

Representative Policy Board  
**Nominating Committee**  
South Central Connecticut Regional Water District

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**AGENDA**

**Special Meeting of Monday, October 7, 2024 at 6:00 p.m.**

1. Safety Moment
2. Approval of Minutes – September 12, 2024 special meeting
3. Discuss comments received from RPB and adopt Criteria to be Utilized in Recommending Appointment of a Candidate to the Five Member Authority
4. Discussion regarding incumbent interview - *Upon 2/3 vote, convene in possible executive session pursuant to C.G.S. Section 1-200(6)(A) to discuss matters pertaining to performance and evaluation.*
5. Possible consideration and action for recommendation to the RPB
6. Determine next steps and key dates to complete the Committee's assignment
7. Establish future meeting date, if necessary
8. Adjourn

**\*\*Members of the public may attend the meeting via remote access. To view meeting documents, please visit <https://tinyurl.com/yensu7ur>. For questions, contact the board office at 203-401-2515 or by email at [jslubowski@rwater.com](mailto:jslubowski@rwater.com).**

# SAFETY MOMENT

## AUTUMN SAFETY



**CHECK  
SMOKE  
DETECTORS**

ONCE PER MONTH TO  
ENSURE THEY WORK



**KEEP ALL FALL  
DECORATIONS**

AWAY FROM LIT CANDLES  
& ALL OPEN FLAMES

**CLEAN AND  
INSPECT**

YOUR CHIMNEY ON A  
REGULAR BASIS



**DON'T  
OVERLOAD  
OUTLETS**

WITH TOO MANY  
PLUG-IN  
DECORATIONS



**Tap Into  
Safety**



Regional Water Authority

Service – Teamwork – Accountability – Respect – Safety

Safety is a core company value at the Regional Water Authority .  
It is our goal to reduce workplace injuries to zero.

 Regional Water Authority

Representative Policy Board  
**Nominating Committee**  
South Central Connecticut Regional Water District  
Minutes of September 12, 2024 Meeting

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A special meeting of the Nominating Committee of the Representative Policy Board (“Committee”) of the South Central Connecticut Regional Water District (“RWA”) took place on Thursday, September, 2024, via remote access. Chair Clifford presided.

**Committee Present** – Thomas P. Clifford III, Jasper J. Jaser, Mark Levine, and Jamie Mowat Young

**Committee Absent** – Brian Eitzer

**Five Member Authority** – David Borowy

**RWA Management** – Larry L. Bingaman

**Office of Consumer Affairs:** Atty. Jeffrey Donofrio

**Staff** – Jennifer Slubowski

Chair Clifford called the meeting to order at 5:00 p.m. He reviewed the Safety Moment distributed to members.

On motion made by Ms. Young and seconded by Mr. Levine, the Committee voted unanimously to approve the minutes of the August 28, 2024 special meeting, as presented.

Chair Clifford acknowledged Mr. Borowy, Chair of the South Central Connecticut Regional Water Authority (“RWA”), and Mr. Bingaman, President & Chief Executive officer of the RWA.

He stated it would be appropriate to move into executive session. On motion made by Ms. Young and seconded by Mr. Levine, the Committee voted unanimously to convene in executive session pursuant to C.G.S. Section 1-200(6)(A) to discuss matters pertaining to performance and evaluation. Present in executive session were Committee members, Messrs. Borowy, Bingaman, Donofrio and Ms. Slubowski.

At 5:33 p.m., the Committee came out of executive session. No votes were taken in, or as a result of executive session.

The Committee discussed refinements to the Criteria to be Utilized in Recommending Appointment of a Candidate to the Five-Member Authority (“Criteria”) received from Mr. Bingaman, Mr. Borowy, and Atty. Donofrio. After discussion, it was the consensus of the Committee that Ms. Young update the Criteria, to include input as discussed in executive session, for recommendation to the RPB prior to its next meeting.

Committee members discussed meeting with the incumbent Authority member. After discussion, it was determined that Ms. Slubowski would coordinate an in-person meeting between Ms. Sack and the Committee in late September/early October.

Next steps included finalizing edits to the Criteria for submission to the Representative Policy Board and scheduling a meeting with the incumbent Authority member.

At 5:38 p.m., the Committee voted to adjourn the meeting.

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Thomas P. Clifford III, Chair

UNAPPROVED

## **RPB NOMINATING COMMITTEE**

### **CRITERIA TO BE UTILIZED IN RECOMMENDING APPOINTMENT OF A CANDIDATE TO THE FIVE-MEMBER AUTHORITY**

In developing the criteria or guidelines by which the qualifications of candidates for appointment to the Five Member Authority will be evaluated, consideration will be given to the Authority's current and future challenges and the organizations commitment to diversity. The successful candidate must be a dedicated and focused individual who will take a highly professional approach to the responsibilities of the position. It is expected that the candidate be a person of the highest personal integrity. It will be made clear to applicants that this is a twelve-month a year position that anticipates physical presence at meetings so that effective interaction between colleagues can take place. The following criteria are submitted for your review and comments.

#### **Behavior/Characteristics Required**

1. Ability to dissect and understand complex, multifaceted problems.
2. Ability to sense the "bigger picture" and maintain a strategic overview in addressing problems and planning solutions.
3. Ability to communicate ideas in a convincing and influential manner.
4. Ability to interact comfortably and effectively with a wide variety of people.
5. Ability and willingness to make timely and effective decisions.
6. Ability to function as a collaborative team member and modify plans and behavior when necessary to meet organizational goals.

#### **Educational Background**

1. Bachelor's degree or higher from a college or university, or equivalent experience.

#### **Work and Organization Background**

1. Applicants must have board or advisory board experience in either a for-profit or not-for-profit environment.
2. Applicants should have significant credentials in two or more of the following areas, with priority given to j, k, and l:
  - a. Private and/or public sector experience at the senior management level.
  - b. Direct responsibility for or significant involvement with large capital projects, programs, stakeholder engagement, regulatory compliance, and capital and operating budgets.
  - c. Senior level public utility experience.
  - d. Political, legislative, or utility regulatory agency involvement.
  - e. Environment and/or conservation land use experience or involvement.
  - f. Corporate finance and/or significant budget experience.
  - g. Substantial relevant legal experience with utility regulatory agency.
  - h. Possess good communication skills in both in-person and remote working environments.
  - i. Have a working knowledge of technical and engineering/operational processes.
  - j. Direct responsibility for or significant involvement with Mergers and Acquisitions, preferably in utilities.
  - k. Direct and demonstrable experience with post-merger integration.
  - l. Substantial and relevant responsibility for Information Technology or Artificial Intelligence, with direct and demonstrable experience in strategic guidance, impacts on utility, and opportunities and risk identification or resolution.