

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

Minutes of the August 22, 2024 Special Meeting

The special meeting of the South Central Connecticut Regional Water Authority Compensation Committee took place on Thursday, August 22, 2024, at 90 Sargent Drive, New Haven, Connecticut and via remote access. Chair Curseaden presided.

Present: Committee – Messrs. Curseaden, Borowy, Ricozzi and Mss. LaMarr
Management – Mss. Kowalski and Calo(R), and Messrs. Bingaman, Hill (R), Lakshminarayanan, and Singh
Staff – Mrs. Slubowski

I. MEET AS COMPENSATION COMMITTEE (SPECIAL MEETING)

Chair Curseaden called the meeting to order at 1:57 p.m.

I.1 APPROVE MINUTES – JANUARY 25, 2024 MEETING

On motion made by Ms. LaMarr and seconded by Mr. Ricozzi, the Committee voted unanimously to approve the minutes of its January 25, 2024 special meeting.

Borowy	Aye
Curseaden	Aye
LaMarr	Aye
Ricozzi	Aye
Sack	Absent

I.2-1.4 PRE-READ – CEO FY STRATEGIC PRIORITIES, PRE-READ – CEO FY 2024 SELF EVALUATION ON STRATEGIC PRIORITIES & PERFORMANCE, AND OFFICER PERFORMANCE REVIEWS

At 1:58 p.m., on motion made by Ms. LaMarr and seconded by Mr. Ricozzi, the Committee voted to go into executive session pursuant to C.G.S. Section 1-200(6)(E) to discuss matters covered by Section 1-210(b)(5)(A), pertaining to trade secrets and Section 1-200(6)(A), pertaining to performance and evaluation. Present in executive session were the Committee members, Messrs. Bingaman, Hill, Lakshminarayanan, Singh and Mss. Kowalski, Calo and Slubowski.

Borowy	Aye
Curseaden	Aye
LaMarr	Aye
Ricozzi	Aye
Sack	Absent

At 2:22 p.m., Messrs. Hill, Lakshminarayanan, Singh, and Mss. Kowalski and Slubowski withdrew from the meeting and Ms. Calo entered the meeting in-person.

At 3:10 p.m., the Committee came out of executive session. Ms. Calo withdrew from the meeting and Ms. Slubowski entered the meeting.

I.5 FY 2025 COMMITTEE WORK PLAN

On motion made by Mr. Borowy and seconded by Ms. LaMarr, the Committee to approve its FY 2025 Committee Work Plan.

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Borowy	Aye
Curseaden	Aye
LaMarr	Aye
Ricozzi	Aye
Sack	Absent

On motion made by Mr. Borowy and seconded by Ms. LaMarr, the Committee voted unanimously to recommend to the Authority the salaries for senior executive team, as presented, for reasons discussed in executive session.

Mr. Borowy stated that the adjustments proposed by the President & Chief Executive Officer (CEO) are reasonable and reflect the admirable job that the team has done.

Ms. LaMarr stated for the record, that the board has close interaction with the senior management team but has recently had the opportunity to interact with other RWA employees and found them to be dedicated to their community and in their work for the RWA. It is a tribute to senior management and those individual employees.

Mr. Curseaden stated his agreement with the stated comments.

Mr. Ricozzi commented on the level of knowledge of non-senior management individuals who are highly respected in the water industry and other utilities. It is a pleasure to collaborate with them and they are professional and knowledgeable and take on leadership roles and get involved.

Mr. Bingaman, the RWA's President & CEO, thanked the board for its support in the past year, both collectively and individually.

After discussion, the chair called for the vote, and the motion was approved unanimously.

Borowy	Aye
Curseaden	Aye
LaMarr	Aye
Ricozzi	Aye
Sack	Absent

At 3:12 p.m., on motion made by Ms. LaMarr, and seconded by Mr. Ricozzi, the committee voted to adjourn the meeting.

Borowy	Aye
Curseaden	Aye
LaMarr	Aye
Ricozzi	Aye
Sack	Absent

Kevin Curseaden, Chair

(R) – Attended meeting remotely.