

Cape Light Compact JPE Executive Committee & Governing Board Meeting

DATE: Wednesday, January 24, 2024
LOCATION: Cape Light Compact Offices – Martha’s Vineyard Conference Room
261 Whites Path, Unit 4, South Yarmouth
TIME: 2:00 – 4:30 p.m.

Note: The meeting will be held as a hybrid meeting (in-person and through remote participation) pursuant to St. 2023, c. 2, which, among other things, extends the temporary provisions pertaining to remote meetings of public bodies under the Open Meeting Law to March 31, 2025. Members of the Public can join in by audio and follow along with Meeting Materials, see the information below. Written public comments should be submitted to Maggie Downey, Compact Administrator, at mdowney@capelightcompact.org by 2:00 PM on Tuesday, January 23, 2024, and should follow the public comment protocol below. Written public comments received after the January 23rd deadline will be distributed prior to the Compact’s next Board meeting.

Telephone dial-in: +1 (646) 558-8656
Meeting ID: 831-8461-7677
Passcode: 103218

AGENDA

1. Public Comment
2. Approval of December 13, 2023, Open Session Minutes
3. **Open Session Vote on Entry into Executive Session:** Open Session Vote on Entry into Executive Session: pursuant to M.G.L. c. 30A §21(a)(10) to review and approve the December 13, 2023 Executive Session minutes regarding trade secrets and confidential, competitively sensitive or other proprietary power supply information, **to return to Open Session thereafter**
4. Chairman’s Report, Martin Culik
 - a. Discuss and Report-Out on Board Member Updates to Selectmen/Council
5. Elections for 2024 Officers, Maggie Downey
6. Elections for 2024 Executive Committee Members, Maggie Downey
7. Presentation on Proposed Classification & Compensation Plan for Compact Staff, Michael Hale, Edward J. Collins, Jr. Center for Public Management, University of Massachusetts Boston. Board Discussion and Potential Vote to Adopt Proposed Classification and Compensation Schedule for Compact Staff and Administrator
8. Update on 2024 Energy Efficiency Program Changes, Briana Kane & Compact Implementation Staff
9. Discuss Preliminary 2025-2027 Energy Efficiency Plan Program Changes, Briana Kane
10. Discuss MA Department of Public Utilities (DPU) Inquiry on Energy Affordability for Residential Ratepayers (DPU 24-15), Maggie Downey
11. Administrator’s Report, Maggie Downey
 - A. Update on Review and Release of Executive Session Minutes
 - B. Update on Pending Energy Efficiency Mid-Term-Modification Budget Changes
 - C. Update on DPU 23-67, Municipal Aggregation Stakeholder Meeting and Guidelines
 - D. Proposed date for February Board Meeting: February 28th
 - E. Proposed date for March Board Meeting: March 27
 - F. Review Documents Sent to CLC Board
 1. Summary of Conflict-of-Interest Law for Municipal Employees (Board Member SIGNATURE REQUIRED)

2. Office of the Attorney General: Open Meeting Law Guide and Educational Materials (Board Member SIGNATURE REQUIRED)
 3. Office of the Attorney General: 940 CMR: Open Meetings
 4. Office of the Inspector General: How to be an Effective Board Member of a Public Board or Commission
 5. Second Amended and Restated Joint Powers Agreement of the CLCJPE
 6. Cape Light Compact Aggregation Plan, dated June 23, 2023
 7. Cape Light Compact Code of Conduct for Board Members
12. Board Member Update (Reserved for Updates on Member Activities the Chair Did Not Reasonably Anticipate Would be Discussed – No Voting)

Participation in the Executive Session is limited to CLC Board Members, CLC Staff and Invited Guests

**Cape Light Compact Public Comment Protocols
for Governing Board Meeting
(June 2023)**

The Cape Light Compact Governing Board has adopted the following protocols to assist the public in effective participation in its Governing Board meetings, where some Board Members, staff and members of the public may be participating remotely:

1. Members of the public are welcome to address the Compact Board during the public comment section of the meeting or in writing.
2. Members of the public addressing the Compact Board at the meeting must state their name, and if appropriate the name of the organization the person is representing. Oral comments must be limited to three minutes.
3. Members of the public may also submit written comments. Written comments shall be submitted in writing to the Compact Administrator, Maggie Downey, at mdowney@capelightcompact.org by 2 p.m. on the Tuesday before a scheduled Compact Governing Board meeting (or such other time as may be established by the Compact Administrator). Written comments must include a person's name and, if appropriate, the name of the organization the person is representing. Public comments received after the deadline will be distributed prior to the Compact's next Board meeting.
4. Members of the public addressing the Compact Board may not use fighting words, slander, unreasonably loud or repetitive speech, or speech so disruptive of the Compact Board meeting that the deliberative process is substantially interrupted or impaired. Speakers may not disrupt others. Speech must be peaceable and orderly.
5. All written public comments submitted in advance consistent with these protocols shall be included in the Compact's Board meeting packet.
6. Board members and staff cannot respond to public comments for topics not on the current agenda during the Board meeting. The Cape Light Compact Board may respond to comments either by putting them on the agenda of a subsequent meeting or by requesting the administrator or staff to respond to the comment.
7. Copies of the Board meeting packet will generally be made available to members of the public in advance of the meeting at the Cape Light Compact JPE's web site at www.capelightcompact.org Documents exempt from disclosure pursuant to the Public Records Law or protected by the attorney-client privilege shall not be included.

**Cape Light Compact JPE
Governing Board
Meeting Minutes
Wednesday, December 13, 2023**

The Cape Light Compact JPE Board of Directors met on Wednesday, December 13, 2023, at 2:00 p.m. The meeting was held as a hybrid meeting (in-person and through remote participation) through a Zoom videoconference for members of the Board with audio call-in available for members of the public, pursuant to St. 2023, c. 2, which, among other things, extends the temporary provisions pertaining to remote meetings of public bodies under the Open Meeting Law to March 31, 2025.

Participating In-Person Were:

1. Sean Hogan, Barnstable Alternate
2. Robert Schofield, Executive Committee, Bourne
3. Brian Miner, Chatham
4. Brad Crowell, Dennis
5. Gary Senecal, Eastham Alternate
6. Valerie Bell, Harwich
7. Martin Culik, Chair/Executive Committee, Orleans
8. David Jacobson, Orleans Alternate
9. Joyce Flynn, Vice Chair/Executive Committee, Yarmouth

Participating Remotely Were:

1. David Anthony, Secretary/Executive Committee, Barnstable
2. Bill Doherty, Bourne Alternate
3. Colin Odell, Executive Committee, Brewster
4. Alan Strahler, Edgartown
5. Matthew Patrick, Falmouth
6. Wayne Taylor, Mashpee
7. Nathaniel Mayo, Provincetown
8. Leanne Drake, Sandwich
9. Bob Higgins-Steele, Truro Alternate
10. Richard Elkin, Executive Committee, Wellfleet
11. Nicola Blake, Executive Committee, West Tisbury

Absent Were:

1. Forrest Filler, Aquinnah
2. Timothy Carroll, Chilmark
3. Meghan Gombos, Dukes County
4. Tom McNellis, Eastham
5. Peter Melency, Oak Bluffs
6. Russ Hartenstine, Tisbury
7. Jarrod Cabral, Truro

Legal Counsel Participating Remotely:

Audrey Eidelman Kiernan, Esq., KO Law, P.C.

Staff Participation In-Person:

Maggie Downey, Administrator

Staff Participating Remotely:

Anneliese Conklin, Data Analyst

Briana Kane, Residential and Commercial & Industrial Program Manager

David Botelho, Data Analyst

Jason Bertrand, Marketing and Communications Coordinator

Laura Selmer, Analyst

Lindsay Henderson, Senior Analyst - Small Business

Margaret Song, Energy Efficiency Strategy and Policy Manager

Mariel Marchand, Power Supply Planner

Melissa Allard, Senior Administrative Coordinator

Phil Moffitt, Chief Financial Officer

Stephen McCloskey, Analyst - Home Energy Services

Tatsiana Nickinello, Energy Efficiency Analyst

Public Participants:

Charlie McLaughlin, Barnstable Town Counsel

Martin Culik called the meeting to order at 2:04 PM.

Public Comment:

No written comments were received in advance of the meeting and no members of the public were present for public comment.

APPROVAL OF MINUTES:

The Board considered the November 8, 2023, Open Session and Executive Session Meeting Minutes.

Joyce Flynn moved the Board to accept the minutes and to release them, seconded by Robert Schofield.

David	Anthony	Barnstable	Yes
Robert	Schofield	Bourne	Yes
Colin	Odell	Brewster	Yes
Brian	Miner	Chatham	(due to oversight his name was not called)
Brad	Crowell	Dennis	Yes
Gary	Senecal	Eastham	Yes
Alan	Strahler	Edgartown	Yes
Matt	Patrick	Falmouth	Yes
Valerie	Bell	Harwich	Yes
Wayne	Taylor	Mashpee	Abstained
Martin	Culik	Orleans	Yes
Nate	Mayo	Provincetown	Yes
Leanne	Drake	Sandwich	Yes
Richard	Elkin	Wellfleet	Yes
Nicola	Blake	West Tisbury	Yes

Joyce	Flynn	Yarmouth	Yes
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Motion carried in the affirmative (14-0-1)

Nate Mayo excused himself from the Executive Session discussion and left the meeting at 2:05 PM.

OPEN SESSION VOTE ON ENTRY INTO EXECUTIVE SESSION PURSUANT TO M.G.L. c. 30A §21(A) (10) TO DISCUSS MATTERS BELOW, TO RETURN TO OPEN SESSION:

Martin Culik at 2:06PM moved to enter into Executive Session pursuant to M.G.L. c. 30A §21(a)10, to discuss trade secrets and confidential, competitively sensitive or other proprietary power supply information related to a Memorandum of Understanding with Commonwealth Wind, LLC to return to open session thereafter. Seconded by Robert Schofield.

David	Anthony	Barnstable	Yes
Robert	Schofield	Bourne	Yes
Colin	Odell	Brewster	Yes
Brian	Miner	Chatham	Yes
Brad	Crowell	Dennis	Yes
Gary	Senecal	Eastham	Yes
Alan	Strahler	Edgartown	Yes
Matt	Patrick	Falmouth	Yes
Valerie	Bell	Harwich	Yes
Wayne	Taylor	Mashpee	Yes
Martin	Culik	Orleans	Yes
Leanne	Drake	Sandwich	Yes
Richard	Elkin	Wellfleet	Yes
Nicola	Blake	West Tisbury	Yes
Joyce	Flynn	Yarmouth	Yes

Motion carried in the affirmative (15-0-0)

Bob Higgins-Steele joined the meeting at 2:09PM.

RETURN TO OPEN SESSION:

Motion to return to open session made at 3:20PM moved by Joyce Flynn, seconded by Valerie Bell.

David	Anthony	Barnstable	Yes
Robert	Schofield	Bourne	Yes
Colin	Odell	Brewster	Yes
Brian	Miner	Chatham	Yes
Brad	Crowell	Dennis	Yes
Gary	Senecal	Eastham	Yes
Alan	Strahler	Edgartown	Yes
Matt	Patrick	Falmouth	Yes

Valerie	Bell	Harwich	Yes
Wayne	Taylor	Mashpee	Yes
Martin	Culik	Orleans	Yes
Leanne	Drake	Sandwich	Yes
Bob	Higgins-Steele	Truro	Yes
Richard	Elkin	Wellfleet	Yes
Nicola	Blake	West Tisbury	Yes
Joyce	Flynn	Yarmouth	Yes

Motion carried in the affirmative (16-0-0)

Nate Mayo rejoined the meeting at 3:23 PM

CHAIRMAN’S REPORT:

1. Reschedule January Board Meeting to January 24th

Martin Culik stated that because of the time needed for staff to review a draft potential study for the Energy Efficiency Plan, the January Board Meeting is being pushed back to Wednesday the 24th. Maggie Downey asked Board members who are able to attend the Board Meeting on that day to raise their hand. Enough Board members raised their hand to confirm that they could attend and that there could be a quorum of the Board on January 24th. She stated that she will send the calendar invite as soon as possible to get it on everyone’s calendar.

2. Quarterly Report for Board Members

Martin Culik stated that the new Marketing and Communications Coordinator, Jason Bertrand, will be putting together quarterly bullets/speaking points for the Board to take to their Select Board or Town Council meetings. He stated that we are trying to enhance the relationship between the Compact and the individual towns. Maggie Downey stated that it will be written as a script. She stated that Board members can give this brief update during public comment.

DISCUSS AND POTENTIAL VOTE ON PROPOSED 2024 OPERATING BUDGET, MAGGIE DOWNEY:

Maggie Downey stated that the Board reviewed and discussed the 2024 Operating Budget during the November Board Meeting. She stated that the proposed 2024 Operating Budget is \$845,971, slightly lower than 2023. She stated that there is no separate vote on the COLA this month since she is waiting for the Compensation and Classification Study to be completed. That will be voted on next month and will be retroactive to January 1st.

Robert Schofield moved the CLCJPE Board of Directors vote to appropriate the Cape light Compact Joint Powers Entity Operating Budget in the amount of \$845,971.

The Compact Administrator is authorized and directed to take all actions necessary or appropriate to implement this vote, and to execute and deliver all documents as may be necessary or appropriate to implement this vote. Seconded by Joyce Flynn.

David	Anthony	Barnstable	Yes
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Robert	Schofield	Bourne	Yes
Colin	Odell	Brewster	Yes
Brian	Miner	Chatham	Yes
Brad	Crowell	Dennis	Yes
Gary	Senecal	Eastham	Yes
Alan	Strahler	Edgartown	Yes
Matt	Patrick	Falmouth	Yes
Valerie	Bell	Harwich	Yes
Wayne	Taylor	Mashpee	Yes
Martin	Culik	Orleans	Yes
Nate	Mayo	Provincetown	Yes
Leanne	Drake	Sandwich	Yes
Bob	Higgins-Steele	Truro	Yes
Richard	Elkin	Wellfleet	Yes
Nicola	Blake	West Tisbury	Yes
Joyce	Flynn	Yarmouth	Yes

Motion carried in the affirmative (17-0-0)

DISCUSSION AND POTENTIAL VOTE TO APPOINT THE CAPE LIGHT COMPACT’S TREASURER AND AUTHORIZE COMPACT ADMINISTRATOR TO NEGOTIATE THE CONTRACT, MAGGIE DOWNEY:

Maggie Downey stated that the treasurer contract expires at the end of the calendar year. She has solicited three quotes for treasurer services and Glivinski & Associates was the most competitive. She stated that based on the work done to date, services provided, and their cost to provide services, she recommends that the Board appoint them treasurer.

Brian Miner moved that the CLCJPE Board of Directors vote to appoint Valerie Silva as Treasurer of the Compact effective January 1, 2024 for a term of one year, or until the Board appoints a successor Treasurer.

Brian Miner further moved that the Compact Administrator negotiate and enter into a contract with the Treasurer and Glivinski & Associates Inc. for the performance of Treasurer services and treasury related functions.

The Compact Administrator is authorized and directed to take all actions necessary or appropriate to implement these votes, and to execute and deliver all documents as may be necessary or appropriate to implement these votes. Seconded by Robert Schofield.

David	Anthony	Barnstable	Yes
Robert	Schofield	Bourne	Yes
Colin	Odell	Brewster	Yes
Brian	Miner	Chatham	Yes
Brad	Crowell	Dennis	Yes
Gary	Senecal	Eastham	Yes
Alan	Strahler	Edgartown	Yes
Matt	Patrick	Falmouth	Yes

Valerie	Bell	Harwich	Yes
Wayne	Taylor	Mashpee	Yes
Martin	Culik	Orleans	Yes
Nate	Mayo	Provincetown	Yes
Leanne	Drake	Sandwich	Yes
Bob	Higgins-Steele	Truro	Yes
Richard	Elkin	Wellfleet	Yes
Nicola	Blake	West Tisbury	Yes
Joyce	Flynn	Yarmouth	Yes

Motion carried in the affirmative (17-0-0)

ADMINISTRATOR’S REPORT:

1. Open Nominations for 2024 Cape Light Compact Executive Committee

Maggie Downey asked if there were any nominations for Chair. Robert Schofield nominated Martin Culik. Seconded by Joyce Flynn.

Maggie Downey asked if there were any nominations for Vice Chair. Robert Schofield nominated Joyce Flynn. Seconded by Valerie Bell.

Maggie Downey asked if there were any nominations for Secretary. Joyce Flynn nominated David Anthony. Seconded by Brad Crowell.

Maggie Downey asked if there were any nominations for the position of Treasurer. Martin Culik nominated Valerie Silva, Glivinski and Associates, Inc. Seconded by Robert Schofield.

Maggie Downey asked if there were any nominations for the position of Business Officer. Martin Culik nominated Phil Moffitt. Seconded by Brian Miner.

Maggie Downey asked if there were any nominations for the other four Executive Committee member seats. Matt Patrick nominated Bob Higgins-Steele to serve on the Executive Committee. Seconded by Joyce Flynn. Brad Crowell nominated Robert Schofield to serve on the Executive Committee. Seconded by Valerie Bell. Valerie Bell nominated Colin Odell to serve on the Executive Committee. Seconded by Joyce Flynn. Robert Schofield nominated Nicola Blake to serve on the Executive Committee. Seconded by Valerie Bell.

Maggie Downey noted that nominations will remain open until the January 24, 2024 Board meeting.

2. Vineyard Power Community Benefit Checks

Maggie Downey stated that the Vineyard Power Community Benefit checks have been sent out. She stated that the funds come from Vineyard Wind’s Community Benefit Agreement with Vineyard Power. The Compact and Vineyard Power negotiated an agreement to distribute the funds to customers on the R2 and R4 electric rate.

3. Power Supply Rates December 2023 through July 2024

Maggie Downey reviewed the new power supply rates that will be in effect until the July 2024 meter read dates, except for the industrial rate, which changes quarterly. She stated that the Compact power supply rate is almost two cents below Eversource's basic service rate.

4. December 20th Technical Session on Municipal Aggregation Plans

Maggie Downey stated that the MA Department of Public Utilities (DPU) is holding a technical session on municipal aggregation plans on December 20th. She stated that Martin Culik was planning on speaking during public comment, but she just received the agenda from the DPU and there is no public comment. She stated that it will be a discussion on municipal aggregation guidelines that were proposed by the DPU and were poorly received by all the municipal aggregators.

5. Massachusetts Energy Efficiency Program Analysis of Incentives Relative to Energy Efficiency Surcharges

Maggie Downey reviewed the letter, and Executive Summary, from the Mass Save Program Administrators to the MA Auditor's Office. She noted that the Auditor has been questioning Mass Save, specifically whether or not the ratepayers paying into the fund are receiving the benefits. She stated that if the Board has time, they should read through it.

Leanne Drake left the meeting at 3:57PM.

ADJOURNMENT:

Motion to adjourn made at 4:03PM moved by Robert Schofield, seconded by Valerie Bell.

David	Anthony	Barnstable	Yes
Robert	Schofield	Bourne	Yes
Colin	Odell	Brewster	Yes
Brian	Miner	Chatham	Yes
Brad	Crowell	Dennis	Yes
Gary	Senecal	Eastham	Yes
Alan	Strahler	Edgartown	Yes
Matt	Patrick	Falmouth	Yes
Valerie	Bell	Harwich	Yes
Wayne	Taylor	Mashpee	Yes
Martin	Culik	Orleans	Yes
Nate	Mayo	Provincetown	Yes
Bob	Higgins-Steele	Truro	Yes
Richard	Elkin	Wellfleet	Yes
Nicola	Blake	West Tisbury	Yes
Joyce	Flynn	Yarmouth	Yes

Motion carried in the affirmative (16-0-0)

Respectfully submitted,

Melissa Allard

LIST OF DOCUMENTS AND EXHIBITS:

- Meeting Notice/Agenda
- November 8, 2023, Draft Open Session Meeting Minutes
- Proposed 2024 Operating Budget
- Power Supply Rates: December '23 - July '24 PowerPoint Slide
- Massachusetts Energy Efficiency Program Analysis of Incentives Relative to Energy Efficiency Surcharges

Cape Light Compact Classification and Compensation Study

EDWARD J. COLLINS, JR. CENTER FOR PUBLIC MANAGEMENT
JOHN W. McCORMACK GRADUATE SCHOOL OF POLICY AND GLOBAL STUDIES
UNIVERSITY OF MASSACHUSETTS BOSTON



What is a classification and compensation study?

- A review of current position descriptions
- A review of current compensation schedules
- A review of the current “classification” grades or groupings
- A review of the internal equity of positions
- A market survey to evaluate CLC wages vs. other organizations
- The development of accurate and legally compliant position descriptions
- A recommendation for an equitable compensation system

Benefits of a Classification and Compensation Study

- Accurate position descriptions for recruitment
- Accurate positions descriptions for employee evaluation
- Pay determinations are objectively made
- Addresses equity in classification and compensation
- Objective review ensures fairness
- Compliance with laws and regulations, including the Americans with Disabilities Act, Pay Equity and various employment laws.

A classification and compensation study is NOT

- A **RE**-classification or an “upgrade” study
- A performance evaluation
- About the individual holding the position
- A staffing level study
- An evaluation of how many hours a position should be assigned

METHODOLOGY

Position Descriptions

- Meeting with Administrator
- Orientation
- Position Questionnaires
- Interviews
- Draft Position Descriptions
- Edits and comments by employees and supervisors
- Final position descriptions

METHODOLOGY

Position Evaluation and Classification

- Position Rating System based on point factors
- Evaluates key characteristics including:
 - Supervision Received & Exercised
 - Education & Experience
 - Judgement & Complexity
 - Nature of Personal Contacts & Confidentiality
 - Work Environment & Physical Skills
- Groups positions into a classification or “grade”

METHODOLOGY

Market Survey

- Survey Other Organizations
 - It is a market survey, not necessarily a “energy efficiency organization” survey
 - The Center for EcoTechnology, the Massachusetts Municipal Wholesale Electric Company, the Cape Cod Commission, VEIC (Vermont based energy non-profit), Power Options (Boston), the Massachusetts Water Resource Authority (MWRA), and the Metropolitan Planning Commission (Boston), the Barnstable County Retirement System
- Distribution of Survey
- Analysis of data received
 - Average and Median data is evaluated and compared to CLC

METHODOLOGY

Creation of Compensation Schedule

- Analyze salary data
 - Use hourly wages so comparisons are accurate
 - Evaluate Average and Median rates to compare to CLC rates
- Determining minimum and maximum rates of a range
 - Evaluate the survey data for those positions classified into the same grade
- Creation of Salary Schedule
 - Coalesce all the data, the current rates, the survey and the groupings to create a schedule with a range of approximately 30%

CURRENT VS PROPOSED CLASSIFICATION

- Current Classification Plan has grades CLC 1 – CLC 5
- Proposed Plan calls for grades A-F (one additional grade)
- Proposed Title Changes – do not impact compensation
- Analyst Position (proposed D) separated for Data Coordinator and Communication and Marketing Coordinator (proposed E)

RECOMMENDED GRADE	EXISTING TITLE	PROPOSED TITLE
A	Administrator	Chief Administrative Officer
B	Implementation Manager	Implementation Manager
B	Regulatory & Strategy Manager	Evaluation, Strategy & Policy Manager
B	Chief Final/Business Officer	Chief Financial/Business Officer
C	Senior Analyst (Income Eligible)	Senior Analyst
C	Senior Analyst (Products & Demand Response)	Senior Analyst
C	Senior Analyst (Small Business)	Senior Analyst
C	Power Supply Planner	Power Supply Planner
C	Data Services Coordinator	Sr. IT Services and Data Management Analyst
D	Analyst (Regulatory & Strategy)	Regulatory & Strategy Analyst
D	Analyst (MF & New Construction)	Energy Efficiency Analyst
D	Analyst (Large Commercial & Municipal)	Energy Efficiency Analyst
D	Analyst (Single Family)	Energy Efficiency Analyst
E	Communications Coordinator	Marketing and Communications Coordinator
E	Data Services Coordinator	Data Services Coordinator
F	Customer Service Coordinator	Customer Service Coordinator
F	Senior Administrative Coordinator	Senior Administrative Coordinator

RECOMMENDED COMPENSATION STRUCTURE

- MINIMUM – MIDPOINT- MAXIMUM RANGES
- Aligns with the industry standard of ranges of 25% to 30%
- Equitable treatment of all employees
- All grades have the same range
- Provides better opportunity to create performance-based pay
- Provides future growth for all employees

EXISTING TITLE	PROPOSED TITLE	CLC MIN HOURLY RATE	CLC MAX HOURLY RATE	SURVEY AVG MAX	SURVEY MED MAX
Administrator	Chief Administrative Officer	\$63.36	\$87.25	\$112.72	\$100.57
Implementation Manager	Implementation Manager	\$55.09	\$74.38	\$84.29	\$80.71
Regulatory & Strategy Manager	Evaluation, Strategy & Policy Manager	\$55.09	\$74.38	\$89.53	\$89.62
Chief Financial/Business Officer		\$55.09	\$74.38	\$82.22	\$80.55
Senior Analyst (Income Eligible)	Senior Analyst	\$45.53	\$61.47	\$66.52	\$65.51
Senior Analyst (Iproducts & Demand Response)	Senior Analyst	\$45.53	\$61.47	\$68.57	\$68.75
Senior Analyst (Small Business)	Senior Analyst	\$45.53	\$61.47	\$65.77	\$62.80
Power Supply Planner	Power Supply Planner	\$45.53	\$61.47	\$64.55	\$64.55
Data Services Coordinator	Sr. IT Services and Data Management Analyst	\$39.59	\$53.45	\$73.04	\$70.91
Analyst (Regulatory & Strategy)	Regulatory & Strategy Analyst	\$39.59	\$53.45	\$48.38	\$49.01
Analyst (MF &New Construction)	Energy Efficiency Analyst	\$39.59	\$53.45	\$49.67	\$51.08
Analyst (Large Commercial & Municipal)	Energy Efficiency Analyst	\$39.59	\$53.45	\$49.67	\$51.08
Analyst (Single Family)	Energy Efficiency Analyst	\$39.59	\$53.45	\$49.21	\$49.01
Communications Coordinator	Marketing and Communications Coordinator	\$39.59	\$53.45	\$54.43	\$54.83
Data Services Coordinator	Data Services Coordinator	\$39.59	\$53.45	\$52.55	\$52.40
Customer Service Coordinator	Customer Service Coordinator	\$33.00	\$44.54	\$36.53	\$33.94
Senior Administrative Coordinator	Senior Administrative Coordinator	\$33.00	\$44.54	\$42.31	\$42.47

PROPOSED COMPENSATION PLAN

RECOMMENDED GRADE	RECOMMENDED MINIMUM	RECOMMENDED MID POINT	RECOMMENDED MAXIMUM
A	\$80.00	\$92.00	\$104.00
B	\$63.08	\$72.54	\$82.00
C	\$53.85	\$61.92	\$70.00
D	\$46.15	\$53.08	\$60.00
E	\$42.31	\$48.65	\$55.00
F	\$34.62	\$39.81	\$45.00

IMPLEMENTATION OPTION

- Apply the across the board “cola” that would have been granted if no change was made
- Place each employee in their proposed salary range based on longevity with organization
- Future adjustments should be based on service in the specific classification and may include COLA determined by Board and Performance based on evaluation of management

IMPLEMENTATION OPTION CONTINUED

- CLC should review salary ranges every four years and make adjustments to reflect changes in the market. If significant wage inflation, may need to review every three years
- Pursuant to the CLC Policies and Procedures Manual, employees who reach top of range would be eligible for annual merit pay

**Agenda Action Request
Cape Light Compact JPE
Meeting Date: 1/24/2024**



- Aquinnah
- Barnstable
- Bourne
- Brewster
- Chatham
- Chilmark
- Dennis
- Dukes County
- Eastham
- Edgartown
- Falmouth
- Harwich
- Mashpee
- Oak Bluffs
- Orleans
- Provincetown
- Sandwich
- Tisbury
- Truro
- Wellfleet
- West Tisbury
- Yarmouth

Adopt the Proposed Classification Study & Salary Schedule

REQUESTED BY: *Maggie Downey*

Proposed Motion(s)

I move the CLCJPE Board of Directors the Board vote to adopt the Classification & Compensation Study (Study) as prepared by the Collins Center for Public Management. The Board of Directors adopts an implementation schedule described in the CLC Classification & Compensation Study, January 2024, that includes a four to six and a half percent (4% - 6.5%) increase for Compact staff, excluding the Administrator position, the percentage increase to be based on years of service at the Compact. The implementation date is January 1, 2024.

The Compact Administrator is authorized and directed to take all actions necessary or appropriate to implement this vote, and to execute and deliver all documents as may be necessary or appropriate to implement this vote.

Additional Information

Consistent with the Compact's Policies and Procedures Manual, the Compact Administrator engaged the Collins Center to conduct a classification and compensation review for current staff. Attached is the final Study. Implementing the Study will increase the energy efficiency and operating budgets by \$61,363. This increase is reflective of all Compact staff salary changes.

***CY2023 Salaries: \$1,937,052
CY2024 Salaries Existing Salary Schedule with 3% COLA: \$1,995,221
CY2024 New Salary Schedule: \$2,056,583***

Record of Board Action

Motion by:	Second by:	# Aye	# Nay	# Abstain	Disposition

CLASSIFICATION & COMPENSATION STUDY

CAPE LIGHT COMPACT

**EDWARD J. COLLINS, JR.
CENTER FOR PUBLIC MANAGEMENT**

JANUARY 2024

Edward J. Collins, Jr. Center for Public Management

MCCORMACK GRADUATE SCHOOL OF POLICY AND GLOBAL STUDIES



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INTRODUCTION

The Cape Light Compact (CLC) engaged the services of the Edward J. Collins, Jr. Center for Public Management (Collins Center) to conduct a classification and compensation review for its current staff positions. The project objectives were defined as:

- Evaluating and assigning all study positions to appropriate classifications to assure internal equity.
- Conducting a salary survey of similarly situated Massachusetts and/or other New England organizations involved in energy efficiency program delivery or other government or quasi-government organization to develop appropriate compensation levels for CLC and to assure external equity.
- Developing updated position descriptions for the study positions with clear definitions of essential functions and requirements.
- Recommend the appropriate classification for all positions.
- Recommend a compensation plan for all positions.

POSITION DESCRIPTIONS

To create a viable classification system for CLC, the Collins Center began by evaluating the current systems. Existing position descriptions were obtained reviewed. Most were up to date, but some positions had significant changes in responsibilities resulting from reorganization.

Comprehensive questionnaires were given to the incumbents of the study positions. The questionnaire requested information regarding the position's responsibilities related to supervision, decision-making authority, budgetary responsibilities, and other characteristics that allowed the Collins Center to evaluate its level of difficulty, complexity, and importance to the departmental organization. Interviews were offered to each employee. The interviews were conducted to clarify information contained in the questionnaires. During the interview process, employees highlighted changes in essential functions since descriptions were written. The job descriptions were modified to ensure uniformity utilizing the Collins Center's standards and terminology.

The Collins Center found that the time spent before drafting the descriptions improves accuracy of drafts and helps minimize the need for edits. That said, the draft descriptions were created and were distributed for comments from both supervisors and employees and final descriptions were created. None of the comments and edits warranted significant changes to the draft descriptions. The final recommended position descriptions are provided electronically under separate cover.

CLASSIFICATION OF POSITIONS

Once descriptions were drafted, the Collins Center used a point factor rating method to objectively evaluate the positions. The application of an objective position evaluation system that is consistently applied to each position is critical in assuring the internal equity of the classification plan. The evaluation system utilized by the Collins Center is one that has been applied successfully in many public organizations in Massachusetts. Each position was evaluated using the categories listed below, which determined the groupings of positions.

Supervision Received	Supervision Exercised	Accountability
Judgement	Complexity	Personal Contacts
Confidentiality	Education/Licenses	Experience
Work Environment	Physical Requirements	Motor Skills Requirement
Physical Skills Requirements	Vision Requirement	Occupational Risks

RECOMMENDED CLASSIFICATION STRUCTURE

When evaluating classification, it is important to remember that each system is different and the internal comparability within the organization is just as important, if not more so, than external comparability. After conducting an analysis of job responsibilities and requirements, the project team recommends changes in classification based on the expansion to the respective position responsibilities and considering the market salary data. The recommended classification of the positions reviewed is contained in the following Table.

RECOMMENDED GRADE	EXISTING TITLE	PROPOSED TITLE
A	Administrator	Chief Administrative Officer
B	Implementation Manager	Implementation Manager
B	Regulatory & Strategy Manager	Evaluation, Strategy & Policy Manager
B	Chief Final/Business Officer	Chief Financial/Business Officer
C	Senior Analyst (Income Eligible)	Senior Analyst
C	Senior Analyst (Products & Demand Response)	Senior Analyst
C	Senior Analyst (Small Business)	Senior Analyst
C	Power Supply Planner	Power Supply Planner
C	Data Services Coordinator	Sr. IT Services and Data Management Analyst
D	Analyst (Regulatory & Strategy)	Regulatory & Strategy Analyst
D	Analyst (MF & New Construction)	Energy Efficiency Analyst
D	Analyst (Large Commercial & Municipal)	Energy Efficiency Analyst
D	Analyst (Single Family)	Energy Efficiency Analyst
E	Communications Coordinator	Marketing and Communications Coordinator
E	Data Services Coordinator	Data Services Coordinator
F	Customer Service Coordinator	Customer Service Coordinator
F	Senior Administrative Coordinator	Senior Administrative Coordinator

MARKET SALARY SURVEY OF SIMILAR MLPs

A salary survey was conducted to determine the salary rates and ranges within which other, similar organizations compensate their employees. The CLC, as a public entity, is a unique organization with no other organization truly comparable in structure. The Collins Center obtained data from The Center for EcoTechnology (Northampton MA), the Massachusetts Municipal Wholesale Electric Company (Ludlow, MA), the Cape Cod Commission, VEIC (Vermont based energy non-profit), Power Options (Boston), the Massachusetts Water Resource Authority (MWRA), and the Metropolitan Planning Commission (Boston).

For the Chief Administrator Office position, we choose to include data from a couple of small to mid-size Cape communities – Brewster and Orleans. This data only includes base salary and is not inclusive of any other compensation paid to the Chief Executive in these communities.

A summary of the survey maximum average and media data collected is attached to this Report. The data illustrates CLC's current rates vs the minimum and maximum average and median for the data collected from comparable organizations. The CLC has been provided the raw survey data under separate cover. In developing the recommended salary schedule for CLC, the Collins Center coalesced the position classification with the results of the salary survey to evaluate the appropriate salary ranges for each of the grades.

The evaluation analyzed the pay rates of the current structure against the data collected from survey respondents. It is worth emphasizing again that not all position comparisons are exact, especially since CLC is such a unique organization. For example, the Customer Service Coordinator position at CLC is likely to have a higher level of responsibilities than many of the comparable positions that were used. While the Chief Administrative Officer has overall responsibility for the entire organization, she does not have the same subject matter expertise as other positions that were used as comparable.

RECOMMENDATIONS

The Collins Center has developed a compensation plan that provides CLC flexibility in establishing and maintaining its system. The system provides a minimum-midpoint-maximum scale for the positions classified in each pay grade. The Collins Center recommends CLC Board implement the recommended ranges by placing people in the range based on their current rate and in consideration of longevity within the organization. In many organizations, newly hired personnel are placed between the minimum and midpoint. Most organizations have employees reach the midpoint in the first 5 years. Employees with more experience can fall anywhere between the midpoint and maximum. Typically, employees with more than 15 years in their current position are placed at the maximum and only receive any cost of living or across the board increases in the pay range itself. Other employers have placed employees within the range based on current pay and provide additional percentage increases based on years of service in their position. Working with the Chief Administrative Officer, the Board will need to adopt a policy consistently applied to all positions. The proposed plan allows CLC to implement a two- tied salary adjustment system in which all positions receive a cost-of-living adjustment and those individuals meeting or exceeding performance expectations receive an additional adjustment, all within the parameters of the ranges.

Because the Chief Administrative Officer position should not recommend her own salary placement on the plan, the Collins Center recommends, based on her tenure in her position, that she be compensated between the 90th percentile to the maximum in her salary range. The 90th percentile is determined by

calculating 90% of the difference between the minimum and maximum rates (\$80/hr and \$104/hr respectively) and then adding that amount to the minimum. A value of \$101.60/hr is the result of this calculation.

A caveat to this suggestion is that the Collin Center has no ability to evaluate the Chief Administrative Officer's performance in her position. Should the Board have concerns with performance or other expectations, it should develop criteria to address an alternative recommendation. The following Table recommended compensation schedule for the study positions.

RECOMMENDED GRADE	RECOMMENDED MINIMUM	RECOMMENDED MID POINT	RECOMMENDED MAXIMUM
A	\$80.00	\$92.00	\$104.00
B	\$63.08	\$72.54	\$82.00
C	\$53.85	\$61.92	\$70.00
D	\$46.15	\$53.08	\$60.00
E	\$42.31	\$48.65	\$55.00
F	\$34.62	\$39.81	\$45.00

FUTURE ADJUSTMENTS TO THE SALARY SCHEDULE

It is recommended that a market survey be conducted by CLC every 3 to 4 years and an appropriate across-the-board increase be applied to the entire scale. The proposed plan has a thirty percent spread and does not require an annual cost of living adjustment to the ranges.

CONCLUSION

Thank you for allowing the Collins Center to work with CLC on this project. We believe the recommended position descriptions and classification plan will serve your organization well for years to come.

SUMMARY OF SURVEY MAXIMUM PAY

EXISTING TITLE	PROPOSED TITLE	CLC MINIMUM HOURLY RATE	CLC MAXIMUM HOURLY RATE	SURVEY AVERAGE MAXIMUM	SURVEY MEDIAN MAXIMUM
Administrator	Chief Administrative Officer	\$63.36	\$87.25	\$112.72	\$100.57
Implementation Manager	Implementation Manager	\$55.09	\$74.38	\$84.29	\$80.71
Regulatory & Strategy Manager	Evaluation, Strategy & Policy Manager	\$55.09	\$74.38	\$89.53	\$89.62
Chief Financial/Business Officer		\$55.09	\$74.38	\$82.22	\$80.55
Senior Analyst (Income Eligible)	Senior Analyst	\$45.53	\$61.47	\$66.52	\$65.51
Senior Analyst (Products & Demand Response)	Senior Analyst	\$45.53	\$61.47	\$68.57	\$68.75
Senior Analyst (Small Business)	Senior Analyst	\$45.53	\$61.47	\$65.77	\$62.80
Power Supply Planner	Power Supply Planner	\$45.53	\$61.47	\$64.55	\$64.55
Data Services Coordinator	Sr. IT Services and Data Management Analyst	\$39.59	\$53.45	\$73.04	\$70.91
Analyst (Regulatory & Strategy)	Regulatory & Strategy Analyst	\$39.59	\$53.45	\$48.38	\$49.01
Analyst (MF & New Construction)	Energy Efficiency Analyst	\$39.59	\$53.45	\$49.67	\$51.08
Analyst (Large Commercial & Municipal)	Energy Efficiency Analyst	\$39.59	\$53.45	\$49.67	\$51.08
Analyst (Single Family)	Energy Efficiency Analyst	\$39.59	\$53.45	\$49.21	\$49.01
Communications Coordinator	Marketing and Communications Coordinator	\$39.59	\$53.45	\$54.43	\$54.83
Data Services Coordinator	Data Services Coordinator	\$39.59	\$53.45	\$52.55	\$52.40
Customer Service Coordinator	Customer Service Coordinator	\$33.00	\$44.54	\$36.53	\$33.94
Senior Administrative Coordinator	Senior Administrative Coordinator	\$33.00	\$44.54	\$42.31	\$42.47

**Agenda Action Request
Cape Light Compact JPE
Meeting Date: 1/24/2024**



- Aquinnah
- Barnstable
- Bourne
- Brewster
- Chatham
- Chilmark
- Dennis
- Dukes County
- Eastham
- Edgartown
- Falmouth
- Harwich
- Mashpee
- Oak Bluffs
- Orleans
- Provincetown
- Sandwich
- Tisbury
- Truro
- Wellfleet
- West Tisbury
- Yarmouth

Adopt the Proposed Salary for Compact Administrator

REQUESTED BY: *Martin Culik*

Proposed Motion(s)

I move the CLCJPE Board of Directors the Board vote to set the calendar year 2024 annual salary for the Compact Administrator at the 90th percentile of the salary range as recommended in the Classification & Compensation Study (Study) prepared by the Collins Center for Public Management. The range is \$80/hr. - \$104/hr. and the 90th percentile is \$101.60/hr. The implementation date is January 1, 2024.

The Compact Administrator is authorized and directed to take all actions necessary or appropriate to implement this vote, and to execute and deliver all documents as may be necessary or appropriate to implement this vote.

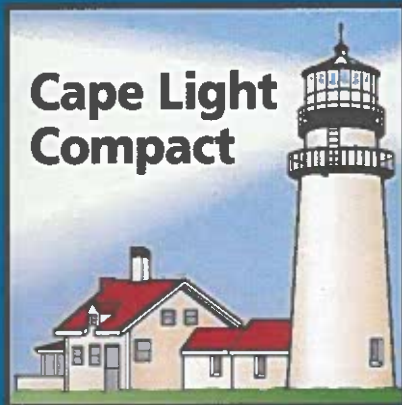
Additional Information

Consistent with the Compact's Policies and Procedures Manual, the Compact Administrator engaged the Collins Center to conduct a classification and compensation review for current staff. Attached is the final Study. Below is background on the Compact Administrator's salary.

CY2023 Salary: \$170,138
CY2024 Salary Existing Salary Schedule with 3% COLA: \$175,247
CY2024 New Salary Schedule: \$198,120

Record of Board Action

Motion by:	Second by:	# Aye	# Nay	# Abstain	Disposition



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2024 Energy Efficiency Program Updates

and

Preliminary 2025-2027 Energy Efficiency Plan Overview

**Implementation Team: Dan Schell, Lindsay
Henderson, Briana Kane**



2024 Energy Efficiency Program Updates

- Heat Pumps
- Fossil Fuel Phase Out
- Windows
- Miscellaneous Rebate Information
- Commercial Rebates
- Connected Solutions
- Small Business Non-Profit Offer
- Residential Moderate-Income Offer
- Residential Community-Based Offer (Oak Bluffs)



Residential Heat Pump Updates

Whole Home (\$10k rebate) systems will now require existing fossil fuel system to be removed or disabled.

Approved Disablement Methods	
1	Pre-existing heating system has been removed.
2	Pre-existing heating system has been disconnected from the panel (i.e., wire terminated outside of the circuit panel and no longer energized).
3	Pre-existing thermostat(s) have been disconnected from both the system board and walls.
4	Pre-existing fuel line has been disconnected and capped.



Heat Pumps (cont.)

All HP rebates must now meet the ENERGY STAR 6.1 Cold Climate Specification

Equipment			2022-2023			2024			
			HSPF ²	SEER ³	HCR ⁴ @17°F	HSPF2	SEER2	HCR @5°F	COP ⁵ @5°F
Ductless	Mini-Split	Single-Zone	10	18	58%	8.5	15.2	70%	1.75
Ductless	Mini-Split	Multi-Zone	9.5	16	58%				
Ducted	Mini-Split	Single-Zone				9.5	16	58%	8.1
Ducted	Mini-Split	Multi-Zone							
Ducted	Central	--	9.5	16	60%	7	12.5	70%	1.5
Ducted	High Velocity	--	8	12.5	60%				



Fossil Fuel rebates: being phased out

Gas, oil, & propane space and water heating

- Residential fossil fuel rebates received a ~30% reduction in rebate amounts from their 2023 amounts
- Residential rebate phase out timeline:
 - **April 30** – Deadline for HEAT Loan authorization letter
 - **August 31** – Deadline for fossil fuel measure installation
 - **September 30** – Deadline for rebate application submission
- Commercial installs and rebate submission must be done by **September 30**
- *There will be no publicly facing fossil fuel residential rebate forms. Customers will be strongly encouraged to apply online. If a paper application is needed a customer can contact our rebate processor (or Dan).*



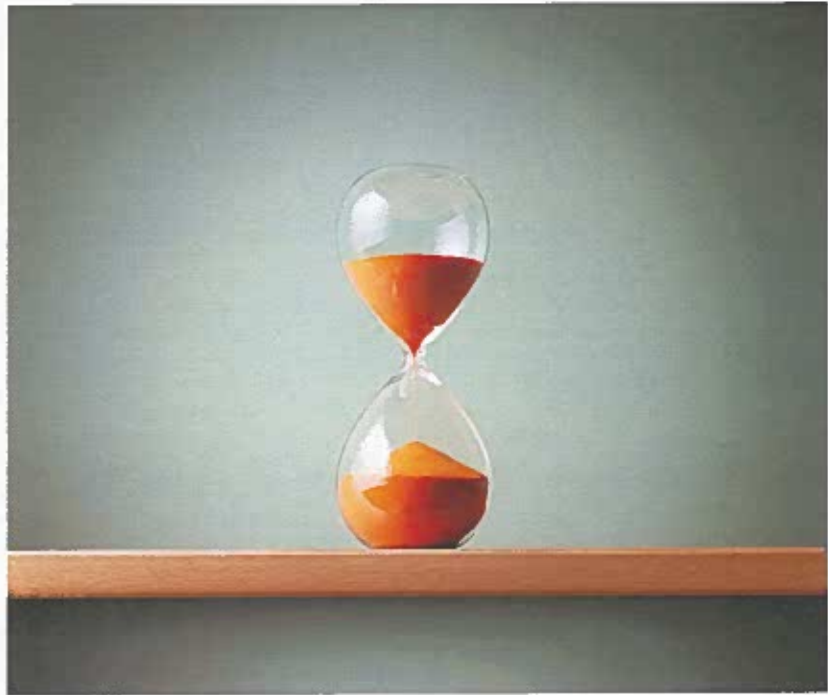
Residential Windows

- No longer required to be triple-pane, but instead must be on the ENERGY STAR Most Efficient list and certified for the northern region
 - To be eligible, customers will still need to:
 - Be replacing single pane
 - Be pre-verified as eligible through an HEA or Special Home Visit
 - Completed weatherization recommendations



Miscellaneous Rebate Information

- 2023 rebate submission deadlines:
 - HVAC - 2/29/24
 - Products - 1/31/24
- Rebate amounts and requirements follow the install date.
 - 2024 installs must meet 2024 requirements and will be paid 2024 amounts



New Commercial Rebates

- Battery Powered Forklifts & High Frequency Battery Chargers
 - \$6,000 and \$550 rebate respectively
- Industrial Air curtains
 - \$20 per sq ft
- New offers added to the existing prescriptive weatherization offer
 - Basement insulation
 - \$0.17 per R-value added per square foot
 - Weatherstripping
 - \$111 per linear foot of door weatherstripping
- Visit <https://www.massave.com/en/business/rebates-and-incentives> for a full list of commercial rebates



Compact Demand Response Offering: ConnectedSolutions



Help reduce load on the electric grid during periods of peak demand

- Residential Thermostats
 - **\$50 gift card to enroll/\$20 gift card seasonal incentive**
- Residential Batteries
 - **\$275 per kw**
 - **0% interest financing available**
- Commercial
 - **\$200 per kW batteries**
 - **\$35 for other curtailment (lighting, HVAC, process, etc.)**



Small Business Non-Profit Offer

- Non-profit must own building or have eligible long-term lease
- Must be a 501 (c)3 and been in operation for at least 5 yrs
- Must use less than 100,000 annual kWh – **Changing to allow non-profits up to 1.5 million annual kWh**
- Revenue requirements:
 - Provides service to low-income population - <\$15 million
 - Economic development, social services or cultural services - <\$2 million
 - **Lifting revenue requirement for 2024 and potentially 2025-2027**
- **Looking into expanding offer to select 501 organizations**



2024 Community-Based Offer (Oak Bluffs)

	Current	PA Proposal
Qualification Updates	SMI Only	Automatic Qualification within the community for all measures (Weatherization, Barriers, HPs)
Weatherization Incentives	100% cost coverage after income verification	100% cost coverage after self-attestation
Pre-Weatherization and Electrification Barrier Remediation	Up to \$7,000 to cover knob & tube, vermiculite Open-market delivery	100% cost coverage with income verification Turnkey delivery Remove cap on pre-weatherization barriers, add support for panel upgrades
Heat Pump Incentives	\$16,000 Open-market delivery	100% cost coverage with income verification Turnkey delivery (for renters, delivered fuels and electric resistance only)



2024 Residential Moderate-Income Offer

	Current	PA update
Qualification	SMI only	Allow AMI or SMI
Weatherization Incentives	100% cost coverage after income verification	100% cost coverage after self-attestation
Pre-Weatherization and Electrification Barrier Remediation	\$7,000 cap (knob & tube, vermiculite)	100% coverage of pre-weatherization barriers and Heat Pump rebate 80% of total cost after income verification
Affordable Housing and Group Homes (must be deed restricted)		100% cost coverage for pre-weatherization, weatherization, Heat Pumps as well as an Operating & Maintenance contract (for a predetermined term)



Preliminary 2025-2027 EEP Overview

- Focus: decarbonization, equity and customer experience
 - Secretary of Executive Office of Environmental Affairs sets GHG goals on March 01, 2024
 - Offering a decarbonization assessment
 - Turnkey offerings for select measures (Pre-Weatherization, Weatherization, and Heat Pumps) for a fully facilitated customer experience
 - Moderate Income (LMI), Small Business
 - Targeted community-based offers with a focus on equitable program delivery for renters, LMI, limited English influence
 - Enhanced call center services, CLC to continue to maintain its internal call center
 - All-electric pre-requisite for Residential and C&I New Construction (limited exemptions e.g. labs)



Board Priorities and proposed ways to address

Board Priorities

Revisiting income verification and threshold

Fuel blind service

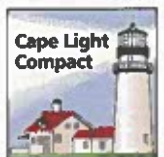
Expanding CVEO, incentives for solar paired with electrification

Proposed way to address priorities

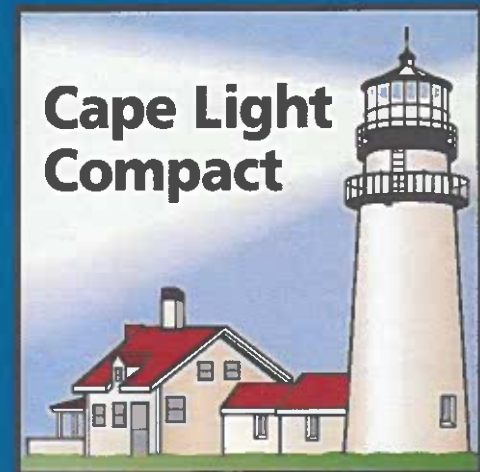
Using AMI or SMI (whichever benefits the customer)

March 31st draft will include serving mutual residential customers that heat with natural gas

Will be asking for any approved and unspent CVEO monies to be used until fully spent



Questions?



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Heat Pumps

Limit one (1) whole-home heat pump rebate. Rebate not to exceed total install cost.

Pre-existing Fuel Type	Equipment Type	Rebate Type	Efficiency Requirement	Rebate Amount	Income Qualified Rebate Amounts*	
					Enhanced Amount (Moderate Income)**	Income Eligible Amount
Electric Resistance, Oil, Propane and Natural Gas*	Air Source Heat Pumps	Partial-Home	Refer to MassSave.com/HPQPL	\$1,250/ton	\$16,000/home	100% of total Install cost when delivered through Massachusetts Community Action Program (CAP) agencies
		Whole-Home		\$10,000/home		
	Air to Water Heat Pumps	Whole-Home		\$10,000/home		
	Ground Source Heat Pumps	Partial-Home	ENERGY STAR* certified	\$2,000/ton	\$25,000/home	
		Whole-Home		\$15,000/home		

*Customers with pre-existing natural gas heating are not eligible for income qualified rebates.

**Cape Light Compact moderate income qualified heat pump rebates differ from the amount listed. Customers are eligible for 80% of the installed cost of qualifying heat pump systems. See Terms and Conditions for full requirements.



Boilers and Furnaces

Fossil fuel equipment must be installed by August 31, 2024 and the rebate application submitted/postmarked no later than September 30, 2024 to be eligible. Limit one (1) boiler rebate, two (2) furnace rebates. Rebate not to exceed total install cost.

Fuel Type	Equipment Type	Efficiency Requirement	Rebate Amount* (\$/Unit)		Income Qualified Rebate Amounts*		Income Eligible Amount
			Tier I	Tier II	Enhanced Amount (Moderate Income) (\$/Unit)		
					Tier I	Tier II	
Natural Gas	Hot Air Furnace with ECM	≥95% AFUE	\$200	\$400	\$1,000	\$6,000	100% of total install cost when delivered through Massachusetts Community Action Program (CAP) agencies
		≥97% AFUE	\$200	\$700	\$1,000	\$6,500	
	Hot Water Boiler	≥95% AFUE	\$200	\$1,500	\$1,000	\$6,600	
	Combined Condensing Boiler with On-Demand DWH	≥95% AFUE	\$900		\$7,300		
	Combined Condensing Furnace with ECM and On-Demand DWH	≥97% AFUE	\$500		\$7,300		
Oil	Hot Air Furnace with ECM	≥86% AFUE	\$400		\$3,400		
Propane	Hot Air Furnace with ECM	≥95% AFUE	\$200	\$400	\$1,000	\$3,400	
	Hot Water Boiler	≥95% AFUE	\$200	\$1,500	\$1,000	\$3,400	
	Combined Condensing Boiler with On-Demand Water Heater	≥95% AFUE	\$900		\$3,400		
	Combined Condensing Furnace with On-Demand Water Heater	≥95% AFUE	\$500		\$3,400		

*Customers replacing existing condensing furnaces or boilers are not eligible for higher incentive levels. If pursuing Tier II rebates, pre-verification is required prior to installation.

Water Heater

Fossil fuel equipment must be installed by August 31, 2024 and the rebate application submitted/postmarked no later than September 30, 2024 to be eligible. Limit one (1) water heater rebate. Rebate not to exceed total install cost.

Fuel Type	Equipment Type	Efficiency Requirement	Rebate Amount (\$/Unit)	Income Eligible Rebate Amount
Replacing Oil, Propane, Natural Gas or Electric Resistance	Heat Pump Water Heater	ENERGY STAR Certified UEF \geq 3.30	\$750 per unit*	100% of total Install cost when delivered through Massachusetts Community Action Program (CAP) agencies
	Heat Pump Water Heater (120volt/15amp circuit)	ENERGY STAR Certified UEF \geq 2.20		
	Split-System Heat Pump Water Heater	ENERGY STAR Certified UEF \geq 2.20	\$1,500 per system*	
Natural Gas	Storage Water Heater	\geq .81 UEF Medium Draw \geq .86 UEF High Draw	\$50	
	On-Demand Tankless Water Heater	UEF \geq .95	\$450	
	Condensing Water Heater	UEF \geq .86	\$300	
Propane	Indirect Water Heater	-	\$250	
	On-Demand Tankless Water Heater	UEF \geq .95	\$450	
Oil	Indirect Water Heater	-	\$250	

*Instant incentive applied at time of checkout from participating distributors, Lowe's and Home Depot.

Thermostat Equipment

Limit three (3) rebates. Rebate not to exceed total install cost.

Product Type	Efficiency Requirement	Rebate Amount
Programmable Thermostat	7-Day Programmable	\$25 per unit
Smart Thermostat	ENERGY STAR certified	\$100 per unit
Integrated Control	Refer to MassSave.com/ICQPL	\$500 per indoor unit



Products

Product Type	Efficiency Requirement	Rebate Amount
Dehumidifier	ENERGY STAR® Certified	\$30
Electric Dryer	ENERGY STAR® Certified	\$50
Window Air Conditioner	ENERGY STAR® Certified	\$40
Clothes Washer	ENERGY STAR® Certified. A special home visit is required to confirm the inefficiency of your existing clothes washer. Existing clothes washers must be top-loading with agitators to qualify and must be functional at the time of the Site Visit.	\$150
Room Air Cleaner	ENERGY STAR® Certified	\$40
Dehumidifier Turn-in	Must meet size requirements and be operable	\$30

Customers can receive an instant incentive on most of these offers at big box retailers (Home Depot & Best Buy) or through the online marketplace www.masssave.com/store



Product Offers

Product Type	Efficiency Requirement	Additional Requirement	Rebate Amount
Windows	ENERGY STAR Most Efficient Certified for the Northern Region	Only for replacing single pane windows. Pre-verification of existing windows required through a Home Energy Assessment	\$75 per window

RESIDENTIAL BATTERY POWERED LAWN EQUIPMENT REBATES

Equipment Types	Rebate Amount
Lawnmower	\$75
Leaf blower	\$30
String Trimmer	\$30
Chainsaw	\$30

Equipment must be battery-powered. Ride-on or tractor lawnmowers are not eligible. Full eligibility details below.

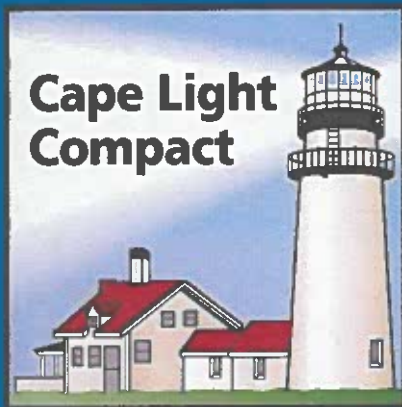


Induction Stoves

Induction stove rebates

- **\$500** to replace an existing natural gas or propane stove with induction
- Must be pre-verified through a Home Energy Assessment or Special Virtual Home Visit





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DPU 24-15

**Inquiry into Energy Affordability for
Residential Customers**

Maggie Downey, Compact Administrator



DPU 24-15

- Builds upon the Compact's consumer advocacy role from 2008 with a focus on energy burden for residential customers
- Compact staff will be holding a stakeholder meeting, via Zoom, on February 6 at 9:00 am to:
 - Discuss the questions posed by the DPU
 - Offer a coordinated response from Cape Cod and Martha's Vineyard
- Questions raised by the DPU are essential to the delivery the energy efficiency services
- Seeks to ensure that decarbonization moves forward in an equitable manner
- Comments due to the DPU on March 1, 2024



January 17, 2024

Presentation to EEAC



Cape Light Compact MTM Update

WE ARE MASS SAVE®:





MTM Update

- **Cape Light Compact has exceeded its three-year Income Eligible budget and without approval of its MTM, will need to cease serving Income Eligible customers by late February. The current EES includes \$0 for income-eligible programs.**
- **The Compact's Hard to Measure Programs for Income Eligible and Residential are close to exceeding three-year approved budgets:**
 - **Absent approval, HEAT Loan program will also need to be shut down by late February.**
 - **Evaluation budget may impact other Program Administrators because they will either have to pay the Compact's share of the costs or else the study may need to be paused, adjusted or otherwise reduced.**