

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

**Minutes of the July 18, 2019 Meeting**

A regular meeting of the South Central Connecticut Regional Water Authority Compensation Committee took place on Thursday, July 18, 2019, 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. Discepolo, Kowalski, Nesteriak, Reckdenwald and Messrs. Bingaman and Norris  
RPB – Ms. Mowat Young  
Staff – Mrs. Slubowski

The Chair called the meeting to order at 2:36 p.m.

On motion duly made by Mr. Curseaden, seconded by Mr. Borowy, and unanimously carried, the Committee voted to approve the minutes of its May 16, 2019 meeting.

Borowy	Aye
Cermola	Aye
Curseaden	Aye
DiSalvo	Aye
Sack	Aye

Mr. Bingaman, RWA’s President and Chief Executive Officer (“CEO”), provided an update of the RWA’s FY 2019 year end goals and global metrics, which included:

- Four perspectives of the balanced scorecard
- Global Initiatives
- Actions
- Progress

The Committee also discussed the RWA’s FY 2020 global metrics and FY 2019 Key Performance Indicators.

At 3:18 p.m., Mss. Discepolo, Kowalski, Mowat Young, Nesteriak, Reckdenwald, Slubowski and Messrs. Bingaman and Norris withdrew from the meeting and on motion made by Mr. Curseaden, seconded by Mr. Borowy, and unanimously carried, the Committee voted to go into executive session to discuss compensation and personnel matters. Present in executive session were Committee members.

Borowy	Aye
Cermola	Aye
Curseaden	Aye
DiSalvo	Aye
Sack	Aye

At 3:26 p.m., Mr. Bingaman returned to the meeting.

At 3:48 p.m., the Committee came out of executive session. It was the consensus of the Committee to make the following recommendations to the Authority: 1) salary increases for the RWA’s CEO and officers, effective August 1, 2019 and 2) approval of the FY 2019 bonus payout for RWA’s CEO and officers.

At 3:50 p.m., Mss. Discepolo, Kowalski, Nesteriak, Reckdenwald, Slubowski and Mr. Norris entered the meeting and on motion made by Mr. Curseaden, seconded by Mr. Borowy, and unanimously carried, the meeting adjourned.

Borowy	Aye
Cermola	Aye
Curseaden	Aye
DiSalvo	Aye
Sack	Aye

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Joseph A. Cermola, Sr., Chair