information in the possession of that Party.
- 1.4 “**Deliver,**” “**Delivered**” or “**Delivery**” means when the transfer of the RECs is properly recorded with the Tracking System.
- 1.5 “**Event of Default**” means, with respect to each Party:

- (a) The failure of such Party to make payment as required under this Agreement (which Event of Default shall not include a delay in payment that is cured within three (3) Business Days of a demand for payment) or any other failure of performance by a Party of its material obligations under this Agreement (which Event of Default shall not include a delay in performance that is cured within five (5) Business Days of a demand for cure or other corrective action deemed satisfactory by the Performing Party in its sole discretion).
 - (b) Such Party:
 - (i) is dissolved (other than pursuant to a consolidation, amalgamation or merger);
 - (ii) becomes insolvent or is unable to pay its debts or fails or admits in writing its inability generally to pay its debts as they become due;
 - (iii) institutes or has instituted against it a proceeding seeking a judgment of insolvency or bankruptcy or any other relief under any bankruptcy or insolvency law or other similar law affecting creditors' rights; or
 - (iv) has a secured party take possession of all or substantially all of its assets or has a distress, execution, attachment, sequestration or other legal process levied, enforced or sued on or against all or substantially all of its assets and such secured party maintains possession, or any such process is not dismissed, discharged, stayed or restrained, in each case within 30 days thereafter.
 - (c) The making by such Party of a materially incorrect or misleading representation or warranty under this Agreement.
- 1.6 “RECs” means “RPS Class I Renewable Generation Attributes” (as defined or described in and eligible under the Applicable Standard) generated by a Renewable Generating Resource.
- 1.7 “Renewable Generating Resource” means a facility that is qualified as a “RPS Class I Renewable Generation Unit” under and as defined or described in the Applicable Standard. For the purpose of this agreement, the Renewable Generating Resource refers to wind turbine projects own and / or operated by Seller and located in Rhode Island.
- 1.8 “Tracking System” means the New England Power Pool Generation Information System (NEPOOL-GIS) operated by the New England Power Pool, its designee or successor entity, which includes a generation information database and certificate system and accounts for the generation attributes of electricity generated within New England.
- 1.9 “Vintage” means, with respect to any RECs, the applicable period during which the generation of such RECs was required to have occurred which, for purposes of this Agreement, shall be: January 1, 2023 through December 31, 2023 (“Calendar Year 2023”).

ARTICLE 2 PURCHASE AND SALE OF RECS

- 2.1 **Sale.** Subject to the terms and conditions of this Agreement, Seller agrees to sell and Buyer agrees to purchase all of the RECs generated by the Renewable Generating Resource in Calendar Year 2023 estimated to be 20,000 RECs.

- 2.2 **Reporting.** Seller will provide Buyer with monthly reports of the generation from the Renewable Generating Resource (the “**Monthly Reports**”). The reports should be emailed to Buyer within fifteen (15) days of the end of each month.
- 2.3 **Purchase.** Subject to the terms and conditions of this Agreement, Buyer shall purchase the Contract RECs at a unit price of \$30.00 per 2023 Contract REC for an estimated total purchase price of Six Hundred Thousand Dollars (\$600,000.00) (the “**Purchase Price**”).

ARTICLE 3 TRANSFER AND TITLE

- 3.1 **Title/Transfer/Delivery.** Seller agrees to transfer RECs to Buyer’s NEPOOL GIS trading account on a quarterly basis within the first ten (10) business days of the applicable NEPOOL GIS trading period.
- 3.2 **Further Assurances.** The Parties shall cooperate fully and assist each other to obtain any and all required approvals and/or forms which may be required to effectuate the transfer of the Contract RECs to the Buyer’s account with the Tracking System in accordance with this Agreement, and to comply with any and all other regulatory obligations as required by the Tracking System.
- 3.3 **Responsibility.** Each Party shall be responsible for all costs, fees, brokerage commissions, taxes, and charges of whatever kind and amount that such Party incurs in connection with the performance of its respective obligations under this Agreement.
- 3.4 **Cooperation.** Upon notification that any transfer contemplated by this Agreement will not be completed, the Parties shall promptly confer and shall cooperate in taking all reasonable actions necessary to cure any defects in the proposed transfer, so that the transfer can be completed.

ARTICLE 4 BILLING AND PAYMENT

- 4.1 **Invoice.** Following each Delivery by Seller of any Contract RECs in accordance with Section 2.1, Seller shall provide an invoice to Buyer reflecting the applicable portion of the Purchase Price associated with such Contract RECs so Delivered (the “**Invoice**”). Invoices may be furnished to Buyer by facsimile transmission or in any other manner permitted pursuant to Section 7.1.
- 4.2 **Payment.** Within ten (10) Business Days of the later of (x) Buyer’s receipt of the Invoice and (y) Buyer’s receipt of confirmation from the Tracking System that the applicable Contract RECs have been Delivered to the Buyer’s account with the Tracking System, Buyer shall pay the applicable portion of the Purchase Price to Seller.
- 4.3 **Netting.** If Seller and Buyer are each required to pay any amounts in respect of purchases/sales hereunder or under any other contracts between the Parties on the same day, then, upon notice from one Party to the other, such amounts with respect to each Party shall be aggregated and the Parties shall discharge their obligations to pay through netting, in which case the Party, if any, owing the greater aggregate amount shall pay to the other Party the difference between the amounts owed.

ARTICLE 5
REPRESENTATIONS AND WARRANTIES

- 5.1 **Mutual Representations and Warranties.** Each Party represents and warrants to the other Party, as of the date of this Agreement and as of each Delivery of the Contract RECs and payment in respect of the Purchase Price that:
- (a) It is duly organized and validly existing under the laws of the jurisdiction of its organization or incorporation and, if relevant under such laws, in good standing;
 - (b) It has the corporate authority and power to execute, deliver and perform the Agreement and enter into any transaction contemplated hereby;
 - (c) Such execution, delivery and performance of this Agreement have been duly authorized and do not violate or conflict with any law applicable to it, any provision of its constitutional documents, any order or judgment of any court or other agency of government applicable to it or any of its assets or any contractual restriction binding on or affecting it or any of its assets;
 - (d) There is no pending or (to its knowledge) threatened litigation, arbitration or administrative proceeding that materially adversely affects its ability to perform under this Agreement.
 - (e) It is an “Eligible Contract Participant” as defined in Section 1a(18) of the Commodity Exchange Act, as amended, 7 U.S.C. § 1a(18), and it is a “forward contract merchant” and this Agreement is a “forward contract” within the meaning of the United States Bankruptcy Code.
 - (f) It is not relying upon any advice, reports, analyses, or representations of the other Party other than those expressly set forth in this Agreement or any written guarantee of the obligations of such other Party, and the other Party has not given to it any assurance or guarantee as to the expected financial performance or result of this transaction, and it has entered into this transaction as principal and for its own account (and not as advisor, agent, broker or in any other capacity, fiduciary or otherwise), with a full understanding of, and the ability to assume, the material terms and risks of the same, and has made its trading and investment decisions (including regarding the suitability thereof) based upon its own judgment and any advice from such advisors as it has deemed necessary.
 - (g) This Agreement constitutes a legal, valid and binding obligation of such Party, enforceable against such Party in accordance with its terms, subject to bankruptcy, reorganization, and similar laws affecting creditors’ rights generally and to general principals of equity (regardless whether considered in a proceeding in equity or at law).
- 5.2 **Warranties of Title; Validity.** Seller warrants contemporaneously with each Delivery of Contract RECs made pursuant to this Agreement that (a) Buyer will have good and marketable title to such Contract RECs, (b) such Contract RECs are not subject to specific contractual restrictions on their sale or transfer, (c) such Contract RECs are of the type and Vintage as set forth in this Agreement and can be used for compliance with the Applicable Standard, (d) Seller has the power to sell such Contract RECs, (e) such Contract RECs are Delivered free from all liens, claims, security interests, encumbrances and other defects of title arising prior to Delivery and (f) such Contract RECs have not otherwise been sold, retired, claimed, represented as part of any electricity output or sales, or

otherwise used to satisfy any renewable energy, greenhouse gas or other emissions or other environmental attribute obligation elsewhere under any standard, marketplace or jurisdiction.

- 5.3 **Limitation of Warranties.** EXCEPT AS SPECIFICALLY SET FORTH IN SECTION 5.2, SELLER MAKES NO WARRANTIES OF ANY KIND, EITHER EXPRESS OR IMPLIED WITH RESPECT TO THE CONTRACT RECS DELIVERED PURSUANT TO THIS AGREEMENT, WHETHER AS TO MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE, OR ANY OTHER MATTER.
- 5.4 **Survival.** This Article 5 shall survive expiration or termination of this Agreement until the date that is the later to occur of (x) the date that is three (3) years following the expiration or termination of this Agreement and (y) the date that is six (6) months after the last date that Compliance RECs of the Vintage(s) specified in this Agreement may be used for compliance with the Applicable Standard(s).

ARTICLE 6 EVENTS OF DEFAULT; REMEDIES

- 6.1 **Events of Default.** If an Event of Default occurs with respect to either Party (the “**Defaulting Party**”) at any time during the term of this Agreement, the other Party (the “**Performing Party**”) may (a) upon two (2) Business Days’ written notice to the Defaulting Party, terminate this Agreement, (b) suspend performance or withhold any payments or transfers of RECs due in respect of this Agreement to the extent of its damages pursuant to this Article, (c) exercise its rights under Section 6.2 of this Agreement, and (d) exercise such other remedies as may be available at law or in equity or as otherwise provided in this Agreement including an action for damages (except as limited by Section 6.3) .
- 6.2 **Termination Payment.** In the event the Performing Party terminates this Agreement in accordance with Section 6.1 above, the Performing Party shall in good faith calculate its Gains, Losses, and Costs resulting from the termination of this Agreement, aggregate such Gains, Losses and Costs with respect to all terminated transactions and any other amounts due under this Agreement into a single net amount (the “**Termination Payment**”), and then notify the Defaulting Party of the Termination Payment owed or owing. The Termination Payment shall be due to or due from the Performing Party as appropriate. Payment of the Termination Payment shall be due within three (3) Business Days after the Defaulting Party’s receipt of notice of the Termination Payment. The Performing Party may from time to time set off any or all amounts which the Defaulting Party owes to it against any or all amounts which the Performing Party owes to the Defaulting Party (in either case, under any agreement and whether or not then due), provided that any amount not then due which is included in such set-off shall be discounted to present value as determined by the Performing Party in a commercially reasonable manner.

For purposes of this Section, the following terms apply:

“**Costs**” means, with respect to the Performing Party, brokerage fees, commissions and other similar third party transaction costs and expenses reasonably incurred by the Performing Party either in terminating any arrangement pursuant to which it has hedged its obligations or entering into new arrangements which replace this Agreement, and all reasonable attorneys’ fees and legal costs incurred by the Performing Party in connection with the termination of this Agreement.

“**Gains**” means, with respect to the Performing Party, an amount equal to the present value of the economic benefit, if any, (exclusive of Costs) to it resulting from the termination of this Agreement, determined in a commercially reasonable manner.

“**Losses**” means, with respect to the Performing Party, an amount equal to the present value of the economic loss, if any, (exclusive of Costs) to it resulting from the termination of this Agreement, determined in a commercially reasonable manner.

6.3 **Limitations of Liability.** THE PARTIES CONFIRM THAT THE EXPRESS REMEDIES AND MEASURES OF DAMAGES PROVIDED IN THIS AGREEMENT SATISFY THE ESSENTIAL PURPOSES HEREOF. THE REMEDIES AND MEASURES OF DAMAGES SET FORTH IN THIS ARTICLE 6 SHALL BE THE SOLE AND EXCLUSIVE REMEDIES AVAILABLE TO THE PARTIES HEREUNDER. THE PARTIES CONFIRM AND AGREE THAT UNDER THIS AGREEMENT, NO PARTY SHALL BE REQUIRED TO PAY OR BE LIABLE FOR SPECIAL, CONSEQUENTIAL, INCIDENTAL, PUNITIVE, EXEMPLARY, OR INDIRECT DAMAGES, LOST PROFIT OR BUSINESS INTERRUPTION DAMAGES, BY STATUTE, IN TORT, CONTRACT OR OTHERWISE. TO THE EXTENT ANY DAMAGES REQUIRED TO BE PAID HEREUNDER ARE LIQUIDATED, THE PARTIES ACKNOWLEDGE THAT THE DAMAGES ARE DIFFICULT OR IMPOSSIBLE TO DETERMINE, OTHERWISE OBTAINING AN ADEQUATE REMEDY IS INCONVENIENT AND THE LIQUIDATED DAMAGES CONSTITUTE A REASONABLE APPROXIMATION OF THE HARM OR LOSS.

6.4 **Survival; Term.** This Article 6 shall survive any expiration or termination of this Agreement. This Agreement shall be effective as of the date first above written and shall remain effective until the Delivery of the Contract RECs and Seller’s receipt of the Purchase Price, or upon the termination of this Agreement pursuant to Article 6, except that, as set forth herein, certain terms will remain effective after expiration or termination.

**ARTICLE 7
NOTICES**

7.1 **Methods.** All notices, invoices, other formal communications which either Party may give to the other under or in connection with this Agreement shall be in writing and shall be sent by any of the following methods: hand delivery; reputable overnight courier; certified mail, return receipt requested; or, with respect to communications other than payments, by facsimile transmission. The communications shall be sent to the following addresses, and shall be effective when received:

If to Buyer:

Narragansett Bay Commission
1 Service Rd
Providence, RI 02905
Attn: Sam Celone
Phone: 401-461-8848
Email: scelone@narrabay.com

If to Seller:

Green Energy Consumers Alliance
284 Amory Street
Boston, MA 02130
Attn: Larry Chretien, Cc: Yaima Braga
Phone: 617-524-3950
Email: larry@greenenergyconsumers.org; yaima@greenenergyconsumers.org

**ARTICLE 8
GENERAL PROVISIONS**

- 8.1 **Entire Agreement, Amendments and Counterparts.** The terms of this Agreement constitute the entire agreement between the Parties with respect to the matters set forth in this Agreement and may be changed only by written agreement executed after the date hereof by the Parties.
- 8.2 **No Waiver.** No waiver by either Party of any one or more defaults by the other Party in the performance of any of the provisions of this Agreement shall operate or be construed as a waiver of any other default or defaults whether of a like kind or different nature. Any delay, short of the maximum statutory period of limitation, in asserting or enforcing any right under this Agreement shall not be deemed a waiver of such right.
- 8.3 **Confidentiality.** Except as provided in this Article 8, neither Party shall publish, disclose, or otherwise divulge Confidential Information to any person at any time during or after the term of this Agreement, without the other Party's prior express written consent. Each Party shall permit knowledge of and access to Confidential Information only to those of its affiliates, attorneys, accountants, representatives, agents and employees who have a need to know related to this Agreement and agree to keep such information confidential. This Section 8.3 shall survive for a period of one (1) year following the expiration or termination of this Agreement.
- 8.4 **Governmental Disclosure.** If required by any law, statute, ordinance, decision, order or regulation passed, adopted, issued or promulgated, or if requested by a court, governmental agency or authority having jurisdiction over a Party, that Party may release Confidential Information, or a portion thereof, to the court, governmental agency or authority, as required or requested, and a Party may disclose Confidential Information to accountants in connection with audits, provided that, if practicable, such Party has notified the other Party of the required disclosure, such that the other Party may attempt (if such Party so chooses) to cause that court, governmental agency, authority or accountant to treat such information in a confidential manner and to prevent such information from being disclosed or otherwise becoming part of the public domain.
- 8.5 **Governing Law and Dispute Resolution.**
- (a) This Agreement shall be construed under and governed by the laws of the Commonwealth of Massachusetts, without regard to its rules regarding choice of laws. The Parties agree to use their respective best efforts to resolve any dispute(s) that may arise regarding this Agreement.
 - (b) Any dispute that arises under or with respect to this Agreement shall in the first instance be the subject of informal negotiations between the Executive Director of Seller and the Managing Director of Buyer or their respective delegates, who shall negotiate in good faith to resolve such dispute. The period for informal negotiations shall not exceed fourteen (14) days from the time the dispute arises, unless it is modified by written agreement of the Parties. The dispute shall be considered to have arisen when one Party sends the other a

written notice that identifies the nature, and the acts(s) or omission(s) forming the basis of, the dispute.

- (c) In the event that the Parties cannot resolve a dispute by informal negotiations, the Parties agree to submit the dispute to mediation. Within fourteen (14) days following the expiration of the time period for informal negotiations, the Parties shall, unless the dispute is resolved during such period, propose and agree upon a neutral and otherwise qualified mediator. In the event that the Parties fail to agree upon a mediator, the Parties shall request that the American Arbitration Association appoint a mediator. The period for mediation shall commence upon the appointment of the mediator and shall not exceed sixty (60) days, unless such time period is modified by written agreement of the Parties. The decision to continue mediation shall be in the sole discretion of each Party. The Parties will bear their own costs of the mediation, provided, however, that neither Party shall be required in connection with the conduct of such mediation to expend any amounts or incur any costs or expenses that it determines to be commercially unreasonable. The Parties will share the cost of the mediator's fees equally.
- (d) If the Parties are unable to resolve a dispute through informal negotiations or mediation, then each Party may take any action that may be available to it under applicable law or otherwise to enforce its rights and remedies under this Agreement, which action may include the commencement of litigation or other proceedings in respect of the dispute.
- (e) In the event that a dispute relates to the calculation of a payment owed or claimed to be owed by one Party ("X") to the other Party ("Y"), X shall pay the undisputed portion of such payment in accordance with the provisions of this Agreement and may withhold payment of the portion of the payment under dispute until such time as the dispute is resolved, whether by agreement of the Parties or otherwise. If upon the resolution of the dispute it is determined that an amount is owed by X to Y, X shall pay such amount to Y within three (3) Business Days following the resolution of such dispute.

8.6 **Change in Law.** If, prior to the Delivery of the Contract RECs, any statutes, rules, or regulations are enacted, amended or revoked which have the effect of (a) changing the transfer and sale procedures set forth in this Agreement so that the implementation of this Agreement becomes impossible or impracticable, (b) making this Agreement illegal or unenforceable, or (c) eliminating the existence of the Contract RECs, the Parties hereto agree to negotiate in good faith to amend this Agreement to conform with such new statutes, regulations, or rules in order to maintain the original intent of the Parties under this Agreement. However, in no event will a change in law which changes in any respect the value of the Contract RECs, have any effect on the obligations of the Parties to purchase and sell the Contract RECs on the terms and at the Purchase Price set forth in this Agreement. If the Parties are unable, despite such good faith efforts, to reform this Agreement within fifteen (15) Business Days following commencement of such negotiations, either Party may terminate this Agreement with no further payment or performance obligations except for any such obligations that have accrued prior to such termination.

8.7 **Headings.** The Article and section titles in this Agreement are only for purposes of convenience and do not form a part of this Agreement and will not be taken to qualify, explain or affect any provision thereof.

8.8 **Assignment.** Neither Party shall assign this Agreement or its rights hereunder without the prior written consent of the other Party, which consent shall not be unreasonable withheld, conditioned, or delayed; provided, however, either Party may, without the consent of the other Party (and

without relieving itself from liability hereunder), (i) transfer, sell, pledge, encumber or assign this Agreement or the accounts, revenues or proceeds hereof in connection with any financing or other financial arrangements, (ii) transfer or assign this Agreement to an affiliate of such Party which affiliate's creditworthiness is equal to or higher than that of such Party, or (iii) transfer or assign this Agreement to any person or entity succeeding to all or substantially all of the assets whose creditworthiness is equal to or higher than that of such Party; provided, however, that in each case, any such assignee shall agree in writing to be bound by the terms and conditions hereof and so long as the transferring Party delivers such tax and enforceability assurance as the non-transferring Party may reasonably request.

8.9 **Counterparts.** This Agreement may be executed in one or more counterparts and by different Parties in separate counterparts, each of which will be deemed an original, but all of which will together constitute one instrument. The delivery of an executed counterpart to this Agreement by electronic means, including via email, shall be effective as the delivery of a manually executed counterpart. The Parties agree that this Agreement may be stored in electronic format and that the reproduction in printed form of an electronically stored version this Agreement shall be deemed to be an "original" for all purposes.

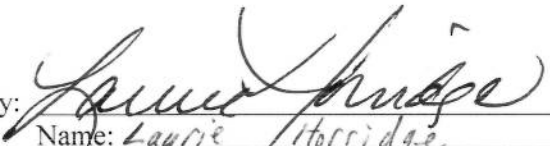
**ARTICLE 9
VISITATION AND PUBLIC COMMUNICATIONS**


9.1 **Visitation, Use of Images, and Public Communications.** Seller will make reasonable efforts to accommodate public visits to the Renewable Generating Resource, which Buyer may from time to time arrange. Buyer is allowed to use images of the Renewable Generating Resource for its marketing and public education purposes. Seller will make explicit in any public Communications regarding the Renewable Generating Resource that the Wind Certificates are being supplied to Buyer, and Buyer will acknowledge Seller as the owner and developer of the Renewable Generating Resource in any of its public communications about the Renewable Generating Resource.

IN WITNESS WHEREOF, the Parties hereto made and executed this Agreement, signed by their duly authorized officers or individuals, as of the day and year first above written.

NARRAGANSETT BAY COMMISSION

GREEN ENERGY CONSUMERS ALLIANCE

By: 
Name: Laurie Horridge
Title: Executive Director
Date: 1/22/2020

By: 
Name: Larry Chretien
Title: Executive Director
Date: 1/23/2020

- Comm. 2-7:** Page 32, Paragraph 14, of NBC's rebuttal states that the contract rate for RECs generated January 2023 through December 2023 is \$30.
- a. Does the contract rate change effective January 2024?
 - b. If yes, please provide contract documents supporting the rate effective January 2024.
 - c. If yes, will this affect the REC revenue calculation for the Rate Year? (Please provide a revised revenue calculation if appropriate)

Response:

- a. Yes
- b. See Attachment COM 2-7
- c. No. This will not affect the REC revenue calculation for the Rate Year. The RECs generated in calendar year 2023 will be sold in Fiscal Year 2024. Below is the schedule of when the RECs for the rate year will be generated and sold.

RECs Generated	RECs Sold
January 2023 – March 2023	July 2023
April 2023 – June 2023	October 2023
July 2023 – September 2023	January 2024
October 2023 – December 2023	April 2024

Prepared by: Michael Cook

AGREEMENT FOR THE PURCHASE AND SALE OF RENEWABLE ENERGY CERTIFICATE

This AGREEMENT FOR THE PURCHASE AND SALE OF RENEWABLE ENERGY CERTIFICATE (“**Agreement**”) is made as of __May 13th, 2022 (the “**Effective Date**”) by and between **Green Energy Consumers Alliance, Inc.**, a Massachusetts non-profit corporation having its principal office in Boston, Massachusetts (“**Buyer**”), and **Narragansett Bay Commission**, a company having its principal office in Providence, Rhode Island (“**Seller**”). Seller and Buyer are sometimes referred to individually as a “**Party**” and collectively as the “**Parties**”.

WHEREAS, the Parties desire to enter into this Agreement in order to set forth the terms and conditions relating to the renewable energy credit purchase and sale transaction agreed upon on May 4, 2022, as more particularly described below.

NOW, THEREFORE, in consideration of the mutual covenants contained herein, and for other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the Parties, intending to be legally bound, agree as follows:

ARTICLE 1 DEFINITIONS

As used in this Agreement, the following defined terms have the meanings set forth below:

- 1.1 “**Applicable Standard**” means the renewable portfolio standards of the Commonwealth of Massachusetts set forth in Section 11F of Chapter 25A of the General Laws of Massachusetts and the associated rules and regulations promulgated by the Massachusetts Department of Energy Resources, including those regulations set forth in Sections 14.00 through 14.13 of Title 225 of the Code of Massachusetts Regulations, as in effect on the date of this Agreement.
- 1.2 “**Business Day**” means a day on which Federal Reserve member banks in Boston, Massachusetts are open for business. A Business Day will open at 8:00 a.m. and close at 5:00 p.m. Boston, Massachusetts time.
- 1.3 “**Confidential Information**” means all oral and written information exchanged between the Parties with respect to this Agreement including, without limitation, the payments to be made and the Purchased Certificates to be transferred under this Agreement, and any information that is marked or specifically identified as confidential or proprietary in nature. Notwithstanding the foregoing, the following shall not constitute Confidential Information: (a) information which was already in a Party’s possession on a non-confidential basis prior to its receipt from the other Party; (b) information which is obtained from a third person who, insofar as is known to the Party, is not prohibited from transmitting the information to the Party by a contractual, legal or fiduciary obligation to the other Party; (c) information which is or becomes publicly available through no fault of the Party; and (d) information which is at any time independently developed by employees or consultants of a Party who have not had access to Confidential Information in the possession of that Party.
- 1.4 “**Deliver,**” “**Delivered**” or “**Delivery**” means when the transfer of the RECs is properly recorded with the Tracking System.
- 1.5 “**Event of Default**” means, with respect to each Party:

- (a) The failure of such Party to make payment as required under this Agreement (which Event of Default shall not include a delay in payment that is cured within three (3) Business Days of a demand for payment) or any other failure of performance by a Party of its material obligations under this Agreement (which Event of Default shall not include a delay in performance that is cured within five (5) Business Days of a demand for cure or other corrective action deemed satisfactory by the Performing Party in its sole discretion).
 - (b) Such Party:
 - (i) is dissolved (other than pursuant to a consolidation, amalgamation or merger);
 - (ii) becomes insolvent or is unable to pay its debts or fails or admits in writing its inability generally to pay its debts as they become due;
 - (iii) institutes or has instituted against it a proceeding seeking a judgment of insolvency or bankruptcy or any other relief under any bankruptcy or insolvency law or other similar law affecting creditors' rights; or
 - (iv) has a secured party take possession of all or substantially all of its assets or has a distress, execution, attachment, sequestration or other legal process levied, enforced or sued on or against all or substantially all of its assets and such secured party maintains possession, or any such process is not dismissed, discharged, stayed or restrained, in each case within 30 days thereafter.
 - (c) The making by such Party of a materially incorrect or misleading representation or warranty under this Agreement.
- 1.6 “**RECs**” means “RPS Class I Renewable Generation Attributes” (as defined or described in and eligible under the Applicable Standard) generated by a Renewable Generating Resource.
- 1.7 “**Renewable Generating Resource**” means a facility that is qualified as a “RPS Class I Renewable Generation Unit” under and as defined or described in the Applicable Standard.
- 1.8 “**Tracking System**” means the New England Power Pool Generation Information System (NEPOOL-GIS) operated by the New England Power Pool, its designee or successor entity, which includes a generation information database and certificate system and accounts for the generation attributes of electricity generated within New England.
- 1.9 “**Vintage**” means, with respect to any RECs, the applicable period during which the generation of such RECs was required to have occurred which, for purposes of this Agreement, shall be: January 1, 2024 through December 31, 2024 (“**Calendar Year 2024**”) and January 1, 2025 through December 31, 2025 (“**Calendar Year 2025**”).

ARTICLE 2 PURCHASE AND SALE OF RECS

- 2.1 **Sale.** Subject to the terms and conditions of this Agreement, Seller shall sell and Buyer agrees to purchase all of the RECs generated by the Renewable Generating Resource in Calendar Year 2024 estimated to be 20,000 RECs. The Seller shall sell and Buyer agrees to purchase all of the RECs generated by the Renewable Generating Resource in Calendar Year 2025 subject to any legislation

regarding carbon offsets that causes the Seller to have to retire a portion of these RECs produced to comply, otherwise estimated to be 20,000 RECs:

- 2.2 **Reporting.** Seller will provide Buyer with monthly reports of the generation from the Renewable Generating Resource (the “**Monthly Reports**”). The reports should be emailed to Buyer within fifteen (15) days of the end of each month.
- 2.3 **Purchase.** Subject to the terms and conditions of this Agreement, Buyer shall purchase the Contract RECs at a unit price of \$34.75 per 2024 Contract REC and \$30.00 per 2025 Contract REC for an estimated total purchase price of One Million Two Hundred Thousand Dollars \$1,295,000 (the “**Purchase Price**”).

ARTICLE 3 TRANSFER AND TITLE

- 3.1 **Title/Transfer/Delivery.** Seller agrees to transfer the RECs to Buyer’s NEPOOL GIS trading account on a quarterly basis within the first ten (10) business days of the applicable NEPOOL GIS trading period.
- 3.2 **Further Assurances.** The Parties shall cooperate fully and assist each other to obtain any and all required approvals and/or forms which may be required to effectuate the transfer of the Contract RECs to the Buyer’s account with the Tracking System in accordance with this Agreement, and to comply with any and all other regulatory obligations as required by the Tracking System.
- 3.3 **Responsibility.** Each Party shall be responsible for all costs, fees, brokerage commissions, taxes, and charges of whatever kind and amount that such Party incurs in connection with the performance of its respective obligations under this Agreement.
- 3.4 **Cooperation.** Upon notification that any transfer contemplated by this Agreement will not be completed, the Parties shall promptly confer and shall cooperate in taking all reasonable actions necessary to cure any defects in the proposed transfer, so that the transfer can be completed.

ARTICLE 4 BILLING AND PAYMENT

- 4.1 **Invoice.** Following each Delivery by Seller of any Contract RECs in accordance with Section 2.1, Seller shall provide an invoice to Buyer reflecting the applicable portion of the Purchase Price associated with such Contract RECs so Delivered (the “**Invoice**”). Invoices may be furnished to Buyer by facsimile transmission or in any other manner permitted pursuant to Section 7.1.
- 4.2 **Payment.** Within ten (10) Business Days of the later of (x) Buyer’s receipt of the Invoice and (y) Buyer’s receipt of confirmation from the Tracking System that the applicable Contract RECs have been Delivered to the Buyer’s account with the Tracking System, Buyer will remit payment via check for the applicable portion of the Purchase Price to Seller.
- 4.3 **Netting.** If Seller and Buyer are each required to pay any amounts in respect of purchases/sales hereunder or under any other contracts between the Parties on the same day, then, upon notice from one Party to the other, such amounts with respect to each Party shall be aggregated and the Parties shall discharge their obligations to pay through netting, in which case the Party, if any, owing the greater aggregate amount shall pay to the other Party the difference between the amounts owed.

ARTICLE 5
REPRESENTATIONS AND WARRANTIES

5.1 **Mutual Representations and Warranties.** Each Party represents and warrants to the other Party, as of the date of this Agreement and as of each Delivery of the Contract RECs and payment in respect of the Purchase Price that:

- (a) It is duly organized and validly existing under the laws of the jurisdiction of its organization or incorporation and, if relevant under such laws, in good standing;
- (b) It has the corporate authority and power to execute, deliver and perform the Agreement and enter into any transaction contemplated hereby;
- (c) Such execution, delivery and performance of this Agreement have been duly authorized and do not violate or conflict with any law applicable to it, any provision of its constitutional documents, any order or judgment of any court or other agency of government applicable to it or any of its assets or any contractual restriction binding on or affecting it or any of its assets;
- (d) There is no pending or (to its knowledge) threatened litigation, arbitration or administrative proceeding that materially adversely affects its ability to perform under this Agreement.
- (e) It is an “Eligible Contract Participant” as defined in Section 1a(18) of the Commodity Exchange Act, as amended, 7 U.S.C. § 1a(18), and it is a “forward contract merchant” and this Agreement is a “forward contract” within the meaning of the United States Bankruptcy Code.
- (f) It is not relying upon any advice, reports, analyses, or representations of the other Party other than those expressly set forth in this Agreement or any written guarantee of the obligations of such other Party, and the other Party has not given to it any assurance or guarantee as to the expected financial performance or result of this transaction, and it has entered into this transaction as principal and for its own account (and not as advisor, agent, broker or in any other capacity, fiduciary or otherwise), with a full understanding of, and the ability to assume, the material terms and risks of the same, and has made its trading and investment decisions (including regarding the suitability thereof) based upon its own judgment and any advice from such advisors as it has deemed necessary.
- (g) This Agreement constitutes a legal, valid and binding obligation of such Party, enforceable against such Party in accordance with its terms, subject to bankruptcy, reorganization, and similar laws affecting creditors’ rights generally and to general principals of equity (regardless whether considered in a proceeding in equity or at law).

5.2 **Warranties of Title; Validity.** Seller warrants contemporaneously with each Delivery of Contract RECs made pursuant to this Agreement that (a) Buyer will have good and marketable title to such Contract RECs, (b) such Contract RECs are not subject to specific contractual restrictions on their sale or transfer, (c) such Contract RECs are of the type and Vintage as set forth in this Agreement and can be used for compliance with the Applicable Standard, (d) Seller has the power to sell such Contract RECs, (e) such Contract RECs are Delivered free from all liens, claims, security interests, encumbrances and other defects of title arising prior to Delivery and (f) such Contract RECs have not otherwise been sold, retired, claimed, represented as part of any electricity output or sales, or

otherwise used to satisfy any renewable energy, greenhouse gas or other emissions or other environmental attribute obligation elsewhere under any standard, marketplace or jurisdiction.

- 5.3 **Limitation of Warranties.** EXCEPT AS SPECIFICALLY SET FORTH IN SECTION 5.2, SELLER MAKES NO WARRANTIES OF ANY KIND, EITHER EXPRESS OR IMPLIED WITH RESPECT TO THE CONTRACT RECS DELIVERED PURSUANT TO THIS AGREEMENT, WHETHER AS TO MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE, OR ANY OTHER MATTER.
- 5.4 **Survival.** This Article 5 shall survive expiration or termination of this Agreement until the date that is the later to occur of (x) the date that is three (3) years following the expiration or termination of this Agreement and (y) the date that is six (6) months after the last date that Compliance RECs of the Vintage(s) specified in this Agreement may be used for compliance with the Applicable Standard(s).

ARTICLE 6 EVENTS OF DEFAULT; REMEDIES

- 6.1 **Events of Default.** If an Event of Default occurs with respect to either Party (the “**Defaulting Party**”) at any time during the term of this Agreement, the other Party (the “**Performing Party**”) may (a) upon two (2) Business Days’ written notice to the Defaulting Party, terminate this Agreement, (b) suspend performance or withhold any payments or transfers of RECs due in respect of this Agreement to the extent of its damages pursuant to this Article, (c) exercise its rights under Section 6.2 of this Agreement, and (d) exercise such other remedies as may be available at law or in equity or as otherwise provided in this Agreement including an action for damages (except as limited by Section 6.3) .
- 6.2 **Termination Payment.** In the event the Performing Party terminates this Agreement in accordance with Section 6.1 above, the Performing Party shall in good faith calculate its Gains, Losses, and Costs resulting from the termination of this Agreement, aggregate such Gains, Losses and Costs with respect to all terminated transactions and any other amounts due under this Agreement into a single net amount (the “**Termination Payment**”), and then notify the Defaulting Party of the Termination Payment owed or owing. The Termination Payment shall be due to or due from the Performing Party as appropriate. Payment of the Termination Payment shall be due within three (3) Business Days after the Defaulting Party’s receipt of notice of the Termination Payment. The Performing Party may from time to time set off any or all amounts which the Defaulting Party owes to it against any or all amounts which the Performing Party owes to the Defaulting Party (in either case, under any agreement and whether or not then due), provided that any amount not then due which is included in such set-off shall be discounted to present value as determined by the Performing Party in a commercially reasonable manner.

For purposes of this Section, the following terms apply:

“**Costs**” means, with respect to the Performing Party, brokerage fees, commissions and other similar third party transaction costs and expenses reasonably incurred by the Performing Party either in terminating any arrangement pursuant to which it has hedged its obligations or entering into new arrangements which replace this Agreement, and all reasonable attorneys’ fees and legal costs incurred by the Performing Party in connection with the termination of this Agreement.

“**Gains**” means, with respect to the Performing Party, an amount equal to the present value of the economic benefit, if any, (exclusive of Costs) to it resulting from the termination of this Agreement, determined in a commercially reasonable manner.

“**Losses**” means, with respect to the Performing Party, an amount equal to the present value of the economic loss, if any, (exclusive of Costs) to it resulting from the termination of this Agreement, determined in a commercially reasonable manner.

6.3 **Limitations of Liability.** THE PARTIES CONFIRM THAT THE EXPRESS REMEDIES AND MEASURES OF DAMAGES PROVIDED IN THIS AGREEMENT SATISFY THE ESSENTIAL PURPOSES HEREOF. THE REMEDIES AND MEASURES OF DAMAGES SET FORTH IN THIS ARTICLE 6 SHALL BE THE SOLE AND EXCLUSIVE REMEDIES AVAILABLE TO THE PARTIES HEREUNDER. THE PARTIES CONFIRM AND AGREE THAT UNDER THIS AGREEMENT, NO PARTY SHALL BE REQUIRED TO PAY OR BE LIABLE FOR SPECIAL, CONSEQUENTIAL, INCIDENTAL, PUNITIVE, EXEMPLARY, OR INDIRECT DAMAGES, LOST PROFIT OR BUSINESS INTERRUPTION DAMAGES, BY STATUTE, IN TORT, CONTRACT OR OTHERWISE. TO THE EXTENT ANY DAMAGES REQUIRED TO BE PAID HEREUNDER ARE LIQUIDATED, THE PARTIES ACKNOWLEDGE THAT THE DAMAGES ARE DIFFICULT OR IMPOSSIBLE TO DETERMINE, OTHERWISE OBTAINING AN ADEQUATE REMEDY IS INCONVENIENT AND THE LIQUIDATED DAMAGES CONSTITUTE A REASONABLE APPROXIMATION OF THE HARM OR LOSS.

6.4 **Survival; Term.** This Article 6 shall survive any expiration or termination of this Agreement. This Agreement shall be effective as of the date first above written and shall remain effective until the Delivery of the Contract RECs and Seller’s receipt of the Purchase Price, or upon the termination of this Agreement pursuant to Article 6, except that, as set forth herein, certain terms will remain effective after expiration or termination.

**ARTICLE 7
NOTICES**

7.1 **Methods.** All notices, invoices, other formal communications which either Party may give to the other under or in connection with this Agreement shall be in writing and shall be sent by any of the following methods: hand delivery; reputable overnight courier; certified mail, return receipt requested; or, with respect to communications other than payments, by facsimile transmission. The communications shall be sent to the following addresses, and shall be effective when received:

If to Buyer:

Narragansett Bay Commission
1 Service Rd
Providence, RI 02905
Attn: Sam Celone
Phone: 401-461-8848
Email: scelone@narrabay.com

If to Buyer:

Green Energy Consumers Alliance

284 Amory Street
Boston, MA 02130
Attn: Larry Chretien
Phone: 617-524-3950
Email: larry@greenenergyconsumers.org; mikaela@greenenergyconsumers.org

ARTICLE 8 GENERAL PROVISIONS

- 8.1 **Entire Agreement, Amendments and Counterparts.** The terms of this Agreement constitute the entire agreement between the Parties with respect to the matters set forth in this Agreement and may be changed only by written agreement executed after the date hereof by the Parties.
- 8.2 **No Waiver.** No waiver by either Party of any one or more defaults by the other Party in the performance of any of the provisions of this Agreement shall operate or be construed as a waiver of any other default or defaults whether of a like kind or different nature. Any delay, short of the maximum statutory period of limitation, in asserting or enforcing any right under this Agreement shall not be deemed a waiver of such right.
- 8.3 **Confidentiality.** Except as provided in this Article 8, neither Party shall publish, disclose, or otherwise divulge Confidential Information to any person at any time during or after the term of this Agreement, without the other Party's prior express written consent. Each Party shall permit knowledge of and access to Confidential Information only to those of its affiliates, attorneys, accountants, representatives, agents and employees who have a need to know related to this Agreement and agree to keep such information confidential. This Section 8.3 shall survive for a period of one (1) year following the expiration or termination of this Agreement.
- 8.4 **Governmental Disclosure.** If required by any law, statute, ordinance, decision, order or regulation passed, adopted, issued or promulgated, or if requested by a court, governmental agency or authority having jurisdiction over a Party, that Party may release Confidential Information, or a portion thereof, to the court, governmental agency or authority, as required or requested, and a Party may disclose Confidential Information to accountants in connection with audits, provided that, if practicable, such Party has notified the other Party of the required disclosure, such that the other Party may attempt (if such Party so chooses) to cause that court, governmental agency, authority or accountant to treat such information in a confidential manner and to prevent such information from being disclosed or otherwise becoming part of the public domain.
- 8.5 **Governing Law and Dispute Resolution.**
- (a) This Agreement shall be construed under and governed by the laws of the Commonwealth of Massachusetts, without regard to its rules regarding choice of laws. The Parties agree to use their respective best efforts to resolve any dispute(s) that may arise regarding this Agreement.
 - (b) Any dispute that arises under or with respect to this Agreement shall in the first instance be the subject of informal negotiations between the Executive Director of Seller and the Managing Director of Buyer or their respective delegates, who shall negotiate in good faith to resolve such dispute. The period for informal negotiations shall not exceed fourteen (14) days from the time the dispute arises, unless it is modified by written agreement of the Parties. The dispute shall be considered to have arisen when one Party sends the other a

written notice that identifies the nature, and the acts(s) or omission(s) forming the basis of, the dispute.

- (c) In the event that the Parties cannot resolve a dispute by informal negotiations, the Parties agree to submit the dispute to mediation. Within fourteen (14) days following the expiration of the time period for informal negotiations, the Parties shall, unless the dispute is resolved during such period, propose and agree upon a neutral and otherwise qualified mediator. In the event that the Parties fail to agree upon a mediator, the Parties shall request that the American Arbitration Association appoint a mediator. The period for mediation shall commence upon the appointment of the mediator and shall not exceed sixty (60) days, unless such time period is modified by written agreement of the Parties. The decision to continue mediation shall be in the sole discretion of each Party. The Parties will bear their own costs of the mediation, provided, however, that neither Party shall be required in connection with the conduct of such mediation to expend any amounts or incur any costs or expenses that it determines to be commercially unreasonable. The Parties will share the cost of the mediator's fees equally.
- (d) If the Parties are unable to resolve a dispute through informal negotiations or mediation, then each Party may take any action that may be available to it under applicable law or otherwise to enforce its rights and remedies under this Agreement, which action may include the commencement of litigation or other proceedings in respect of the dispute.
- (e) In the event that a dispute relates to the calculation of a payment owed or claimed to be owed by one Party ("X") to the other Party ("Y"), X shall pay the undisputed portion of such payment in accordance with the provisions of this Agreement and may withhold payment of the portion of the payment under dispute until such time as the dispute is resolved, whether by agreement of the Parties or otherwise. If upon the resolution of the dispute it is determined that an amount is owed by X to Y, X shall pay such amount to Y within three (3) Business Days following the resolution of such dispute.

8.6 **Change in Law.** If, prior to the Delivery of the Contract RECs, any statutes, rules, or regulations are enacted, amended or revoked which have the effect of (a) changing the transfer and sale procedures set forth in this Agreement so that the implementation of this Agreement becomes impossible or impracticable, (b) making this Agreement illegal or unenforceable, or (c) eliminating the existence of the Contract RECs, the Parties hereto agree to negotiate in good faith to amend this Agreement to conform with such new statutes, regulations, or rules in order to maintain the original intent of the Parties under this Agreement. However, in no event will a change in law which changes in any respect the value of the Contract RECs, have any effect on the obligations of the Parties to purchase and sell the Contract RECs on the terms and at the Purchase Price set forth in this Agreement. If the Parties are unable, despite such good faith efforts, to reform this Agreement within fifteen (15) Business Days following commencement of such negotiations, either Party may terminate this Agreement with no further payment or performance obligations except for any such obligations that have accrued prior to such termination.

8.7 **Headings.** The Article and section titles in this Agreement are only for purposes of convenience and do not form a part of this Agreement and will not be taken to qualify, explain or affect any provision thereof.

8.8 **Assignment.** Neither Party shall assign this Agreement or its rights hereunder without the prior written consent of the other Party, which consent shall not be unreasonable withheld, conditioned, or delayed; provided, however, either Party may, without the consent of the other Party (and

without relieving itself from liability hereunder), (i) transfer, sell, pledge, encumber or assign this Agreement or the accounts, revenues or proceeds hereof in connection with any financing or other financial arrangements, (ii) transfer or assign this Agreement to an affiliate of such Party which affiliate's creditworthiness is equal to or higher than that of such Party, or (iii) transfer or assign this Agreement to any person or entity succeeding to all or substantially all of the assets whose creditworthiness is equal to or higher than that of such Party; provided, however, that in each case, any such assignee shall agree in writing to be bound by the terms and conditions hereof and so long as the transferring Party delivers such tax and enforceability assurance as the non-transferring Party may reasonably request.

8.9 **Counterparts.** This Agreement may be executed in one or more counterparts and by different Parties in separate counterparts, each of which will be deemed an original, but all of which will together constitute one instrument. The delivery of an executed counterpart to this Agreement by electronic means, including via email, shall be effective as the delivery of a manually executed counterpart. The Parties agree that this Agreement may be stored in electronic format and that the reproduction in printed form of an electronically stored version this Agreement shall be deemed to be an "original" for all purposes.


**ARTICLE 9
VISITATION AND PUBLIC COMMUNICATIONS**

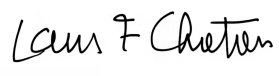
9.1 **Visitation, Use of Images, and Public Communications.** Seller will make reasonable efforts to accommodate public visits to the Renewable Generating Resource, which Buyer may from time to time arrange. Buyer is allowed to use images of the Renewable Generating Resource for its marketing and public education purposes. Seller will make explicit in any public Communications regarding the Renewable Generating Resource that the Wind Certificates are being supplied to Buyer, and Buyer will acknowledge Seller as the owner and developer of the Renewable Generating Resource in any of its public communications about the Renewable Generating Resource .

IN WITNESS WHEREOF, the Parties hereto made and executed this Agreement, signed by their duly authorized officers or individuals, as of the day and year first above written.

NARRAGANSETT BAY COMMISSION

GREEN ENERGY CONSUMERS ALLIANCE, INC.

By: 
Name: Samuel R. CELONE
Title: Purchasing Manager
Date: 5/17/2022

By: 
Name: Larry Chretien
Title: Executive Director
Date: 5/17/2022

Comm. 2-8: Schedule 28 of NBC's initial filing projects an electric supply rate of 16.06¢ per kWh. Please indicate how the 16.06¢ was derived.

Response: Please see Attachment Comm. 2-8.

Prepared by: Leah Foster



Contract Copy
Enclosed



NARRAGANSETT BAY COMMISSION
1 SERVICE RD
RUMFORD RI 02916-3207

15

September 22, 2022

Re: Your Countersigned Contract from Constellation

Thank you for choosing Constellation as your energy provider.

Please see enclosed for a copy of your agreement. We know you have choices for energy supply, and we value the trust you have placed in us.

Is Your Organization Tax Exempt*?

- **If your organization is not tax exempt, no further action is needed.**
- **If your organization qualifies for tax exempt status**, please send a valid tax exemption form showing which accounts should be exempt as soon as possible. You can send your form to CNEOpsTaxTeam@constellation.com or fax it to 877-243-4968. If you have previously submitted this form, you can disregard this message.

We want to ensure your account is set up properly for an effortless experience. If you have any questions about your contract, please reach out to us at this toll-free number, 833-848-6938 or write us at P.O. Box 4911, Houston, TX 77210. Our hours of operation are Monday – Friday 8:00 am – 8:00 pm Eastern except Holidays. Our email address is home@constellation.com.

Thank you for your business and we look forward to serving your energy needs.

Thank you,
Contract Administration
Constellation

*Not applicable in Illinois, Ohio, and New Hampshire.

**Tax Advisor Disclaimer- No Professional Advice: The information in this letter is provided with the understanding that Constellation is not herein engaged in rendering legal, accounting, tax, or other professional advice and services. As such, this communication should not be used as a substitute for consultation with professional accounting, tax, legal or other competent advisers and should not be used for the purpose of avoiding taxes or tax-related penalties. Before making any decision or taking any action, you should seek independent advice from a tax professional.

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**Agreement is Not
Valid Unless
Executed by
Seller**

**Constellation NewEnergy, Inc.
Fixed Price Solutions Transaction Confirmation**

This TC is entered into pursuant to and in accordance with a Master Agreement executed on 05/04/2022 by and between Constellation NewEnergy Inc. ("Seller") and Narragansett Bay Commission ("Customer"), and is subject to all of the provisions, terms and conditions of such Master Agreement. Notwithstanding anything to the contrary, any conflict between this TC and the Master Agreement will be resolved in favor of this TC, but only with respect to the Account(s) listed on this TC. This TC supersedes all prior agreements and understandings with respect to the Account(s), and may not be contradicted by any prior or contemporaneous oral or written agreement. Capitalized terms used herein but not defined will have the meanings ascribed to them in the Master Agreement.

Price Terms. The electricity rate you are paying is stated in the Account Schedule below. The prices contained in the Account Schedule include all the costs listed below as "Fixed", meaning that they will remain constant for the existing term of this TC and may only be subject to change as a result of a Change in Law as described in the Master Agreement, provided, however, your overall electricity bill may fluctuate monthly depending on your usage variations, and whether certain cost components are being Passed Through (as defined below). Costs listed below as "Passed Through" means that charges for these costs will change during the existing term of this TC to the extent the related charges assessed or charged vary for any reason.

Cost Components. Each of the items listed as "Fixed" below is included in Customer's contract prices as set forth in the Account Schedule. For each of the items listed as "Passed Through" below, Customer will be charged the costs associated with the line item in accordance with the definitions of each item in Section 1.1, Definitions.

Energy Costs	Fixed
Ancillary Services And Other ISO Costs	Fixed
Capacity Costs	Fixed
Line Loss Costs	Fixed
RPS Costs	Fixed
Fuel Security Costs-COS	Fixed
Fuel Security Costs-interim Winter Program	Fixed

The contract prices contained in the Account Schedule have been reduced to reflect a fixed credit to Customer for the Auction Revenue Rights and Transmission Loss Credits associated with the Account(s).

"Fuel Security Reliability Program Costs ("Fuel Security Costs") means those costs or charges that are incurred by load serving entities in the ISO New England service territory associated with fuel security reliability, as described in ISO New England tariff provisions accepted by the Federal Energy Regulatory Commission ("FERC") in Docket Nos. ER18-2364-000 and EL18-182-000 as proposed or implemented during the term of this Agreement, including but not limited to costs associated with cost-of-service agreements ("COS Agreements"), such as the agreement accepted for filing by FERC in Docket No. ER18-1639-000 (the "Mystic COS Agreement") and the implementation of an interim inventoried energy program during the winter months of 2023-2024 for Forward Capacity Auction ("FCA") 14 and 2024-2025 for FCA 15 accepted by FERC on August 6, 2019 in Docket NO ER19-1428-001 (collectively, the "Interim Winter Program"). If that portion of the Fuel Security Costs associated with the Mystic COS Agreement ("Fuel Security Costs-COS") and/or the Interim Winter Program ("Fuel Security Costs-Interim Winter Program") are **Fixed** under this Agreement, then such costs shall only include costs associated with the Mystic COS Agreement and/or cost associated with the Interim Winter Program, as applicable, as in effect as of the date of the full execution of this Agreement. Any additions, modifications or conditions to the treatment of Fuel Security Costs under the ISO New England tariff or otherwise, including but not limited to any modifications of the Mystic COS Agreement (including the approval of any other COS Agreements), modifications to the Interim Winter Program or any new or modified long-term market solutions implemented by ISO New England and accepted or approved by FERC shall be deemed a Change in Law pursuant to Section 5 below.

For clarification purposes only regarding Capacity Costs (Fixed):

Capacity Cost (Fixed): You have elected the "Fixed" option for your "Capacity Costs" as noted in the table above. "Fixed" means we have included Capacity Costs in your contract price (set forth in the Account Schedule) based on the current Capacity Costs associated with your Accounts as of the effective date of this Agreement. Your Capacity Costs will not be subject to change during the term of this Agreement except as a result of Change in Law as described in Section 5 below. For avoidance of doubt, except as otherwise agreed to herein, your Fixed contract price will

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not be adjusted (either upward or downward) to pass through any changes in your Capacity Costs based on monthly or annual changes to the Capacity Obligation for the Account(s). "**Capacity Obligation**" means the Accounts' ICAP Tags as provided by the UDC, as modified utilizing the applicable ISO methodology factors (including but not limited to reserve margin) as defined by the ISO as of the date this Agreement. "**ICAP Tag (kW)**" means the peak load contribution for the Account(s) measured in kilowatts (kW) as determined by the UDC and reported to the applicable ISO. For illustrative purposes only, please see the Capacity Obligation Components table below:

CAPACITY OBLIGATION COMPONENTS	
ICAP Tags	Fixed
Other ISO/Utility factors (such as reserve margin)	Fixed

For clarifications purposes only regarding Fuel Security Costs-COS (Fixed):

Fuel Security Costs-COS (Fixed): You have elected the "Fixed" option for your "Fuel Security Costs-COS" as noted in the Cost Component table above. "Fixed" means we have included Fuel Security Costs-COS in your contract price (set forth in the Account Schedule) based on the current Fuel Security Costs-COS charges associated with your Accounts as of the effective date of this TC. Your Fuel Security Costs-COS charges will not be subject to change during the term of this TC except as a result of Change in Law as described in Section 5 below. Fixed means that your price will not be adjusted (either upward or downward) to pass through any Fuel Security Costs-COS charges based on monthly or annual changes as described in the COS Agreement (including the Mystic COS Agreement as defined further below) detailed in the ISO New England tariff provisions accepted by the Federal Energy Regulatory Commission ("FERC") in Docket Nos. ER18-2364-000 and EL18-182-000 as proposed or implemented as of the effective date of this TC.

Billing. Customer's Account(s) will be billed as follows per the Master Agreement: UDC Consolidated Billing.

Section 1.1. Definitions.

"Ancillary Services And Other ISO Costs" means for any billing period the applicable charges regarding ancillary services as set forth in the applicable ISO Open Access Transmission Tariff ("OATT") and for other ISO costs not otherwise included in any of the defined cost components in this TC. Seller will reasonably determine an Account's monthly Ancillary Services And Other ISO Costs based on the Account's \$/kWh share of cost for Ancillary Services And Other ISO Costs or otherwise reasonable allocation method as Seller may determine from time to time based on how Ancillary Services And Other ISO Costs are assessed by the ISO.

"Auction Revenue Rights" means revenue credits resulting from the annual financial transmission rights auction conducted by the ISO that are applicable with respect to transmission peak load contribution.

"Capacity Costs" means a charge for fulfilling the capacity requirements for the Account(s) imposed by the ISO or otherwise.

"Covered Bandwidth" does not apply to this TC.

"Energy Costs" means a charge for the cost items included in the Locational Marginal Price for the ISO zone identified in the Account Schedule.

"Fuel Security Reliability Program Costs ("Fuel Security Costs")" means those costs or charges that are incurred by load serving entities in the ISO New England service territory associated with fuel security reliability, as described in ISO New England tariff provisions accepted by the FERC in Docket Nos. ER18-2364-000 and EL18-182-000 as proposed or implemented during the term of this TC, including but not limited to costs associated with cost-of-service agreements ("COS Agreements"), such as the agreement accepted for filing by FERC in Docket No. ER18-1639-000 (the "**Mystic COS Agreement**") and the implementation of an interim inventoried energy program during the winter months of 2023-2024 for Forward Capacity Auction ("FCA") 14 and 2024-2025 for FCA 15 accepted by FERC on August 6, 2019 in Docket NO ER19-1428-001 (collectively, the "**Interim Winter Program**"). If that portion of the Fuel Security Costs associated with the Mystic COS Agreement ("**Fuel Security Costs-COS**") and/or the Interim Winter Program are Fixed under this TC then such costs shall only include costs associated with the Mystic COS Agreement and/or cost associated with the Interim Winter Program, as applicable, as in effect as of date of the full execution of this TC. Any additions, modifications or conditions to the treatment of Fuel Security Costs under the ISO New England tariff or otherwise, including but not limited to any modifications of the Mystic COS Agreement (including the approval of any other COS Agreements), modifications to the Interim Winter Program or any new or modified long-term market solutions implemented by ISO New England and accepted or approved by FERC shall be deemed a Change in Law as described in the Master Agreement.

"Holdover Fee" means a cost of \$.005250 per kWh in the holdover rate.

"Line Loss Costs" means the costs (to the extent not already captured in the applicable Energy Costs) applicable to each Account based on the kWh difference between the UDC metered usage and the ISO settlement volumes (the "Line Loss Usage"). If Line Loss Costs are "Fixed," the Line Loss Costs are included in the contract price and will not be invoiced as a separate line item. If Line Loss Costs are "Fixed (Charged Separately)," the contract price shall be applied to the Line Loss Usage and appear as a separate line item on the invoice. If Line Loss Costs are "Passed

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Through," the Line Loss Costs will be invoiced as a separate line item and calculated based on the applicable locational marginal price for the Line Loss Usage.

"LMP" or "Holdover Market Price" means the ISO-published Day Ahead locational based marginal price for the ISO zone applicable to each Account expressed in \$/kWh. Such prices are published hourly or sub-hourly depending on the ISO

"Non Time Of Use" or "NTOU" means all hours of each day.

"Off Peak" means all hours other than Peak hours.

"Payment Date" means the date 30 days following the invoice date, by which Customer's payment to Seller is due without offset or reduction of any kind.

"Peak" means the hours designated as peak from time to time by the UDC.

"Pricing Schedule" means "Transaction Confirmation" or "TC".

"Renewable Portfolio Standards Costs ("RPS Costs")" means the costs associated with meeting renewable portfolio standards costs at the levels required by currently applicable Law. If Renewable Portfolio Standards Costs are not included in the contract price, such costs for a particular month will be the product of (i) the Monthly RPS Price, and (ii) an Account's monthly kWh usage. The Monthly RPS Price is the price of renewable portfolio standards compliance for the Account, for a particular month, fixed by reference to the renewable portfolio standards forward price curve for the state where the Account is located.

"Transmission Loss Credits" means the credit amounts applicable to the Accounts under the ISO's marginal loss construct.

"Utility" means the "local electricity distribution company" or "UDC".

Section 2.1. Initial Term. With respect to each Account set forth in the Account Schedule below, electricity supply shall commence on or about the date set forth under "Start Date", and end on or about the date set forth under "End Date" in accordance with the terms of the Agreement. This TC shall not automatically renew, provided, however, service may be extended for a holdover term as described in the Master Agreement.

Section 2.2. Seller and UDC Contact Information. Seller's website address is www.constellation.com. Customer may contact Seller regarding its invoice or other matters concerning this TC at Seller's Customer Service Department by toll-free telephone at 844-636-3749, or email at CustomerCare@Constellation.com. **CUSTOMER AGREES TO CONTACT ITS UDC IN THE EVENT OF A POWER OUTAGE OR OTHER ELECTRICITY RELATED EMERGENCY AT THE FOLLOWING TELEPHONE NUMBERS:**

UDC Name	UDC Abbreviation	Contact Numbers
Narragansett Electric Company	NECO	1-800-465-1212

Rhode Island Division of Public Utilities. Additional information, including information on consumer rights, may be obtained by contacting the Rhode Island Division of Public Utilities and Carriers ("PUC") at (401) 941-4500 or the Consumer Section of PUC at (401) 780-9700.

Section 2.3. Miscellaneous. For Account(s) located in the State of Rhode Island:

(i) **Service.** Seller is unable to physically cut-off electric service to Customer.

(ii) **Disputes.** If Customer in good faith reasonably disputes Customer invoice from Seller, Seller will continue to provide all services under this Agreement as long as Customer provides written notice to Seller of the nature and extent of the dispute on or before the date payment of the disputed invoice is due and make payment of any non-disputed portion when due. Upon determination of the proper invoice amount, Customer shall promptly pay the invoice amount along with any interest charge (with interest determined pursuant to the "Invoicing and Payment" section of this Agreement) from and including the due date to and excluding the date paid.

(iii) **Certain Warranties.** Customer warrants and represents that for Account(s) located in the State of Rhode Island, the electricity supplied under this Agreement is not for use at a residence.

(iv) **Price Term Comparison.** Customer may compare the price terms in this Agreement to Customer's current electricity supplier listed on your electric bill by going to <http://www.ri.gov/empowerri> and entering your information into the price compare tool. If you are currently receiving standard offer or default electric generation service then your existing rate may be subject to change every six (6) months on April 1 and October 1. If you are currently receiving competitive electric generation service, your price and term are governed by your agreement with your current electricity supplier.

CUSTOMER'S RIGHT TO RESCIND. CUSTOMER HAS THE RIGHT TO RESCIND THIS AGREEMENT FOR ANY REASON AND WITHOUT PENALTY BY PROVIDING SELLER NOTICE OF SUCH RESCISSION, WITHIN THREE (3) BUSINESS DAYS OF THE DATE THIS AGREEMENT IS EXECUTED..

[REMAINDER OF PAGE LEFT INTENTIONALLY BLANK]

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Each Party has caused this Transaction Confirmation to be executed by its authorized representative on the respective dates written below.

Constellation NewEnergy, Inc.

Customer: Narragansett Bay Commission

Signature: *Amanda Stewart*
Amanda Stewart
Vice President - Retail Ops

2022-09-16
15:54-05:00

Signature: *JM*

Printed Name:
Title:

Printed Name: *James McLaughlin*
Title: *Deputy Director*
Date: *9/16/22*

Address: 1001 Louisiana St. Constellation Suite 2300
Houston, TX 77002
Attn: Contracts Administration

Address: 1 Service Rd
Providence, RI 02905-5505

Fax: 888-829-8738
Phone: 844-636-3749

Fax: *401-461-6540*
Phone: *401-461-8848*
Email: *JMcLaughlin@Narrabay.com*

FOR INTERNAL USE ONLY

Electricity Supply

ACCOUNT SCHEDULE:For: **Narragansett Bay Commission****The Pricing set forth below is only valid until 5:00 PM Eastern Prevailing Time on September 16, 2022**

Seller shall have no obligation to enroll or supply electricity to any account(s) that are not identified on the Account Schedule below.

Please verify that your specific information is **COMPLETE** and **ACCURATE**.

Your review and acceptance of this information will help ensure accurate future invoices

Notes: Accounts and Service Addresses listed in the Account(s) Schedule may be updated or replaced with a new account number issued by the UDC, ISO or other entity.

No. of Service Accounts: 10

UDC	UDC Account Number	Service Address	Start Date	End Date	Energy Price Non TOU (\$/kWh)
NECO	6273860017	21 Ernest St. P28-51. Providence, RI 02905	12/08/22	12/07/23	\$0.16060
NECO	6437036001	1 ERNEST ST, PROVIDENCE, RI 02905-5501	12/01/22	11/30/23	\$0.16060
NECO	6455812018	Calverley St. Pole 6-1. Providence, RI 02908	12/12/22	12/11/23	\$0.16060
NECO	6508432000	2 DEXTER RD. E PROVIDENCE RI 02914-2004	12/14/22	12/13/23	\$0.16060
NECO	7677962012	1 SERVICE RD. PROVIDENCE RI 02905-5505	12/08/22	12/07/23	\$0.16060
NECO	7844200001	MOSHASSUCK IND HWY SEWER POLE 25 1SA. LINCOLN, RI 02865	12/21/22	12/20/23	\$0.16060
NECO	7845318002	WASHINGTON HWY POLE 83, LINCOLN, RI 02865	12/21/22	12/20/23	\$0.16060
NECO	8929236017	ERNEST ST POLE 34 COGEN, PROVIDENCE, RI 02903	12/09/22	12/08/23	\$0.16060
NECO	8930480003	Shipyards St. Providence, RI 02905	12/08/22	12/07/23	\$0.16060
NECO	8930794011	102 CAMPBELL AVE. RUMFORD, RI 02916-3207	12/09/22	12/08/23	\$0.16060

TO ACCEPT THE PRICING ABOVE, PLEASE FAX A SIGNED COPY OF THIS AGREEMENT TO SELLER AT 888-829-8738.

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Errors and omissions excepted. Std. Transaction Confirmation Rev Jan-29-2016

(2d.999) (JM)

Sales Rep: Michael Cloutier

G456079.134216.0

Printed: 9/16/2022

Comm. 2-9: The response to DIV 2-12 (c) states the FY 22 turnover rate was 16.03%.

- a. Please provide the derivation of the 16.03%.
- b. Please reconcile the 16.03% turnover rate on DIV 2-12 to the vacancy rates that can be calculated from DIV 1-22 for FY 22 .

Response:

- a. The 16.03% was derived by dividing the FY 2022 terminations by the Average Filled FTE.
(42/262 = 16.03%)
- b. See attachment COM 2-9b.

Prepared by: Leah Foster

Test Year FY 2022												
FY 2022 All Positions						Non Union			Union			
Fiscal Year	Calendar	Budget FTE	Test Year Filled FTE	Termination	Unfilled Positions	Budget FTE	Test Year Filled FTE	Unfilled Positions	Budget FTE	Test Year Filled FTE	Unfilled Positions	
Jul-22	Jul-21	297	264	5	33	169	150	19	128	114	14	
Aug-22	Aug-21	297	265	1	32	169	151	18	128	114	14	
Sep-22	Sep-21	297	264	3	33	169	151	18	128	113	15	
Oct-22	Oct-21	297	263	5	34	169	150	19	128	113	15	
Nov-22	Nov-21	297	263	2	34	169	151	18	128	112	16	
Dec-22	Dec-21	297	267	2	30	169	151	18	128	116	12	
Jan-22	Jan-22	297	265	5	32	169	149	20	128	116	12	
Feb-22	Feb-22	297	263	4	34	169	147	22	128	116	12	
Mar-22	Mar-22	297	263	4	34	169	149	20	128	114	14	
Apr-22	Apr-22	297	266	3	31	169	151	18	128	115	13	
May-22	May-22	297	264	5	33	169	151	18	128	113	15	
Jun-22	Jun-22	297	262	3	35	169	153	16	128	109	19	
Average			264	42	33							

Turn over (Original)
 Termination 42
 Total Positions 262 16.03%

Turn over (Corrected DIV 2-12)
 Termination 42
 Total Positions 264 15.91%

Vacancy Rate
 Average unfilled 33
 Total Positions 264 12.50%

Non Union Vacancy Rate
 Unfilled Average 19
 Filled FTE Average 150 12.42%

Union Vacancy Rate
 Unfilled Average 14
 Filled FTE Average 114 12.53%

CERTIFICATION

I hereby certify that on May 11, 2023, I sent a copy of the within to all parties set forth on the attached Service List by electronic mail and copies to Luly Massaro, Commission Clerk, by electronic mail and regular mail.

Parties/Address	E-mail Distribution	Phone
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	gdegan@narrabay.com ;	
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	mcranston29@gmail.com ;	
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