

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

Minutes of the January 27, 2022 Meeting

The regular meeting of the South Central Connecticut Regional Water Authority Compensation Committee took place on Thursday, January 27, 2022, at the office of the Authority, via remote access. Chairman DiSalvo presided.

Present: Committee – Messrs. DiSalvo, Borowy, Curseaden and Mss. LaMarr and Sack
Management – Mss. Kowalski and Hill, and Messrs. Bingaman, Courchaine, Joseph, Lakshminarayanan, Matharu, and Singh
RPB – Mr. Eitzer
Leading Culture Solutions – Andrea Hawkins
Staff – Mrs. Slubowski

The Chair called the meeting to order at 1:41 p.m.

On motion made by Ms. LaMarr, seconded by Ms. Sack, and unanimously carried, the Committee voted to approve the minutes of its July 15, 2021 meeting.

Borowy	Aye
Curseaden	Aye
DiSalvo	Aye
LaMarr	Aye
Sack	Aye

Mr. Bingaman, the RWA’s President and CEO introduced Ms. Hawkins, CEO and Founding Partner of Leading Culture Solutions, Ms. Hill, Business Partner - Customer Service, and Mr. Matharu, the RWA’s Distribution System Operations Manager, who provided a Diversity, Equity and Inclusion update at the RWA, which included:

- Progress & Roadmap
- Strengths & opportunities
- Phases - 4 L’s (listen, learn, lean-in, live)
- Program success criteria

At 2:10 p.m. Mss. Hawkins, Hill and Mr. Mathura withdrew from the meeting.

The committee took a break at 2:10 p.m., and Mss. Kowalski and Slubowski, and Messrs. Courchaine, Eitzer, Joseph, Lakshminarayanan and Singh withdrew from the meeting.

At 2:25 p.m., the committee reconvened and on motion made by Mr. Borowy, seconded by Mr. Curseaden, and unanimously carried the committee voted to go into executive session to discuss personnel matters. Present in executive session were the committee members and Mr. Bingaman.

Borowy	Aye
Curseaden	Aye
DiSalvo	Aye
LaMarr	Aye
Sack	Aye

At 3:23 p.m., the committee came out of executive session and motion made by Ms. LaMarr, seconded by Mr. Borowy, and unanimously carried, the committee voted to adjourn the meeting.

Borowy	Aye
Curseaden	Aye
DiSalvo	Aye
LaMarr	Aye

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Sack

Aye

Anthony DiSalvo, Chairman