

South Central Connecticut Regional Water Authority

Via Remote Access**

AGENDA

Regular Meeting of Thursday, January 27, 2022 at 12:30 p.m.

- A. Safety Moment
- B. Meet as Pension & Benefit Committee: S. Sack
 - 1. Approve Minutes – October 21, 2021 meeting
 - 2. Quarterly Investment Performance Review – Pension, VEBA and 401K: S. Kelliher, J. McLaughlin and A. Kantapin
 - 3. Consider and act on resolution designating senior management functions for RWA's 401K Plan
- C. Meet as Sole Member of the Claire C. Bennitt Watershed Fund: B. Stone
 - 1. Consider and act on recommendation of the board of directors of the Claire C. Bennitt Watershed Fund (the "Fund") for the appointment of April Capone as a director of the Fund
- D. Consent Agenda
 - 1. Approve Minutes – December 16, 2021 meeting
 - 2. Capital Budget Authorization – February 2022
 - 3. Capital Budget Transfer Notifications (no action required) – February 2022
 - 4. Monthly Financial Report – December 2021
 - 5. Accounts Receivable Update – December 2021
 - 6. Bid Exemption - Gate Truck/No Des
 - 7. RPB Presentation - Solar Savings Program Update
- E. Finance: R. Kowalski
 - 1. Type B Amendment – Lake Gaillard WTP Concrete Improvements
- F. Updates: L. Bingaman
 - 1. COVID Update: P. Joseph
 - 2. Monthly Board Letter Highlights: L. Bingaman
- G. Reports on RPB Committee meetings
- H. Meet as Compensation Committee: A. DiSalvo
 - 1. Approve Minutes – July 15, 2021 meeting
 - 2. Diversity, Equity & Inclusion Update: A. Hawkins, A. Hill and A. Matharu
 - 3. *CEO goals update – Including Executive Session: L. Bingaman
- I. Act on matters arising from Committee meetings

** Members of the public may attend the meeting via conference call. For information on attending the meeting and to view meeting documents, please visit <https://www.rwater.com/about-us/our-boards/board-meetings-minutes?year=2022&category=1422&meettype=7605&page=>. For questions, contact the board office at jslubowski@rwater.com or call 203-401-2515.

**RPB Member (B. Eitzer) is excused at Item H.3*

Topic: Authority Regular Meeting (including Compensation Committee Meeting)

Time: Jan 27, 2022 12:30 PM Eastern Time (US and Canada)

Join Zoom Meeting (*via conference call*)

Dial by your location

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Meeting ID: 812 1313 1895

Passcode: 590668

For questions, contact the board office at 203-401-2515 or by email at jslubowski@rwater.com

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**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



DE&I Update



1/27/22

Progress on Our Journey to Inclusion

Listen - Current State

- Kicked off Listen Phase
- Conducted Survey
- Conducted Focus Groups & Interviews
- Analyze Survey Data

Form DE&I Council

- Established TIDE Council
- Co-Create DE&I Mission, Vision and Values
- Develop DE&I Roadmap

Learn

- Scheduled Community Conversations
- Entering Learn Phase
- Leadership Re-Center
- All Employee Training

11/17 - Developed DE&I Roadmap

11/3 - Established DE&I Mission, Vision, and Values

9/24 - Conducted Survey Data Review

8/5 - Conducted Focus Groups

6/14 - Established TIDE Council

4/30 - Administered Survey

Kick-Off Journey to Inclusion with LCS



Mission

To build an equitable and inclusive culture valuing all employees.

Vision

Strengthen our foundation for innovation and future growth by providing opportunities for all.

Values

Honesty – -We are accountable by measuring ourselves against the highest standards of honesty, trust and respect.

Open minded – -Understanding that an open-mind encourages expression, compromise and awareness for others.

Welcoming – -Moving beyond simple tolerance and accepting each individual's uniqueness.

Unbiased – Show authenticity, individual appreciation and patience ultimately striving for an unbiased mindset.

DE&I Roadmap – 2021-2022



CENTRAL CHALLENGE: To strengthen transparency and inclusion to improve trust, improve morale, and grow equitably.

DE&I MISSION: To build an equitable and inclusive culture valuing all employees.

DE&I VISION: Strengthen our foundation for innovation and future growth providing opportunities for all.

STRATEGIC PRIORITIES & INITIATIVES

1.0 - Redefine the meaning of leadership

- 1.1 - Career Growth Mentorship
- 1.2 - Create Development Plans for all
 - 1.2a - Empowering participation in leadership training/ teambuilding
 - 1.2b – Accountability
 - 1.2c - Include competency for DEI goals – Trustworthy

2.0 - Increase employee engagement

- 2.1 - Employee events/Parties
 - 2.1a - team building exercises-like Eagles Flight
 - 2.1b - Department expo (overview of the entire function)

3.0 - Model well-being first mindset and behaviors

- 3.1 - Support work/life balance
 - 3.1a - Standardizing or customizing department flexibility (work from home)
- 3.2 - Incorporate wellness program into workplace

Key Findings and Observations: Summary of Strengths

The following is an overall summary of key areas of strength for RWA – includes verbatim responses.



STRENGTHS

1

Belonging

2

Feel Safe

3

Collaboration

4

Supported

5

Fairness

Key Findings and Observations: Summary of Opportunities

The following is an overall summary of key areas to address as RWA creates their future:



OPPORTUNITIES

1

**Leverage Strength
of Diversity**

2

Transparency

3

**Active
Listening**

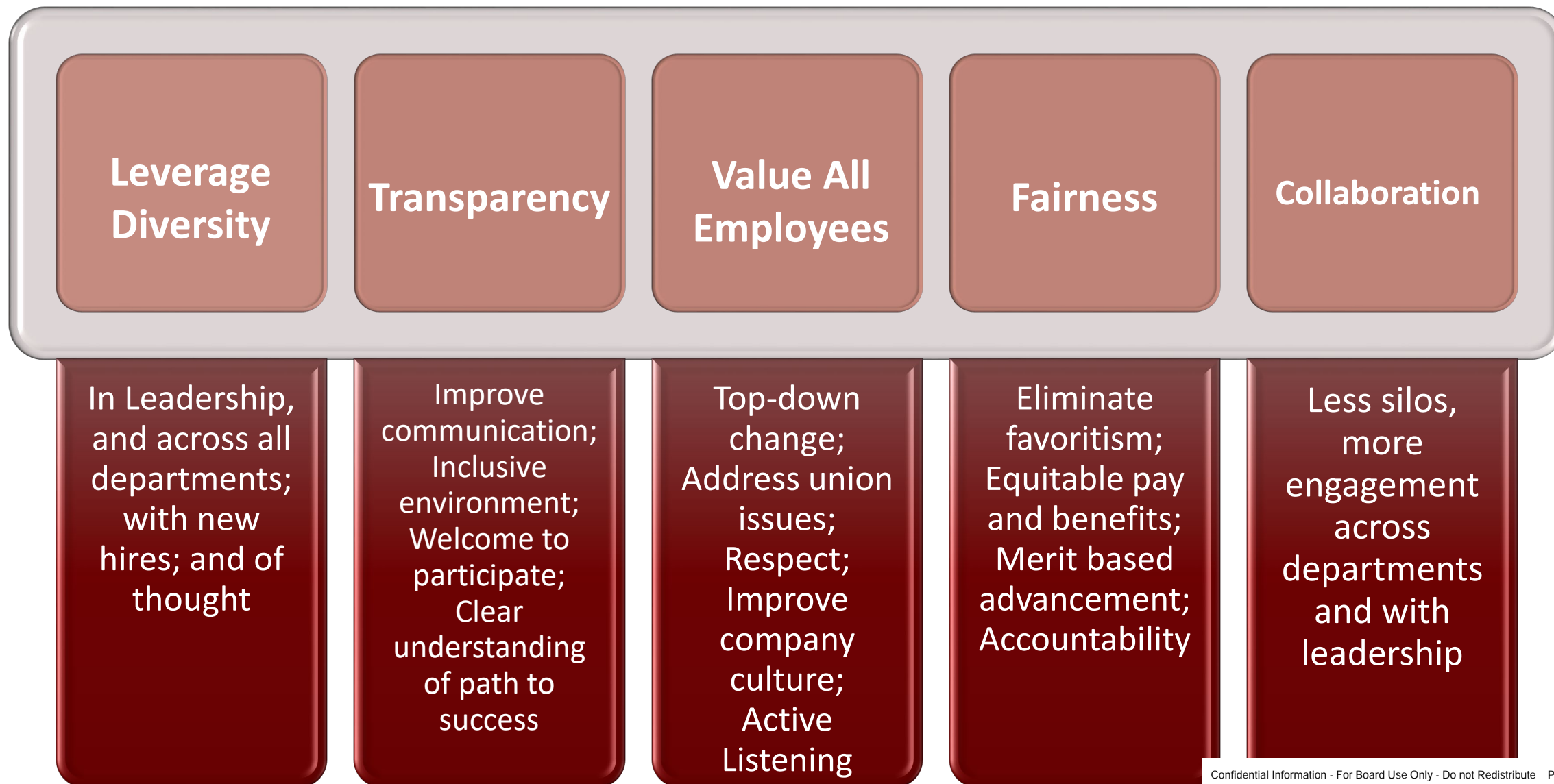
4

Fairness

5

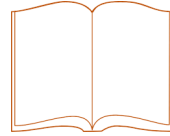
Respect

Common Themes





Listen – Assess the current state of DE&I in all companies



Learn – Learn History & Language



Lean-in – Train & Practice

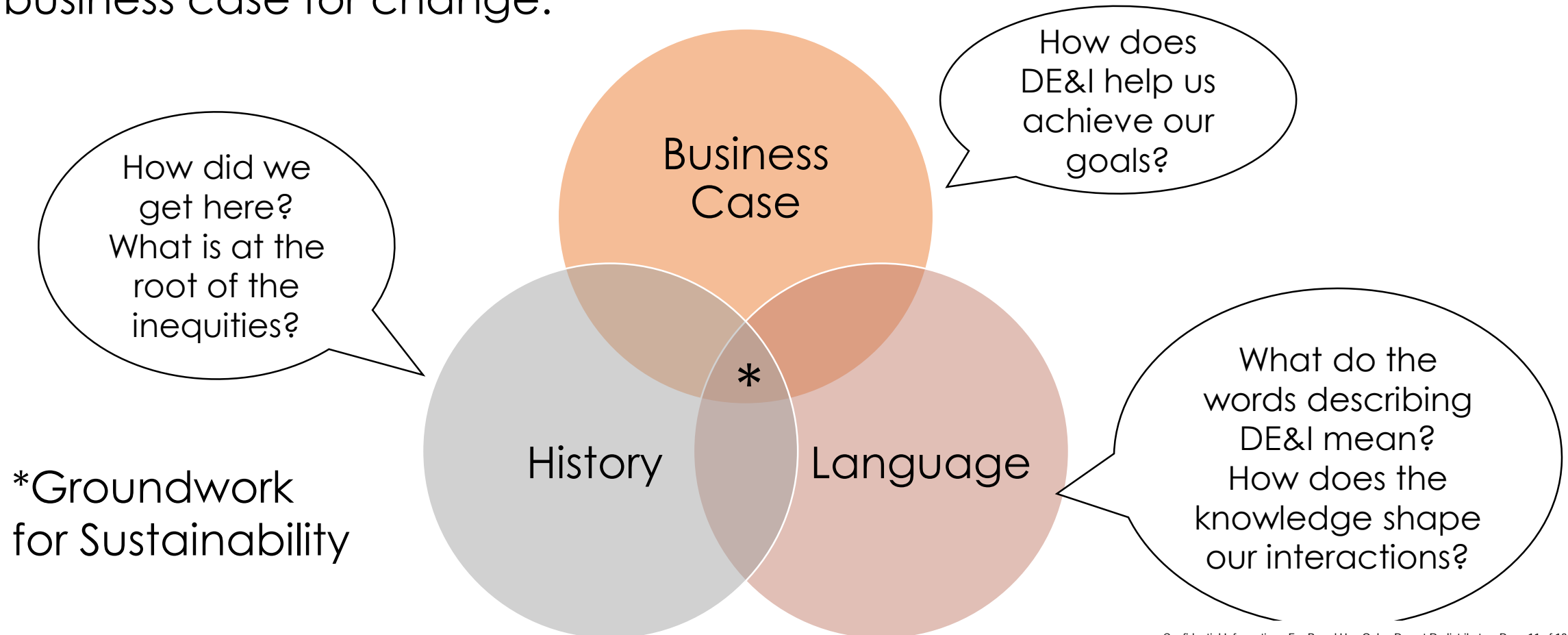


Live – Walk the Talk



Learn – History, Language, Business Case

Providing leaders with DE&I context and language will help to increase confidence to drive productive discussions. Understand the business case for change.



Program Success Criteria

- Championing by CEO, Board and Senior Executive Teams
- Access to, and involvement from the TIDE Council
- Access to and support from our Project Management Office and other resources as needed
- Support from Internal and External Communications, Marketing and Branding teams
- Engagement of Middle & Front-Line Managers and all Staff
- Timely response when requesting information to advance the work
- Administration Support who can help with coordination within our organization



Questions?