

**South Central Connecticut Regional Water Authority**

90 Sargent Drive, New Haven, Connecticut

or

**\*Dial in by phone**

**+1 469-965-2517,,543151664# United States, Northlake**

**Phone conference ID: 543 151 664#**

**AGENDA**

**Regular Meeting of Thursday, March 26, 2026 at 12:30 p.m.**

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1. Call to Order
  1. Safety Moment
2. Public Comment: The time limit granted to each speaker shall be three (3) minutes. Residents and customers may address the Board.
3. Meet as Sole Member of the Claire C. Bennitt Watershed Fund (WSF): B. Stone
  1. Act on recommendation of the WSF Board of Directors re: appointment of the following candidates to the board:
    - a. Rebecca Simeone
    - b. Nicholas W. Ruickoldt
    - c. Roslyn Hamilton
4. Meet as Environmental, Health & Safety Committee: M. Ricozzi
  1. Approve Minutes – November 20, 2025 regular meeting
  2. Business Continuity/Safety Update
  3. Recreation Activity Update
  4. Physical Security Update
  5. Deer Hunt Update
5. Consent Agenda
  1. Approve Minutes – February 4, 2026 special meeting, February 20, 2026 special meeting, and February 26, 2026 regular meeting
  2. Capital Budget Authorization – April 2026
  3. Accounts Receivable Update – February 2026
  4. Key Performance Indicators – Q3 FY 2026
  5. RPB Dashboard Report
  6. Land Use Committee Special Topic: Whitney Water Center update
6. Finance: R. Kowalski
  1. Quarterly Financial Report
7. RPB Committee Assignments and Reports on RPB Committee meetings
8. Meet as Commercial Business Committee: K. Curseaden
  1. Approve Minutes – December 18, 2025 regular meeting
  2. Adopt FY 2027 Work Plan
  3. \*Commercial Business Strategy Update - 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 commercial and financial information.
9. Act on matters arising from Committee meetings
10. Business Updates: S. Lakshminarayanan
  1. Monthly Business Highlights: S. Lakshminarayanan
  2. AWA Update: S. Lakshminarayanan and R. Kowalski - 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)(A)(B), pertaining to trade secrets and commercial and financial information.

\*Members of the public may attend the meeting in person or by conference call. To view meeting documents please visit <https://tinyurl.com/3u3h9n3x>. For questions, contact the board office at 203-401-2515 or by email at [jslubowski@rwater.com](mailto:jslubowski@rwater.com).

South Central Connecticut Regional Water Authority

**Environmental, Health & Safety Committee**

Minutes

November 20, 2025

The regular meeting of the Environmental, Health & Safety Committee of the South Central Connecticut Regional Water Authority (“RWA”) took place on Thursday, November 20, 2025, at 90 Sargent Drive, New Haven, Connecticut and via remote access. Chair Ricozzi presided.

**Committee Members** – Messrs. Ricozzi, Borowy, Cort, and Curseaden, and Mss. LaMarr and Sack

**Management** – Mss. Kowalski and Calo(R), and Messrs. Lakshminarayanan, Hill(R), and Singh

**RPB** – Mr. Oslander

**Staff** – Mrs. Slubowski

**4. MEET AS ENVIRONMENTAL, HEALTH & SAFETY COMMITTEE**

Chair Ricozzi called the meeting to order at 12:33 p.m.

**4.1 APPROVE MINUTES – AUGUST 28, 2025 MEETING**

On motion made by Ms. Sack and seconded by Mr. Curseaden, the Committee voted to approve the minutes of its meeting held on August 28, 2025.

Borowy	Aye
Cort	Abstain
Curseaden	Aye
LaMarr	Aye
Ricozzi	Aye
Sack	Aye

Chair Ricozzi reported that members received three memorandums in the monthly meeting package, which included a HazWaste update, Lead and Cooper Rule update, and Workforce update.

**4.2 HAZWASTE UPDATE**

Chair Ricozzi summarized the HazWaste program year-end update. He stated that usage is trending down from last year. The program is paid for by participating municipalities, including the town of Fairfield, which lies outside the RWA’s district; rate payers are not charged for the service. He emphasized the program's role as a community service.

Committee members engaged in discussions regarding business opportunities, waste reduction data, community assistance initiatives, and program restrictions. Mr. Borowy highlighted the significance of the HazWaste Program, which serves as a convenient alternative to external waste collection services for customers.

**4.3 LCRR UPDATE**

Chair Ricozzi provided an update on the Lead and Copper memorandum, noting that Milford is serving as the pilot town, with the project scheduled to start construction in spring 2026. He also announced that the RWA has secured a grant of \$5 million for the planning phase. Authority members requested board updates on work progress in the “four-square” format, which management will take under advisement.

**4.3 WORKFORCE UPDATE**

Chair Ricozzi provided a summary of the Workforce Update memorandum, highlighting key areas such as talent management, succession planning, operational continuity practices, and learning and

South Central Connecticut Regional Water Authority  
Environmental, Health & Safety Committee  
November 20, 2025

development. The memorandum also addressed the review and update of job roles, as well as market competitiveness of compensation, including benefits.

Authority members discussed technical and managerial positions, leadership roles, and employee needs.

At 12:49 p.m., on motion made by Ms. Sack and seconded by Mr. Curseaden, the Committee voted unanimously to adjourn the meeting.

Borowy	Aye
Cort	Aye
Curseaden	Aye
LaMarr	Aye
Ricozzi	Aye
Sack	Aye

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Mario Ricozzi, Chair

(R) = Attended remotely.

UNAPPROVED

**South Central Connecticut Regional Water Authority**  
90 Sargent Drive, New Haven, Connecticut 06511-5966  
<http://www.rwater.com>

To: Authority Environmental, Health & Safety Committee  
David J. Borowy  
Kevin J. Curseaden  
Catherine E. LaMarr  
Mario Rizzozi  
Suzanne C. Sack  
Dr. Todd Cort

Cc: Sunny Lakshminarayanan, Interim CEO  
Elizabeth Calo, General Mgr. & Head of Human Resources

From: Victor Benni, Director of Engineering and Amanda Schenkler, Safety & Risk Manager

Date: March 26, 2026

Subject: Business Continuity Planning / Health & Safety Update

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The Regional Water Authority continues to deliver high-quality process improvements in both **Business Continuity Planning** and **Health and Safety**. In FY26, our teams prioritized updates to the RWA's suite of emergency response plans and further strengthened our preparedness by regularly testing these plans through tabletop exercises. Additionally, our safety team introduced new initiatives designed to support and advance our strategic goals.

#### *Business Continuity Planning Strategic Focus*

The **Business Continuity Planning** strategic focus for FY2026 centered on integrating the findings of the 2025 Risk and Resiliency Assessment into our suite of emergency response plans as well as trending changes in business continuity such as digital transformations. Our teams also concentrated on updating vendor contacts and employee phone trees, while achieving improved disaster response capabilities supported by upgrades to our CIS system.

#### *RWA's Emergency Response Plans*



In response to heightened climate change, the team has been actively developing a comprehensive Tabletop Exercise plan for a Wildfire Scenario to ensure the utility is prepared for effective response and continuity of operations. These exercises also allow participants to identify alternate or backup personnel who can fulfill critical roles, ensuring operational resilience even if primary responders are unavailable during an incident.

#### *CIS Improvements to Disaster Recovery*

The latest rollout of RWA's new Customer Information System (CIS) has improved how departments can respond to customer needs during a major crisis or service disruption. These improvements include greater accessibility to customer data, reduced reliance on physical phone lines, and resilient cloud-based services that allow continued access to critical systems even if on-premises servers are unavailable. In addition, the CIS platform supports modern digital engagement tools such as AI-assisted chatbot capabilities, which provide customers with automated access to account information and service updates during high-volume events. Future enhancements, including the implementation of Live Agent Chat, will further strengthen disaster response by enabling customer service staff to assist customers through web-based messaging, providing an additional communication channel during emergencies.

#### *Health and Safety Strategic Focus*

As part of the FY2026 strategic goals, RWA's Safety & Risk team implemented several initiatives to support the Regional Water Authority in achieving its Days Away or Restricted Time (DART) injury rate target of 1.8. OSHA calculates DART rate through the total # of injuries with lost or restricted time, times 200,000 (represents per 100 employees) divided by the total hours worked by all employees. The implemented initiatives to support a lower DART rate included strengthening root-cause analysis through improved accident investigations, launching a more robust new-hire training program, and enhancing hazard recognition through targeted training and increased leadership involvement. Utilities in the US are facing an aging workforce, changes in technology and increased pressures to reduce human risk. RWA is focusing on addressing these trends as part of our strategic planning.

#### *Safe Start Training Program*

In 2025, RWA launched a new training initiative aimed at reducing incidents and injuries among first-year employees, a priority underscored by National Safety Council research showing that nearly 40% of new hires experience a workplace incident or injury during their first year. The Safe Start Training program delivers twelve (12) monthly safety modules designed to build consistent safety awareness and reinforce our safety culture among new staff. In December 2025, ten employees completed the program and have since taken on safety leadership roles across the organization, including positions on safety committees, business continuity teams, and as fire marshals. The program remains a continuous training program with 15 new hires enrolled currently. As of February 2026, we are proud to report zero incidents or injuries among Safe Start participants, demonstrating the program's early success in fostering a safer workplace. This latest training program complements the full host of safety training that all RWA employees receive annually, such as CPR/AED, large equipment, OSHA 10 and Trench training.

#### *Forward Planning*

Moving forward, the RWA will maintain a focus on its 20-year investment in business continuity planning by continuing to further develop and enhance operations that maintain essential processes during unexpected disruptions while helping each department anticipate risks and threats to their operations and to the organization. In FY2027, the Regional Water Authority will continue to improve our response to events in ways that will reduce impacts to the organization and our customers while managing financial losses and minimizing downtime through:

- Continuing to incorporate the results of emergency exercises and real events into updates to the overarching Business Continuity Program;
- Supporting updates to Critical Component Failure Response and Incident Management plans while incorporating the findings of the 2025 AWIA Risk and Resilience Assessment;
- Maintaining a focus on continual improvement and testing RWA's emergency preparedness through design and implementation of emergency Tabletop Exercises; and
- Evaluating redundancy in critical materials and supplies, recognizing that geopolitical instability and climate-driven supply chain disruptions may limit the availability of essential resources.

In FY2027, the Regional Water Authority will advance its commitment to reducing workplace incidents and hazards by expanding and strengthening organization-wide safety training to all staff and departments as well as improving company wide safety communication regarding hazard identification and near miss reporting. Additionally, RWA will look to improve predictive modeling as well as improved technologies in our safety program.

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To: Authority Environmental, Health & Safety Committee  
David J. Borowy  
Kevin J. Curseaden  
Catherine E. LaMarr  
Mario Ricozzi  
Suzanne C. Sack  
Todd Cort

Cc: Sunny Lakshminarayanan  
Jeff Yale

From: John Triana

Date: March 11, 2026

Subject: Planned summer 2026 recreation activities

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For the summer of 2026, we will continue our boating program at Lake Saltonstall, with staff available to rent boats 6am-1pm to anglers on Tuesdays, Fridays, Saturdays, and Sundays. Daily trail inspections will be conducted at all recreation areas as required by our DPH recreation activity permits.

For special events, we plan to hold multiple trips focused on water and environmental topics, including walks teaching tree identification, forest management at Lake Saltonstall and nesting bird species during March, April & May. A walk will be held in Bethany with scientists from CAES and UConn-Waterbury talking about forest ecology. Other events include the annual Trails Day Hike, bats with a DEEP biologist, earthworms with a Yale biologist, and a botany walk held by the Connecticut Botanical Society. A kid's fishing derby and two adult bass tournaments are planned to let anglers see who can catch the largest fish in our reservoirs. In the fall, another introduction to archery class will be held for permit holders since there was a great turnout at the events held in 2024 & 2025. Our equipment was upgraded last year due to receiving a grant for \$750 from Whitetails Unlimited.

We have also partnered with local organizations to bring young participants to the Maltby Lakes for fishing and hiking. In 2024 & 2025, nearly 200 kids from the New Haven Police Activity League, Milford Boys & Girls Club, and Hamden Hall joined us, and we plan to invite them back this summer. Two of the groups have already confirmed dates in July. Requests for more fishing equipment have been submitted to Bass Pro Shop who have helped us in the past with donations of used rods & reels. Some of the fish caught during summer camp events will be donated to A Place Called Hope to feed raptors undergoing rehabilitation.

Our sustainability efforts will continue with the collection of used plastic bait and lead weights that are recycled into new fishing tackle and given to children to promote fishing. Last year we kept over 15 lbs of plastic from the trash stream turning that into over 80 bags of bait distributed to young anglers.

The recreation staff also represented the RWA at community events by driving the Water Wagon to 33 events between 6/1/24 and 5/31/25. We normally have about 12 recreation workers on staff for the season. They put in about 155 manhours combined a week during the summer adding together the shifts at the lake renting boats, trail inspections and a water wagon event.

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To: Authority Environmental, Health & Safety Committee  
David J. Borowy  
Kevin J. Curseaden  
Catherine E. LaMarr  
Mario Ricoszi  
Suzanne C. Sack  
Todd Cort

Cc: Sunny Lakshminarayanan  
Elizabeth Calo

From: Captain Paul Ruggiero

Date: March 26, 2026

Subject: Fiscal 2026 Security Upgrades

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#### **April 2025**

- Install access control to doors and cameras at facility, Cheshire.

#### **April 2025**

- Replace gate material with galvanized expanded metal, East Haven.

#### **Scheduled for Fiscal year 2026-2027**

- Install access control to doors and cameras, at another Cheshire facility.
- Replace fence in North Branford

#### **January 2026**

- New Police Officer started with the Police Department

#### **March 2026**

- Hiring process proceeding for the sixth officer with a tentative start date of May/June

Approval to hire four additional officers for the RWA Police Department was granted by the five-member Board in September 2022. Due to State of Connecticut regulatory requirements, the police hiring process is more complex and time-intensive than standard personnel hiring. Three officers were hired in March 2024: however, one resigned in September 2024. From October 2024 to the present, second shift and weekend coverage for open positions has been

maintained through overtime. A request to fill the September vacancy was submitted but not approved until April 2025. In May 2025, an additional vacancy occurred due to retirement, and a request to fill that position was submitted immediately, with approval received in July 2025. Once completed, these positions will bring the department to its fully authorized staffing level of six officers.

### **Police Radio system:**

The RWA Police Radio system will be upgraded to the State Police frequency to improve communication with surrounding towns and the State Police. This enhancement was driven by an incident last year in North Branford, where the North Branford Police Department, State Police, and RWA Police searched for a missing person at Gaillard Reservoir for two days. During this event, the RWA Police were unable to communicate directly with the North Branford Police, highlighting a critical gap in coordination.

This upgrade is essential for enabling RWA Police to efficiently communicate with other agencies regarding matters involving RWA property and facilities. Rapid inter-agency communication will significantly enhance the security of our infrastructure.

**This project is scheduled to go live July 2026. (or sooner depending on the State)**

### **Accreditation:**

In July 2020 pursuant to HB 6004 – Police Accountability requires all law enforcement agencies in Connecticut to be fully accredited by 2026. The accreditation process requires agencies to maintain a body of stringent standards, approximately 181 standards/policies, developed by public safety practitioners covering a wide range of up-to-date policies and procedures that conform to modern day policing standards.

November 2023, the Regional Water Authority Police Department was awarded Tier 1 Accreditation from the State of Connecticut Police Officer Standards and Training Council.

February 2025, the Regional Water Authority Police Department was awarded Tier 2 Accreditation from the State of Connecticut Police Officer Standards and Training Council.

**Tier 3 of the Accreditation is complete. The Regional Water Authority Police Department was scheduled to be audited in February 2026 by the State of Connecticut Police Officer Standards and Training Council. That has not happened as they are behind schedule.**

**Calls for Service:**

	<b>2024</b>	<b>2025</b>
ARRESTS/INFRACTIONS	173	149
WARNINGS	463	520
PATROL CHECKS	4,344	6,974
RECREATION CHECKS	1,418	1,470
TOTAL CASE #S	6,744	9,851

The primary threats to the RWA police function include unauthorized access to critical facilities, vandalism, theft, and the potential for intentional acts targeting water system infrastructure, along with emerging cyber-physical risks.

RWA mitigates these threats through a layered security approach that combines a visible police presence, routine patrols, and strict access control at key sites. This is supported by surveillance and intrusion detection systems, coordinated partnerships with local and federal law enforcement, and well-established incident response protocols.

Ongoing training, intelligence sharing, and regular evaluation of security practices ensure the department remains prepared to prevent, detect, and respond effectively to evolving risks.

South Central Connecticut Regional Water Authority  
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# Memo

March 13, 2026

To: David Borowy, Chair  
Todd Cort  
Kevin Curseaden  
Catherine E. LaMarr  
Mario Ricozzi  
Suzanne Sack  
South Central Connecticut Regional Water Authority

From: Nicole Smith  
Natural Resources Analyst  
Real Estate  
South Central Connecticut Regional Water Authority

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Nicole Smith, Natural Resources Analyst, will present a power point presentation re-capping the 2025 controlled archery only deer hunt to the RBP Land Use Committee of the RWA on April 8, 2026, at 5:30 PM in the Welsh Room at 90 Sargent Drive, New Haven CT. The meeting will be in person and remote. Nicole will update the Committee on the overall hunt, focusing on the number of participants, how many deer were harvested, and overall hunter participation. She will review the goals of the hunt as part of the larger deer exclusion strategy of the Forestry division in the Real Estate department.

After the lottery in June, we issued 182 permits. Eight hunters were assigned to the Seymour/Ansonia area, 131 were assigned to North Branford, 20 assigned to Prospect and 23 assigned to Bethany. From a post-hunt survey, we estimate that the total man-days spent scouting prior to the hunt were **310.5 days**. Days spent hunting was **1048 days**, while the total man-hours were **5616.25 hours**. 27 deer were harvested during the hunt. 19 in North Branford, 1 in Seymour/Ansonia, 6 in Prospect and 1 deer was harvested in Bethany. Prior to the 2009 hunt, we established permanent regeneration plots in the area to quantify the benefit of lower deer density on the forest.

**Presentation to the RWA Authority  
&  
Land Use Committee**

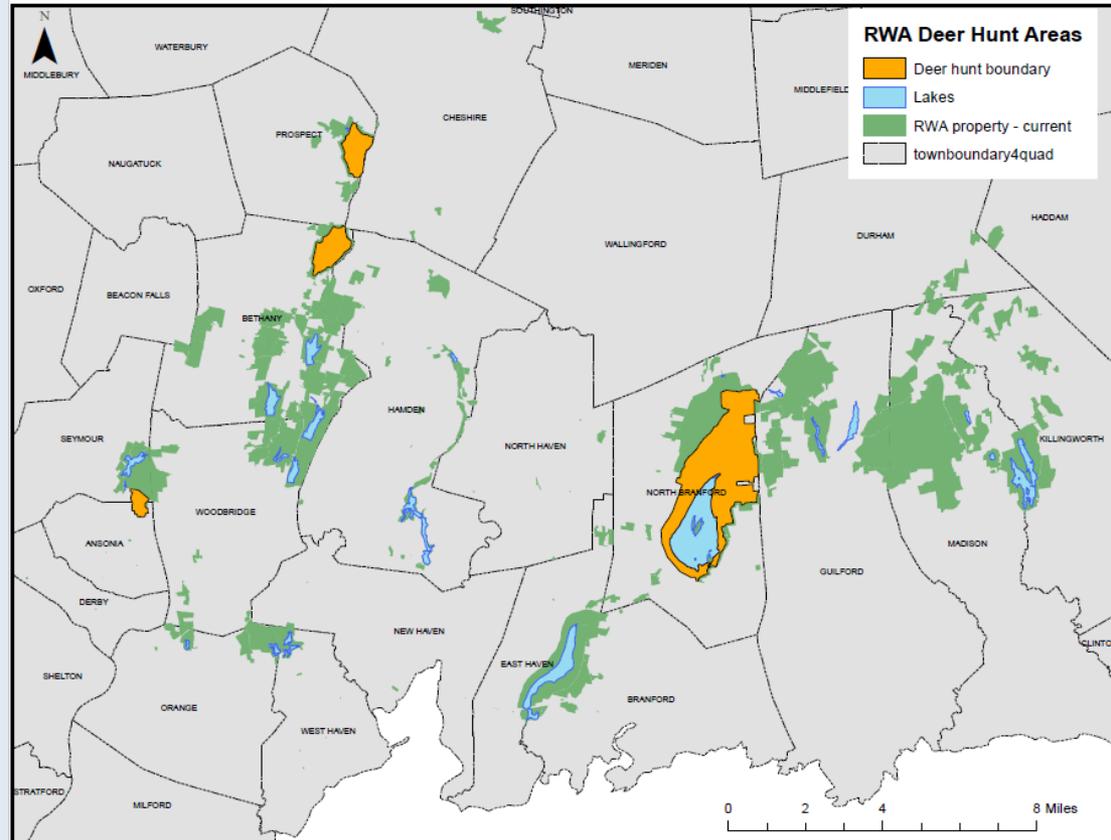
**Review & Summary of the 2025 Controlled Archery Hunt**



**Nicole Smith  
Natural Resources Analyst**

# Deer Hunting on 4,327 Acres

Property	Acres	Start
Lake Gaillard (NB)	3233	2009
Ansonia/Seymour	154	2014
Bethany	520	2015
Prospect	420	2015



# Reducing Deer Density

- Enhances forest regeneration
- Controls erosion and locks up nutrients that can fuel algal blooms in reservoirs





# Hunting Season Estimated Effort Brief Summary 2025

Surveys due Friday, February 6, 2026

Results - 88% return rate of surveys    Total Hunting Effort – 5616.25 total hours

Properties	Surveys Returned	Total Hunting Hours
North Branford - Gaillard	113	4203
Bethany	21	505.5
Prospect	19	697.75
Ansonia/Seymour	7	210

Photo courtesy of John Jillson Gaillard 11/4/2024



# RWA 2025 Deer Hunt

## Permits and Harvest Amounts

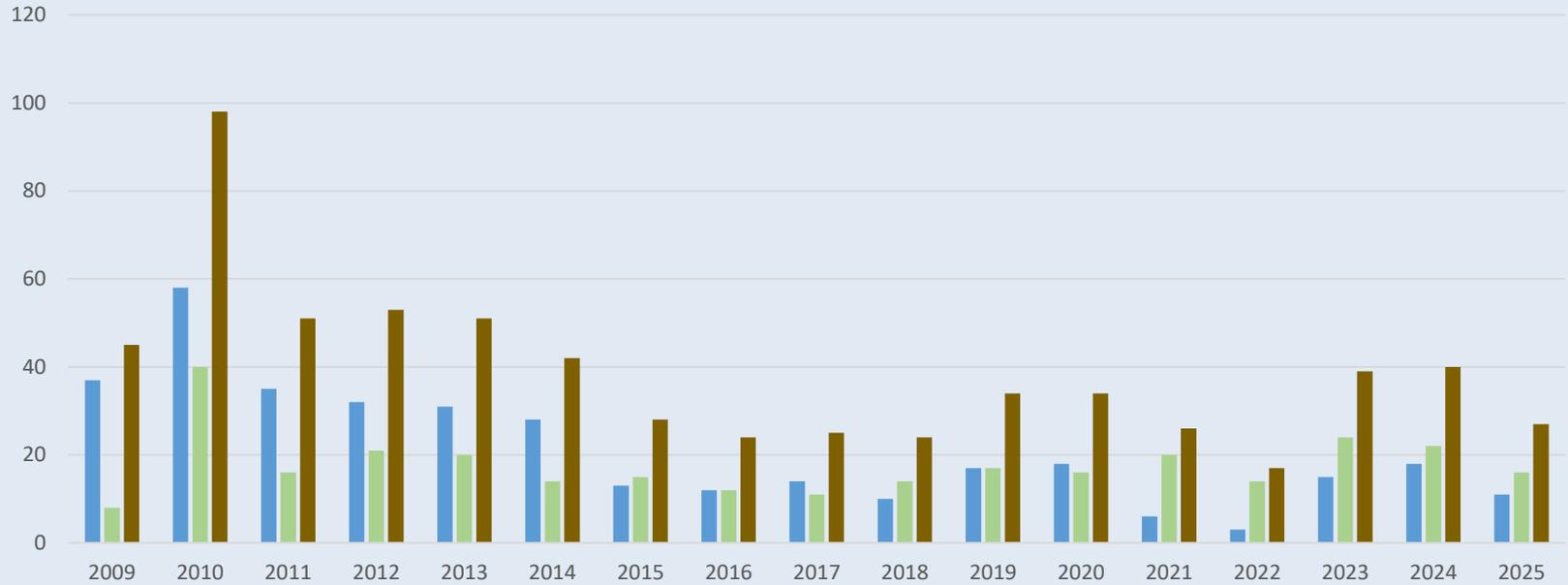
2025 Deer Harvest by Area				
Location	Permits	Doe	Buck	Total
North Branford	131	9	10	19
Prospect	20	2	4	6
Bethany	23	0	1	1
Seymour/Ansonia	8	0	1	1
<b>Totals</b>	<b>182</b>	<b>11</b>	<b>16</b>	<b>27</b>

# 2025 Harvest Totals

2025 Deer Harvest by Area				
Location	Permits	Doe	Buck	Total
North Branford	131	9	10	19
Prospect	20	2	4	6
Bethany	23	0	1	1
Seymour/Ansonia	8	0	1	1
<b>Totals</b>	<b>182</b>	<b>11</b>	<b>16</b>	<b>27</b>

Total Deer by Sex Harvested Past 6 Hunts				
Year	Permits	Doe	Buck	Total
2025	182	11	16	27
2024	188	18	22	40
2023	164	21	33	54
2022	182	4	20	24
2021	205	9	25	34
2020	180	26	19	45

# Total Deer Harvested Since 2009



Year	Doe	Bucks	Total
2009	37	8	45
2010	58	40	98
2011	35	16	51
2012	32	21	53
2013	31	20	51
2014	28	14	42
2015	13	15	28
2016	12	12	24
2017	14	11	25
2018	10	14	24
2019	17	17	34
2020	18	16	34
2021	6	20	26
2022	3	14	17
2023	15	24	39
2024	18	22	40
2025	11	16	27

■ Doe ■ Bucks ■ Total



# Final Thoughts

**We have reached the 17th year mark for collecting and analyzing data**

- **Hunt Impacts**

- More localized deer sightings overall in Bethany, Prospect, and Gaillard this year
- Many more deer observed this season in all locations but harder to take ethical shot with bows – deer seem more cautious and just out of reach

<https://www.youtube.com/watch?v=RcvRGb0Tylw>

- **RWA Forestry and CT DEEP each have established research plots**

- RWA Forester is comparing data collected. Analysis of results was done in March 2020.

- **Annual DPH reporting requirement**

- DPH Recreational Activity Permits has been renewed and expires Dec. 2, 2031.
- Report on hunter effort and amount of deer harvested sent to DPH on Friday Feb 6, 2026. Report due to DPH February 15 each year

- Hunters are grateful for the opportunity. Appreciate our efforts toward conservation and stewardship of the land. No negative publicity this season.



## Questions?



Photo courtesy of Connor Gasparini Gaillard 2023