South Central Connecticut Regional Water Authority

Compensation Committee

October 23, 2025

Special Meeting Minutes

A special meeting of the South Central Connecticut Regional Water Authority Compensation Committee took place on Thursday, October 23, 2025, at 90 Sargent Drive, New Haven, Connecticut and via remote access. Chair Curseaden presided.

Present: **Committee Members -** Messrs. Curseaden, Borowy, Ricozzi, and Mss. LaMarr(R) and Sack
Management - Ms. Kowalski and Calo(R), and Messrs. Lakshminarayanan, Hill(R), and Singh
Staff - Mrs. Slubowski

8. MEET AS COMPENSATION COMMITTEE (SPECIAL MEETING)

Chair Curseaden called the meeting to order at 3:35p.m.

8.1 APPROVE MINUTES – AUGUST 28, 2025 MEETING

On motion made by Ms. Sack and seconded by Mr. Ricozzi, the Committee voted unanimously to approve the minutes of its August 28, 2025 special meeting.

Borowy	Aye
Curseaden	Aye
LaMarr	Aye
Ricozzi	Aye
Sack	Aye

8.2 CEO FY 2025 PERFORMANCE REVIEW

At 3:36 p.m., Mss. Kowalski, Calo, Slubowski, and Messrs. Hill and Singh withdrew from the meeting. On motion made by Ms. Sack and seconded by Mr. Ricozzi, the Committee voted to go into executive session, to discuss CEO FY 2025 performance, pursuant to C.G.S. Section 1-200(6)(A), pertaining to performance and evaluation. Present in executive session were the Committee members and Mr. Lakshminarayanan.

Borowy	Aye
Curseaden	Aye
LaMarr	Aye
Ricozzi	Aye
Sack	Aye

At 3:48 p.m., Mr. Lakshminarayanan withdrew from the meeting.

At 4:10 p.m., Mr. Lakshminarayanan entered the meeting.

At 4:15 p.m., the Committee came out of executive session. No votes were taken in, or as a result of executive session.

The Committee discussed the performance of the CEO in his roles as Interim President and CEO and VP of Engineering. The consensus of the Committee was that here were many positive aspects of his performance, as well as areas of opportunity. After discussion, the Committee agreed by consensus to proceed with the CEO's bonus and salary increase, as aligned with other executive team members.

On motion made by Ms. Sack and seconded by Mr. Ricozzi, the committee voted unanimously to adjourn the meeting.

Borowy	Aye
Curseaden	Aye
LaMarr	Aye
Ricozzi	Aye
Sack	Aye

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Kevin Curseaden, Chair

(R) – Attended meeting remotely.