

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

**Minutes of the January 26, 2023 Meeting**

The regular meeting of the South Central Connecticut Regional Water Authority Compensation Committee took place on Thursday, January 26, 2023, via remote access. Mr. Borowy, Acting Chair, presided.

Present: Committee – Messrs. DiSalvo, Borowy, Curseaden and Mss. LaMarr and Sack  
Management – Mss. Kowalski and Calo, and Messrs. Bingaman, Donovan, Hill,  
Lakshminarayanan, and Singh  
Staff – Mrs. Slubowski

Mr. Borowy called the meeting to order at 1:45 p.m.

On motion made by Ms. Sack, seconded by Mr. Curseaden, and unanimously carried, the Committee voted to approve the minutes of its July 28, 2022 meeting.

Borowy	Aye
Curseaden	Aye
DiSalvo	Aye
LaMarr	Aye
Sack	Aye

At 1:46 p.m., Mss. Kowalski and Calo, and Messrs. Donovan, Hill, Lakshminarayanan and Singh withdrew from the meeting.

The committee reviewed a new format of a proposed Chief Executive Officer Performance evaluation form. Members should review the evaluation and report to Mr. Borowy or Mr. DiSalvo with any questions and submit the completed form in the next few months.

Discussion took place regarding metrics for key objectives as reported in the past.

Mr. Borowy reported that he met with Mr. DiSalvo to discuss an updating the Willis Towers Watson Executive Compensation Bonus Plan study. He stated that the prior study is outdated and past its usefulness. Members noted that the study should include private sector competitive rates. After discussion, it was the consensus of the committee to move forward with the updated report.

At 1:54 p.m., Ms. Slubowski withdrew from the meeting and on motion made by Mr. Curseaden, seconded by Ms. LaMarr, and unanimously carried the Committee voted to go into executive session pursuant to C.G.S. Section 1-200(6)(A) to discuss matters concerning appointment, and 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. Present in executive session were Committee members and Mr. Bingaman.

Borowy	Aye
Curseaden	Aye
DiSalvo	Aye
LaMarr	Aye
Sack	Aye

At 2:23 p.m., Mr. Bingaman withdrew from the meeting.

At 2:30 p.m., Mr. Bingaman and Ms. Slubowski entered the meeting.

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At 3:06 p.m., the committee meeting reconvened, and on motion made by Ms. Sack, seconded by Ms. LaMarr, and unanimously carried, the committee voted to adjourn.

Borowy	Aye
Curseaden	Aye
DiSalvo	Aye
LaMarr	Aye
Sack	Aye

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David Borowy, Acting Chairman