

MINUTES OF THE
SPECIAL HYBRID MEETING OF THE
JOINT AD HOC CEO PERFORMANCE AND COMPENSATION COMMITTEE
OF THE BOARD OF DIRECTORS OF
CONNECTICUT MUNICIPAL ELECTRIC ENERGY COOPERATIVE
AND
CONNECTICUT TRANSMISSION MUNICIPAL ELECTRIC ENERGY COOPERATIVE

May 21, 2025

A Special Hybrid Meeting of the Joint Ad Hoc CEO Performance and Compensation Committee of the Board of Directors of Connecticut Municipal Electric Energy Cooperative (“CMEEC”) and Connecticut Transmission Municipal Electric Energy Cooperative (“CTMEEC” dba Transco) was held in person at 30 Stott Avenue, Norwich, CT and via Zoom on Wednesday, May 21, 2025 at 2:00 p.m.

The meeting was legally noticed in compliance with Connecticut General Statutes and all proceedings and all actions thereafter recorded occurred during the publicly open portions of the meeting.

The following Committee Members Participated via Zoom:

Groton Utilities: Ronald Gaudet
Jewett City Department of Public Utilities: Elier Alvarado
Norwich Public Utilities: Christopher LaRose
South Norwalk Electric & Water: Alan Huth
Third Taxing District, East Norwalk: Kevin Barber

The following Non-Voting Members participated via Zoom:

Bozrah Light & Power: Scott Barber, William Ballinger
Groton Utilities: Jeffrey Godley
Groton Municipal Representative: Mark Oefinger
Jewett City Department of Public Utilities: Louis Demicco
Jewett City Municipal Representative: George Kennedy
Third Taxing District, East Norwalk: Michele Sweeney

The following CMEEC staff participated in Person:

Dave Meisinger, CMEEC CEO
Margaret Job, Director Administrative Services

Others participated via Zoom:

David Silverstone, Esquire, Municipal Electric Consumer Advocate

Ms. Job recorded.

Committee Chair Barber called the meeting to order at 2:00 p.m. noting for the record that today's meeting is being held in person at 30 Stott Avenue, Norwich, CT and via Zoom. He requested that all participants state their names when speaking for clarity of the record.

Specific Agenda Item:

A Public Comment Period

No public comment was made.

B Roll Call

Ms. Job conducted roll call. Committee Chair Barber confirmed a quorum of the Committee was present.

C Approve Minutes of the May 9, 2025 Special Hybrid Meeting of the CMEEC Ad Hoc CEO Performance and Compensation Committee

A motion was made by Committee Member Gaudet, seconded by Committee Member Huth to Approve the Minutes of the May 9, 2025 Special Hybrid Meeting of the CMEEC Ad Hoc CEO Performance and Compensation Committee.

Motion passed unanimously.

D Possible Executive Session to Discuss CEO Performance and Compensation Pursuant to C.G.S. § 1-200(6)(A)

Committee Chair Barber reminded the Committee that Mr. Meisinger has the option of holding this discussion in Public Session or Executive Session. After discussion, Mr. Meisinger and the Committee determined that discussion would be held in Executive Session.

A motion was made by Committee Member LaRose, seconded by Committee Member Huth to enter Executive Session.

Motion passed unanimously.

The basis for entering Executive Session is as stated above.

The Committee, along with the Non-Voting Members in attendance, as well as Mr. Meisinger, Mr. Silverstone and Ms. Job, remained.

The Committee entered Executive Session at 2:05 p.m. with instructions to return to Public Session upon completion of discussion in Executive Session.

The Committee re-entered Public Session at 3:04 p.m.

Committee Chair Barber confirmed no action was taken in Executive Session.

E Discussion of Next Steps in Annual CEO Review Process

Committee Chair Barber confirmed that the Committee reviewed Mr. Meisinger's performance review and discussed goals for this year in Executive Session. He added that the annual compensation survey is due to be published later this month at which time a special meeting of this Committee will be scheduled with Winston Tan of Intandem to review the results and determine an appropriate salary adjustment for Mr. Meisinger in keeping with the Committee's previously-stated goal of at least reaching the 75th percentile of the survey results. A subsequent Special meeting of this Committee will then be scheduled to review the results of the compensation survey with Mr. Meisinger and discuss an appropriate compensation adjustment for him, which adjustment will be recommended to the Board of Directors by this Committee at its meeting in June.

Following discussion associated with making Mr. Meisinger's goals public, Committee Chair Barber noted that, as a practice, this Committee recommends Mr. Meisinger's goals to the Board of Directors for their approval each year. The goals are then published in the minutes of that Board of Directors meeting.

Committee Chair Barber noted that upon notice from Mr. Tan that he has received this year's salary survey results, Ms. Job will send a meeting poll to the Committee.

F Adjourn

A motion was made by Committee Member Gaudet, seconded by Committee Member LaRose to adjourn.

Motion passed unanimously.

The meeting was adjourned at 3:14 p.m.