

South Central Connecticut Regional Water Authority
Via Remote Access**

AGENDA

Regular Meeting of Thursday, July 28, 2022 at 12:30 p.m.

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- A. Safety Moment
- B. Meet as Pension & Benefit Committee: S. Sack
1. Approve Minutes – April 28, 2022 meeting
 2. Quarterly Performance Investment Review: S. Kelliher, J. McLaughlin and A. Kantapin
 3. 401K Annual Update: S. Kelliher, J. McLaughlin and A. Kantapin
 4. Environmental, Social & Governance Portfolio Discussion – S. Kelliher, J. McLaughlin, and A. Kantapin
- C. Consent Agenda
1. Approve Minutes – June 23, 2022 meeting
 2. Capital Budget Authorization - August 2022
 3. Capital Budget Transfer Notifications (no action required) – August 2022
 4. Monthly Financial Report – June 2022
 5. Accounts Receivable Update – June 2022
 6. Bid Exemption – Water Filtration Device and Filter Cartridges
 7. Resolution Regarding Administrative Change to Prior Authorizations
 8. Derby Tank Update
- D. Reports on RPB Committee Meetings
- E. Business Updates: L. Bingaman
1. COVID Update: D. Verdisco
 2. Monthly Business Highlights: L. Bingaman
- F. Meet as Compensation Committee: A. DiSalvo
1. Approve Minutes – January 27, 2022 meeting
 2. FY 2023 Work Plan
 3. *CEO FY 2022 Strategic Priorities’ Accomplishments – Including Executive Session
 4. CEO FY 2023 Strategic Priorities – Including Executive Session
 5. CEO and Officers Performance Reviews – Including Executive Session
 6. CEO and Officers Compensation – Including Executive Session
- G. Act on matters arising from Committee meetings

**RPB Member (N. Campbell) is excused at Item F.3*

<p>** Members of the public may attend the meeting via remote access. For information on attending the meeting and to view meeting documents, please visit https://tinyurl.com/bvaurs6j. For questions, contact the board office at jslubowski@rwater.com or call 203-401-2515.</p>

COMPENSATION COMMITTEE OF THE
South Central Connecticut Regional Water Authority
Regular Meeting
Thursday, July 28, 2022 at 12:00 p.m.

Call in (*audio only*)

[+1 469-965-2517,,615847361#](tel:+14699652517615847361) United States, Dallas

Phone Conference ID: 615 847 361#

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

**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

South Central Connecticut Regional Water
Compensation Committee
January 27, 2022

UNAPPROVED DRAFT

DiSalvo	Aye
LaMarr	Aye
Sack	Aye

Anthony DiSalvo, Chairman

Executive Compensation Committee

FY2023 Work Plan

The Executive Compensation Committee will assist the Regional Water Authority (RWA) in fulfilling its fiduciary responsibilities for oversight relating to compensation of RWA's executives, including annual review of RWA's compensation, review and approval of goals and objectives, and evaluation of the Officers and CEO performance and recommended annual compensation of CEO and other officers.

July 2022

- Finalize FY23 work plan and updates of committee charter
- CEO FY23 Strategic Priorities
- CEO FY22 Strategic Priorities' Accomplishments
- CEO & officers performance reviews
- Review and recommend CEO & Officer compensation

January 2023

- 6 Month CEO FY23 Strategic Priorities update
- Review compensation strategy

October 2022

- Meet if necessary with topics of interest such as Employee Engagement, Succession Planning & DE&I.

April 2023

- Meet if necessary with topics of interest such as Employee Engagement, Succession Planning & DE&I.