

MASSACHUSETTS WATER RESOURCES AUTHORITY

Meeting of the Board of Directors

September 23, 2026

A meeting of the Massachusetts Water Resources Authority (MWRA) Board of Directors was held on September 23, at MWRA Headquarters at Deer Island, Boston, and via remote participation.

Chair Tepper presided from MWRA Headquarters. Board Members Foti, Pappastergion, Taverna and Vitale participated at MWRA Headquarters. Board Member Peña participated remotely. Board Members Flanagan, Swett, Jack Walsh, Patrick Walsh and Wolowicz were absent.

MWRA Executive Director Stephen Estes-Smargiassi; General Counsel Carolyn Franciso Murphy; Deputy General Counsel Michael Altieri; Chief Operating Officer Kathy Murtagh; Deputy Chief Operating Officers Stephen Cullen and Rebecca Weidman; Director of Finance Thomas Durkin; Director of Administration Michele Gillen; Chief Equity and Inclusion Officer (AACU) Wendy Chu; Deputy Finance Director/Treasurer Matthew Horan; Project Manager Malcom Ragan; Waterworks Director Valerie Moran; Budget Director Michael Cole; Procurement Director Douglas Rice; MIS Director Paula Weadick; Program Manager Kristen Patneaude; Wastewater Director Ethan Wenger; Program Manager Jenna Surette; Deputy Waterworks Director Lisa Bina; Director of Environmental and Regulatory Affairs Colleen Rizzi; Chief Engineer Brian Kubaska; Senior Program Manager Milan A. Horbaczewski; Assistant Director of Engineering Patricia Mallett; Program Manager Kellie Stevens; Construction Director Marty McGowan; Chief of Staff Katie Ronan; Associate General Counsel Angela Atchue; IT Asset and Configuration Manager Michael Curtis; and, Assistant Secretary Kristin MacDougall were among those attending at MWRA Headquarters.

Vandana Rao, EEA and Matt Romero, MWRA Advisory Board attended at MWRA Headquarters.

Chair Tepper called the meeting to order at 1:00pm.

ROLL CALL

Assistant Secretary Kristin MacDougall took roll call of Board Members in attendance and announced that Mr. Peña was participating remotely. The Chair announced that the meeting was being held at MWRA Headquarters and virtually via a link posted on MWRA's website. She added that the meeting was being recorded, and the agenda and meeting materials were available on MWRA's website.

APPROVAL OF JULY 29 AND AUGUST 12, 2026 MINUTES

A motion was duly made and seconded to approve the minutes of the July 29 and August 12, 2026 Board of Directors' meetings as presented and filed with the records of this meeting.

Chair Tepper asked if there was any discussion or questions from the Board. Hearing none, she requested a roll call vote in which the members were recorded as follows:

<u>Yes</u>	<u>No</u>	<u>Abstain</u>
Tepper		
Foti		
Pappastergion		

<u>Yes</u>	<u>No</u>	<u>Abstain</u>
Peña		
Taverna		
Vitale		

(ref. I)

REPORT OF THE EXECUTIVE DIRECTOR

MWRA Executive Director Stephen Estes-Smargiassi noted Governor Healey’s August 12, 2026 letter regarding Quabbin Watershed communities (“Quabbin communities”) and reported that staff were actively working to address next steps including for engagement, access, evaluating opportunities for local water access issues, and overall equity. He relayed that staff recently met with the Belchertown Water District to discuss the potential for the Town to site a new well on DCR land, noting staff’s efforts to communicate that the land used for MWRA’s work may also be available for the work of the Quabbin communities. Mr. Estes-Smargiassi also reported that he and Governor Healey had received a letter from the Wachusett Watershed Coalition that raised concerns similar to those expressed by Quabbin communities regarding hardships that they attribute to hosting watershed lands and relayed that the Coalition’s points were under staff consideration.

Mr. Estes-Smargiassi then announced that MWRA’s drinking water had been voted the “Best Tasting Water in New England” at the New England Waterworks Association’s annual meeting and presented the trophy received; noted that MWRA’s and BWSC’s drinking water has won multiple awards; and attributed its superior taste to high-quality watersheds, great treatment, and world-class staff.

Next, Mr. Estes-Smargiassi discussed the new Level 2 smart electric vehicle (“EV”) chargers installed at Deer Island and available for employee use at their own expense. Mr. Estes-Smargiassi then discussed the MWRA Advisory Board upcoming annual field trip on October 8, 2026, dedicating the Laskey Covered Storage Facility in Stoneham in honor of former MWRA Executive Director Fred Laskey. He explained how to RSVP and encouraged Board members to participate.

Finally, Mr. Estes-Smargiassi advised that significant rain was expected during the upcoming weekend, and the Deer Island Treatment Plant (“DITP”) could potentially operate at peak capacity. He discussed MWRA’s extensive storm preparation including supplemented operations and maintenance staffing throughout the duration. Finally, he noted that three inches of rain were expected in the Boston area, with less in the watersheds; other Greater Boston water systems such as Lynn and Cambridge could also benefit from the rainfall; and staff would keep the Board apprised as needed. (ref. III)

ADMINISTRATION, FINANCE AND AUDIT

Information

Delegated Authority Report – July and August 2026

Mr. Estes-Smargiassi briefly discussed staff’s ongoing efforts to review and update MWRA’s Delegated Authority policy, which was last revised in 2022, to further streamline some processes, account for inflation, and improve consistency. He noted that staff expect to present recommendations during a Board meeting this Fall.

Committee Vice Chair Vitale then invited Board Members’ questions about the Delegated Authority Report for July and August 2026.

Mr. Vitale inquired about the durations of MWRA's revenue bond consulting contracts. MWRA Deputy Finance Director/Treasurer Matthew Horan relayed that they were three-year contracts.

Hearing no further discussion or questions from the Board, Mr. Vitale moved to the next Information Item. (ref. IV A.1)

FY2026 Fourth Quarter Orange Notebook

Malcom Ragan, MWRA Project Manager, presented highlights of the FY26 Fourth Quarter ("Q4") Orange Notebook as detailed in the Staff Summary and PowerPoint slides ("meeting slides"). He reported on below average rainfall at Deer Island associated record lower DITP flows and watershed rainfall and Q4 drought levels, which had been downgraded since June 30, 2026. He also noted that the Quabbin Reservoir was at 82.1% capacity as of June 30; the Quabbin was at 78.5 in mid-September due to low rainfall; and a Ware River Watershed diversion in April had temporarily brought levels to Normal Range.

Mr. Ragan then presented metrics for Deer Island annual maintenance and pipeline inspection and maintenance, noting they achieved or were near all cumulative FY26 targets except for water main inspections due to persistent staffing issues. He outlined MWRA's inspection goals and noted that one additional field service technician was hired in Q4.

Finally, Mr. Ragan discussed FY26 electricity pricing. He reported that DITP electricity costs were approximately 20% higher on average in FY26 versus FY25; electricity was over budget every quarter in FY26 despite below-average demand, warmer temperatures and reduced flows to DITP; and higher pricing had increased the value of avoided energy costs from the beneficial use of digester gas.

Noting that water distribution pipeline inspections were approximately 85% below target, and acknowledging that two of four staff vacancies were filled, Mr. Pappastergion asked how MWRA would gain ground. MWRA Waterworks Director Valerie Moran explained that the surveys can only be conducted at night due to noise; crews were working as quickly and efficiently as possible; and three employees were currently assigned to the night work. She noted that MWRA had recently lost one member of the night shift team and were assigning day shift workers to the night shift to fill the gaps. In response to Mr. Pappastergion's follow-up question, Ms. Moran relayed that staff were taking steps to fill the vacancies; the night shift is the hardest to fill; and Operations and Human Resources staff were working toward a solution. Mr. Pappastergion asked if MWRA had ever met the pipeline inspection goal, and Ms. Moran responded in the affirmative. In response to Mr. Pappastergion's concern that MWRA may not be able catch up, Mr. Estes-Smargiassi relayed that the target is aggressive overall; and noted MWRA is not missing a lot of leaks.

Mr. Foti asked if MWRA had considered outside resources for the night inspections. Ms. Moran advised that staff would take that into consideration. Mr. Estes-Smargiassi added that engaging consultants from MWRA's emergency on-call list could negatively impact customer community inspections, noting that local systems tend to have more leaks. There was brief, general discussion about the potential impacts.

Mr. Foti requested an update on fuel spending. MWRA Budget Director Michael Cole reported that the FY26 average for gasoline was \$2.98 per gallon; staff made a large purchase in June 2026 at \$3.91 per gallon; and fuel costs were of concern for the FY27 and FY28 budgets due to ongoing geopolitical factors. In response to Mr. Foti's follow-up question, Mr. Cole relayed that MWRA's gasoline budget was underspent for FY26; he was not aware of any significant purchases since June; and he could provide

more information about FY27 purchases after the meeting. MWRA Finance Director Thomas Durkin added that staff would provide an update on gasoline prices at the October Board meeting. Mr. Foti requested an update on diesel fuel as well, and Mr. Durkin agreed.

Mr. Pappastergion asked if MWRA's fuel contracts included escalation clauses. There was brief, general discussion about escalation clauses. Mr. Estes-Smargiassi explained that MWRA typically pre-purchases fuel, and there was further general discussion. MWRA Procurement Director Douglas Rice explained that MWRA purchases diesel fuel under state blanket contracts. There was brief discussion about how MWRA and MassDOT purchase diesel fuel.

Hearing no further discussion or questions from the Board, Mr. Vitale moved to the next Information item. (ref. IV A.2)

FY26 Year-End Financial Update and Summary

Mr. Cole reported that the FY26 Current Expense Budget ("CEB") closed with a \$26.0 million variance, which is in line with FY25 (\$23.2 million) and budget trends and drivers were mostly consistent through FY26, as detailed in the Staff Summary. He noted that staff were planning to recommend applying the variance to defeasance; finalizing assumptions in preparation for the FY28 budget process; and closely monitoring fuel costs and their potential budgetary impacts.

Mr. Taverna asked if rates for vacancies and capital spending rate assumptions were periodically adjusted. Mr. Cole responded in the affirmative; described the process; and provided examples.

Mr. Vitale requested staff's projections for interest rates for investments and bonds. Mr. Horan relayed that the short-term interest rate assumption for investments was increased to 3.5% for the Final FY27 budget; the MMDT rate has climbed to 4.0% since June 2026 and the FY27 long-term rate assumption for investments coming due was 4.3%. He also described staff's planned reinvestment strategy for FY27. Mr. Estes-Smargiassi highlighted the Orange Notebook as a resource for additional information.

Hearing no further discussion or questions from the Board, Mr. Vitale moved to the next Information item. (ref. IV A.3)

Fiscal Year 2026 Year-End Capital Improvement Program Spending Report

Mr. Cole reported that the FY26 Capital Improvement Program ("CIP") was underspent by approximately 40% at year-end and line with FY25 but slightly higher than the 5-, 10- and 20-year averages, and noted that variances had grown since the 2020 Covid pandemic. He discussed the upcoming kickoff for the FY28 budgeting process, including project prioritization for FY28-FY33, and outlined some future FY28 budgeting milestones.

In response to a question from Mr. Vitale, Mr. Horan relayed that there were currently no arbitrage concerns for the spending side, however, rising interest rates were triggering an IRS rebate liability on some tax-exempt bond transactions due to allowable earnings limits. He described staff's strategy for limiting the rebate obligations. (ref. IV.A.4)

Approvals

Approval of the Ninety-Third Supplemental Bond Resolution

A motion was duly made and seconded to adopt the Ninety-Third Supplemental Resolution authorizing the issuance of up to \$50,000,000 of Massachusetts Water Resources Authority

Subordinated General Revenue Bonds and the supporting issuance resolution.

Mr. Horan requested Board approval to adopt the Ninety-Third Supplemental Resolution allowing MWRA to borrow approximately \$50 million in subsidized loans from the Massachusetts Clean Water Trust ("Trust"). He advised that the Authority had received Trust funding only for wastewater projects this year because the MWRA's drinking water projects did not rank high enough on the scale of immediate need such as for PFAS remediation. Mr. Horan noted that staff have been working with DEP and the Trust on a pilot with BWSC to borrow at zero interest through the SRF's Lead Program, then combine a 25% MWRA grant with SRF's 40% grant in funding to provide a 65% grant for Boston lead service line removals and replacements (LSLRs). He added that the pilot would require SRF approval; staff may request Board authorization to borrow the funds at a future meeting; and the pilot could potentially be extended to other communities to maximize service area LSLRs.

In response to a question from Mr. Vitale, Mr. Horan explained that the Trust's scoring criteria for drinking water projects includes environmental needs and community financial statistics', therefore, utilities such as MWRA and BWSC, with robust maintenance programs, high drinking water quality and financial stability, tend to score lower overall. He added that MWRA had received advance notice of Trust funding limitations and plan to apply in the future. Mr. Estes-Smargiassi added that ability to comply with regulations can also be a factor. There was brief general discussion, and Mr. Vitale relayed that BWSC has also observed reduced funding opportunities.

Chair Tepper noted that there have been significant funding reductions from the federal government.

Chair Tepper asked if there was any discussion or questions from the Board. Hearing none, she requested a roll call vote in which the members were recorded as follows:

<u>Yes</u>	<u>No</u>	<u>Abstain</u>
Tepper		
Foti		
Pappastergion		
Peña		
Taverna		
Vitale		

(ref. IV B.1)

Contract Awards

Professional Services for the Maximo Migration Project: International Business Machines Corporation, Bid WRA-5838Q, State Contract ITS75

A motion was duly made and seconded to authorize the Executive Director, on behalf of the Authority, to approve the award of a purchase order contract for professional services for the Maximo Migration Project to the lowest responsive bidder under Bid WRA-5838Q, International Business Machines Corporation (IBM), and to execute said purchase order contract in the bid amount of \$2,028,702 under State Contract ITS75.

Paula Weadick, MWRA MIS Director, described the Maximo Application Suite's ("MAS") functions, a large system upgrade in 2015 and a 2023 enhancement. She advised that MWRA's current version of

MAS, which is hosted on premises, will become unsupported in 2027 and must be upgraded; and staff sought this contract award for system upgrade professional services. Ms. Weadick relayed that two bids were received for the contract, however, one bid (from Crory & Associates, Inc.) was determined to be unresponsive and described such including that it did not include the full scope of work. She reported that staff reviewed the bid from International Business Machines Corporation (IBM); IBM met all requirements; and staff recommend award to IBM as the lowest responsive bidder.

Mr. Foti noted that the Crory & Associates' bid was approximately \$1 million lower than IBM's; noted he understood why it was deemed unresponsive; and inquired about the costs to bring that bid to compliance. Ms. Weadick explained that to her knowledge, under procurement rules, MWRA is required to review submitted bids as-is and may not engage after submittal of the bid. She added that the unresponsive bid included a provision to perform an assessment and provide a cost estimate thereafter. In response to Mr. Foti's follow-up question, Ms. Weadick affirmed staff's belief that the firm understood the scope. Mr. Foti requested staff's original estimated contract cost and noted the approximately \$1 million difference between the two bids received. Ms. Weadick relayed that staff had budgeted approximately \$2 million for this contract. There was brief, general discussion about the proposals' cost difference, and difficulties encountered when BWSC changed hosting sites.

Mr. Pappastergion noted for the record that his daughter works for IBM but has no financial interest in the contract.

Chair Tepper asked if there was any discussion or questions from the Board. Hearing none, she requested a roll call vote in which the members were recorded as follows:

<u>Yes</u>	<u>No</u>	<u>Abstain</u>
Tepper		
Foti		
Pappastergion		
Peña		
Taverna		
Vitale		

(ref. IV B.1)

WASTEWATER POLICY AND OVERSIGHT

APPROVALS

Design and Installation of a Solar Canopy System at the Deer Island Treatment Plant: Solect Energy Development, LLC, Contract 7270

A motion was duly made and seconded to authorize the Executive Director or his designee, on behalf of the Authority, to enter into contract negotiations with Solect Energy Development, LLC regarding proposed Contract 7270, Design and Installation of a Solar Canopy System at the Deer Island Treatment Plant and, contingent upon mutually acceptable terms and conditions, award and execute said Contract 7270 in the not to exceed proposed amount of \$8,899,849 and for a contract term of 571 calendar days from the Notice to Proceed. This authorization to award and execute Contract 7270 is conditioned upon final review and approval by the Executive Director of contract terms and conditions that are acceptable to the Executive Director.

Kristen Patneaude, MWRA Program Manager, discussed the procurement process under MGL Ch. 164 §137 for a proposed contract with Solect Energy Development, LLC (“Solect”) to design and install a solar canopy at DITP. She explained that MGL Ch. 164 §137 allows public entities and nonprofits to engage in a competitively procured energy program that has been conducted on behalf of a public instrumentality; described how nonprofit membership organization Power Options selects a solar development program manager during a competitive process every three to four years; and, noted that in 2022 Power Options selected Solect as its program developer. She relayed that MWRA is eligible to use this program as a member of the Power Options consortium and staff had initially executed a letter of intent with Solect so they could initiate preliminary design in collaboration with staff, all as detailed in the Staff Summary and meeting slides.

Ms. Patneaude noted Solect’s qualifications and experience; requested Board approval for a design and installation contract with the firm; and outlined the contract terms wherein Solect will design, procure and install the canopy, and MWRA will be responsible for its ownership and operation.

She then presented an overview of the proposed project’s development, some subsurface challenges for constructing a solar canopy at the DITP site, and the site layout. Ms. Patneaude also presented a project summary including the canopies’ locations, specifications, features and output. She noted that the generated electricity will be fed to DITP’s grid and consumed on site; and make up approximately 2% of DITP’s total electricity requirements and approximately 5% of DITP’s renewables portfolio.

Next, Ms. Patneaude reviewed the planned schedule for the project and presented examples of some solar canopy projects completed by Solect under the Power Options program. She also discussed the project’s costs and budget, expected reimbursements from the Climate Mitigation Trust, planned applications for additional funding under the state’s solar SMART incentive program, the canopies’ avoided electricity costs and Social Cost of Carbon value.

Finally, Ms. Patneaude discussed some practical and environmental benefits of the DITP solar canopy; relayed that the installation of solar canopies offers an opportunity to integrate additional electric vehicle (“EV”) charging at DITP and noted that this project will include the installation of conduit and all electrical infrastructure to serve 20 future EV charging ports to be installed after the recently constructed EV stations are assessed.

In response to a question from Mr. Taverna, Ms. Patneaude affirmed that MWRA would own, operate and maintain the solar panels. In response to Mr. Taverna’s follow-up question, Ms. Patneaude relayed that there is a one-year workmanship warranty from the developer; the panels have a 25-year warranty; the berm has a 10-year warranty; and the racking system hardware has a 25-year warranty. She also noted that staff plan to outsource long-term system operation and maintenance. There was brief discussion with questions and answers about the size and location of a canopy structure on meeting slide 13.

Hearing no further discussion or questions from the Board, Chair Tepper requested a roll call vote in which the members were recorded as follows:

<u>Yes</u>	<u>No</u>	<u>Abstain</u>
Tepper		
Foti		

<u>Yes</u>	<u>No</u>	<u>Abstain</u>
Pappastergion		
Peña		
Taverna		
Vitale		

(ref. V A.1)

Contract Awards

Janitorial Services at the Deer Island Treatment Plant: Facilities Management and Maintenance Inc. Bid WRA-5826

A motion was duly made and seconded to approve the award of Contract WRA-5826, Janitorial Services at the Deer Island Treatment Plant, to Facilities Management and Maintenance Inc., and to authorize the Executive Director, on behalf of the Authority, to execute said contract in an amount not-to-exceed \$1,970,156.13, for a contract term of three years from the Notice to Proceed.

Ethan Wenger, MWRA Director of Wastewater, presented background on janitorial services contracts for DITP during the past 25 years, the square footage and number of buildings served under these contracts, and a summary of the scope of work for the proposed contract award. He reviewed the bids received, including that of the recommended bidder, Facilities Management and Maintenance, Inc., and noted that a purchase order for to provide janitorial services in the interim pending approval of this proposed contract had been awarded under Delegated Authority.

In response to questions from Mr. Foti, Mr. Wenger relayed that Facilities Management, was the current contractor and their work was satisfactory. There was brief discussion about the contractor's work schedule. Mr. Estes-Smargiassi noted that this contract would have typically been awarded under Delegated Authority, however, it was now presented to the Board for approval due to inflation. He added that this scenario exemplified why staff were preparing to recommend updates to Delegated Authority policy at a future Board meeting. There was brief, general discussion about the policy.

Mr. Vitale requested information about how MWRA confirms that contractors pay staff the prevailing wage, and how MWRA handles noncompliance. Mr. Rice explained that MWRA's janitorial services are bid under state blanket contracts, which require compliance, and he would provide documentation after the meeting. There was discussion with questions and answers about how MWRA would handle a hypothetical scenario of noncompliance.

Hearing no further discussion or questions from the Board, Chair Tepper requested a roll call vote in which the members were recorded as follows:

<u>Yes</u>	<u>No</u>	<u>Abstain</u>
Tepper		
Foti		
Pappastergion		
Peña		
Taverna		
Vitale		

(ref. V B.1)

Deer Island Chemical Piping Replacement: Walsh Construction Company II, LLC, Contract 6851

A motion was duly made and seconded to approve the award of Contract 6851, Deer Island Treatment Plant Chemical Piping Replacement, to the lowest eligible and responsible bidder, Walsh Construction Company II, LLC, and to authorize the Executive Director, on behalf of the Authority, to execute said contract in the amount of \$5,999,400, for a contract term of 330 calendar days from the Notice to Proceed.

MWRA Program Manager Jenna Surette summarized the scope for a proposed chemical piping replacement contract with Walsh Construction Company II, LLC and noted the exiting piping was installed in 1997 and has exceeded its useful life. She explained that under this contract, a temporary bypass sodium hypochlorite system will be installed to ensure reliable means of chemical transfer in the event that a below-grade line were to be compromised during construction; site excavation will be required; and all excavated areas will be backfilled and restored to preconstruction conditions. She also outlined some benefits of the project, including reliable chemical transfer. Finally, Ms. Surette presented an overview of the procurement process and bid results and requested award to the lowest responsive and eligible bidder, Walsh Construction Company II, LLC.

In response to a question from Mr. Taverna, Mr. Rice explained that this contract was bid under Chapter 149 due to the nature of the work, after consultation with DCAMM. In response to Mr. Taverna's follow-up question, Ms. Surette relayed that the pipe material would be PVC, and the valves would be CPE lined.

Chair Tepper asked if there was any further discussion or questions from the Board. Hearing none, she requested a roll call vote in which the members were recorded as follows:

<u>Yes</u>	<u>No</u>	<u>Abstain</u>
Tepper		
Foti		
Pappastergion		
Peña		
Taverna		
Vitale		

(ref. V B.2)

WATER POLICY AND OVERSIGHTInformationSection 91B Water Main Leak, Saugus

Lisa Bina, MWRA Deputy Waterworks Director, reported on a Section 91B water main leak on Ballard Street in Saugus that occurred on August 18, 2026 as detailed in the Staff Summary and meeting slides. She provided background on Section 91B's location, composition, and service area; explained that Section 91B is one of several area water mains that provide support and redundancy for supply Section 91; noted that two of these mains (Sections 26 and 56) were isolated; provided a brief status update; and reported that Section 91B was able to be isolated without any hydraulic impacts to the North because Sections 91 and 71 were still active.

Ms. Bina then summarized the timeline of the leak, notification, response and resolution. She noted that

despite the rapid response, the leak caused damage to the Ballard Street area, including within a MassDOT construction project, and required a road closure.

Next, Ms. Bina reviewed MWRA water and wastewater crews' response, including repairs to Section 91B and an adjacent City of Saugus sewer line, site cleanup, and interim restoration of the Ballard Street site in coordination with MassDOT. She discussed staff's coordination with MassDOT on final restoration, including working on a reimbursement agreement for the Authority to pay for paving to be performed by MassDOT.

Ms. Bina also discussed the failed segment of Section 91B, which was installed in 2001, repaired in 2014, and now shows severe corrosion. She relayed that recent investigation revealed corrosion in another segment, and staff were coordinating with an independent lab to perform pipe failure analysis for the failed segment and the newly discovered corroded area. Finally, Ms. Bina noted that Section 91B was still isolated; leak detection staff have inspected the entire length of the pipeline; and the next steps forward would depend on the pipe failure analysis results.

Mr. Estes-Smargiassi noted the complexity of the repair and staff's successful efforts to quickly restore the function of a major roadway. Mr. Foti discussed the beneficial partnership between MWRA and MassDOT to repair Ballard Street and reduce constituent impacts. There was brief, general discussion about the road repairs.

Mr. Taverna noted that Section 91B's level of corrosion was unusual. There was brief, general discussion about records regarding the pipeline installation and some potential reasons for the corrosion.

Hearing no further discussion or questions from the Board, Mr. Taverna moved to Approvals. (ref. VI A.1)

Approvals

Renewal of Ashland Water Supply Continuation Agreement

A motion was duly made and seconded to authorize the Executive Director, on behalf of the Authority, to execute the Water Supply Continuation Agreement with the Town of Ashland for a term of ten years, substantially in the form filed as Attachment A to the September 23, 2026 Staff Summary presented and filed with the records of this meeting.

Colleen Rizzi, MWRA Environmental and Regulatory Affairs Director, provided background on the proposed renewal of a Water Supply Continuation Agreement with the Town of Ashland and noted that the terms of the Agreement were similar to the existing terms, as discussed in the Staff Summary.

In response to a question from Mr. Taverna, Ms. Rizzi affirmed that Ashland has committed to required water conservation efforts and noted the Agreement's stringent guidelines. There was brief discussion about the location of the guidelines in the Staff Summary.

Hearing no further discussion or questions from the Board, Chair Tepper asked if there was any discussion or questions from the Board. Hearing none, she requested a roll call vote in which the members were recorded as follows:

Yes

No

Abstain

Tepper

<u>Yes</u>	<u>No</u>	<u>Abstain</u>
Foti		
Pappastergion		
Peña		
Taverna		
Vitale		

(ref. V B.1)

Sections 53 and 99 Improvements - Design and Engineering Services During Construction: Hazen and Sawyer, P.C., Contract 7485, Amendment 1

A motion was duly made and seconded to authorize the Executive Director, on behalf of the Authority, to approve Amendment 1 to Contract 7485, Sections 53 and 99 Improvements Design and Engineering Services During Construction, with Hazen and Sawyer, P.C., increasing the contract amount by \$2,723,353, from \$4,985,262 to \$7,708,615, and extending the contract term by 36 months from August 10, 2028, to August 10, 2031.

Brian Kubaska, Chief Engineer, reviewed the history of the Sections 53 and 99 Improvements design contract ("Contract 7485"); relayed that the project is primarily intended to improve the hydraulic capacity and reliability of the Northern High-Pressure Zone; and described MWRA's efforts to ensure the implementation of appropriate projects to meet known current and future needs and minimize construction impacts to communities. He explained that Contract 7485 required more effort than originally anticipated, however, the result was reduced construction and improved capacity and reliability. Mr. Kubaska noted that approximately 2/3 of the proposed Amendment was to provide Resident Engineering/Resident Inspection ("RE/RI") services; staff recommend procuring these services to Contract 7485's existing design consultant through an Amendment with a value consistent with the that of a competitive proposal.

Next, MWRA Senior Program Manager Milan A. Horbaczewski presented background on Sections 53 and 99; the reasons for the improvements project, including reduced restriction and improved carrying capacity; the originally envisioned design with three construction packages; and the current adjusted design with two construction packages. He noted that the proposed Amendment would address additional design work not included in the original scope and minimize impacts on local communities. Finally, Mr. Horbaczewski discussed the cost and terms of Contract 4789's original award to Hazen and Sawyer, P.C. ("Hazen and Sawyer").

Mr. Horbaczewski presented photos Contract 4789's project area in Malden including high traffic streets; outlined the cost estimates, scopes and schedules of the contract's two construction packages; and summarized the scope and budget of proposed Amendment 1. Finally, Mr. Horbaczewski presented a cost and task breakdown of the proposed Amendment, all as detailed in the Staff Summary and meeting slides.

In response to a question from Mr. Taverna, Mr. Horbaczewski discussed some reasons for the two construction packages' sequencing, including traffic impact reductions and the determination that some system elements could not be taken offline at the same time.

Hearing no further discussion or questions from the Board, Chair Tepper requested a roll call vote in

which the members were recorded as follows:

<u>Yes</u>	<u>No</u>	<u>Abstain</u>
Tepper		
Foti		
Pappastergion		
Peña		
Taverna		
Vitale		

(ref. V C.1)

Steel Water Storage Tank Painting and Improvements - Design & Engineering Services During Construction: Hazen and Sawyer, P.C., Contract 6832, Amendment 3

A motion was duly made and seconded to authorize the Executive Director, on behalf of the Authority, to approve Amendment 3 to Contract 6832, Steel Water Storage Tank Painting and Improvements Design & Engineering Services During Construction, with Hazen and Sawyer, P.C., increasing the contract amount by \$2,563,066, from \$2,930,873 to \$5,493,939, and extending the contract term by 57 months from October 15, 2026 to July 15, 2031.

Further, a motion was duly made and seconded to authorize the Executive Director to approve additional amendments as may be needed to Contract 6832 in an amount not-to-exceed the aggregate of \$500,000 and 12 months in accordance with the Management Policies and Procedures of the Board of Directors.

In support of staff's request for approval of Amendment 3 to a design/ESDC contract for steel water storage tank painting and improvements ("Contract 6832"), MWRA Assistant Director of Engineering Patricia Mallett presented the tank locations; reviewed the original contract scope; and outlined the reasons for the Amendment, including longer than expected construction durations, the addition of needed tank improvements, and staff resources, as detailed in the Staff Summary and meeting slides.

Next, MWRA Program Manager Kellie Stevens presented before and after photos of Contract 6832, CP-1, which was completed in June 2026. She also summarized the tasks and costs of the original contract, Amendments approved under delegated authority to date, and proposed Amendment 3 with a cost increase and time extension. She then presented a summary of costs to be covered under Amendment 3. Finally, Ms. Stevens requested authorization for the Executive Director to approve additional amendments as needed in an amount not to exceed \$500,000 and 12 months.

Mr. Taverna requested more information about repairs for the Park Circle Tank. Ms. Stevens explained that the repairs would be external as part of CP-2, due to required masonry work. There was brief, general discussion about the planned bid process.

Hearing no further discussion or questions from the Board, Chair Tepper requested a roll call vote in which the members were recorded as follows:

<u>Yes</u>	<u>No</u>	<u>Abstain</u>
Tepper		
Foti		

<u>Yes</u>	<u>No</u>	<u>Abstain</u>
Pappastergion		
Peña		
Taverna		
Vitale		

(ref. V C.2)

Gillis, Brattle Court and Newton Street Pumping Stations Roof Replacements: Reliable Roofing and Sheet Metal, LLC, Contract 7901, Change Order 1

A motion was duly made and seconded to authorize the Executive Director, on behalf of the Authority, to approve Change Order 1 to Contract 7901, Gillis, Brattle Court and Newton Street Pumping Stations Roof Replacements, with Reliable Roofing and Sheet Metal, LLC, for a not-to-exceed amount of \$1,500,000, increasing the contract amount from \$2,222,000 to \$3,722,000, with no increase in contract term.

Further, a motion was duly made and seconded to authorize the Executive Director to approve additional change orders as may be needed to Contract 7901 in an amount not-to-exceed the aggregate of \$555,500, and 180 days in accordance with the Management Policies and Procedures of the Board of Directors.

MWRA Construction Director Marty McGowan presented a summary of the work to be performed under proposed Change Order 1 to a roof replacement contract for the Gillis, Brattle Court and Newton Street Pump Stations ("Contract 7901"). He advised that Change Order 1 was significant in its dollar amount and percentage, however, staff believed that it was in MWRA's best interest to proceed.

Mr. McGowan then presented a photo of the Gillis Pump Station at Spot Pond and described its service area. Noting that roofing materials had already been purchased and delivered to the site, he relayed that contractors found significantly deteriorated decking with dry rot while stripping the roof and presented a photo of its condition. He advised that the decking's current state was not suitable for the installation of a new roofing system, further, the roofing manufacturer would not provide a warranty unless this compromised decking were replaced.

Mr. McGowan explained that the decking's level of deterioration surpassed Contract 7901's allowance and the best course of action would be to replace the entire decking to support long-term use. He also presented photos of missing asphalt shingles and a temporary roof patch that required repairs.

Next, Mr. McGowan explained that the roof work's expanded scope required the protection of the critical pump equipment within the Gillis station and described protective measures to be taken under proposed Amendment 3. Finally, he relayed that staff's evaluation of options for improving the roofing structure as part of the new design had determined that adding a ventilation layer would help to avoid future dry rot.

In response to a question from Mr. Taverna, Mr. McGowan explained that the shingles that were already purchased would be used for the new roof.

In response to a question from Mr. Foti, Mr. McGowan relayed that the proposed Amendment would be awarded on a not-to-exceed basis, and work will not be performed on sections that don't require

replacement. There was general discussion with questions and answers about the reasons for requesting delegated authority in the second part of the motion for this proposed Change Order, and the amount of delegated authority requested.

Hearing no further discussion or questions from the Board, Chair Tepper requested a roll call vote in which the members were recorded as follows:

<u>Yes</u>	<u>No</u>	<u>Abstain</u>
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Tepper		
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Foti		
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Pappastergion		
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Peña		
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Taverna		
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Vitale		
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(ref. V C.3)

PERSONNEL AND COMPENSATION

Approvals

September 2026 PCR Amendments

A motion was duly made and seconded to approve amendments to the Position Control Register (PCR) as presented in, and attached to, the September 23, 2026 Staff Summary and filed with the records of this meeting.

Mr. Estes-Smargiassi noted that staff would review MWRA's PCR Amendment policy; this proposed amendment would not historically have been presented to the Board of Directors, however, staff were now requesting Board approval due to inflationary impacts; and staff sought some additional flexibility with respect to MWRA's hiring practices.

Michele Gillen, MWRA Director of Administration, added that staff were looking at ways to address certain difficult to fill positions and described some mechanisms to attract additional candidates. She then requested Board approval for one PCR Amendment for a title and grade change in an effort to attract more qualified candidates for a vacant MIS position.

Hearing no discussion or questions from the Board, Chair Tepper requested a roll call vote in which the members were recorded as follows:

<u>Yes</u>	<u>No</u>	<u>Abstain</u>
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Tepper		
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Foti		
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Pappastergion		
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Peña		
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Taverna		
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Vitale		
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(ref. VII A.1)

Appointment of Deputy Director, Procurement Strategy and Compliance

A motion was duly made and seconded to approve the appointment of Mr. Neil H. Cohen to the position of Deputy Director, Procurement Strategy and Compliance (Non-Union, Grade 15), at an

annual salary of \$176,160 commencing on a date to be determined by the Executive Director.

Ms. Gillen relayed that the recommended candidate would be a valuable addition as MWRA prepares to increase capital spending. She reviewed the candidate's qualifications and work experience, including interactions with MWRA staff.

Chair Tepper asked if there was any discussion or questions from the Board. Hearing none, she requested a roll call vote in which the members were recorded as follows:

<u>Yes</u>	<u>No</u>	<u>Abstain</u>
Tepper		
Foti		
Pappastergion		
Peña		
Taverna		
Vitale		

(ref. VII A.2)

Appointment of Associate General Counsel, Environmental and Energy

A motion was duly made and seconded to approve the appointment of Jennifer L. Keegan to the position of Associate General Counsel, Environmental and Energy, Law Division (Non-Union, Grade 15) at an annual salary of \$176,153, commencing on a date to be determined by the Executive Director.

Ms. Gillen noted ongoing staffing challenges and MWRA's good fortune to recruit the recommended candidate; and outlined the candidate's qualifications and work history. There was brief, general discussion about the candidate's current employer.

Hearing no further discussion or questions from the Board, Chair Tepper requested a roll call vote in which the members were recorded as follows:

<u>Yes</u>	<u>No</u>	<u>Abstain</u>
Tepper		
Foti		
Pappastergion		
Peña		
Taverna		
Vitale		

(ref. VII A.3)

Mr. Estes-Smargiassi noted that hiring a new Human Resources Director has been challenging, and senior staff have been covering the position's duties in the interim. Mr. Foti asked if the challenges were due to a lack of qualified candidates. Ms. Gillen explained that staff were on round three of efforts to fill the position, and offers made to two qualified candidates were declined for reasons related to pension and commute, respectively. Mr. Foti asked if staff should wait until after Non-Union Manager compensation was settled to fill the position. There was brief, general discussion about staff's continued efforts to fill the position as soon as possible.

Non-Union Manager Compensation Subcommittee: Update and Salary Ranges for Non-Union Managers, Grades 13 to 18

Mr. Foti relayed that he would provide an update on the Non-Union Manager Compensation Subcommittee ("NU Subcommittee") in Chair Wolowicz' absence. He reported that the Subcommittee members (Ms. Wolowicz, Mr. Foti and Mr. Vitale) had met several times in recent months and took the matter of NU compensation very seriously.

Mr. Foti explained that the Subcommittee sought to accomplish two tasks: adopting the salary ranges recommended by the UMass Boston Collins Center, which will provide guidance for moving forward; and avoiding salary compression and collision going forward so that NU employees were treated as fairly as Union staff. He reiterated on behalf of the Subcommittee that its members take the issue of NU compensation seriously and explained that the pace of the ongoing process is to benefit employees and minimize future problems with collision and compression.

Finally, Mr. Foti provided a progress update on the Subcommittee's work to date, including several meetings with staff to ask questions and discuss financial impacts; noted upcoming meetings; and relayed that the Subcommittee hopes to present recommendations to the full Board in a timely manner.

Chair Tepper thanked the NU Subcommittee and acknowledged their time and effort. She also noted Mr. Pappastergion's leadership in driving the process forward and ensuring that it is handled expeditiously and carefully.

Mr. Vitale added that the NU Subcommittee members, with some assistance from key MWRA staff as needed, were working with the employees' best interests in mind, and the process was going well. Mr. Foti agreed.

A motion was duly made and seconded to adopt the salary ranges for non-union managers Grades 13 - 18 presented in Attachment 1 to the September 23, 2026 Staff Summary presented and filed with the records of this meeting, which ranges reflect the salary ranges recommended by the University of Massachusetts, Boston, Collins Center in its March 2026 Total Compensation and Benefits Study report, adjusted to include non-union manager salary adjustments implemented since the Collins Center initiated its study.

Mr. Foti suggested amending the motion to include a recommendation to adjust the salaries of three MWRA staff who would fall below the new minimum salary ranges under the terms of this motion. He added that if the proposed amendment were approved, those three salaries would be brought to at least the minimum of their respective ranges. He added that these ranges could potentially be further adjusted in the future, along with those of other NU Managers. Mr. Vitale agreed. Mr. Pappastergion noted that this recommendation would level the playing field and inform the Subcommittee's work moving forward.

In response to a question from Chair Tepper, Mr. Pappastergion affirmed that the proposed amended motion would bring all NU Managers within their respective new ranges, and the next task for the Subcommittee would be to determine where NU positions should fall within the new ranges.

Chair Tepper asked if each NU position would be considered individually. Mr. Foti responded in the affirmative and reiterated that the salaries of the three NU managers included in the amended motion

may not ultimately fall at the proposed rate.

There was brief discussion with questions and answers about the procedure for amending the original motion.

Ms. Francisco Murphy then read a suggested amendment to the motion that was duly made and seconded:

“Further, to adjust the salary of the Budget Director to \$183,943, the salary of the Internal Audit Director to \$183,943 and the salary of the Chief of Staff to \$145,622 so that their salaries are within the new salary range of the Grade for their respective non-union manager positions.”

There was brief discussion about the proposed amendment and its relatively low cost of approximately \$10,060. In response to a question from Mr. Taverna, Ms. Francisco Murphy advised that the amended motion would become effective during the next full pay period following Board approval.

A motion was duly made and seconded to amend the motion as recommended and read.

Having no further discussion or questions from the Board on the motion to amend a roll call vote was taken in which the members were recorded as follows:

<u>Yes</u>	<u>No</u>	<u>Abstain</u>
Tepper		
Foti		
Pappastergion		
Peña		
Taverna		
Vitale		

Mr. Peña asked if the motion as amended included the step structure. There was brief discussion, and Ms. Francisco Murphy explained that the motion pertained only to the salary ranges.

Next, having no further discussion or questions from the Board on the motion as amended, a roll call vote on the amended motion was taken in which the members were recorded as follows:

<u>Yes</u>	<u>No</u>	<u>Abstain</u>
Tepper		
Foti		
Pappastergion		
Peña		
Taverna		
Vitale		

(ref. VII A.4)

CORRESPONDENCE TO THE BOARD

Chair Tepper announced that the MWRA Board of Directors had received an August 21, 2026 letter and attachment from Jeff Weston, Town of Shutesbury Planning Board, regarding Eversource Energy's proposed WT-11 Transmission Right-of-Way Reliability Program; a September 8, 2026 letter from Chair Matthew E. Lane and Vice Chair Robert G. Donnelly on behalf of the Town of Norwood Board of

Selectmen regarding Draft Updated CSO Control Plan Comments; and a September 16, 2026 letter from Susan Turnbull, Assessor, Town of Oakham, regarding the proposed battery storage facility and increasing the Quabbin draw by 20 million gallons a day.

Chair Tepper asked if there was any discussion about this correspondence. She also noted that the WT-11 Transmission Project was currently before MEPA, which falls under her purview, and that she was reviewing the matter. Mr. Estes-Smargiassi added that the project's location does not fall within the watershed. (ref. VIII)

OTHER BUSINESS

Executive Director Position

Preliminary Screening Committee Update (verbal)

Chair Tepper updated the Board on the Preliminary Screening Committee for the MWRA Executive Director Position ("PSC"). She discussed the PSC members' (Chair Tepper, Mr. Pappastergion, Mr. Swett and Ms. Wolowicz) interviews with candidates held on September 15 and 16, 2026 and an upcoming PSC meeting on October 14 to discuss and vote to select recommended finalists, noting that the PSC was required to present at least two final candidates to the full Board.

The Chair relayed that directly after the October 14 PSC meeting, a Board meeting would be held at which the finalists would be announced, and Board members would then have the opportunity to have one-on-one conversations with the final candidates in preparation for a discussion and full Board vote on the Executive Director at the October 21, 2026 Board of Directors' meeting.

Chair Tepper noted that the PSC process has been conducted well; she was impressed by the work of the executive search firm engaged by the MWRA Board (Isaacson, Miller); and the candidates who were interviewed were excellent. Mr. Pappastergion agreed that the candidates were impressive, noting this would make the PSC's final decisions extremely difficult. Chair Tepper added that they have had robust conversations; the process was fair; and all candidates interviewed remarked on MWRA's excellent reputation including with respect to its finances, work and top rate staff. Mr. Pappastergion noted that the recently adjusted Executive Director salary range may have contributed to the high level of interest.

Mr. Taverna inquired about the format of the Board members' upcoming conversations with the final candidates. Ms. Francisco Murphy explained that one-on-one conversations were recommended; however, they could potentially be held with a two-on-one format. She advised that she would reach out to individual Board members after this meeting for their preferences. Chair Tepper noted that Isaacson, Miller staff would contact the Board members directly and requested that they reserve time on their calendars. Ms. Francisco Murphy briefly outlined the schedule.

There was discussion with questions and answers about the numbers of expressions of interest, applications, and candidates interviewed. There was also discussion about the PSC's processes for reviewing applications and narrowing the candidate pool, the selection criteria, and first- and second-round interview formats. Ms. Francisco Murphy noted that consideration of candidates has been conducted during the Executive Sessions of PSC meetings. There was further discussion about the PSC process, including its strict confidentiality to protect the applicants' privacy.

Mr. Vitale asked if MWRA senior staff were consulted during the PSC process. Ms. Francisco Murphy explained that Isaacson, Miller spoke with some staff members early in the process; she has provided

assistance as needed such as to arrange PSC meetings and facilitate responses to members' requests for information from staff about topics such as about benefits; however, neither she nor any other MWRA staff member has been present during PSC candidate discussions, deliberations or interviews.

Chair Tepper noted that the early discussions with Board members and some staff were conducted by Isaacson, Miller in order to develop the Executive Director Position Profile, and, Mr. Pappastergion added that no information about the candidates has been shared with any MWRA Board members other than the PSC members, and the final candidates will be announced at the October 14 Board of Directors' meeting. The Chair advised that once the final candidates are announced, all Board members will have an equal vote to select the new Executive Director.

Mr. Vitale asked if this PSC process was similar to that for former Executive Director Fred Laskey. Mr. Pappastergion explained that it was similar in some ways, however, there have been differences and this PSC process has been incredibly strict and regimented; and briefly discussed the importance of maintaining applicant confidentiality. There was brief, general discussion about the process to select Mr. Laskey. (ref. IX.A.1)

EXECUTIVE SESSION

Mr. Estes-Smargiassi suggested postponing Executive Session due to time constraints. There was brief, general discussion about the Executive Session agenda, and Board members reached a consensus to postpone. (ref. X)

ADJOURNMENT

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

A roll call vote was taken in which the members were recorded as follows:

<u>Yes</u>	<u>No</u>	<u>Abstain</u>
Tepper		
Foti		
Pappastergion		
Peña		
Taverna		
Vitale		

The meeting adjourned at 2:59pm.

Approved: October 21, 2026

Attest:

 for
Brian Peña, Secretary

LIST OF DOCUMENTS AND EXHIBITS USED

- Draft Minutes of the July 29 and August 12 Board of Directors' meetings (ref. I)

- 9/23/26 Staff Summary – Delegated Authority Report – July & August 2026 (ref. IV A.1)
- 9/23/26 Staff Summary and Presentation – FY2026 Fourth Quarter Orange Notebook (ref. IV A.2)
- 9/23/26 Staff Summary – FY26 Year-End Financial Update and Summary (ref. IV A.3)
- 9/23/26 Staff Summary – Fiscal Year 2026 Year-End Capital Improvement Program Spending Report (ref. IV A.4)
- 9/23/26 Staff Summary – Approval of the Ninety-Third Supplemental Bond Resolution (ref. IV B.1)
- 9/23/26 Staff Summary – Professional Services for the Maximo Migration Project: International Business Machines Corporation, Bid WRA-5838Q, State Contract ITS75 (ref. IV C.1)
- 9/23/26 Staff Summary and Presentation – Design and Installation of a Solar Canopy System at the Deer Island Treatment Plant, Solect Energy Development, LLC, Contract 7270 (ref. V A.1)
- 9/23/26 Staff Summary and Presentation – Janitorial Services at the Deer Island Treatment Plant Facilities Management and Maintenance Inc., Bid WRA-5826 (ref. V B.1)
- 9/23/26 Staff Summary and Presentation – Deer Island Chemical Piping Replacement: Walsh Construction Company II, LLC, Contract 6851 (ref. V B.2)
- 9/23/26 Staff Summary and Presentation – Section 91B Water Main Leak, Saugus (ref. VI A.1)
- 9/23/26 Staff Summary – Renewal of Ashland Water Supply Continuation Agreement (ref. VI B.1)
- 9/23/26 Staff Summary and Presentation – Sections 53 and 99 Improvements: Design and Engineering Services During Construction, Hazen and Sawyer, P.C., Contract 7485, Amendment 1 (ref. VI C.1)
- 9/23/26 Staff Summary and Presentation – Steel Water Storage Tank Painting and Improvements: Design & Engineering Services During Construction, Hazen and Sawyer, P.C., Contract 6832, Amendment 3 (ref. VI C.2)
- 9/23/26 Staff Summary and Presentation – Gillis, Brattle Court and Newton Street Pumping Stations Roof Replacements: Reliable Roofing and Sheet Metal, LLC, Contract 7901, Change Order 1 (ref. VI C.3)
- 9/23/26 Staff Summary – September 2026 PCR Amendments (ref. V A.1)
- 9/23/26 Staff Summary – Appointment of Deputy Director, Procurement Strategy and Compliance (ref. V A.2)
- 9/23/26 Staff Summary – Appointment of Associate General Counsel, Environmental and Energy (ref. V A.3)
- 9/23/26 Staff Summary – Update and Salary Ranges for Non-Union Managers, Grades 13 to 18 (ref. V A.4)
- 8/21/26 letter and attachment from Jeff Weston, Town of Shutesbury Planning Board, regarding Eversource Energy's proposed WT-11 Transmission Right-of-Way Reliability Program; 9/8/26 letter from Chair Matthew E. Lane and Vice Chair Robert G. Donnelly on behalf of the Town of Norwood Board of Selectmen regarding Draft Updated CSO Control Plan Comments; 9/16/26 letter from Susan Turnbull, Assessor, Town of Oakham, regarding the proposed battery storage facility and increasing the Quabbin draw by 20 million gallons a day (ref. VIII)