

SOUTH CENTRAL CONNECTICUT REGIONAL WATER AUTHORITY

COMPENSATION COMMITTEE

AUGUST 22, 2024

MEETING TRANSCRIPTION

David:

Okay, we are back from our break. We are now meeting as the Compensation Committee. Kevin it's all yours.

Kevin:

First item on the agenda is the approval of the committee minutes from January 25, 2024. Can I get a motion?

Catherine:

So moved.

Mario:

Second.

Kevin:

Motioned and seconded. All those in favor, say aye.

Authority members:

Aye.

Kevin:

Our next item requires that we meet in executive session. Can I get a motion?

Catherine:

I move that the committee move into executive session to discuss matters related to trade secrets and personnel performance and evaluation.

Mario:

Second.

Kevin:

All those in favor?

Committee members:

Aye.

[EXECUTIVE SESSION FROM 1:58 P.M. TO 3:20 P.M.]

Kevin:

Next we will review the FY 2025 work plan. There's the meeting in October. We're going to have to split that to be slightly revised to have a special meeting in September.

Catherine:

Fine.

Kevin:

And otherwise I don't think there's any changes from previous work.

David:

That's fine.

Larry:

I think that's consistent with our normal practice.

Kevin:

Yes.

David:

And do you want a motion to recommend to a full committee that we approve the senior executive team salary adjustments as presented by management?

Kevin:

Yes.

Catherine:

Second.

Kevin:

Any discussion on that that we can talk about from the executive session?

David:

I think what the president has proposed is in line with everybody else and shows that his senior executive team has done an admirable job.

Catherine:

And just for the record, our board does have the opportunity to interact with senior management team. But in recent months I've had the pleasure of interacting with a lot of our rank and file employees and the RWA and we have some fantastic employees that are dedicated to their community and to their work with RWA. I just wanted to put that on the record. It's a tribute to senior management team. It's also a tribute to those individual employees.

David:

Thank you.

Kevin:

And I agree with Dave's comments and Catherine's eloquent comments as well. Anything else?

Mario:

I have also worked with the rest of the team that is not senior management for many, many years in [inaudible 00:02:04] area. They really do go above and beyond. They're very knowledgeable, well respected in the water industry, other utilities. It's probably why people are always trying to poach them away, and they really can be very pleasant and very professional and very knowledgeable and take leadership on things such as the Mill River organization and really get involved in a lot of things. So it's very good to work with.

Larry:

I'd like to thank the board for their support this past year. We've handled some issues, we worked on it together and/or the RPB where necessary. And I just want to personally thank you individually for your support, both collectively and individually. So thank you.

Kevin:

Thank you, and the senior management team and the employees, Larry. Looks like we're ready to vote. All in favor?

Committee members:

Aye.

David:

I move we adjourn off your committee.

Catherine:

Second.

Kevin:

All in favor?

Committee members:

Aye.

[COMPENSATION COMMIMTTEE ADJOURNS AT 3:15 P.M.]