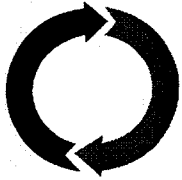


**CRRA
BOARD MEETING
Dec. 20, 2012**



**CONNECTICUT
RESOURCES
RECOVERY
AUTHORITY**

**100 Constitution Plaza • Hartford • Connecticut • 06103 • Telephone (860)757-7700
Fax (860)757-7745**

MEMORANDUM

TO: CRRA Board of Directors
FROM: Moira Kenney, Secretary to the Board/Paralegal
DATE: Dec. 14, 2012
RE: Notice of Regular Meeting

There will be a regular meeting of the Connecticut Resources Recovery Authority Board of Directors on Thursday, Dec. 20, 2012, at 9:30 a.m. The meeting will be held in the Board Room at 100 Constitution Plaza, Hartford, CT 06103.

Please notify this office of your attendance at (860) 757-7787 at your earliest convenience.

Connecticut Resources Recovery Authority
Regular Board of Directors Meeting

Agenda
Dec. 20, 2012
9:30 AM

I. Pledge of Allegiance

II. Public Portion

A ½ hour public portion will be held and the Board will accept written testimony and allow individuals to speak for a limit of three minutes. The regular meeting will commence if there is no public input.

III. Minutes

1. Board Action will be sought for the Approval of the Special Nov. 16, 2012, Board Meeting Minutes (Attachment 1).
2. Board Action will be sought for the Approval of the Special Dec. 5, 2012, Board Meeting Minutes (Attachment 2).
3. Board Action will be sought for the Approval of the Regular Nov. 29, 2012, Board Meeting Minutes (Attachment 3).

IV. Board Committee Reports

A. Policies & Procurement Committee Reports

1. Board Action will be sought Regarding Approval of Delivery of Cover Soils to the Hartford Landfill (Attachment 4).
2. Board Action will be sought Regarding Approval of an Agreement for the Direct Delivery of Acceptable Solid Waste to the Mid-Connecticut Resource Recovery Facility (Attachment 5).

B. Organizational Synergy & Human Resources Reports

1. Board Action will be sought for the Resolution Regarding Reduction in Force Program (Attachment 6).

V. Chairman and President's Reports

VI. Executive Session

An Executive Session will be held to discuss pending litigation, trade secrets, personnel matters, security matters, pending RFP's, and feasibility estimates and evaluations.

TAB 1

CONNECTICUT RESOURCES RECOVERY AUTHORITY

FOUR HUNDRED AND THIRTY-FOURTH

NOV. 16, 2012

A special meeting of the Connecticut Resources Recovery Authority Board of Directors was held on Fri. Nov. 16, 2012, in the Board Room at 100 Constitution Plaza, Hartford, CT 06103. Those present were:

Directors: Chairman Don Stein
John Adams
Ryan Bingham
David Damer
Joel Freedman
Timothy Griswold (present by telephone)
Pedro Segarra
Steve Edwards, Bridgeport Project Ad-Hoc
Mark Tillinger, Bridgeport Ad-Hoc
Bob Painter, Mid-Connecticut Project Ad-Hoc

Present from CRRA in Hartford:

Tom Kirk, President
Jim Bolduc, Chief Financial Officer
Peter Egan, Director of Environmental Affairs and Operations
Laurie Hunt, Director of Legal Service
Moira Benacquista, HR Specialist/Board Administrator

Others present: Elizabeth Donahue, Director of Public Policy for the Governor's Office; Macky McCleary, Deputy Commissioner, Connecticut Department of Energy and Environmental Protection; John Pizzimenti, USA Hauling; Jim Sandler, Esq., Sandler & Mara, P.C.

Chairman Stein called the meeting to order at 9:30 a.m. and said a quorum was present.

PUBLIC PORTION

Chairman Stein said the agenda allowed for a public portion in which the Board would accept written testimony and allow individuals to speak for a limit of three minutes.

As there were no members of the public present wishing to speak, Chairman Stein proceeded with the meeting agenda.

EXECUTIVE SESSION

Chairman Stein requested a motion to enter into Executive Session to discuss pending litigation, trade secrets, personal matters, pending litigation, pending RFP's, and feasibility estimates and evaluations with appropriate staff. The motion, made by Director Bingham and seconded by Director

Adams, was approved unanimously. Chairman Stein asked the following people join the Directors in the Executive Session:

- Tom Kirk
- Jim Bolduc
- Peter Egan
- Laurie Hunt
- Elizabeth Donahue
- Macky McCleary

The Executive Session began at 9:30 a.m. and concluded at 12:07 p.m. Chairman Stein noted that no votes were taken in Executive Session.

The motion previously made and seconded to go into Executive Session was approved unanimously by roll call. Chairman Stein, Director Adams, Director Bingham, Director Damer, Director Edwards, Director Freedman, Director Griswold, Director Painter, Director Segarra, and Director Tillinger voted yes.

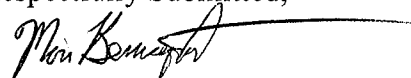
Directors	Aye	Nay	Abstain
Donald Stein	X		
John Adams	X		
Ryan Bingham	X		
David Damer	X		
Joel Freedman	X		
Timothy Griswold	X		
Pedro Segarra	X		
Ad-Hocs			
Bob Painter, Mid-Ct	X		
Steve Edwards, Bridgeport	X		
Mark Tillinger, Bridgeport	X		

ADJOURNMENT

Chairman Stein requested a motion to adjourn the meeting. The motion to adjourn was made by Director Edwards and seconded by Director Damer and was approved unanimously.

There being no other business to discuss, the meeting adjourned at 12:08 p.m.

Respectfully Submitted,



Moira Benacquista
 HR Specialist/Board Administrator

TAB 2

CONNECTICUT RESOURCES RECOVERY AUTHORITY

FOUR HUNDRED AND THIRTY-FIFTH

DEC. 5, 2012

A special telephonic meeting of the Connecticut Resources Recovery Authority Board of Directors was held on Wed. Dec. 5, 2012 in the Board Room at 100 Constitution Plaza, Hartford, CT 06103. Those present were:

Directors: Chairman Don Stein (present by telephone)
John Adams (present by telephone)
Ryan Bingham (present by telephone)
David Damer (present by telephone)
Joel Freedman
Timothy Griswold
Andrew Nunn (present by telephone)
Scott Shanley
Mark Tillinger, Bridgeport Ad-Hoc (present by telephone)

Present from CRRA in Hartford:

Tom Kirk, President
Jim Bolduc, Chief Financial Officer
Peter Egan, Director of Environmental Affairs and Operations
Laurie Hunt, Director of Legal Service
Moira Benacquista, HR Specialist/Board Administrator

Others Present: Jonathan Leibovic, Connecticut Toxic Action Center (present post entry of Board into Executive Session)

Chairman Stein called the meeting to order at 2:00 p.m. and said a quorum was present.

PUBLIC PORTION

Chairman Stein said the agenda allowed for a public portion in which the Board would accept written testimony and allow individuals to speak for a limit of three minutes.

As there were no members of the public present wishing to speak, Chairman Stein proceeded with the meeting agenda.

EXECUTIVE SESSION

Chairman Stein requested a motion to enter into Executive Session to discuss pending litigation, trade secrets, personnel matters, pending litigation, pending RFP's, and feasibility estimates and evaluations with appropriate staff. The motion, made by Director Shanley and seconded by Director

Griswold, was approved unanimously. Chairman Stein asked the following people join the Directors in the Executive Session:

- Tom Kirk
- Jim Bolduc
- Peter Egan
- Laurie Hunt

The Executive Session began at 2:03 p.m. and concluded at 3:23 p.m. Chairman Stein noted that no votes were taken in Executive Session.


The motion previously made and seconded to go into Executive Session was approved unanimously by roll call. Chairman Stein, Director Adams, Director Barlow, Director Bingham, Director Damer, Director Freedman, Director Griswold, and Director Tillinger voted yes.

Directors	Aye	Nay	Abstain
Chairman Stein	X		
John Adams	X		
Richard Barlow	X		
Ryan Bingham	X		
David Damer	X		
Joel Freedman	X		
Timothy Griswold	X		
Ad-Hocs			
Mark Tillinger, Bridgeport	X		

ADJOURNMENT

Chairman Stein requested a motion to adjourn the meeting. The motion to adjourn was made by Director Barlow and seconded by Director Griswold and was approved unanimously.

There being no other business to discuss, the meeting adjourned at 3:23 p.m.

Respectfully Submitted,

 Moira Benacquista
 HR Specialist/Board Administrator

TAB 3

CONNECTICUT RESOURCES RECOVERY AUTHORITY

FOUR HUNDRED AND THIRTY-FOURTH

NOV. 29, 2012

A regular meeting of the Connecticut Resources Recovery Authority Board of Directors was held on Thurs. Nov. 29, 2012, in the Board Room at 100 Constitution Plaza, Hartford, CT 06103. Those present were:

Directors: Chairman Don Stein
John Adams
Dick Barlow
David Damer
Joel Freedman
Timothy Griswold
Pedro Segarra (present until 11:50 a.m.)
Scott Shanley
Steve Edwards, Bridgeport Project Ad-Hoc
Mark Tillinger, Bridgeport Ad-Hoc
Bob Painter, Mid-Connecticut Project Ad-Hoc

Present from CRRA in Hartford:

Tom Kirk, President
Jim Bolduc, Chief Financial Officer
Jeff Duvall, Director of Budgets and Forecasting
Peter Egan, Director of Environmental Affairs and Operations
Tom Gaffey, Director of Recycling
Laurie Hunt, Director of Legal Service
Paul Nonnenmacher, Director of Public Affairs
Eric Womack, Human Resources Manager
Moira Benacquista, HR Specialist/Board Administrator
Marianne Carcio, Executive Assistant

Others present: Jessica Campbell, Covanta; John Pizzimenti, USA Hauling; Jim Sandler, Esq., MDC; Patrick McHale, Esq. Kainen, Escalera & McHale.

Chairman Stein called the meeting to order at 9:35 a.m. and said a quorum was present.

APPROVAL OF THE MINUTES OF THE REGULAR OCT. 25, 2012, BOARD MEETING

Chairman Stein requested a motion to approve the minutes of the regular Oct. 25, 2012, Board Meeting. Director Adams made a motion to approve the minutes as amended and discussed, which was seconded by Director Damer.

The motion previously made and seconded to approve the minutes as amended and discussed was approved by roll call. Chairman Stein, Director Adams, Director Damer, Director Edwards, Director Freedman, Director Griswold, Director Painter, Director Segarra, and Director Tillinger voted yes. Director Barlow and Director Shanley abstained.

Directors	Aye	Nay	Abstain
Chairman Donald Stein	X		
John Adams	X		
Dick Barlow			X
David Damer	X		
Joel Freedman	X		
Timothy Griswold	X		
Pedro Segarra	X		
Scott Shanley			X
Ad-Hocs			
Steve Edwards, Bridgeport	X		
Mark Tillinger, Bridgeport	X		
Bob Painter, Mid-Ct	X		

FINANCE COMMITTEE

RESOLUTION REGARDING APPROVAL OF THE AUTHORITY BUDGET

Chairman Stein requested a motion on the above referenced item. The motion was made by Director Griswold and seconded by Director Adams.

RESOLVED: That the fiscal year 2014 Authority Operating Budget be adopted substantially in the form as presented and discussed at this meeting.

Mr. Bolduc said this budget begins July 1, 2013. He said budget approval is required as management must also include this budget in the SouthEast SCRRRA budget, which goes to the SCRRRA budget for approval in December so that SCRRRA’s tip fee can be set.

Mr. Bolduc said pgs. 4-5 contain the detail of the budget line by line. He said it is important to note pg. 4 includes labor costs, which are obtained after canvassing management for the time expected by various CRRA employees on different Projects. Mr. Bolduc said pg. 3 shows the total Authority budget allocated amongst the various activities.

Mr. Bolduc said there are several footnotes of importance. He said the SouthWest budget is not based on an allocation formula but on a contractual fee arrangement with the SouthWest towns which escalates by several factors. Mr. Bolduc said the last two pages show the methodology formula used by management. He said the next page shows the actual allocation process. Mr. Bolduc said in some cases management makes adjustments, for example the \$575,000 was directed to SouthWest as it is a fixed contractual arrangement.

Mr. Bolduc said another adjustment is for the SouthEast Project. He said SCRRRA has an Executive Director who administers many of the activities and this Project has its own small staff. He said CRRA does the accounting, budget prep, year-end close, auditor related activities and bond related work. He said management tries to make a fair and equitable allocation of CRRA's time which takes into consideration SCRRRA has its own personnel.

Mr. Bolduc said pg. 3 shows the total Authority expenditures of \$3.8 million which include the overhead. He said the new CSWS Project will be allocated about \$2.1 million of all the labor, benefits and overhead costs, as shown on pg. 3.

Chairman Stein asked if there would be an opportunity to go back and modify this budget if CRRA goes through a restructure of the former Mid-Conn Project. Mr. Bolduc said yes. He said the other documents which the Board has been receiving over time in order to reduce costs are reflected in the budget. Mr. Bolduc reminded the Board that the merit increases and COLA have been eliminated and these and other reductions are reflected in the budget to the extent over which management has control over those documents at this time.

Chairman Stein said by approving a budget today, the dynamics are such that approving a reduced headcount may change depending on the ultimate resolution. Director Tillinger asked if the drivers for the reduction of about 7-8% were due to headcount reductions which have already occurred. Mr. Bolduc replied yes.

Director Shanley asked when the Board had last reviewed the formula which was used in the budget allocation. Mr. Bolduc explained the Finance Committee reviews that formula as part of an annual ongoing process and that it has evolved as the Projects come to culmination.

Director Barlow asked if this budget needs to be passed today. He said there are significant external drivers which will occur in the next month with regard to the Mid-Conn Project. Director Barlow asked if passing this budget can be delayed until those external factors are weighed in. Mr. Bolduc replied that SCRRRA has to approve its budget in December before the next CRRA Board meeting. He explained SCRRRA's timetable is dictated by contracts with its member towns.

Mr. Bolduc said this is just a budget, and by the time CRRA gets to the CSWS budget it can be changed if needed. Director Barlow said setting the budget sends a message in terms of the direction that the organization is going. He said given some of the external factors he believes there is a need, at least from his perspective, to send a message of belt tightening activities on behalf of the Board.

Mr. Bolduc said this budget already incorporates belt tightening and should be seen as such. He said management has implemented many reductions and has been implementing cost saving activities for several years now.

Chairman Stein said the driving force in the overall budget approval is for the Southeast Project to have some assurance that certain costs will flow down to them from the Authority. Mr. Bolduc agreed. Director Freedman said this is only a budget and can be revisited if necessary.

The motion previously made and seconded was approved by roll call. Chairman Stein, Director Adams, Director Damer, Director Freedman, and Director Griswold voted yes. Director Barlow, Director Segarra and Director Shanley abstained.

Directors	Aye	Nay	Abstain
Chairman Donald Stein	X		
John Adams	X		
Dick Barlow			X
David Damer	X		
Joel Freedman	X		
Timothy Griswold	X		
Pedro Segarra			X
Scott Shanley			X
Ad-Hocs			
Steve Edwards, Bridgeport			
Mark Tillinger, Bridgeport			
Bob Painter, Mid-Ct			

RESOLUTION REGARDING APPROVAL OF THE SOUTHEAST BUDGET

Chairman Stein requested a motion on the above referenced item. The motion was made by Director Griswold and seconded by Director Adams.

RESOLVED: That the fiscal year 2014 Connecticut Resources Recovery Authority Southeast Project Operating and Capital Budgets be adopted subject to the Southeastern Connecticut Regional Resources Recovery Authority’s (“SCRRA”) approval of this budget and as substantially presented and discussed at this meeting.

Mr. Bolduc said CRRA approves its portion of the SouthEast budget at which point the SCRRA Board then adds in their administrative costs. Mr. Bolduc said CRRA’s portion is about \$300,000, along with \$830,000 of local SCRRA administration budget which is added to it. He said these get added to all the other operating costs for the facility which is run by Covanta.

Mr. Bolduc said this facility is extremely profitable because its original electric contract runs through 2017 and is currently receiving close to 30 cents a kilowatt hour. He said to put that in perspective CRRA is getting about 3.5 cents a kilowatt hour. He said as a result SCRRA has put about \$7 million away in order to level out likely future cost increases which would cause the tip fee to increase.

Mr. Bolduc said SCRRA also funds its recycling activities through its tip fee. Mr. Bolduc said SCRRA has a tonnage supply formula with Covanta. He said the plant operates to achieve a maximum electric output and Covanta brings in spot waste to achieve maximum output.

Director Damer asked how much money SCRRA has in its future needs reserve fund. Mr. Bolduc said about \$7 million.

Chairman Stein asked where the allocation shows up. Mr. Bolduc said on pg. 9, as part of the \$225,000. Director Shanley asked if there is a report that shows whether the CRRA employees are direct or indirect. Mr. Bolduc referred Director Shanley to Tab 2, which shows labor, benefits and overhead.

The motion previously made and seconded was approved by roll call. Chairman Stein, Director Adams, Director Barlow, Director Damer, Director Freedman, Director Griswold, Director Segarra, and Director Shanley voted yes.

Directors	Aye	Nay	Abstain
Chairman Donald Stein	X		
John Adams	X		
Dick Barlow	X		
David Damer	X		
Joel Freedman	X		
Timothy Griswold	X		
Pedro Segarra	X		
Scott Shanley	X		
Ad-Hocs			
Steve Edwards, Bridgeport			
Mark Tillinger, Bridgeport			
Bob Painter, Mid-Ct			

RESOLUTION REGARDING ELECTRIC POWER SALES FOR THE SOUTH MEADOWS RESOURCE RECOVERY FACILITY

Chairman Stein requested a motion on the above referenced item. The motion was made by Director Damer and seconded by Director Adams.

WHEREAS, CRRA’s current Electric Sales Agreement with Constellation Energy Commodities Group, Inc. will expire on June 30, 2012; and

WHEREAS, without an executed power sales agreement in place in February 2013, CRRA will have to incorporate a non-fixed price power sales revenue assumption in preparing its FY 14 budget and the calculation of the FY 14 tip fee; and

WHEREAS, the Authority has been working closely with the State of Connecticut to sell its power on a fixed contract price basis, however no final terms have been established; and

WHEREAS, notwithstanding the difficulty of adopting a budget and setting a tip fee based upon wholesale power price prognostications, contracting for a fixed sale of the CSWS FY 14 power output would be inconsistent at this time;

NOW THEREFORE, it is hereby

RESOLVED: That the Authority should not auction its power to obtain a fixed price in conjunction with setting its FY 14 budget and tip fee; and

FURTHER RESOLVED: That the Authority should use for budgeting purposes a conservative forecast of FY 14 power prices utilizing the ISO New England Real Time Market; and

FURTHER RESOLVED: That the Authority proceed to instigate and execute contractual arrangements to participate in said Real Time Market.

Mr. Kirk said this resolution is fairly simple. He said historically CRRA has had long term firm sales' agreement for its power. He said that is the preferred method as it allows CRRA to confidently predict the revenue line for its budget. Mr. Kirk said this year is different as the Connecticut Department of Energy and Environmental Protection (hereinafter referred to as "CT DEEP") has asked CRRA not to commit to a sale of power because they are interested in an innovative power sales approach with the State, which if found reasonable and acceptable will hopefully improve CRRA's revenue picture.

Mr. Kirk said there is significant uncertainty considering how much waste CRRA will have and what its operating profile will look like moving forward. He said given those uncertainties management is not confident CRRA will be able to get the best price from the market as it is expected that the potential bidders would discount the rate due to questions about waste supply and CRRA's operating profile. He said with those two factors as drivers management is recommending that the CRRA Board direct management not to pursue an auction of its power as CRRA typically would at this time of year.

Mr. Kirk said management is recommending pursuing the sale of CRRA's power in what is known as the real time market, which is a day ahead market. He said revenues are expected to be the same if the market fairly prices CRRA's power in a long term agreement in an auction. Mr. Kirk said however, that it is not assured and is dependent on several variables including weather, availability and capacity, all of which impacts the price on a quarter hour basis. He said management believes this is the best course of action given the uncertainty of exactly how much of CRRA's power will be available given the potential for the innovative solution with the CT DEEP and the State and the operating profile and waste delivery questions.

Director Damer asked if he was correct that this is only for the waste to energy facility and does not affect the jets. Mr. Kirk said that was correct. Director Damer asked what pricing management would have expected in the day ahead market versus CRRA's present contract rate. Mr. Kirk replied the expert's management has spoken to say historically there has been a minor discount associated with selling into the day ahead market but accurate predictions are impossible.

Chairman Stein asked how this process works. Mr. Kirk explained CRRA would use a lead market participant to represent the CRRA generator inside the ISO continuous auction. Mr. Egan said CRRA would essentially do at the waste to energy plant next fiscal year what CRRA is doing with the jet turbine facility today. He said CRRA has a lead market participant (Nextera Energy) which calculates every day at a specific time for the next day what CRRA wants for its power in the event that ISO wants to use it. He said the difference will be that CRRA is essentially selling into real time. Mr. Egan said it will be a very similar contract to the Nextera contract.

Director Tillinger asked if going through a fixed long term auction is still an option as CRRA is not bound to take a bid. Mr. Kirk said yes, that is an option and was management's recommendation before CT DEEP expressed its preference that CRRA does not undertake a sale. Director Tillinger asked if he was correct in stating that the request was to not execute a contract and the bid process can still be undertaken. Mr. Kirk said that distinction was not made with the CT DEEP and it is likely that CRRA could undertake the auction and then reject the bid in the twenty four hour waiting period. He noted there is a significant cost associated with undertaking the auction process.

Mr. Kirk said management is also concerned that the bidders may react negatively to a test of the market by CRRA. He said management is curious if the instability of the market would have an effect on bid prices. Mr. Egan said one other variable is that CRRA would have to insert a restriction in the contract allowing CRRA the ability to cancel the contract if in fact it worked out with another bidder. He said that would create a significant discount by the bidders and they may not even bid if that caveat is included.

Director Freedman asked what the latest date CRRA could hold the auction is, and also what the cost of undertaking the auction is day by day, and lastly why CRRA needs to decide this now. Mr. Kirk said the latest the auction can be undertaken is at CRRA's discretion, however it will need to be done in the next few weeks if CRRA hopes to have a number to use in the setting of the tip fee for Feb. 28, 2013. He said an assumption could be made, and then CRRA could do a bid in May and still be able to sell July power.

Mr. Kirk said costs for the auction are not insignificant. Ms. Hunt said the costs are hard to quantify on the legal side because CRRA kept working on whether or not to include the jets in the recent auction, which resulted in higher legal costs. She said the costs were about \$85,000. Mr. Kirk noted that this auction would be less costly as the jets would not be included and there would be no indecision involved. Mr. Egan said he would expect CRRA's energy consultant cost to be about \$30,000 - \$40,000 in addition to substantial in house work.

Chairman Stein asked if a firm decision is not being made today due to the variables involved in order to provide management with a tentative budget number and the option to go out to bid in the future. Mr. Kirk agreed. He said management is asking the Board if they are comfortable with not plugging a firm number into the CSWS budget in February. He said if the answer is yes, then all options are on the table and management will prepare the opportunity to use the day ahead market.

Director Tillinger asked if the Board votes no, does that mean the Board will not have the opportunity to change its mind and go to auction to see what the market would pay for committed power. He said with the timing the CT DEEP offers there is no predictable certainty this may be a bigger issue.

Mr. Kirk said the proposal from the CT DEEP is to purchase from the State account, at a significant premium over CRRA's current 3.5 cents a kilowatt hour, (which is also a savings from what the State pays making it beneficial for both parties). He said this would also allow towns participating in the CRRA project to purchase power for their accounts from the remaining power. Mr. Kirk explained many towns already have long term agreements or are in buying agreements with CROG and COST and this aspect of the plan is still in development.

After substantial discussion the Board agreed to table this resolution in order to address the matter further in Executive session.

MOTION TO TABLE THE RESOLUTION REGARDING ELECTRIC POWER SALES FOR THE SOUTH MEADOWS RESOURCE RECOVERY FACILITY

Chairman Stein requested a motion to table the resolution regarding electric power sales for the South Meadows Resources Recovery Facility. The motion to table was made by Director Damer and seconded by Director Adams.

The motion to table was approved unanimously by roll call. Chairman Stein, Director Adams, Director Barlow, Director Damer, Director Edwards, Director Freedman, Director Griswold, Director Painter, Director Segarra, Director Shanley, and Director Tillinger voted yes.

Directors	Aye	Nay	Abstain
Chairman Donald Stein	X		
John Adams	X		
Dick Barlow	X		
David Damer	X		
Joel Freedman	X		
Timothy Griswold	X		
Pedro Segarra	X		
Scott Shanley	X		
Ad-Hocs			
Steve Edwards, Bridgeport	X		
Mark Tillinger, Bridgeport	X		
Bob Painter, Mid-Ct	X		

MOTION TO ADD AN ITEM TO THE AGENDA CONCERNING RENEWAL OF THE HEALTH, DENTAL, VISION, LIFE AND DISABILITY INSURANCE PROGRAMS

Chairman Stein requested a motion to add an item to the agenda concerning renewal of the health, dental, vision, and life and disability insurance programs. The motion to add item to the agenda was made by Director Damer and seconded by Director Adams.

The motion to add an item to the agenda was approved unanimously by roll call. Chairman Stein, Director Adams, Director Barlow, Director Damer, Director Edwards, Director Freedman, Director Griswold, Director Painter, Director Segarra, Director Shanley and Director Tillinger voted yes.

Directors	Aye	Nay	Abstain
Chairman Donald Stein	X		
John Adams	X		
Dick Barlow	X		
David Damer	X		
Joel Freedman	X		
Timothy Griswold	X		
Pedro Segarra	X		
Scott Shanley	X		
Ad-Hocs			
Steve Edwards, Bridgeport	X		
Mark Tillinger, Bridgeport	X		
Bob Painter, Mid-Ct	X		

RESOLUTION REGARDING ORGANIZATIONAL SYNERGY & HUMAN RESOURCES COMMITTEE RECOMMENDATION TO THE BOARD OF DIRECTORS REGARDING RENEWAL OF THE HEALTH, DENTAL, VISION, LIFE AND DISABILITY INSURANCE PROGRAMS

Chairman Stein requested a motion on the above referenced item. The motion was made by Director Damer and seconded by Director Adams.

RESOLVED: That the Board of Directors authorizes the renewal of the employee health insurance benefit plans with ConnectiCare (medical), Ameritas (vision), MetLife (dental) and Lincoln Financial (life and disability), for the period of January 1, 2013, through December 31, 2013, for an estimated net combined premium of \$667,000.

Mr. Kirk said the Organizational Synergy & Human Resources Committee thoroughly vetted this item with CRRA's broker, Kurtis Dennison. He said Mr. Dennison explained due to pressures in the industry and the current marketplace management believes that the negotiated increase CRRA was provided by its current carrier represents a good value for CRRA and is preferable to testing the market again. Mr. Kirk said testing the market has costs and risks associated with it and CRRA's current provider has an understanding of CRRA's business and the reduced increase is preferable to doing a bid which would likely yield much higher prices.

Director Griswold said rate increases are currently in the 7-12% range. He said CRRA's 8% rate is in the lower end of the range and is good considering the current marketplace. Director Griswold said most of the premiums have been reduced from the prior years and Connecticare further reduced CRRA's premiums by an additional 1% for staying with them. He said the increase in dental usage also affected CRRA's profile negatively as well.

Director Freedman asked how many employees use the medical coverage. Mr. Womack said there are 7 employees which opt-out of the plan, 39 which are fully enrolled, and about 110 total lives covered including those employees' families.

Director Shanley asked when CRRA last changed providers. Mr. Kirk said CRRA went out to bid in 2011 but did not change providers. Director Shanley said insurance coverage is an important issue for employees. He said if CRRA changed carriers recently he would be inclined to stay with the current carrier.

The motion previously made and seconded was approved by roll call. Chairman Stein, Director Adams, Director Barlow, Director Damer, Director Freedman, Director Griswold, Director Segarra, and Director Shanley voted yes.

Directors	Aye	Nay	Abstain
Chairman Donald Stein	X		
John Adams	X		
Dick Barlow	X		
David Damer	X		
Joel Freedman	X		
Timothy Griswold	X		
Pedro Segarra	X		
Scott Shanley	X		
Ad-Hocs			
Steve Edwards, Bridgeport			
Mark Tillinger, Bridgeport			
Bob Painter, Mid-Ct			

CHAIRMAN’S REPORT

Chairman Stein said there was a vacancy on both the Policies & Procurement Committee and the Finance Committee. After some discussion it was determined that Director Barlow would be appointed to the Policies & Procurement Committee and Director Shanley would be appointed to the Finance Committee.

PRESIDENTS’ REPORT

Mr. Kirk said CRRA has operated this period without any environmental safety or public health problems. He said it is still too early to provide any definitive fiscal year end information but CRRA has started the CSWS Project and is still trying to evaluate the movement of waste with those changes. Mr. Kirk said there have been some changes concerning where the spot waste is going.

Mr. Kirk said management has completed the renovation of the front end WPF trammel units which are now consuming the 1 inch and under process residue which historically was screened out and trucked to a landfill. Mr. Kirk said those screening holes are now closed off and the residue is going into the furnace which increases the amount of ash that CRRA produces and eliminates the previous associated disposal costs of 120,000 tons at \$60 plus dollars a ton.

Mr. Kirk said the renovations also reduce the appetite and capacity of the plant which was in the 840,000 tons per year range and is now about 712,000 tons. He said that reduction is because the plant is

BTU limited. Mr. Kirk said as a result there are less tip fees due to the reduction in tons however; CRRA's appetite for waste and waste across the State has been reduced by 100,000 thousand tons which management hopes has a positive impact on spot waste prices. Mr. Kirk said the full effect will take several months to evaluate and he will keep the Board posted.

Director Barlow asked out of the Mid-Conn towns how many opted not to bring their recyclables to CRRA. Mr. Kirk replied nine towns will be provided waste services and not recyclables by CRRA. Director Barlow said at some point he would raise the issue that if CRRA uses the former recycling rebates to offset operational costs on the waste to energy side there is an inequity there if those nine towns are benefiting. Mr. Kirk said that issue will have to be addressed when the Board considers rebates with those new arrangements as recyclables and MSW were co-mingled and subsidized that way.

Mr. Kirk said the potential recycling rebate funds are currently being used to subsidize education and those funds go into one pool. Mr. Bolduc said the MSA's include education funding which is requiring subsidization.

Director Damer asked if any operational problems or risks are expected from the process residue entering the boiler. Mr. Kirk said it has been evaluated and there are some risks associated with it. He said CRRA's contractor Covanta requested additional maintenance funding when CRRA suggested making this conversion. Mr. Kirk said as a result management waited until that contract with Covanta was over. He said it is being closely monitored and management is anticipating increases in erosion and corrosion rates in the boilers. Mr. Kirk said management is not anticipating issues which can't be handled with regular maintenance.

Mr. Kirk said there has been a significant reduction in recyclables delivered to the CSWS. He said much of the recyclables from the former Mid-CT Project are migrating to other providers and is expected to continue dropping. Mr. Kirk said in addition the Bridgeport are towns are discontinuing trans-loading its member towns recyclables to Hartford in June, at which point the business plans of the Murphy Rd. facility will have to be evaluated.

Mr. Kirk referred the Board to the supplemental package. He said the numbers haven't changed much, waste is still way down and recycling is stable.

EXECUTIVE SESSION

Chairman Stein requested a motion to enter into Executive Session to discuss pending litigation, trade secrets, personnel matters, security matters, pending RFP's, and feasibility estimates and evaluations with appropriate staff. The motion, made by Director Damer and seconded by Director Adams, was approved unanimously. Chairman Stein asked the following people join the Directors in the Executive Session:

Tom Kirk
Peter Egan
Laurie Hunt
Patrick McHale, Esq.
Eric Womack

The Executive Session began at 11:57 p.m. and concluded at 1:01 p.m. Chairman Stein noted that no votes were taken in Executive Session.

The motion previously made and seconded was approved by roll call. Chairman Stein, Director Adams, Director Barlow, Director Damer, Director Edwards, Director Freedman, Director Griswold, Director Painter, Director Segarra, Director Shanley, and Director Tillinger voted yes.

Directors	Aye	Nay	Abstain
Chairman Donald Stein	X		
John Adams	X		
Dick Barlow	X		
David Damer	X		
Joel Freedman	X		
Timothy Griswold	X		
Pedro Segarra	X		
Scott Shanley	X		
Ad-Hocs			
Steve Edwards, Bridgeport	X		
Mark Tillinger, Bridgeport	X		
Bob Painter, Mid-Ct	X		

MOTION TO PLACE THE RESOLUTION REGARDING ELECTRIC POWER SALES FOR THE SOUTH MEADOWS RESOURCE RECOVERY FACILITY BACK ON THE TABLE

Chairman Stein requested a motion to put the resolution regarding electric power sales for the South Meadows Resources Recovery Facility back on the table. The motion was made by Director Barlow and seconded by Director Adams.

Mr. Kirk said there is some value in knowing what the market will yield, as it brings information which is valuable when putting together pricing. He said the risk of going out to bid is what impact that may have on potential bidders in the future. Mr. Kirk said however if CRRA goes out to bid and does not like the price the chances of CRRA going out to bid again are very slim because the prices will change dramatically. He said CRRA could go through the costs and the trouble of a bid and have a firm number for the budget.

Chairman Stein asked if the approximate \$50,000- \$100,000 cost of putting together this bid would provide enough information to warrant that spending. He said the 3.5 cents estimate is a close approximate of the day to day market. Chairman Stein said he does not feel going out to bid is worth the cost.

Director Damer agreed. He said it sounds to him that the amount of information CRRA already has without going out to bid is fairly close to what CRRA would gain by going out to bid. Director Damer said the costs and time are not worth the costs. He asked that it be made clear that the last resolution which reads as: "That the Authority proceed to instigate and execute contractual arrangements to participate in said Real Time Market" does not have to be done right away.

Chairman Stein suggested removing the third whereas as it is redundant.

AMENDMENT TO THE MOTION REGARDING ELECTRIC POWER SALES FOR THE SOUTH MEADOWS RESOURCE RECOVERY FACILITY

Director Adams made a motion to add “at this time” to the Resolved which states: “That the Authority should not auction its power at this time to obtain a fixed price in conjunction with setting its FY 14 budget and tip fee; and”, and to remove the third whereas altogether. The motion was seconded by Director Damer.

The motion to approve the amendment was approved by roll call. Chairman Stein, Director Adams, Director Barlow, Director Damer, Director Freedman, Director Griswold, Director Painter, Director Segarra, and Director Shanley voted yes.

Directors	Aye	Nay	Abstain
Chairman Donald Stein	X		
John Adams	X		
Dick Barlow	X		
David Damer	X		
Joel Freedman	X		
Timothy Griswold	X		
Pedro Segarra	X		
Scott Shanley	X		
Ad-Hocs			
Steve Edwards, Bridgeport			
Mark Tillinger, Bridgeport			
Bob Painter, Mid-Ct	X		

FINAL VOTE ON THE RESOLUTION REGARDING ELECTRIC POWER SALES FOR THE SOUTH MEADOWS RESOURCE RECOVERY FACILITY AS AMENDED

Chairman Stein requested a motion on the above referenced item as amended and discussed which was originally made by Director Damer and seconded by Director Adams.

WHEREAS, CRRA’s current Electric Sales Agreement with Constellation Energy Commodities Group, Inc. will expire on June 30, 2012; and

WHEREAS, without an executed power sales agreement in place in February 2013, CRRA will have to incorporate a non-fixed price power sales revenue assumption in preparing its FY 14 budget and the calculation of the FY 14 tip fee; and

WHEREAS, the Authority has been working closely with the State of Connecticut to sell its power on a fixed contract price basis, however no final terms have been established; and

WHEREAS, notwithstanding the difficulty of adopting a budget and setting a tip fee based upon wholesale power price prognostications, contracting for a fixed sale of the CSWS FY 14 power output would be inconsistent at this time;

NOW THEREFORE, it is hereby

RESOLVED: That the Authority should not auction its power at this time to obtain a fixed price in conjunction with setting its FY 14 budget and tip fee; and

FURTHER RESOLVED: That the Authority should use for budgeting purposes a conservative forecast of FY 14 power prices utilizing the ISO New England Real Time Market; and

FURTHER RESOLVED: That the Authority proceed to instigate and execute contractual arrangements to participate in said Real Time Market.

The motion previously made and seconded was approved as amended by roll call. Chairman Stein, Director Adams, Director Barlow, Director Damer, Director Freedman, Director Griswold, Director Painter, Director Segarra, and Director Shanley voted yes.

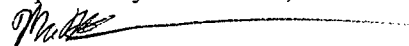
Directors	Aye	Nay	Abstain
Chairman Donald Stein	X		
John Adams	X		
Dick Barlow	X		
David Damer	X		
Joel Freedman	X		
Timothy Griswold	X		
Pedro Segarra	X		
Scott Shanley	X		
Ad-Hocs			
Steve Edwards, Bridgeport			
Mark Tillinger, Bridgeport			
Bob Painter, Mid-Ct	X		

ADJOURNMENT

Chairman Stein requested a motion to adjourn the meeting. The motion to adjourn was made by Director Damer and seconded by Director Adams and was approved unanimously.

There being no other business to discuss, the meeting adjourned at 1:14 p.m.

Respectfully Submitted,


 Moira Benacquista
 HR Specialist/Board Administrator

TAB 4

**RESOLUTION REGARDING DELIVERY OF COVER SOILS
TO THE HARTFORD LANDFILL**

RESOLVED: That the President is hereby authorized to enter into an agreement with A&S Construction Services, LLC for delivery of soil to be used as contouring and cover material at the Hartford Landfill, and as approved by the Connecticut Department of Energy & Environmental Protection, substantially as discussed and presented at this meeting.

FURTHER RESOLVED: That the revenue received from this contract will be deposited into the Hartford Landfill Closure Reserve.

Connecticut Resources Recovery Authority

Contract Summary for Contract Entitled

Special Waste Cover Soils Letter Agreement

Presented to the CRRA Board on: December 20, 2012

Vendor/ Contractor(s): A&S Construction Services, LLC

Effective date: November 7, 2012

Contract Type/Subject matter: Agreement. Delivery of CTDEEP approved soil to the Hartford Landfill to be used as grading and contouring material.

Facility (ies) Affected: Hartford Landfill

Original Contract: This is the original contract

Term: Through May 31, 2013 or upon CRRA's decision to terminate

Contract Dollar Value: \$220,000 (estimated based on up to 11,000 tons at \$20/ton).
This is a REVENUE Contract.

Amendment(s): None

Term Extensions: Not applicable

Scope of Services: Delivery of CTDEEP approved soil to the Hartford Landfill to be used as grading and contouring material.
Generator – UCONN Health Center.

Other Pertinent Provisions: None

Connecticut Resources Recovery Authority Hartford Landfill Delivery of Cover Soil

December 6, 2012

Executive Summary

CRRA has negotiated a contract with A&S Construction Services, LLC to deliver up to 7,500 cubic yards of CTDEEP approved soil generated in the UCONN Health Center Detention Pond Maintenance Dredging Project to the Hartford Landfill for use as grading and contouring material.

In accordance with Section 5.11 (Market Driven Purchases and Sales) of CRRA's Procurement Policies and Procedures, this is to request that the CRRA Board of Directors authorize the President to enter into an agreement with the A&S Construction Services, LLC for the delivery of soil at the negotiated price.

Discussion

Although the Hartford landfill ceased accepting solid waste on December 31, 2008 and no longer needs soil for daily cover, CRRA continues to need soil to support landfill closure activities, and is permitted to accept CTDEEP approved soil to shape and grade the landfill surface in preparation for final closure.

Based on CRRA's need for CTDEEP approved soils to support landfill closure activities, and in accordance with Section 5.11 (Market Driven Purchases and Sales) of CRRA's Procurement Policies and Procedures, CRRA management periodically identifies prospective sources of non-virgin soils, acceptable to CTDEEP, that can be used as cover and contouring materials for the landfill closure, and for which a disposal charge can be assessed to the generator or deliverer of the soil. CRRA then negotiates a disposal price for the soil with the company that generates or otherwise is managing such soil. CRRA staff originally established a list of approximately 20 companies (e.g., construction contractors, environmental remediation companies, environmental consultants) and periodically contacts companies to determine if they have quantities of such soil for shipment to the landfill.

In order to reach out to more potential soil suppliers, in July 2010, staff advertised an "Expression of Interest for Soils" in the following publications throughout Connecticut:

Connecticut Post

Hartford Courant
Manchester Journal Inquirer
New Haven Register
Waterbury Republican-American
LaVoz Hispania de Connecticut
Northeast Minority News

Additionally, the Expression of Interest for Soils was submitted for posting on the DAS website and the Environmental Professionals of Connecticut website, as well as CRRA's website.

From July 2010 through 2011, staff received over 60 inquiries from owners, contractors, and consultants with potential sources of soil. Based on quantity, soil composition, the estimated delivery time frame, receipt of CTDEEP approval of the soil for use as cover material, and the Mid-Connecticut Project Permitting, Disposal and Billing Procedures, CRRA staff make a determination whether or not the soil would be of use, and if so, negotiate a tip fee for soil delivered to the landfill with the generator or their representative.

Of the more than 60 inquiries, CRRA contracted with 5 contractors at a price of \$15-\$16/ton for similar soil and has accepted approximately 41,000 tons in aggregate from those contractors since July 2010. In late 2011, CTDEEP approved a revision to CRRA's Hartford Landfill Closure Plan which modifies the landfill cap to incorporate a Solar PV installation on top of the landfill. With the approval of its revised closure plan, and based on an updated topographic survey performed in December 2011, the landfill requires additional grading and contouring soil in preparation for the final capping system. In October 2011, CRRA's Board of Directors approved a contract to accept approximately 90,000 tons of soil from the City of Hartford for a price of \$11/ton. Delivery of that soil was originally scheduled to occur during the spring/summer 2012, but is now scheduled to occur from the fall of 2012 through the spring of 2013.

In February 2012, CRRA was contacted by CTDOT regarding 80,000 to 150,000 tons of excess soil to be removed from its New Haven Harbor Crossing project and up to 15,000 tons of soil to be removed from its West Haven Train Station Project. CTDOT stated that it had some potential future no-cost outlets for the soil, but stated it would be willing to move the soil to CRRA if the price was competitive and if CRRA could commit to a large volume. CRRA staff, knowing that additional soil was needed for grading and contouring in advance of final closure, proposed a price of \$11/ton, the same price that had been negotiated with the City of Hartford, which CTDOT accepted. At its May 2012 meeting, CRRA's Board of Directors approved contracts to accept soil from each of these projects. Since May 2012, CTDOT has delivered over 90,000 tons of soil from these two projects.

In July, 2012, CRRA received an inquiry from a consultant involved in a soil removal and disposal project in Connecticut. The consultant stated that the Project would be generating excess soil that would need to be disposed of. At that time, the consultant

advised CRRA staff that the market rate for soil disposal at landfills in southwestern Massachusetts was approximately \$13/ton. Calculating that the additional cost of transportation to travel past CRRA's Hartford landfill to one of the Massachusetts landfills is approximately \$7/ton yields a total disposal price of \$20/ton to travel to a landfill further than the Hartford Landfill.

Knowing this market price, CRRA staff quoted a disposal price of \$20/ton to A&S Construction Services, LLC for the soil from the UCONN Health Center. Although the disposal prices are in line, the Hartford landfill offers several advantages over Massachusetts landfills:

- 1) The closer proximity of the Hartford landfill to the project means fewer trucks are required to move an equivalent amount of soil on a daily basis, simplifying truck scheduling.
- 2) There is less risk of traffic related delays.
- 3) The Hartford landfill can consistently accept large quantities of soil, while Massachusetts landfills may be limited in the amount of soil they can accept based on daily cover needs.

A&S Construction Services, LLC accepted the disposal price of \$20/ton and in November, 2012, executed a contract with CRRA for the delivery of the soil.

Financial Summary

This contract will provide up to approximately \$220,000 in revenue to the Mid-Connecticut project (approximately 11,000 tons at \$20.00 per ton). These revenues will be deposited in the Hartford landfill closure reserve account to ensure the cost of CRRA's proposed solar landfill cap is fully funded.

TAB 5

**RESOLUTION REGARDING APPROVAL OF A LETTER
AGREEMENT FOR THE DIRECT DELIVERY OF ACCEPTABLE
SOLID WASTE TO THE SOUTH MEADOWS
RESOURCE RECOVERY FACILITY**

RESOLVED: That the President is hereby authorized to execute a Letter Agreement for the direct delivery of Acceptable Solid Waste by the Regional Refuse Disposal District One to the South Meadows Resource Recovery Facility.

LETTER AGREEMENT SUMMARY
for
LETTER AGREEMENT FOR THE DIRECT DELIVERY OF
ACCEPTABLE SOLID WASTE TO THE SOUTH MEADOWS
RESOURCE RECOVERY FACILITY

December 6, 2012

Executive Summary

This is to request approval of the CRRA Board of Directors for the President to enter into a Letter Agreement with the Regional Refuse Disposal District One (the "RRDD#1). Approval of the Letter Agreement will enable RRDD#1 to bypass its Designated Facility, the Torrington Transfer Station, and deliver its aggregated, compacted Acceptable Solid Waste directly to CRRA's Resource Recovery Facility (the "Facility") in Hartford. The direct delivery of this solid waste will result in transportation savings to CRRA of approximately \$13,000 annually.

Discussion

Pursuant to the Tier 1 Long-Term Municipal Solid Waste Management Services Agreement for Provision of Acceptable Solid Waste and Acceptable Recyclables Services (Contract No. 124129 dated December 2, 2011) (the "Agreement") by and among CRRA and the Towns of Barkhamsted, New Hartford, and Winchester (the "District Towns") and RRDD#1, the District Towns through RRDD#1 are obligated to deliver Acceptable Solid Waste to the Designated Facility, the Torrington Transfer Station. RRDD#1 operates a regional transfer station on behalf of the District Towns. The District Towns deliver Acceptable Solid Waste to the transfer station where it is compacted into trailers for transport by RRDD#1 to the Designated Facility.

The Torrington Transfer Station served as the Designated Facility under the District Towns' and RRDD#1's previous Municipal Services Agreement with CRRA which agreement terminated November 15, 2012. In 2003, during the term of the previous agreement, CRRA and RRDD#1 entered into a Letter Agreement whereby RRDD#1 would be paid a fee for each load of compacted waste it delivered directly to the Facility in Hartford; thus bypassing the Torrington Transfer Station. The fee paid to RRDD#1 under the Letter Agreement is calculated to cover RRDD#1's net difference in its costs to transport the waste to Hartford instead of Torrington. The resulting per ton rate paid to RRDD#1 is less than the per ton rate that CRRA would otherwise have to pay its Torrington Transfer Station contractor to transport the waste to Hartford. The original letter agreement terminated with the region's

original MSA on November 15, 2012. CRRA and RRDD#1 now wish to enter into a successor Letter Agreement for the direct delivery of Acceptable Solid Waste to the Facility.

The Letter Agreement in no way prohibits or bars the District Towns or RRDD#1 from use of the Torrington Transfer Station for any of the District Towns' or RRDD#1's waste loads including compacted loads. The Letter Agreement has a termination for convenience provision whereby either party may terminate upon 30-days written notice to the other party.

Financial Summary

Under the arrangement, CRRA will pay to RRDD#1 \$105.00 for each load of compacted waste direct hauled to the Facility. Historically the average weight of each compacted load delivered is 13.4 tons which results in an average per ton transportation cost of \$7.83. The Torrington Transfer Station per ton transportation rate for the current fiscal year is \$13.59, a difference of \$5.76/ton when compared to the RRDD#1 rate. Historically RRDD#1 has delivered about 180 loads/year (approximately 2,400 tons). Therefore, under the Letter Agreement the approximate cost to CRRA for the delivery of this waste will be \$19,000 compared to \$32,755 were the waste to flow through the Designated Facility. This represents an approximate savings of \$13,755 under the first year of the Letter Agreement.

TAB 6

RESOLUTION REGARDING REDUCTION in FORCE PROGRAM

WHEREAS, the Connecticut Resources Recovery Authority (the "Authority") believes that for business reasons it is prudent to conduct one or more reductions in force; and

WHEREAS, pursuant to the policies of the Authority any employee who is notified that their employment will be terminated pursuant to a reduction in force will be eligible to work a six-month working notice period; and

WHEREAS, the Authority wishes to provide any employee whose employment is terminated pursuant to a reduction in force with the opportunity, after working the six-month working notice period, to receive a termination payment in the amount of two weeks of pay per year of service, with a minimum of 10 weeks of termination pay up to a maximum of 16 weeks of termination pay, plus a maintenance payment for other benefits for the term, plus reimbursement of COBRA health/dental insurance premiums for a minimum of three months or a maximum of four months, depending on years of service, provided the employee executes a separation agreement and release of all claims in favor of the Authority in such a form as the Authority may require;

NOW THEREFORE, it is RESOLVED: That any employee of the Authority whose employment is terminated by the Authority pursuant to a reduction in force shall, after working the six-month working notice period, be given the opportunity to receive a termination payment in the amount of two weeks of pay per year of service, with a minimum of 10 weeks of termination pay up to a maximum of 16 weeks of termination pay, plus reimbursement of COBRA health/dental insurance premiums for a minimum of three months or a maximum of four months, depending on years of service, provided the employee executes a separation agreement and release of all claims in favor of the Authority in such a form as the Authority may require. The opportunity to receive a termination payment in the amount of two weeks of pay per year of service, with a minimum of 10 weeks of termination pay up to a maximum of 16 weeks of termination pay, plus a maintenance payment for other benefits for the term, plus reimbursement of COBRA health/dental insurance premiums for a minimum of three months or a maximum of four months, depending on years of service, shall not be available to any employee that fails to complete the six-month working notice period on account of voluntary resignation, termination for cause, or other reason attributable to the employee.

IT IS FURTHER RESOLVED: that the Authority shall establish an Employee Termination Obligation Reserve and transfer necessary funds from the Mid-Conn Operating Account and Reserves to a designated STIF account to fund the above described termination payments.

IT IS FURTHER RESOLVED: that the President shall make all necessary decisions as regards the implementation of RIF's, termination payments, and execution of release agreements, subject to the oversight of the Organizational Synergy and Human Resources Committee.