

SOUTH CENTRAL CONNECTICUT REGIONAL WATER AUTHORITY
COMPENSATION & HR COMMITTEE

AUGUST 24, 2023

MEETING TRANSCRIPTION

[COMPENSATION COMMITTEE MEETING BEGINS AT 12:31 P.M.]

David:

Okay. Then we are now in session as a Compensation & HR committee, and for the last time, I'm chairing today before we hand it over to Kevin, then we'll complete some of our review work. And first item is approval of the minutes from last month. What's your pleasure?

Mario:

I'll move.

David:

Is there a second?

Catherine:

Second.

David:

Second. Any additions, corrections? Any... All right, sensing you're ready to vote all those in favor signify by saying, "Aye."

Committee:

Aye.

David:

Okay. And opposed and abstention? So we have one abstention.

Larry:

And should we move into executive session? We may want to excuse the leadership team members.

David:

Okay.

Larry:

Except Liz who's been involved in this work.

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David:

Right. The topic is compensation assessment review and we do... David and his team from Willis Towers Watson on, I saw him pop up. Laurie and Patrick. So, I will ask that we going to executive session to discuss personal matters inviting the CEO, the HR director, and the three members from Willis Towers Watson.

Mario:

So moved.

David:

Is there a second?

Catherine:

I'll second the motion.

David:

All right. All those in favor signify by saying, "Aye."

Committee:

Aye.

David:

Okay. We are in executive session.

[EXECUTIVE SESSION FROM 12:32 P.M. TO 2:55 P.M.]

David:

We are in the Compensation Committee. I'll declare us out of executive session. I will ask for a motion.

Catherine:

Okay. Mr. Chairman?

David:

Yes.

Catherine:

I move that we approve the chairman's compensation as discussed in executive-

David:

CEO.

Catherine:

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I'm sorry. The CEO's compensation, as presented and discussed in the executive session.

David:

Okay. Is there a second?

Kevin:

Second.

David:

Second. Thank you. Is there a further discussion?

Catherine:

I think that the further discussion is that the presentation made by Willis Towers Watson was very informative. We had a good information basis to make our decisions on, and I feel that this provides the competitive nature of the competition that we need in the marketplace.

David:

Thank you.

Kevin:

I would also add that we had robust discussion in executive session about the various aspects of the request and the decision.

David:

Okay. Any other discussion? All right. Sensing you're ready to vote. As a committee to recommend it to the full board, all say aye.

Committee:

Aye.

David:

Passes unanimously. All right. I will take a motion to adjourn the Compensation Committee?

Suzanne:

So moved.

David:

And seconded? All those in favor signify by saying aye.

Committee:

Aye.

[COMPENSATION COMMITTEE MEETING ENDS AT 2:45 P.M.]

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