

MASSACHUSETTS WATER RESOURCES AUTHORITY

Meeting of the Board of Directors

October 14, 2026

A meeting of the Massachusetts Water Resources Authority (MWRA) Board of Directors was held on October 14, 2026 remotely, via Webex.

Chair Tepper presided remotely. Board Members Flanagan, Foti, Pappastergion, Taverna, Swett, Jack Walsh, Patrick Walsh, Vitale and Wolowicz participated remotely. Board Member Peña was absent.

MWRA Executive Director Stephen Estes-Smargiassi attended remotely. General Counsel Carolyn Francisco Murphy; Chief Operating Officer Kathleen Murtagh; Deputy Chief Operating Officers Stephen Cullen and Rebecca Weidman; Finance Director Thomas Durkin; Deputy General Counsel Michael Altieri; Procurement Director Douglas Rice; Public Affairs Director Sean Navin; Chief of Staff Katie Ronan; Associate General Counsel Angela Atchue; IT Asset and Configuration Manager Michael Curtis; and Assistant Secretary Kristin MacDougall were among the MWRA staff who participated remotely.

Chair Tepper called the meeting to order at 11:02am.

ROLL CALL

Assistant Secretary Kristin MacDougall took roll call of the members in attendance and announced that all were participating remotely.

The Chair relayed that the purpose of this meeting was to provide an update from the Preliminary Screening Committee for the MWRA Executive Director position ("PSC") and announce the finalists.

MWRA General Counsel Carolyn Francisco Murphy announced that the meeting was being recorded.

I. UPDATE FROM THE PRELIMINARY SCREENING COMMITTEE; ANNOUNCEMENT OF FINALISTS FOR THE EXECUTIVE DIRECTOR POSITION

Chair Tepper provided background information on the PSC process, which included the selection of national executive search firm Isaacson, Miller ("IM") to facilitate a nationwide search for the next MWRA Executive Director in March 2026; subsequent engagement with the MWRA Board of Directors, Advisory Board, and staff stakeholders; Board approval of a Position Profile that was prepared by IM and went live in May; and a thorough, multi-step search process, during which IM was in contact with over 230 individuals across the country, including those who might consider the Executive Director role for themselves and those knowledgeable about the water and wastewater sectors and could provide some sound advice.

The Chair noted that the Executive Director position was posted on IM's website and the websites of ten advertising venues focused on the water, wastewater, and public works sectors within the Commonwealth, in New England, and nationally; IM received and reviewed 46 resumes for the position, which were advanced to the PSC for consideration; the PSC selected candidates for first-round interviews in early August; virtual first-round interviews with nine candidates were conducted by the PSC over two days in mid-August; and in-person, second-round interviews were held by the PSC with four candidates over two days in September.

On behalf of the PSC members (Chair Tepper, Mr. Pappastergion, Mr. Swett and Ms. Wolowicz), the Chair then extended appreciation to the four second-round candidates, noting that all were exceptionally qualified professionals with a unique set of professional experiences that would bring value to MWRA and the Executive Director position. She also thanked the PSC for their work and seriousness of purpose over the last several months and offered assurances that all PSC members had spent hours on consideration, resume review and discussion; noted that this search was the best run such process she had been a part of; and thanked IM for their efforts.

Next, the Chair reported that the PSC had met earlier in the morning before this meeting and was ready to announce the finalists for the MWRA Executive Director position; that it was a very difficult decision due to the caliber of the candidates; and, after thoughtful deliberation the PSC members were pleased to announce that the Committee had voted to select Matthew Brown, Interim CSO, General Manager and Executive Vice President of Operations at the DC Water and Sewer Authority ("DC Water"), and Jonathan Gulliver, Undersecretary of Transportation and Highway Administrator for the Massachusetts Department of Transportation ("MassDOT"), as the finalists, and to advance them to the full Board of Directors for consideration for the Executive Director position.

She advised that each Board member would receive a packet of materials including resumes, cover letters, and reference summaries of the finalists.

Chair Tepper noted that Matthew "Matt" Brown is a highly experienced public sector finance and operations leader who engages communities, communicates effectively, leads with transparency and integrity; has served as Chief Operating Officer and Executive Vice President of Operations and Engineering at DC Water since December 2025; had been appointed as Interim CEO and Manager in July 2026; and whose prior roles included Chief Financial Officer (2017-2025) and Board Chair (2015-2017).

(Mr. Foti joined the meeting.)

Next, the Chair noted that Johnathan Gulliver is a seasoned infrastructure and operations leader who brings deep experience and successfully navigates complex projects and initiatives in Massachusetts; currently serves as Massachusetts Undersecretary of Transportation; and has served as state Highway Administrator since 2017.

Chair Tepper reminded Board members that they would each be provided with the finalists' resumes, cover letters, and reference summaries, and they should let IM staff know if they would like to have a one-on-one discussion with each candidate.

The Chair then announced that the Board of Directors will deliberate and make their decision regarding the next MWRA Executive Director at a Board meeting on October 21, 2026 and as of this time the PSC has been disbanded. Finally, she relayed that every Board member will have one vote at the October 21 meeting.

II. ADJOURNMENT

Having no further business, Chair Tepper asked if there was any discussion or questions from the Board.

Mr. Foti requested that the Chair repeat the name of the first finalist discussed during this meeting, which he missed due to Internet issues. Chair Tepper relayed that the first finalist discussed was Matthew Brown, Interim Chief Executive Officer and General Manager at DC Water and Sewer. Mr. Foti

asked if the names of the finalists would be released today. Chair Tepper advised that those names were now public.

Mr. Estes-Smargiassi briefly recognized that Board Member Jack Walsh was in attendance following a temporary absence. Chair Tepper thanked Mr. Walsh for attending the meeting.

Hearing no further discussion or questions from the Board, Chair Tepper requested a motion to adjourn.

A motion was duly made and seconded to adjourn the meeting.

The Chair requested a roll call vote in which the members were recorded as follows:

<u>Yes</u>	<u>No</u>	<u>Abstain</u>
Flanagan		
Foti		
Pappastergion		
Swett		
Taverna		
Vitale		
J. Walsh		
P. Walsh		
Wolowicz		
Tepper		

(ref. II)

The meeting adjourned at 11:11am.

Approved: October 21, 2026

Attest:

 for

Brian Peña, Secretary

LIST OF DOCUMENTS AND EXHIBITS USED

(None)