

South Central Connecticut Regional Water Authority

Via Remote Access**

AGENDA

Regular Meeting of Thursday, January 26, 2023 at 12:30 p.m.

- A. Safety Moment
- B. Public Comment: The time limit granted to each speaker shall be three (3) minutes. Residents and customers may address the Board
- C. Meet as Pension & Benefit Committee: S. Sack
 - 1. Approve Minutes – October 27, 2022 meeting
 - 2. Quarterly Investment Performance Review – Pension and VEBA: S. Kelliher, J. McLaughlin and A. Kantapin
- D. Consent Agenda
 - 1. Approve Minutes – December 15, 2022 meeting
 - 2. Capital Budget Authorization – February 2023
 - 3. Capital Budget Transfer Notifications (no action required) – February 2023
 - 4. Monthly Financial Report – December 2022
 - 5. Accounts Receivable Update – December 2022
 - 6. Deer Hunt Update Memorandum
- E. Finance: R. Kowalski
 - 1. Type B-3 Amendments
- F. Business Updates: L. Bingaman
 - 1. COVID: E. Calo
 - 2. Monthly Business Highlights: L. Bingaman
- G. Reports on RPB Committee meetings
- H. Meet as Compensation Committee: A. DiSalvo
 - 1. Approve Minutes – July 28, 2022 meeting
 - 2. CEO Performance Review Format
 - 3. Willis Tower Watson Executive Compensation and Bonus Plan
 - 4. *CEO Succession Planning - *Upon 2/3 vote, convene in executive session pursuant to C.G.S. Section 1-200(6)(A) to discuss matters concerning appointment*
 - 5. Six month CEO FY 2023 Strategic Priorities Update: L. Bingaman – *Upon 2/3 vote, convene in executive session pursuant to C.G.S. Section 1-200(6)(E) to discuss matters covered by Section 1-210 subsection b #5(B) concerning commercial or financial information*
- I. Act on matters arising from Committee meetings

** Members of the public may attend the meeting via conference call. For information on attending the meeting and to view meeting documents, please visit <https://tinyurl.com/ysu5fy3e>. For questions, contact the board office at jslubowski@rwater.com or call 203-401-2515.

*RPB Member (G. Malloy) is excused at Item H.4

SOUTH CENTRAL CONNECTICUT REGIONAL WATER AUTHORITY

(Including Pension & Benefit Committee and Compensation Committee Meetings)

JANUARY 26, 2023 AT 12:30 P.M.

Remote Meeting Instructions:

Call in (*audio only*)

[+1 469-965-2517,,890575937#](tel:+14699652517890575937) United States, Dallas

Phone Conference ID: 890 575 937#

For questions, contact the board office at 203-401-2515 or by email at jslubowski@rwater.com

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**South Central Connecticut Regional Water Authority
Compensation Committee**

Minutes of the July 28, 2022 Meeting

A regular meeting of the South Central Connecticut Regional Water Authority Compensation Committee took place on Thursday, July 28, 2022, via remote access. Chairman DiSalvo presided.

Present: Committee – Messrs. DiSalvo and Borowy, and Mss. LaMarr and Sack
Management – Mss. Kowalski, Verdisco and Messrs. Bingaman, Donovan, Hill, Lakshminarayanan and Singh
RPB – Ms. Campbell
Staff – Mrs. Slubowski

The Chair called the meeting to order at 2:31 p.m.

On motion duly made by Mr. Borowy, seconded by Ms. Sack, and unanimously carried, the Committee voted to approve the minutes of its January 27, 2022 meeting.

Borowy	Aye
Curseaden	Absent
DiSalvo	Aye
LaMarr	Aye
Sack	Aye

Chair DiSalvo reviewed the FY 2023 Work Plan with members. The committee adopted the plan as distributed.

At 2:36 p.m., Mss. Campbell, Kowalski and Verdisco, and Messrs. Donovan, Hill, Lakshminarayanan, and Singh withdrew from the meeting and on motion made by Mr. Borowy, seconded by Ms. LaMarr, and unanimously carried, the committee voted to go into executive session to discuss personnel. Present in executive session were Authority members, Mr. Bingaman and Ms. Slubowski.

Borowy	Aye
Curseaden	Absent
DiSalvo	Aye
LaMarr	Aye
Sack	Aye

From 2:37 p.m. to 2:40 p.m., Mr. DiSalvo withdrew from the meeting.

At 4:10 p.m., the committee reconvened.

It was the consensus of the committee to approve a compensation increase and FY 2022 bonus for the Chief Executive Officer (CEO) and the Leadership Team based on CEO performance and Willis Towers Watson data presented, and the CEO's recommendations for the Leadership Team as discussed in executive session.

At 4:10 p.m., motion made by Ms. Sack, seconded by Ms. LaMarr, and unanimously carried the meeting adjourned.

Borowy	Aye
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South Central Connecticut Regional Water Authority
Compensation Committee
July 28, 2022

UNAPPROVED DRAFT

Curseaden	Absent
DiSalvo	Aye
LaMarr	Aye
Sack	Aye

Anthony DiSalvo, Chairman