

South Central Connecticut Regional Water Authority
90 Sargent Drive, New Haven, Connecticut
Or
***Dial in by phone**
+1 469-965-2517, 647030205# United States, Northlake
Phone conference ID: 647 030 205#

AGENDA

Regular Meeting of Thursday, January 22, 2026 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 Pension & Benefit Committee: C. LaMarr
 1. Approve Minutes – October 23, 2025 regular meeting
 2. Quarterly Investment Performance Review – Pension and VEBA: S. Kelliher, J. McLaughlin, and N. Pulli
 3. 401K Amendment
 4. Discussion regarding RFI, RFQ, or RFP for investment management services - *Upon 2/3 vote, convene in possible executive session pursuant to C.G.S. Section 1-200(6)(E) to discuss matters covered by Section 1-210(b)(5)(B), pertaining to commercial and financial information.*
4. Consent Agenda
 1. Approve Minutes of December 18, 2025 regular meeting
 2. Capital Budget Authorization – February 2026
 3. Capital Budget Transfers (no authorization required) – February 2026
 4. Monthly Financial Report – December 2025
 5. Accounts Receivable Update – December 2025
 6. Bid Exemptions
 7. Customer Assistance Program
5. Finance: R. Kowalski
 1. Type B3 Amendments – Filter Media and Project Reserve Transfers
6. Reports on RPB Committee meetings
7. Meet as Compensation Committee: K. Curseaden
 1. Approve Minutes – October 23, 2025 regular meeting
 2. FY 2027 Work Plan
8. Act on matters arising from Committee meetings
9. Business Updates: S. Lakshminarayanan
 1. Monthly Business Highlights: S. Lakshminarayanan
 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.*
10. Presentation on Issuance Test Rate Application: R. Kowalski - *Upon 2/3 vote, convene in executive session pursuant to G.S. Section 1-200(6)(E) to discuss matters covered by Section 1-210(b)(5)(B), pertaining to commercial and financial information.*
 1. Consider and act on Issuance of Bonds to approve Proposed Issuance of Water System Revenue Bonds and DWSRF
 2. Consider and act on Resolution to approve Issuance Test Rate Application and submit to the Representative Policy Board

*Members of the public may attend the meeting in person or by conference call. To view meeting documents please visit www.rwater.com. For questions, contact the board office at 203-401-2515 or by email at islubowski@rwater.com.

*RPB Member (P. Betkoski) is excused at Item 8.2.

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 Ms. 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., Ms. 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.

South Central Connecticut Regional Water
Compensation Committee
October 23, 2025

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 there 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

Kevin Curseaden, Chair

(R) – Attended meeting remotely.

UNAPPROVED

Compensation Committee

FY2027 Work Plan

The Compensation Committee plays a role in overseeing and optimizing executive compensation for the CEO and other officers of the company including a review of RWA's compensation strategy and evaluation of the CEO's performance on strategic priorities.

July 2026

- Discussion: CEO FY26 Performance Assessment
- Discussion: Officer FY26 Performance Assessments
- Consent Agenda: CEO FY27 Strategic Priorities

December 2026

- Discussion: RWA Compensation Strategy/Industry Standards