

South Central Connecticut Regional Water Authority
90 Sargent Drive, New Haven, Connecticut
or
**Via Remote Access

AGENDA

Regular Meeting of Thursday, September 25, 2025 at 12:30 p.m.

1. Call to Order
 1. Safety Moment
2. Public Comment: The time limit granted to each speaker shall be three (3) minutes. Residents and customers may address the Board.
3. Meet as Audit-Risk Committee: C. LaMarr
 1. Approve Minutes – May 22, 2025 meeting
 2. Review FY 2025 Audit Results: D. Flint and G. Epstein - *Upon 2/3 vote, convene in executive session pursuant to C.G.S. Section 1-200(6)(E) to discuss matters covered under Section 1-210(b)(5)(B), pertaining to financial information.*
 3. Cyber/Technology Resiliency Update (incl. AI) - *Upon 2/3 vote, convene in executive session pursuant to C.G.S. Section 1-200(6)(E) for matters covered by Section 1-210(b)(19)(i)(ii), pertaining to security risk.*
4. Consent Agenda
 1. Approve Minutes – August 28, 2025 regular meeting
 2. Capital Budget Authorization - October 2025
 3. Capital Budget Transfer Notifications (no action required) – October 2025
 4. Accounts Receivable Update – August 2025
 5. Key Performance Indicators – Q1 FY 2026
 6. RPB Dashboard Report
 7. RWAY/CIS Update
5. Finance: R. Kowalski
 1. Quarterly Financial Report
6. RPB Committee meeting assignments and reports on RPB Committee meetings
7. Business Updates: S. Lakshminarayanan
 1. Monthly Business Highlights
 2. *AWA Update: S. Lakshminarayanan and R. Kowalski - *Upon 2/3 vote, convene in executive session pursuant to C.G.S. Section 1-200(6)(E) to discuss matters covered by Section 1-210(b)(5)(A)(B), pertaining to trade secrets and commercial and financial information.*
8. Meet as Commercial Business Committee: K. Curseaden
 1. Approve Minutes – June 26, 2025 meeting
 2. Commercial Business Strategy Update: S. Lakshminarayanan and R. Kowalski - *Upon 2/3 vote, convene in executive session pursuant to C.G.S. Section 1-200(6)(E) to discuss matters covered by Section 1-210(b)(5)(A)(B), pertaining to trade secrets and commercial and financial information.*
9. Meet as Strategic Planning Committee (*Special meeting*): S. Sack
 1. Approve minutes – August 28, 2025 meeting
 2. Consider and act on Strategic Planning Consultant RFPs - *Upon 2/3 vote convene in executive session pursuant to C.G.S. Section 1-200(6)(E), to discuss matters covered by Section 1-210(b)(5)(A), pertaining to trade secrets.*
10. Meet as Compensation Committee (*Special meeting*): K. Curseaden
 1. Approve Minutes – August 28, 2025 meeting
 2. CEO FY 2025 Performance Review - *Upon 2/3 vote, convene in executive session pursuant to C.G.S. Section 1-200(6)(A) pertaining to performance and evaluation.*
11. Act on matters arising from committee meetings

<p>**Members of the public may attend the meeting in person or by conference call. To view meeting documents please visit https://tinyurl.com/4b4mukzy. For questions, contact the board office at 203-401-2515 or by email at jslubowski@rwater.com.</p>

*RPB member (N. Campbell) will be excused at Item 7.2

South Central Connecticut Regional Water Authority

Compensation Committee

August 28, 2025

Special Meeting Minutes

A special meeting of the South Central Connecticut Regional Water Authority Compensation Committee took place on Thursday, August 28, 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 and Sack
 Management - Ms. Kowalski and Messrs. Lakshminarayanan, Hill, and Singh
 Staff - Mrs. Slubowski

10. MEET AS COMPENSATION COMMITTEE (SPECIAL MEETING)

Chair Curseaden called the meeting to order at 3:58 p.m.

10.1 APPROVE MINUTES – SEPTEMBER 26, 2024 MEETING

On motion made by Ms. Sack, and seconded by Mr. Ricozzi, the Committee voted unanimously to approve the minutes of its September 26, 2024 special meeting.

Borowy Aye
Curseaden Aye
LaMarr Aye
Ricozzi Aye
Sack Aye

10.2 CEO SELF-EVALUATION ON STRATEGIC PRIORITIES/PERFORMANCE (including 10.3 OFFICER PERFORMANCE REVIEWS)???

At 3:59 p.m., Mss. Kowalski, Slubowski, and Messrs. Hill, and Singh withdrew from the meeting. On motion made by Ms. Sack, and seconded by Ms. LaMarr, the Committee voted to go into executive session 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 4:30 p.m., Mr. Lakshminarayanan withdrew from the meeting.

At 4:32 p.m., the Committee came out of executive session. No votes were taken in executive session.

On motion made by Ms. Sack, and seconded by Mr. Ricozzi, the Committee voted unanimously to recommend to the Authority, salary, and bonus recommendations for the senior executive team, as discussed in executive session.

Borowy Aye

South Central Connecticut Regional Water
Compensation Committee
August 28, 2025

Curseaden	Aye
LaMarr	Aye
Ricozzi	Aye
Sack	Aye

Chair Curseaden stated that due to the time restraints, performance discussion and recommendations for the salary and bonus of the Interim President & Chief Executive Officer, will take place at a special meeting next month.

At 4:35 p.m., on motion made by Ms. LaMarr, and seconded by Mr. Ricozzi, the committee voted unanimously to adjourn the meeting.

Borowy	Aye
Curseaden	Aye
LaMarr	Aye
Ricozzi	Aye
Sack	Aye

Kevin Curseaden, Chair

(R) – Attended meeting remotely.

UNAPPROVED