

South Central Connecticut Regional Water Authority
90 Sargent Drive, New Haven, Connecticut
or
Via Remote Access**

AGENDA

Regular Meeting of Thursday, July 27, 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 – April 27, 2023 meeting
 - 2. Quarterly Performance Investment Review: S. Kelliher, J. McLaughlin and A. Kantapin
 - 3. 401K Annual Update: S. Kelliher, J. McLaughlin and A. Kantapin
 - 4. Consider issuance of RFP for investment advisor
 - 5. Consider and act on resolution to approve the Tenth and Eleventh Amendments to the Authority's Voluntary Investment Plan - *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(b)(5)(B), pertaining to financial information*

- D. Consent Agenda
 - 1. Approve Minutes – June 22, 2023 meeting
 - 2. Capital Budget Authorization - August 2023
 - 3. Capital Budget Transfer Notifications (no action required) – August 2023
 - 4. Monthly Financial Report – June 2023
 - 5. Accounts Receivable Update – June 2023
 - 6. Revised FY24 Global Metrics

- E. Authority Committee Chair Assignments

- F. Reports on RPB Committee Meetings

- G. Business Updates: L. Bingaman
 - 1. RWAY CIS Update: P. Singh
 - 2. Monthly Business Highlights: L. Bingaman

- H. Meet as Compensation Committee: D. Borowy
 - 1. Approve Minutes – May 25, 2023 meeting
 - 2. Committee Charter Updates
 - 3. FY24 Revised Workplan
 - 4. *Pre-read: CEO FY 2023 Self-evaluation on Strategic Priorities & Performance – *Upon 2/3 vote, convene in executive session pursuant to C.G.S. Section 1-200(6)(A) to discuss matters pertaining to performance and evaluation and C.G.S. Section 1-200(6)(A)(C)(E) to discuss matters covered by Section 1-210(b)(5)(A) pertaining to trade secrets*
 - 5. Pre-read: CEO FY 2024 Strategic Priorities – *Upon 2/3 vote, convene in executive session pursuant to C.G.S. Section 1-200(6)(A)(C)(E) to discuss matters covered by Section 1-210(b)(5)(A) pertaining to trade secrets*
 - 6. CEO & Officer Performance Reviews - *Upon 2/3 vote, convene in executive session pursuant to C.G.S. Section 1-200(6)(A) to discuss matters pertaining to performance and evaluation*

- I. Act on matters arising from Committee meetings

*RPB Member (M. Levine) is excused at Item H.4

<p>** Members of the public may attend the meeting in person or 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 by calling 203-401-2515.</p>
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SOUTH CENTRAL CONNECTICUT REGIONAL WATER AUTHORITY
(Including Pension & Benefit Committee and Compensation Committee meetings)

90 SARGENT DRIVE, NEW HAVEN, CONNECTICUT

THURSDAY, JULY 27, 2023 AT 12:30 P.M.

REMOTE MEETING INSTRUCTIONS

Call in (*audio only*)

[+1 469-965-2517](tel:+14699652517),,901225070# United States, Dallas

Phone Conference ID: 901 225 070#

Members of the public may join the meeting in person at address above or by conference call. To view meeting documents please visit <https://tinyurl.com/ysu5fy3e>. For questions on attending the meeting, contact the board office at 203-401-2515 or by email at jslubowski@rwater.com.

Table of Contents

Table of Contents	1
05 25 2023 RWA Compensation Minutes UNAPPROVED	2
Redlined -Compensation Committee Charter	3
Compensation Committee - Revised FY 2024 Work Plan	5

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

Minutes of the May 25, 2023 Meeting

The regular meeting of the South Central Connecticut Regional Water Authority Compensation Committee took place on Thursday, May 25, 2023, at 90 Sargent Drive, New Haven, Connecticut and via remote access. Mr. Borowy, Acting Chair, presided.

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

Mr. Borowy called the meeting to order at 1:39 p.m.

On motion made by Ms. LaMarr, seconded by Ms. Sack, and unanimously carried, the Committee voted to approve the minutes of its January 26, 2023 meeting.

Borowy Aye
Curseaden Aye
LaMarr Aye
Sack Aye

Ms. Calo, the RWA’s Senior Director of Employee Relations & Human Resources Operations, provided an employee engagement update, which included:

- Cooleaf Employee Engagement Program
- Employee Surveys
- Employee Onsite Activities (e.g., Diversity, Equity & Inclusion and Health & Wellness)
- Commitment

Discussion ensued regarding engagement metrics and benchmarks.

The Committee reviewed its FY 2024 Work Plan.

At 2:05 p.m., on motion made by Ms. LaMarr, seconded by Ms. Sack, and unanimously carried, the committee voted to adjourn.

Borowy Aye
Curseaden Aye
LaMarr Aye
Sack Aye

David Borowy, Acting Chairman

Revised on 7.24.23

Executive

COMPENSATION & HUMAN

RESOURCES COMMITTEE

Committee Purpose:

The Executive Compensation & Human Resources Committee aims to ensure fair and competitive compensation, and employee relations practices within the organization.

The Committee will assist the Regional Water Authority (RWA) in fulfilling its fiduciary responsibilities for oversight relating to compensation of RWA's officers and best practices for employee relations, including an annual review of RWA's officer total rewards compensation; review and approval of organizational goals and objectives; evaluation of CEO's performance; recommended compensation of CEO and other officers; and periodic review of RWA's human resources policies, practices and programs.

Responsibilities:

The Committee shall have the following duties and responsibilities:

1. Review, at least annually, the RWA's total rewards compensation strategy to ensure that: 1) officers are rewarded in a manner consistent with such strategy while considering internal equity, competitive compensation practices, including their contributions to the RWA's financial and operating performance; and 2) executive compensation strategy supports the RWA's strategic plan goals and objectives.
2. Review and approve the CEO's annual goals and objectives relevant to compensation by: 1) evaluating the performance in light of those goals and objectives; and 2) setting the recommended annual compensation of the CEO and other officers based on this evaluation and other factors the Committee deems to be relevant, including competitive market practices.

3. Periodically review RWA's HR policies, practices, and programs for: 1) succession planning; 2) employee training and development plans; 3) progress toward diversity, equity, and inclusion goals for the organization; and 4) employee satisfaction and engagement trends.
4. Periodically review the Committee's performance under this Charter and recommend changes when and where indicated.
5. Perform any other duties or responsibilities delegated to the Committee by the Authority RWA.

Compensation Committee FY 2024 Work Plan

The Executive Compensation Committee will assist the Regional Water Authority (RWA) in fulfilling its fiduciary responsibilities for oversight relating to compensation of RWA's executives, including annual review of RWA's compensation, review and approval of goals and objectives, and evaluation of the Officers and CEO performance and recommended annual compensation of CEO and other officers.

July 2023

- CEO FY23 Strategic Priorities' Accomplishments
- CEO FY24 Strategic Priorities
- CEO & Officer Performance Reviews
- Updates to Committee Charter

August 2023 *(special meeting)*

- WTW Competitive Compensation Assessment Review
- Review and recommend CEO & Officer Compensation

December 2023 *(to be cancelled)*

January 2024

- 6 Month CEO FY24 Strategic Priorities update
- Review Compensation Strategy

April 2024

- Meet, if necessary, with topics of interest such as Employee Engagement, Succession Planning & DE&I.
- FY25 Work Plan