

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

Minutes of the July 15, 2021 Meeting

A regular meeting of the South Central Connecticut Regional Water Authority Compensation Committee took place on Thursday, July 15, 2021, via remote access. Chairman DiSalvo presided.

Present: Committee – Messrs. DiSalvo and Borowy, and Mss. LaMarr and Sack

Absent: Committee – Mr. Curseaden

Management – Mss. Kowalski, Reckdenwald and Messrs. Bingaman, Courchaine, Norris and Singh

Staff – Mrs. Slubowski

The Chair called the meeting to order at 3:10 p.m.

On motion duly made by Mr. Borowy, seconded by Ms. LaMarr, and unanimously carried, the Committee voted to approve the minutes of its January 21, 2021 meeting.

Borowy	Aye
Curseaden	Absent
DiSalvo	Aye
LaMarr	Abstain
Sack	Aye

Ms. Reckdenwald, the RWA’s Senior Vice President of Corporate Services, reviewed with members the FY 2022 Work Plan and updated Committee Charter with members.

After discussion, on motion made by Ms. Sack, seconded by Ms. LaMarr, and unanimously carried, the Committee voted to approve the revised Committee Charter, as presented.

Borowy	Aye
Curseaden	Absent
DiSalvo	Aye
LaMarr	Aye
Sack	Aye

Mr. Bingaman, RWA’s President and Chief Executive Officer (“CEO”), reviewed the FY 2021 Strategic Planning results update and Global Metrics, which included:

- Customer experience
- Employee perspective
- Environmental services and recreation
- Efficient delivery of clean safe water
- Innovation & technology
- Financial health & commercial business opportunities

He provided an update of the RWA’s FY 2022 goals and global metrics based on the four perspectives of the balanced scorecard, which support RWA’s strategic plan.

At 3:45 p.m., Mss. Kowalski and Reckdenwald and Messrs. Courchaine, Norris and Singh withdrew from the meeting, and the Committee voted to go into executive session to discuss personnel matters. Present in executive session were Committee members, Mr. Bingaman and Ms. Slubowski.

Borowy	Aye
Curseaden	Absent
DiSalvo	Aye
LaMarr	Aye
Sack	Aye

At 4:48 p.m., the Committee came out of executive session.

Chair DiSalvo stated that it was the consensus of the committee to recommend a salary increase and FY 2021 bonus for the Chief Executive Officer (“CEO”) based on performance and the Willis Tower Watson (WTW) data presented, and, based on the CEO’s recommendations and WTW data, salary increases and FY 2021 bonus payouts for RWA’s officers, as discussed in executive session, all effective August 1, 2021.

At 4:50 p.m., the meeting adjourned.

Anthony DiSalvo, Chairman