

**South Central Connecticut Regional Water Authority
Minutes of the May 22, 2025 Meeting**

The regular meeting of the South Central Connecticut Regional Water Authority (“RWA” or “Authority”) took place on Thursday, May 22, 2025, at 90 Sargent Drive, New Haven, Connecticut, and via remote access. Chair Borowy presided.

Present: Authority – Messrs. Borowy, Curseaden, Ricozzi, and Mss. LaMarr(R) and Sack
Management – Mss. Kowalski and Calo(R), and Messrs. Lakshminarayanan, Hill(R), and Singh
RPB – Mr. Jaser
Staff – Mrs. Slubowski

1. CALL TO ORDER

The Chair called the meeting to order at 12:39 p.m.

1.1 SAFETY MOMENT

He reviewed the Safety Moment distributed to members.

2. PUBLIC COMMENT

Chair Borowy offered the opportunity for members of the public to comment. There were no members of the public present.

3. MEET AS AUDIT-RISK COMMITTEE

At 12:40 p.m., on motion made by Mr. Curseaden and seconded by Mr. Ricozzi, the Authority voted to recess the regular meeting to meet as the Audit-Risk Committee.

Borowy	Aye
Curseaden	Aye
LaMarr	Aye
Ricozzi	Aye
Sack	Absent

At 12:46 p.m., the Authority reconvened.

4. MEET AS ENVIRONMENTAL, HEALTH & SAFETY COMMITTEE

At 12:46 p.m., on motion made by Mr. Borowy and seconded by Mr. Ricozzi, the Authority voted to recess the regular meeting to meet as the Environmental, Health & Safety Committee.

Borowy	Aye
Curseaden	Aye
LaMarr	Aye
Ricozzi	Aye
Sack	Absent

At 12:51 p.m., Ms. Sack entered the meeting.

At 1:06 p.m., the Authority reconvened.

5. ACT ON MATTERS ARISING FROM COMMITTEE MEETING

There were no matters arising from Committee meetings.

6. CONSIDER AND ACT ON AMENDMENTS TO THE 401K AND UNION PENSION PLAN

Ms. Kowalski, the RWA's Senior Vice President, Chief Financial Officer & Head of Corporate Development stated that the Second Amendment is for the pension plan for the pension eligible union employees, and the Eleventh Amendment to the 401K is for union employees that are on the 401K, but not pension eligible. The Twelfth amendment should discuss separately in executive session.

Mr. Ricoszi moved for approval of the following resolution:

WHEREAS, by written Plan instrument dated November 21, 2013, the Authority has amended and restated the Plan, effective, except where otherwise indicated therein, as of January 1, 2013; and

WHEREAS, Section 5.01(a) of the Plan sets forth, in tabular form, the monthly benefit payable to a Participant (as defined in the Plan) at his or her Normal Retirement Date (as defined in the Plan); and

WHEREAS, Section 5.01(a) of the Plan provides, in pertinent part, that the table set forth therein "shall be deemed to be amended or expanded, as appropriate, from time to time to include any continuation or modification thereof incorporated into a duly executed, binding and effective collective bargaining agreement between the Authority and United Steel Workers of America, AFL-CIO, on behalf of Local Union 12160, the amendment of the benefit provisions of this Plan set forth in the table to be effected by the Authority's execution and acceptance of such collective bargaining agreement without further action by the Authority"; and

WHEREAS, the Authority and United Steelworkers, Local 12160 (the "Union") have been parties to a collective bargaining agreement (the "CBA"); and

WHEREAS, on or about January 21, 2025, the Authority and the Union became parties to an Interest Arbitration Award (the "Award"); and

WHEREAS, on or about January 21, 2025, and as the result of bargaining and the issuance of the Award, the Authority and the Union entered into a successor collective bargaining agreement to the CBA covering the period commencing as of April 16, 2023 and ending as of April 15, 2026 (the "Successor CBA"); and

WHEREAS, the Successor CBA provides, in pertinent part, that employees represented by the Union who are Participants in the Plan and who retire on or after June 1, 2025 shall have their benefit payable at the Normal Retirement Date computed through reference to a multiplier of \$71.93 (an increase from the \$69.50 in effect for retirements occurring on or after January 1, 2022); and

WHEREAS, Section 11.01 of the Plan vests in the Authority the right to amend the Plan from time to time; and

WHEREAS, notwithstanding the provisions of Section 5.01(a), by written Plan instrument dated June 19, 2014, the Authority, pursuant to the provisions of Section 11.01 of the Plan, has amended the Plan pursuant to the First Amendment thereto, effective as of the dates set forth therein; and

WHEREAS, notwithstanding the provisions of Section 5.01(a), the Authority desires to amend the Plan to reflect the foregoing increase in the benefit multiplier from \$69.50 to \$71.93 and increases in the multiplier applicable to retirements occurring on or after June 1, 2025;

NOW, THEREFORE, the Authority hereby amends the Plan with additions to Section 5.01 (a) as set forth to Exhibit A and as set above, the Plan is confirmed and there are no other changes.

Mr. Curseaden seconded the motion. The chair called for the vote and the resolution was approved.

Borowy	Aye
Curseaden	Aye
LaMarr	Aye
Ricozzi	Aye
Sack	Aye

Mr. Curseaden moved for approval of the following resolution:

WHEREAS, an Interest Arbitration Award was issued on or about January 21, 2025, between the South Central CT Regional Water Authority (the "Authority") and the United Steel Workers, Local 12160 (the "Union"); and

WHEREAS, said Arbitration Award included modifications to the retirement benefits for employees of the Authority represented by a union; and

WHEREAS, the Authority wishes to amend the Plan to be consistent with the Interest Arbitration Award;

NOW, THEREFORE, BE IT RESOLVED, that following changes to retirement benefits for eligible employees as outlined in the January 21, 2025, Interest Arbitration Award:

1. **401(k) Contribution for Pre-April 15, 2010 Hires:** For Participants, who are represented by the union, who were hired on or before April 15, 2010, the Authority will contribute in the 2024 Plan Year an amount equal to one-half of one percent (0.5%) of the Participant's base wages into the Participant's 401(k) plan during the period June 1, 2023 to May 31, 2024. This contribution is in addition to their Defined Benefit Plan pension and the existing 401(k) matching defined contribution benefit, regardless of the Participant's participation in the matching program.

For Participant's hired on or before April 15, 2010, effective June 1, 2024, the Authority will contribute an amount equal to one and twenty-five hundredths percent (1.25%) of the Participant's base wages into the Participant's 401(k) plan. This contribution is in addition to the Participant's Defined Benefit Plan pension and the existing 401(k) matching defined contribution benefit, regardless of the Participant's participation in the matching program.

2. **401k Contribution for On or After April 15, 2010 Hires:** For Participants, who are represented by the union, who were hired on or after April 15, 2010, if a Participant contributes up to four percent (4%) of their base wages to their 401(k) plan, the Authority will make a fifty percent (50%) matching contribution, up to a maximum Authority contribution of two percent (2%) of the Participant's base wages. This contribution is in addition to the non-elective employer contribution under the Voluntary Investment Plan.

3. **Except as hereinabove modified and amended, the terms of the plan are confirmed and remain unchanged.**

Mr. Ricoszi seconded the motion. The chair called for the vote and the resolution was approved.

Borowy	Aye
Curseaden	Aye
LaMarr	Aye
Ricoszi	Aye
Sack	Aye

Chair Borowy noted that it would be appropriate to discuss the Twelfth Amendment to the Authority's Voluntary Investment Plan in executive session.

At 1:10 p.m., on motion made by Mr. Curseaden and seconded by Mr. Ricoszi, the Authority voted to go into executive session pursuant to C.G.S. Section 1-200(6)(E) for matters covered by Section 1-210(b)(5)(A)(B), pertaining to trade secrets and commercial and financial information. Present in executive session were Authority members, Messrs. Lakshminarayanan, Hill, and Singh, and Mss. Kowalski, Calo, and Slubowski.

At 1:13 p.m., the Authority came out of executive session.

Mr. Ricoszi move for approval of the following resolution for reasons discussed in executive session:

WHEREAS, the Authority wants to enhance the benefit for eligible non-bargaining unit employees, inclusive of a matching component.

NOW, THEREFORE, BE IT RESOLVED, that the Authority approves the following change to the 401(k) matching contribution for non-bargaining unit employees hired on or after January 1, 2011, effective June 1, 2025:

1. **401(k) Matching Contribution:** If an eligible non-bargaining union employee contributes up to four percent (4%) of their base wages to their 401(k) plan, the Authority will make a fifty percent (50%) matching contribution, up to a maximum matching contribution of two percent (2%) of the employee's base wages. This matching contribution, effective June 1, 2025, is in addition to the existing non-elective employer contribution of the eligible employee's base wages.
2. **Except as hereinabove modified and amended, the terms of the Plan are confirmed and remain unchanged.**

Ms. LaMarr seconded the motion. The chair called for the vote and the resolution was approved.

Borowy	Aye
Curseaden	Aye
LaMarr	Aye
Ricoszi	Aye
Sack	Aye

7. CONSENT AGENDA

Ms. LaMarr commented on item 7.6, *RWA's AI Policy*, and noted that the policy, although comprehensive, should emphasize that employee training on AI use is critical, including policy compliance, security training and a process for ensuring policy compliance.

Ms. LaMarr stated that item 7.8, *Larry Bingaman – RWA Foundation Proposal*, is a wonderful tribute to the late Larry Bingaman.

Mr. Ricoszi commented on item 7.5, *Exemptions from Public Bid for FY 2026*. He stated that going forward he would like to see all exemptions include an estimated dollar amount associated with the exemption and to allow for greater purchasing leverage in the industry.

After discussion, on motion made by Mr. Ricoszi and seconded by Mr. Curseaden, the Authority voted to approve, adopt, or receive, as appropriate, the following items in the Consent Agenda, as discussed:

7.1 Minutes of the April 24, 2025 meeting

7.2 Capital budget authorization for June 2025

RESOLVED, that the Senior Vice President, Chief Financial Officer & Head of Corporate Development is authorized to submit to the Trustee one or more requisitions in an aggregate amount not to exceed \$5,000,000 for the month of June 2025 for transfer from the Construction Fund for capital expenditures. Each such requisition shall contain or be accompanied by a certificate identifying such requisition and stating that the amount to be withdrawn pursuant to such requisition is a proper charge to the Construction Fund. Such requisitions are approved notwithstanding the fact that amounts to be withdrawn for a particular project may exceed the amount indicated for such month and year in the current Capital Improvement Budget but will not cause the aggregate amount budgeted for Fiscal Year 2026 for all Capital Improvement Projects to be exceeded. In the absence of the Senior Vice President, Chief Financial Officer & Head of Corporate Development, the Controller is authorized to sign in her place.

7.3 Monthly Financial Report for April 2025.

7.4 Accounts Receivable Update for April 2025.

7.5 Exemptions from Public Bidding for FY 2026.

RESOLVED, that the Authority authorizes Management to negotiate the purchase of the following items for the fiscal year June 1, 2025 to May 31, 2026, without public bidding, and such purchases without public bidding are hereby determined to be in the best interest of the Regional Water Authority for the reasons set forth in Ms. Kowalski's memorandums of May 16, 2025, a copy of which is to be filed with the records:

Programmable Logic Controllers
John Deere Equipment
Variable Frequency Drives
Pick Up of Patch, Sand, Gravel, Stone, and Topsoil
Polymers
EH Wachs Gate Trailer
Printing & Media Services
Cla-Val Hydraulic Control Valves
Pump and Motor Repairs

Val Matic Air and Water Valves
Johnson Controls HVAC Software and Hardware
Flagging Services
Ductile Iron Pipe
RWA Well Services LLC
Homeowner Safety Valve
Console Upgrades
Uninterrupted Power Supply (UPS) Systems
Vibration Monitoring Equipment and Software Maintenance
UAV Drone Sensors
Chemical Waste Tank Liners

7.6 RWA AI Policy

7.7 FY 2026 Compensation Committee Work Plan

7.8 Larry Bingaman – RWA Foundation Proposal

Borowy	Aye
Curseaden	Aye
LaMarr	Aye
Ricozzi	Aye
Sack	Aye

8. REPORTS ON RPB COMMITTEE MEETINGS

Authority members reported on recent Representative Policy Board committee meetings.

9. BUSINESS UPDATES

9.1 RWAY/CIS UPDATE

Mr. Singh, the RWA's Chief Information Digital Officer & Vice President of Customer Care, provided highlights of the RWAY/Customer Information System Update, which included:

- Budget tracking
- Accomplishments
- Current activities
- Risks and challenges
- Next steps

9.2 MONTHLY BUSINESS HIGHLIGHTS

Mr. Lakshminarayanan:

- Reported that the RWA is progressing its commercial business strategy through both organic initiatives and the consideration of targeted strategic acquisitions.
- Provided an update of the regional supply strategy.
- Highlighted that the RWA has achieved the highest ranking in overall customer satisfaction among midsize water utilities in the northeastern U.S., as reported in the J.D. Power 2025 Water Utility Residential Customer Satisfaction Study. This recognition was based on eight factors:

information provided, level of trust, quality and reliability, ease of doing business, total monthly costs, personnel, problem resolution, and digital channels. The RWA expressed its gratitude for the positive feedback from customers that contributed to this award.

- Commented on the RWA's submission of inaugural patent applications related to the removal of PFAS contaminants from groundwater and surface water. These applications will undergo examination by a patent examiner to ensure compliance with requisite criteria prior to the issuance of patents. Key contributors to this initiative include Jim Hill (General Manager, Head of Operations), Jesse Culbertson (Assistant Chief Operator Water Treatment), and Sherwin Gormly (Planning Engineer).
- Reported that the easements for the Route 80 control valve project, which has been ongoing for approximately six years is completed. All that is left to be done in phase II of the project is the control valve vault.
- Highlighted an Arbor Day event that was held on April 25th, where he and approximately 20 employee volunteers participated in the event by planting native trees at locations in East Haven and North Haven.
- Reported on a recent demonstration of Virtual Reality (VR) and Augmented Reality (AR) for the Engineering and Operations teams, focusing on future training and skill enhancement. These technologies offer water utility professionals valuable 3D visualizations of assets, foster remote collaboration, and enhance safety and efficiency. Currently in the development phase, VR and AR present significant opportunities for innovation.
- Noted that Chuck Delvecchio, the RWA's Controller, convened a session with project and cost center managers to enhance financial understanding of key dates and year-end protocols, their role in ensuring the accuracy of the RWA's fiscal 2025 financial statements and a clean audit. Also covered was the monitoring of fiscal 2026 expenses, following the submission of fiscal 2026 budgets, and tips for the fiscal 2027 budgets.

9.3 BLUE DROP UPDATE

At 1:50 p.m., Mr. Jaser withdrew from the meeting.

[BREAK FROM 1:50 TO 1:57]

At 1:57 p.m., on motion made by Mr. Ricozzi and seconded by Ms. Sack, the Authority voted to convene in executive session pursuant to C.G.S. Section 1-200(6)(E) to discuss matters covered by Section 1-210(b)(A)(5)(B), pertaining to trade secrets and commercial and financial information. Present in executive session were Authority members, Mss. Kowalski, Calo and Slubowski, and Messrs. Lakshminarayanan, Hill, and Singh.

At 2:34 p.m., Messrs. Lakshminarayanan, Hill, and Singh, and Mss. Kowalski, Calo, and Slubowski withdrew from the meeting.

Borowy	Aye
Curseaden	Aye
LaMarr	Aye
Ricozzi	Aye
Sack	Aye

At 2:45 p.m., the Authority came out of executive session. No votes were taken in, or as a result of executive session.

10. RECESS AUTHORITY MEETING TO ATTEND RPB MEETING

At 2:45 p.m., on motion made by Mr. Curseaden and seconded by Mr. Ricozzi, the Authority voted to recess the meeting to attend the RPB meeting. Chair Borowy announced that the Authority would reconvene immediately following the RPB meeting.

Borowy	Aye
Curseaden	Aye
LaMarr	Aye
Ricozzi	Aye
Sack	Aye

At 7:15 p.m., the Authority reconvened. Present were Authority members and Mss. Kowalski and Slubowski.

11. CONSIDER AND ACT ON RESOLUTIONS TO APPROVE FY 2026 BUDGET AND AUTHORIZE FILING WITH TRUSTEE

Chair Borowy requested approval of the budgets for the fiscal year June 1, 2025 – May 31, 2026, and authorization to file the budgets with the trustee, as required by the *General Bond Resolution*. Mario moved for approval of the following resolutions:

RESOLVED, that the Authority's Capital Improvements budget for Fiscal Year ("FY") 2026, from June 1, 2025 – May 31, 2026, including a plan of capital improvements for the FY 2026 through FY 2030, and the additional information required by Section 614 of the *General Bond Resolution*, is hereby adopted and ordered to be filed with US Bank, Trustee, pursuant to Section 614 of the *General Bond Resolution*; and

FURTHER RESOLVED, that the Authority's Operating budget for FY 2026, from June 1, 2025 – May 31, 2026, showing on a monthly basis projected Operating Expenses, and deposits and withdrawals from several Funds required by the *General Bond Resolution*, is hereby adopted and ordered to be filed with US Bank, Trustee, pursuant to Section 613 of the *General Bond Resolution*.

Ms. LaMarr seconded the motion. Chair Borowy noted the RPB's strong support for the FY 2026 Budget along with a unanimous vote to approve the resolution at its meeting. The Authority appreciates working with the RPB. He also recognized management for its work in preparing and making the Budget understandable, which allowed for a good and positive process.

After discussion, the Chair called for the vote:

Borowy	Aye
Curseaden	Aye
LaMarr	Aye
Ricozzi	Aye
Sack	Absent

At 7:17 p.m., on motion made by Mr. Ricozzi and seconded by Mr. Curseaden, the Authority voted to adjourn the meeting.

Borowy	Aye
Curseaden	Aye
LaMarr	Aye
Ricozzi	Aye
Sack	Absent

Respectfully submitted,

Catherine E. LaMarr, Secretary

(R) = Attended Remotely.

UNAPPROVED