

**South Central Connecticut Regional Water Authority
Compensation Committee**

Minutes of the January 16, 2020 Meeting

A regular meeting of the South Central Connecticut Regional Water Authority Compensation Committee took place on Thursday, January 16, 2020, at the office of the Authority, 90 Sargent Drive, New Haven, Connecticut. Chairman Cermola presided.

Present: Committee – Messrs. Cermola, Borowy, Curseaden, DiSalvo and Ms. Sack
Management – Mss. Collins, Discepolo, Kowalski, Nesteriak, Reckdenwald, and Messrs. Bingaman, Norris and Singh
RPB – Mr. Eitzer
Staff – Mrs. Slubowski

The Chair called the meeting to order at 3:57 p.m.

On motion made by Mr. Borowy, seconded by Ms. Sack, and unanimously carried, the Committee voted to approve the minutes of its July 18, 2019 meeting.

Borowy	Aye
Cermola	Aye
Curseaden	Aye
DiSalvo	Aye
Sack	Aye

Ms. Reckdenwald, RWA’s Senior Vice President of Employee Services, provided an update of the Employee Engagement Study conducted in 2018, which included:

- Introduction of “Town Hall” department meetings
- Update of employee action plans
- Leadership training and development
- Predictive index participation

Mr. Bingaman, RWA’s Chief Executive Officer and President, and Ms. Reckdenwald provided a succession planning update, which included:

- Vacancies and recruiting
- Long-term vision of organization
- Gap analysis
- Individual development plans

Mr. Bingaman reviewed the RWA’s FY 2020 strategic mid-year goals and global metrics based on 21 initiatives of four perspectives of the balanced scorecard.

At 4:24 p.m., Mss. Collins, Discepolo, Kowalski, Nesteriak, Reckdenwald, Slubowski, and Messrs. Eitzer, Norris, Singh withdrew from the meeting. On motion made by Mr. Curseaden, seconded by Mr. Borowy, and unanimously carried, the Committee voted to go into executive session to discuss officer compensation. Present in executive session were Authority members and Mr. Bingaman.

Borowy	Aye
Cermola	Aye
Curseaden	Aye
DiSalvo	Aye
Sack	Aye

At 5:00 p.m., the Committee came out of executive session.

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It was the consensus of the Committee to recommend to the Authority salary increases for the Chief Executive Officer (CEO) and the Senior Executive Team, as presented and in conformance with a total compensation study of median comparable market data done by Willis Towers Watson in February 2017.

At 5:05 p.m., on motion made by Mr. Borowy, seconded by Mr. Cermola, and unanimously carried, the Authority voted to adjourn the meeting.

Borowy	Aye
Cermola	Aye
Curseaden	Aye
DiSalvo	Aye
Sack	Aye

Joseph A. Cermola, Sr., Chair