

DIV 3-1 With reference to page 6, lines 14 through 18 of Mr. Edge's rebuttal testimony, please provide supporting documentation detailing the merit based compensation adopted for non-union employees. In your response, please identify the specific goals to be achieved for FY 2009 and 2010 and the corresponding salary and wage increases for achievement of those goals.

Answer: Individual goals are established for each employee as part of the annual performance review process. The NBC has adopted a strategic plan which is used as the basis for the development of agency-wide performance measures. These performance measures are then used as the basis for the development of specific goals. Individual goals may also be project specific. Each employee is given an overall rating from their supervisor that is based upon a weighted average of the successful achievement of their goals and work success factors. The employee rating is essentially the employee evaluation and is a confidential personnel record. In addition, each employee's current salary is reviewed to determine which "quartile" it falls in within the salary range. These two factors are applied against a matrix to determine an employee's merit increase.

DIV 3-2 Please identify the goals established under the merit based compensation plan for FY 2007 and 2008, and show what were the actual achievement of those goals.

Answer: See answer to question DIV 3-1.

DIV 3-3 Please separately provide the percentage increase in non-union salaries and wages during FY 2006, 2007, 2008 and 2009 for the merit based compensation plan and cost of living.

Answer: The percentages provided by fiscal year are the average increase in salaries and wages for merit increases. Non-union employees do not receive cost of living increases.

DIV 3-4 With reference to page 11, lines 13 and 14 of Mr. Edge's rebuttal testimony, please provide the basis of the 13 percent increase given that in the response to Div. 2-11, the dental rate increase for FY 2008 was 0 percent.

Answer: The 13% increase in dental rates referenced was for FY 2009 (See attached.) The actual renewal rate was 5% due to a cap.

DIV 3-5 With reference to page 15 lines 13 through 23 of Mr. Edge's rebuttal testimony,

- a. Please indicate the date on which the Ernest St. Pump Station and the Field's Point Wastewater Treatment Plant began to be separately metered.
- b. Please separately provide the projection for the combined usage for Field's Point, Ernest St. Pump Station, Tunnel Pump Station and the CSO Phase I Facilities Impact as stated on lines 21 through 23.

Answer:

- a. According to the engineers, the Ernest St. Pump Station was metered with the Tunnel Pump Station in January 2009.

b. See table below.

Date	COB	Field's Point & Tunnel Pump		Station	Bucklin Point	IM	Totals
		Field's Pt. Meter	TPS Meter				
Jul-08	124,000	1,112,000		1,112,000	942,000	45,008	2,223,008
August	128,400	1,200,000		1,200,000	908,000	42,263	2,278,663
September	135,200	1,280,000		1,280,000	1,188,000	46,151	2,649,351
October	106,400	1,100,000		1,100,000	1,062,000	60,233	2,328,633
November	109,600	1,260,000	213,600	1,473,600	1,120,000	51,839	2,755,039
December	95,200	1,084,000	432,000	1,516,000	1,214,000	81,391	2,906,591
January	114,600	1,212,000	655,200	1,867,200	1,386,000	96,894	3,464,694
February	102,000	816,000	528,000	1,344,000	1,112,000	103,134	2,661,134
March	108,800	820,000	590,400	1,410,400	1,164,000	91,672	2,774,872
April	108,000	916,000	595,200	1,511,200	1,230,000	68,732	2,917,932
May	113,220			1,520,400	1,132,600	68,732	1,314,552
June	113,220			1,520,400	1,132,600	68,732	1,314,552
Total	1,358,640			16,855,200	13,591,200	824,780	32,629,820
FY 2008	1,306,200	14,084,000	-	14,084,000	10,940,000	863,990	27,194,190
Projected FY 2009	1,358,640	10,800,000	3,014,400	16,855,200	13,591,200	824,780	32,629,820
Average with TPS				1,173,500			
Average without TPS				1,520,400			
Average monthly impact				346,900			

DIV 3-6 With reference to Schedule WEE-R6, please separately provide the monthly kWh data used to derive the “Ytd. FY 2009 kWh” for Bucklin Point, Field Point, Interceptor Maintenance and COB. For the Fields Point data, please separately provide the data for each meter, installation or facility that is combined to derive the Field’s Point kWh usage, including but not limited to Ernest St. Pump Station, CSO Impact and Tunnel Pump Station.

Answer:

See answer to item 5b and supplemental information as follows:

Projections for the COB, Bucklin Point and IM are based upon the actual usage through April and straight-lined through June to project 12 months of usage. The

combined usage for the Ernest St. Pump Station, the Tunnel Pump Station and the Field's Point Wastewater Treatment Plant for November 2008 through April 2009 was straight-lined to project 12 months of usage.

DIV 3-7 With reference to the facilities presented on Schedule WEE-R6, please identify each facility whose usage or activity is subject to seasonal variation.

Answer: Electricity usage at Bucklin Point and Field's Point associated with pumping costs will vary not so much seasonally as with rainfall and specifically the intensity and duration of rainstorms. Higher electricity use at the treatment plants may be required in the summer months to achieve the seasonal total nitrogen limits required by the RIPDES permits. The electricity is needed to run the blowers at both facilities and may increase in the warmer months because oxygen solubility decreases with higher temperatures. Electricity use at the COB (which includes the lab) may increase in the warmer months as is needed to run the air conditioning systems.

BLUE CROSS DENTAL

Rates By Group

Group Name: Narragansett Bay Commission

Main Group #: NBC1

Effective: July 1, 2008 - June 30, 2009

PROSPECTIVE PREMIUM RENEWAL

Group #(s): NBC1, CNBC1

Benefit Description: Premier Blue Option 4: Basic Preventive / Diagnostic and Minor Restorative Services @ 100%; Major Restorative Services @ 100% (Oral Surgery unlimited - not subject to \$1,200 Calendar Year Maximum); Periodontics @ 50% with inside \$400 max; Orthodontics @ 50% with a \$1,200 Lifetime Maximum; A \$1,200 Calendar Year Maximum is applicable. Student coverage to age 25. Includes the Blue Cross Dental Coast-to-Coast Network.

Present Rates

Individual	\$29.22
Family	\$80.98

Renewal Rates

Individual	\$30.68
Family	\$85.03

Formula Renewal Rate Adjustment: 13.04%

Final Renewal Rate Adjustment: 5.00%

NOTES: This renewal is based on total current enrollment of 246 contracts. Any significant deviation from this enrollment (plus/minus 10%) will cause these rates to change.

These renewal rates assume no changes to your current benefit design.

Please refer to the benefit summary for complete coverage details.

Dental Underwriting

4/25/2008