

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

AGENDA

Regular Meeting of Thursday, May 25, 2023 at 12:30 p.m.

-
- A. Safety Moment
 - B. Public Comment: The time limit granted to each speaker shall be three (3) minutes. Residents and customers may address the Board.
 - C. Meet as Audit-Risk Committee: C. LaMarr
 - 1. Approve Minutes – February 23, 2023 meeting
 - 2. Risk Management Update Memorandum
 - 3. 2024 Committee Work Plan
 - D. Meet as Environmental, Health & Safety Committee: K. Curseaden
 - 1. Approve Minutes – March 23, 2023 meeting
 - 2. Water Supply Plan Update Memorandum
 - 3. 2023 Legislative Session Update Memorandum
 - 4. Environmental Compliance Update Memorandum
 - E. Meet as Compensation Committee: D. Borowy
 - 1. Approve Minutes – January 26, 2023 meeting
 - 2. Employee Engagement Update: E. Calo
 - 3. 2024 Committee Work Plan
 - F. Act on matters arising from Committee meetings
 - G. Consent Agenda
 - 1. Approve Minutes – April 27, 2023 meeting
 - 2. Capital Budget Authorization - June 2023
 - 3. Capital Budget Transfer Notifications (no action required) – May 2023
 - 4. Consider and act on exemptions from public bid for FY 2024
 - 5. Monthly Financial Report –April 2023
 - 6. Accounts Receivable Update – April 2023
 - H. Finance: R. Kowalski
 - 1. Type B Capital Budget Amendment
 - I. Reports on RPB Committee meetings
 - J. Updates: L. Bingaman
 - 1. Monthly Business Highlights
 - 2. CIS Update
 - K. *Presentation of Target Two Plumbing Asset Purchase Application (Application): D. Donovan & 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 subsection b #'s 5 B, pertaining to commercial and financial information.*
 - 1. Review and discuss Application
 - 2. Affidavit regarding confidential information within said Application
 - 3. Motion for Protective Order for confidential information within said Application
 - 4. Protective Order concerning confidential information within said Application for submission to the Representative Policy Board (RPB)
 - 5. Possible recommendation to submit to the RPB

[RECESS AUTHORITY MEETING TO ATTEND RPB MEETING]

- K. Approve FY 2024 Budget and authorize filing with Trustee

**RPB Member (J. Jaser) will be excused at item K*

****** Members of the public may attend the meeting in person or via conference call. For information on attending the meeting and to view meeting documents, please visit <https://tinyurl.com/ysu5fy3e>. For questions, contact the board office at jslubowski@rwater.com or by calling 203-401-2515.

SOUTH CENTRAL CONNECTICUT REGIONAL WATER AUTHORITY

(Including Audit-Risk, Compensation, and Environmental, Health & Safety Committee meetings)

MAY 25, 2023 at 12:30 p.m.

Remote Meeting Instructions:

Call in (*audio only*)

[+1 469-965-2517,,835988795#](tel:+14699652517835988795) United States, Dallas

Phone Conference ID: 835 988 795#

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 January 26, 2023 Meeting

The regular meeting of the South Central Connecticut Regional Water Authority Compensation Committee took place on Thursday, January 26, 2023, via remote access. Mr. Borowy, Acting Chair, presided.

Present: Committee – Messrs. DiSalvo, Borowy, Curseaden and Mss. LaMarr and Sack
Management – Mss. Kowalski and Calo, and Messrs. Bingaman, Donovan, Hill, Lakshminarayanan, and Singh
Staff – Mrs. Slubowski

Mr. Borowy called the meeting to order at 1:45 p.m.

On motion made by Ms. Sack, seconded by Mr. Curseaden, and unanimously carried, the Committee voted to approve the minutes of its July 28, 2022 meeting.

Borowy	Aye
Curseaden	Aye
DiSalvo	Aye
LaMarr	Aye
Sack	Aye

At 1:46 p.m., Mss. Kowalski and Calo, and Messrs. Donovan, Hill, Lakshminarayanan and Singh withdrew from the meeting.

The committee reviewed a new format of a proposed Chief Executive Officer Performance evaluation form. Members should review the evaluation and report to Mr. Borowy or Mr. DiSalvo with any questions and submit the completed form in the next few months.

Discussion took place regarding metrics for key objectives as reported in the past.

Mr. Borowy reported that he met with Mr. DiSalvo to discuss an updating the Willis Towers Watson Executive Compensation Bonus Plan study. He stated that the prior study is outdated and past its usefulness. Members noted that the study should include private sector competitive rates. After discussion, it was the consensus of the committee to move forward with the updated report.

At 1:54 p.m., Ms. Slubowski withdrew from the meeting and on motion made by Mr. Curseaden, seconded by Ms. LaMarr, and unanimously carried the Committee voted to go into executive session pursuant to C.G.S. Section 1-200(6)(A) to discuss matters concerning appointment, and C.G.S. Section 1-200(6)(E) to discuss matters covered by Section 1-210 subsection b #5(B) concerning commercial or financial information. Present in executive session were Committee members and Mr. Bingaman.

Borowy	Aye
Curseaden	Aye
DiSalvo	Aye
LaMarr	Aye
Sack	Aye

At 2:23 p.m., Mr. Bingaman withdrew from the meeting.

At 2:30 p.m., Mr. Bingaman and Ms. Slubowski entered the meeting.

At 3:06 p.m., the committee meeting reconvened, and on motion made by Ms. Sack, seconded by Ms. LaMarr, and unanimously carried, the committee voted to adjourn.

Borowy	Aye
Curseaden	Aye
DiSalvo	Aye
LaMarr	Aye
Sack	Aye

David Borowy, Acting Chairman

Regional Water Authority Board

Employee Engagement Update
May 25, 2023



Liz Calo
Sr. Director, Employee Relations & HR Operations

Agenda

- Cooleaf
- Employee Surveys
- Employee Lifecycle Surveys
- Employee Onsite Activities
- Q & A



Employee Engagement



COOLEAF

Engagement, recognition and community all in one integrated platform.

Team Recognition

Celebrate core values, team achievements, work anniversaries, life events, and more



Pulse Surveys

Gather real-time employee feedback and take quick action



Rewards Programs

Rewards and gifts your team will love, all fulfilled by Cooleaf



Employee Experiences

Bring people together with fun engagement initiatives targeting wellness, learning & development, DEI, and more



Community

Drive a stronger company culture with integrated social feeds and community-building challenges



Performance Incentives

Reward employees for achieving goals that impact your bottom line

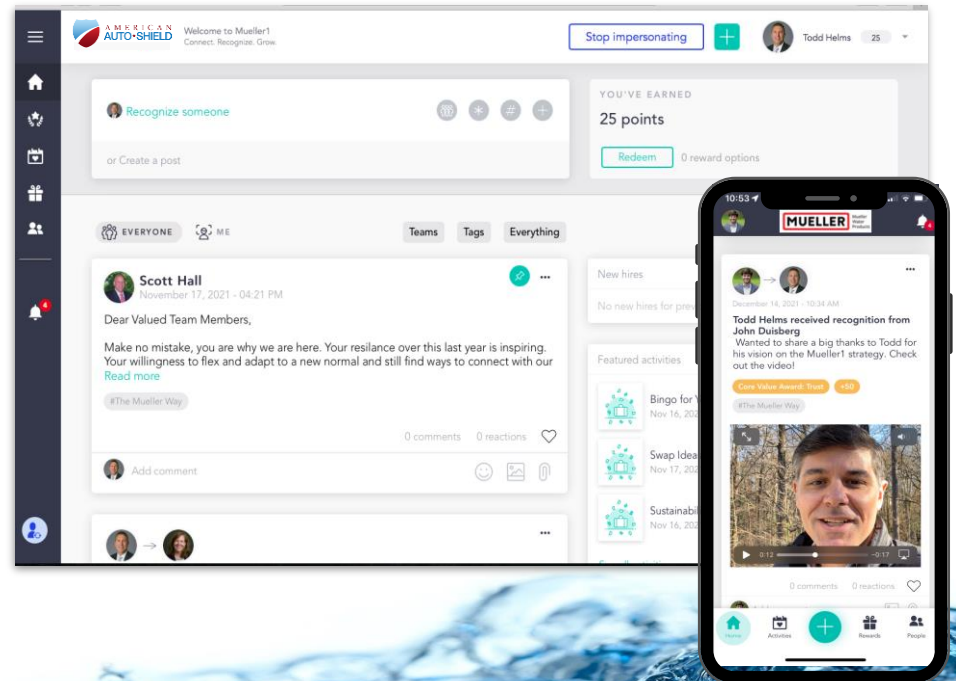
, etc.)



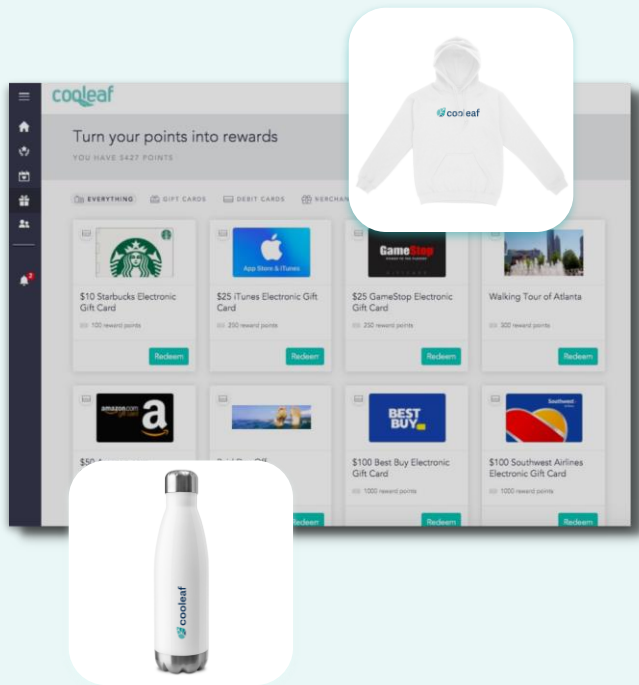
The RWA Connection!

Cooleaf supports RWA's workforce of **Onsite 70%, Hybrid 20% (2/3 days in office), and Remote 10%** (1 office day Monthly) employees by creating an inclusive culture where employees feel connected and aligned with the mission and core/star values.

- Pulse and Engagement Surveys
- Employee Recognition
- Performance Awards (based on KPIs)
- Wellness
- Diversity
- Remote Team Connection



Automated Global Rewards Catalog



Types of rewards:

- Gift Cards (Amazon, Hulu, Whole Foods, DoorDash, etc.)
- Team Store (Branded water bottles, mugs, shirts, etc.)
- Merchandise (Apple Watch, Yeti Cooler, etc.)
- Charity Donations (Make-a-Wish, Humane Society, etc.)



Employee Surveys

- Create Employee Surveys that fit the RWA culture
- Use Engagement Data and identify where to focus
- Create and monitor commitments for improving engagement
- Compare results over time across groups and demographics



Employee Lifecycle Surveys



Types of Surveys

- Onboarding
- 30/60/90 Day
- Exit
- Pulse
- Full Engagement

Cooleaf Baseline Survey

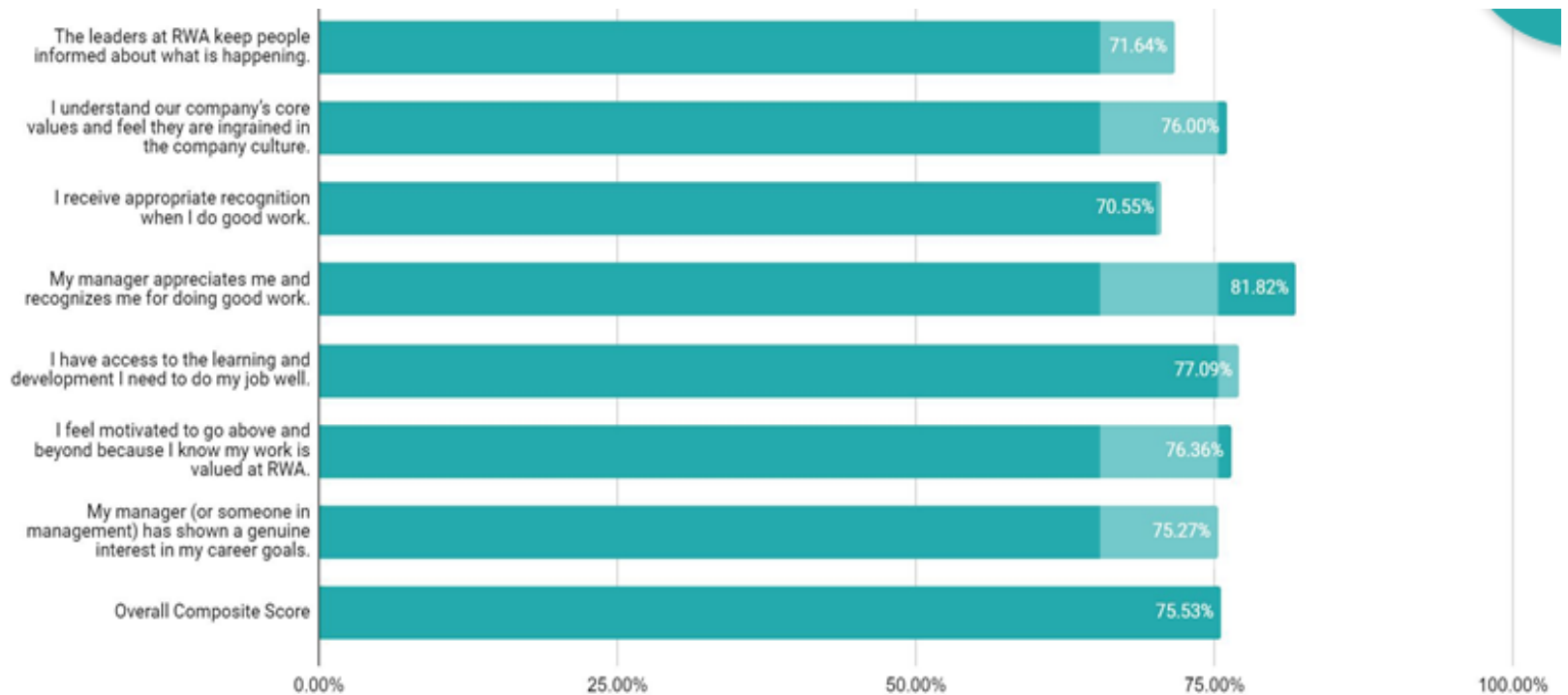


Cooleaf Launches – March
6th, 2023

First 30 Days Pulse Survey
is issued- March 6-17,
2023

Received 55 Responses –
Avg. scoring of 75.5%





Employee Onsite Activities

- **Increased Onsite Employee Activities**
 - *Team Building Events- Challenges*
 - *On-Site Trainings*
 - *Employee Committees*
 - *Appreciation Lunch/Snacks*
- **Activities tied to DEI and Health & Wellness**
 - *DEI-Focused Lunch and Learns*
 - *Following Diversity Calendar*
 - *Bio-Metric Screening*
 - *Blood Drive*



How Do You Drive Progress



**On-going Strategic
Initiatives Needed**

**Creates Lasting and Meaningful
Change**

Measurable Goals

**Communicate
Progress/timelines**

In Summary

- Recognize and celebrate individual and team performance using Cooleaf
- Identify and discuss key engagement drivers
- Choose focus areas, brainstorm solutions
- Commit to changes that will have the most impact, communicate progress
- Hold everyone accountable for the results of our Employee Engagement Strategies



Compensation Committee FY 2024 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 2023

- WTW Competitive Compensation Assessment Review
- CEO FY24 Strategic Priorities
- CEO FY23 Strategic Priorities' Accomplishments
- CEO & Officer Performance Reviews
- Review and recommend CEO & Officer Compensation
- Updates to Committee Charter

October 2023

(special meeting, if required)

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

December 2023

(to be cancelled)

January 2024

- 6 Month CEO FY24 Strategic Priorities update
- Review Compensation Strategy

April 2024

- Meet if necessary with topics of interest such as Employee Engagement, Succession Planning & DE&I.
- FY25 Work Plan