



MASSACHUSETTS WATER RESOURCES AUTHORITY

Deer Island
33 Tafts Avenue
Boston, MA 02128

Frederick A. Laskey
Executive Director

Chair: R. Tepper
Vice-Chair: A. Pappastergion
Secretary: B. Peña
Board Members:
P. Flanagan
J. Foti
B. Swett
L. Taverna
H. Vitale
J. Walsh
P. Walsh
J. Wolowicz

BOARD OF DIRECTORS' MEETING

Telephone: (617) 242-6000
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Date: Wednesday, June 18, 2025
Time: 1:00pm
Location: Deer Island Reception/Training Building, 1st Floor
33 Tafts Avenue – Favaloro Meeting Room
Boston, MA 02128

Photo ID required for entry.

The meeting will also be available via Webex.

Webex meeting link (Registration required):

<https://mwra.webex.com/weblink/register/r390a113091c5bcf6ceb67d0f19b23667>

Meeting Number: 2339 351 6345 Password: 061825

AGENDA

I. APPROVAL OF MINUTES

II. REPORT OF THE CHAIR

III. REPORT OF THE EXECUTIVE DIRECTOR

IV. EXECUTIVE SESSION

i. Approval of April 16, 2025 Executive Session minutes

A. Real Estate

1. Watershed Land Acquisition Approval and Amendment of Previous Vote

B. Litigation

1. To Discuss Strategy with Respect to Litigation

V. ADMINISTRATION, FINANCE & AUDIT

A. INFORMATION

1. Delegated Authority Report – May 2025
2. Update on Pension Funding Status
3. Financial Update and Summary as of May 2025

B. APPROVALS

1. Final FY2026 Capital Improvement Program (CIP)
2. Final FY2026 Current Expense Budget (CEB)
3. Final FY2026 Water and Sewer Assessments

VI. WASTEWATER POLICY & OVERSIGHT**A. APPROVALS**

1. Annual Renewal of Wastewater Advisory Committee (WAC) Contract
2. Appointment of Zhenyu Tian, Felina Silver, and Jonathan Smith to Wastewater Advisory Committee Membership (WAC)

B. CONTRACT AMENDMENTS/CHANGE ORDERS

1. Amendment 3 to the Financial Assistance Agreement between MWRA and BWSC for the implementation of Fort Point Channel and Mystic/Chelsea Confluence Combined Sewer Overflow Control Projects

VII. WATER POLICY & OVERSIGHT**A. APPROVALS**

1. Renewal of Water Supply Citizens Advisory (WSCAC) Contract

VIII. PERSONNEL & COMPENSATION**A. APPROVALS**

1. PCR Amendments – June 2025
 2. Appointment of Steven G. Perry, Manager Operations Support, Operations Division
 3. Appointment of Stuart Leinson, Manager, Talent Acquisition, Human Resources
 4. Appointment of Stephen Cullen, Deputy Chief Operating Officer
- Annual Meeting of the Personnel and Compensation Committee Independent of Management
- Authority Accountability and Transparency Act Compliance

IX. OTHER BUSINESS

- A. Review and Extension of Contract for Frederick A. Laskey, Executive Director

X. CORRESPONDENCE TO THE BOARD

May 27, 2025 correspondence from fifteen watershed communities regarding Quabbin stewardship and equity concerns

XI. ADJOURNMENT

MASSACHUSETTS WATER RESOURCES AUTHORITY

Committee of the Whole

Hearings on the Draft Final 2025 Capital Improvement Program and Current Expense Budget May 21, 2025

A Committee of the Whole meeting was held on May 21, 2025 for the purpose of conducting Hearings on the MWRA Draft Final FY2026 Capital Improvement Program (“CIP”) and Current Expense Budget (“CEB”). The meeting was held at MWRA’s Administration Facility in Chelsea, and via remote participation.

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

MWRA Executive Director Frederick Laskey attended remotely. General Counsel Carolyn Francisco Murphy; Chief Operating Officer David Coppes; Deputy Chief Operating Officer Rebecca Weidman; Director of Finance Thomas Durkin; Director of Administration Michele Gillen; Chief Diversity and Equity Officer (AACU) Rita Mercado; Budget Director Michael Cole; Deputy Finance Director/Treasurer Matthew Horan; IT Asset and Configuration Manager Michael Curtis; Chief of Staff Katie Ronan; Associate General Counsel Angela Atchue; and, Assistant Secretary Kristin MacDougall attended at MWRA’s Administration Facility.

Vandana Rao, EEA attended remotely. Matt Romero, Christine Bennet and Nathan Coté, MWRA Advisory Board (“Advisory Board”), attended at the Administration Facility.

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

ROLL CALL

MWRA General Counsel Francisco Murphy took roll call of Board Members in attendance and announced that Board Members Foti and Vitale were participating remotely. The Chair announced that the meeting was being held at MWRA’s Chelsea Administration Facility and virtually, via a link posted on MWRA’s website. She added that the meeting would be recorded, and that the agenda and meeting materials were available on MWRA’s website.

ADVISORY BOARD INTEGRATED COMMENTS AND RECOMMENDATIONS ON THE MWRA’S DRAFT FINAL FY2026 CIP AND CEB

Matt Romero, MWRA Advisory Board (“Advisory Board”) Executive Director, acknowledged that FY26 marks MWRA’s 40th anniversary; described the Advisory Board’s roles with respect to MWRA’s budgets and policies; explained that the Advisory Board reviewed MWRA’s Proposed FY26 Budget through the lens of *Are we spending the right dollars, at the right time, for the right reasons?*; and, reviewed highlights of the Advisory Board’s comments and recommendations (“C&Rs”) for MWRA’s Proposed FY26 Budget, as detailed in the *MWRA Comments and*

Recommendations document and slides presented and filed with the records of this meeting.

Current Expense Budget

Mr. Romero advised that the Advisory Board recommends approximately \$5.8 million in targeted reductions to the proposed FY26 CEB, including personnel-related cuts based on updated vacancy assumptions; either the redirection of any resulting surplus toward long-term obligations such as Pension and Other Post-Employment Benefits (“OPEB”), or the right-sizing of these categories and transparently budget for debt pre-payment; and, clear communication to rate payers about debt management strategy.

Mr. Romero then described the “Spring Revisit” (late-stage adjustment) process; summarized MWRA’s anticipated FY26 changes for water and sewer operating costs budgets; and, presented the Advisory Board’s assumptions for vacancy rates and fringe benefits.

Next, Mr. Romero reported that the Advisory Board recommends a 2.70% combined assessment increase for FY26; he described the challenges of sustainable rates planning over time; he suggested reconvening MWRA’s Long Term Rates Management Committee (“Rates Management Committee”); and, he referenced more parity between water and sewer increases.

Capital Improvement Program (“CIP”)

Mr. Romero advised the Advisory Board recommends a CIP-wide revaluation of project cost estimates and rate scenarios because MWRA was entering a period when multiple current and anticipated capital projects will be active, potentially with long-term rate impacts, and some recent projects have exceeded their expected budgets.

Next, Mr. Romero highlighted the Metropolitan Water Tunnel Program (“MWTP”) as an example of a necessary, major, high-budget project that would require pacing other projects and prioritizing their budgets.

He then cited the updated Long-Term CSO control plans a large project whose value proposition has sharply increased since it originated. He discussed the difference between the updated plan’s cost (\$23.50 per gallon) versus the original CSO control plan’s cost (\$1.44 per gallon) and noted that inflation is not the only driver. He discussed the Advisory Board’s concerns about the updated plan’s return on investment for ratepayers and reiterated the value of reinstating the Rates Committee to prioritize projects, ensure maximum ratepayer benefits, and effectively move MWRA systems forward.

Policy

Mr. Romero emphasized the importance and benefits of watershed forest management and MWRA’s watershed land protection program and expressed concern about recent calls for a moratorium on watershed forestry. He advised the Advisory Board recommends that MWRA advocate for an independent assessment of the efficacy of the Commonwealth’s watershed

forest management policy, and work with the Department of Environmental Protection to develop a more robust communications strategy to reduce public misconceptions.

Next, Mr. Romero briefly reviewed the Advisory Board's recommendations with respect to Quabbin legislation and requested MWRA's support for service communities' positions on this matter. He also expressed concern about the loss of Department of Conservation and Recreation Ranger citation ability, which the Advisory Board viewed could put MWRA's filtration waiver in jeopardy; and, recommended that MWRA remain fully engaged with the Advisory Board to advance a successful resolution. He explained that the Advisory Board supports the Rangers and stressed the potentially high cost to ratepayers if the filtration waiver were lost.

He then discussed MWRA system expansion and the historical barriers to entry such as the entrance fee and connection costs. He noted that the costs for connecting to MWRA's systems have historically been paid by the joining communities or with outside funding. Finally, Mr. Romero explained that in the Advisory Board's view, current ratepayers should not be responsible for those costs and relayed the Advisory Board's recommendation for MWRA to develop internal financing options for new community connections.

Conclusion

Mr. Romero briefly summarized the Advisory Board's approach to budget review and analysis, and thanked MWRA and Advisory Board staff for their contributions to the FY26 budget's development.

Discussion

Chair Tepper advised that the Healey-Driscoll Administration has been working with stakeholders on a new Environmental Bond Bill, and one of the provisions that is being discussed is DCR enforcement authority and it is being considered for the Environmental Bond Bill.

Hearing no further discussion or questions from the Board, the Chair moved to the MWRA presentation. (ref. A.1)

MWRA'S FY2026 DRAFT FINAL BUDGET DEVELOPMENT UPDATE

Thomas Durkin, MWRA Finance Director, outlined MWRA's budgeting process and introduced staff's update on notable Spring Revisit FY26 budget changes as summarized in the May 21, 2025 slides presented and filed with the records of this meeting.

Notable Spring Revisit FY26 Budget Changes

Direct Expenses

Michael Cole, MWRA Budget Director, presented adjustments for direct expenses, including increases for wages and salaries (adjusted for new collective bargaining agreements, and associated standby pay increases); fringe benefits (to reflect Massachusetts GIC rate

changes); and utilities (driven by higher electricity costs). He also highlighted some Direct Expense decreases for chemicals (due to significant reductions for sodium hypochlorite and liquid oxygen), and other services, such as sludge pelletization (attributable to updated assumptions for inflation and quantities.)

Indirect Expenses

Mr. Cole noted changes to the budgets for insurance (increased to reflect FY26 premium costs) and pension and invited MWRA Deputy Finance Director/Treasurer Matthew Horan to provide more details.

Mr. Horan explained that the MWRA Retirement System updates its actuarial study annually, and described the parameters, including long-term analysis of unfunded liability based on actuarial assumptions. He advised that it preliminarily appears that assumptions for investment returns, wages, mortality and number of retirees are not in MWRA's favor, resulting in a \$21 million unfunded liability increase, which would take the fund ratio from 89% to 87%. He noted the funded ratio has ranged from 86%-89% during the last seven years, and that staff have discussed the actuarial disparity with the Advisory Board. Mr. Horan advised that the disparity may not directly impact the FY26 budget, and staff are working with actuaries and the Massachusetts Public Employee Retirement Administration Commission to develop a long-term plan.

He relayed that staff would update the Board on any potential budgetary impacts or mitigation measures at an upcoming meeting and noted MWRA's 2030 goal for full pension funding. Additionally, Mr. Horan affirmed that staff would strive to meet this goal if possible; advised that staff may need to seek an extension if meeting it is unattainable; and noted that state law allows for full funding by 2040.

Debt Service

Mr. Horan reported that since February 2025 staff closed on two State Revolving Fund transactions that will lower costs and reduce the budget. He also discussed reductions in senior debt (largely attributable to unanticipated borrowing opportunities and lower spending) and subordinate debt (partly due to lowering interest rates) and reported a \$20 million increase to the line item for defeasance.

Revenue

Mr. Horan discussed Spring Revisit adjustments for revenue, including investment income, attributable to overall reductions in future short-term rates and rising long-term rates.

Conclusion

Mr. Durkin acknowledged the Advisory Board's C&R; relayed that staff will review and develop formal responses; and outlined the next steps in the FY26 budget process.

Mr. Vitale asked how MWRA's pension funding percentage compares to other organizations'.

Mr. Horan reported that based on the most recent actuarial results (2023), the MWRA Retirement System is within the top quartile for plan funding statewide. Mr. Vitale requested an update on OPEB funding. Mr. Horan explained that MWRA's funding is consistent with the latest biannual actuarial report, which was released last year. (ref. A.2)

Hearing no further discussion or questions from the Board, Chair Tepper moved to Adjournment.

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		
Flanagan		
Peña		
Swett		
Taverna		
Vitale		
Wolowicz		

The meeting adjourned at 1:30pm.

LIST OF DOCUMENTS AND EXHIBITS USED

- May 21, 2025 *MWRA Comments and Recommendations* document and presentation – MWRA Advisory Board Comments & Recommendations on MWRA's Proposed FY26 CEB & CIP (ref. A.1)
- May 21, 2025, 2024 presentation – MWRA Fiscal Year 2026 Current Expense Budget Development Update (ref. A.2)

MASSACHUSETTS WATER RESOURCES AUTHORITY

Meeting of the Board of Directors

May 21, 2025

A meeting of the Massachusetts Water Resources Authority (“MWRA”) Board of Directors was held on May 21, 2025 at MWRA’s Administration Facility in Chelsea, and via remote participation.

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

MWRA Executive Director Frederick Laskey attended remotely on Webex. General Counsel Carolyn Francisco Murphy; Chief Operating Officer David Coppes; Deputy Chief Operating Officer Rebecca Weidman; Director of Finance Thomas Durkin; Director of Administration Michele Gillen; Chief Diversity and Equity Officer (AACU) Rita Mercado; Senior Planner Malcolm Ragan; Director of Planning and Stability Stephen Estes-Smargiassi; Chief Engineer Brian Kubaska; Director of Construction Martin McGowan; Budget Director Michael Cole; Deputy Finance Director/Treasurer Matthew Horan; MIS Director Paula Weadick; Program Manager Caitlin P. Carbonello; Deputy Deer Island Treatment Plant Director Chad Whiting; Tunnel Program Design and Construction Director Paul Savard; Associate General Counsel Michael Altieri; Construction Coordinator Alireza Kowsari; Human Resources Director Wendy Chu; Chief of Staff Katherine Ronan; Associate General Counsels Angela Atchue and Michael Altieri; IT Asset and Configuration Manager Michael Curtis; and, Assistant Secretary Kristin MacDougall attended at the MWRA Administration Facility.

Vandana Rao, EEA attended remotely. Matt Romero, Christine Bennet and Nathan Coté, MWRA Advisory Board (“Advisory Board”), attended at the Administration Facility.

Chair Tepper called the meeting to order at 1:31pm.

ROLL CALL

MWRA General Counsel Francisco Murphy took roll call of Board members in attendance and announced that Mr. Swett and Ms. Wolowicz were participating remotely. The Chair announced that the meeting was being held at MWRA’s Administration Facility and virtually, via a link posted on MWRA’s website. She added that the meeting would be recorded, and that the agenda and meeting materials were available on MWRA’s website.

APPROVAL OF APRIL 16, 2025 MINUTES

A motion was duly made and seconded to approve the minutes of the Board of

Directors' meeting of April 16, 2025.

Chair Teppa 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>
Teppa		
Flanagan		
Peña		
Swett		
Taverna		
Vitale		
Wolowicz		

(ref. I)

REPORT OF THE CHAIR

Chair Teppa advised that the Resilient Coasts Draft Plan, which represents a comprehensive review of stakeholder outreach and analysis with respect to climate change and coastal resiliency in Massachusetts, is now available for comment. She encouraged Board Members, staff and the public to review and submit comments on the plan and noted she would forward a link to the document to Board Members and staff.

REPORT OF THE EXECUTIVE DIRECTOR

MWRA Executive Director Fred Laskey reported that MWRA had removed all remaining pre-stressed concrete cylinder pipes within the MWRA water system as part of MWRA's Northern Intermediate High Section 89 Pipeline project; discussed the significance of this milestone with respect to drinking water safety and system redundancy; and commended staff for their work.

Mr. Laskey then discussed the annual actuarial valuation of the pension. He noted that there were some differences between the actual results versus the actuarial assumption for investment returns. He advised that staff are working on the issue and will keep the Board updated.

Next, Mr. Laskey announced that the Government Finance Officers Association awarded MWRA a Certificate of Achievement for Excellence in Financial Reporting and a Distinguished Budget Presentation Award. He also noted that MWRA's Annual Water Quality Report for 2025 would soon be mailed to all homes in the water service area, and staff expect to distribute hard copies to Board Members in June.

Mr. Laskey also discussed a recent event for an updated fishing ramp at the Quabbin Reservoir, and relayed attendees' positive remarks about MWRA's stewardship of the watersheds and commitment to protecting recreational uses in the area. Next, he updated

the Board on the Quinapoxet Dam Removal Project, including a planned ceremony. Finally, Mr. Laskey briefly reported on staff's ongoing preparations for an impending heavy rainstorm. (ref. III)

ADMINISTRATION, FINANCE AND AUDIT

Information

Delegated Authority Report – April 2025

Committee Chair Flanagan invited Board Members' questions and comments on the April 2025 Delegated Authority Report. Hearing none, he moved to the next Information item. (ref. IV A.1)

(There was discussion with questions and answers about the Delegated Authority Report during agenda item IV A.2)

FY2025 Third Quarter Orange Notebook

Malcolm Ragan, MWRA Senior Planner, presented highlights of the report on Key Performance Indicators for the Third Quarter of FY25 ("Q3 Orange Notebook"). He reported that MWRA's water system ranged from mild to significant drought status during Q3 and is now in the mild drought range; and, reported that Deer Island Treatment Plant ("DITP") flows were 11% below average despite increased precipitation (13% above average), with a new flow record achieved in January 2025.

Mr. Ragan then discussed the impacts of drought on the MWRA water supply. He reported that Quabbin Reservoir elevations were below normal for short periods in February and March, prompting a small transfer from the Ware River watershed, and Quabbin levels dropped below normal on May 1, then returned to normal range on May 8.

Finally, Mr. Ragan reported that in Q3 molybdenum levels in fertilizer pellets returned to within normal Massachusetts land limits during Q3 and remained within federal limits, allowing the resumption of pellet distribution to sites in Massachusetts and New York. He described adjustments to pellet distribution during Q3, noting that MWRA's Toxic Reduction and Control staff are investigating the source of the increased molybdenum, which could potentially be a corroded bacterial inhibitor and industrial cooling tower.

Mr. Taverna requested the schedule for the next transfer of water from the Quabbin to Wachusett Reservoir. Stephen Estes-Smargiassi, MWRA Director of Planning and Sustainability, advised that the transfer is expected to take place in the coming weeks. There was discussion about how the expected heavy rains could affect the schedule.

Regarding the previous agenda item (IV A.1, Delegated Authority Report – April 2025), Mr. Vitale asked if MWRA had seen price increases for electric vehicles ("EVs"), or any reductions in funding or grants for EV programs. Rebecca Weidman, MWRA Deputy Chief Operating Officer, advised that staff would provide more information about EV pricing at a

later time (staff answered Mr. Vitale's question about EV pricing during discussion of agenda item IV B.1); reported some reductions in Eversource grant funding for EV infrastructure projects; and, advised that MWRA has taken advantage of ongoing state funding opportunities, including from the Climate Trust. Secretary Tepper advised that she would follow up with Mr. Vitale on this matter. (ref. IV A.2)

Change Orders and Amendments Update; Design and Construction Accomplishments

Brian Kubaska, MWRA Chief Engineer, presented a summary of amendments over the past 10 years. He explained that during this reporting period MWRA has procured over \$220 million in professional design contracts, with amendments totaling approximately 10% of the original contract value. He noted that this value increased last year, mainly driven by 10 outlier contracts; however, 41 of 60 contracts had no amendments during the reporting period, resulting in a median percentage of zero.

Next, Marty McGowan, MWRA Director of Construction, presented a review of Change Orders for the same 10-year reporting period, during which MWRA awarded 137 construction contracts with a total value exceeding \$1 billion, including the \$300 million Deer Island Clarifier Project. He reported that most MWRA construction contracts have change orders below 10% of original contract value; 48 of 137 contracts had no change orders; and change orders totaled approximately 5.3% of contract value, consistent with prior years' trends.

Mr. Vitale asked how many change orders are submitted by contractors, versus the change order approval rate. Mr. McGowan advised that MWRA does not accept all change order requests, and the general percentage for change order acceptance is approximately 80% of submitted cost. In response to a question from Mr. Flanagan, Mr. McGowan described the processes for change order review, negotiations and claims.

Mr. McGowan then presented some of MWRA's notable construction accomplishments during the last year, including Deer Island Clarifier Rehabilitation Phase 2; Braintree-Weymouth Pump Station Improvements; Hayes Pump Station; Quinapoxet Dam Removal; Wachusett Lower Gate House Pipe Replacement; Carrol Water Treatment Plant SCADA Upgrades; Norumbega Covered Storage Tank Nos. 1 and 3 Cleaning; Top of Shaft Interim Improvements; Northern Intermediate High Section 89 Replacement; Section 101 Extension; WASM Section W15 Leak Repair; and Section 4 Walnut Street Bridge Pipe Restraint Replacement.

Next, Mr. Kubaska presented the locations of 20 active construction projects and 44 active design projects across Massachusetts. Finally, he reported that staff advanced over \$100 million in capital projects from design into construction, and eight construction projects have reached substantial completion during the past year; and staff expect to achieve substantial completion on 12 active projects with a total value of approximately \$165

million next year.

(Secretary Tepper left the meeting during the presentation).

Mr. Vitale asked if any MWRA contractors have recently put projects on hold due to economic uncertainty. Mr. Kubaska responded in the negative. There was general discussion about hypothetical effects of economic uncertainty on contract bidding and procurements.

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

FY25 Financial Update and Summary through April 2025

Michael Cole, MWRA Budget Director, reported a Current Expense Budget (“CEB”) variance of \$21.7 million through April 2025, which is lower than last year’s \$30.6 million variance and attributable to changes in revenue driven by investment income (revenue was \$3.0 million of FY25’s favorable budget variance, versus \$8.7 million in FY24); \$15.6 million in underspending for Direct Expenses, mostly due to staffing challenges; and, \$3.1 million in underspending for Indirect Expenses, largely driven by lower Watershed Reimbursements and payments in lieu of taxes (“PILOT”).

Next, Mr. Cole updated the Board on the Capital Improvement Program (“CIP”) budget. He reported that project spending, excluding expenditures not fully under MWRA’s control such as the Community Loan Program, was 27.8% underspent through April 2025, versus 36.7% in FY24, and noted the 20-year average of 26.6%. He relayed that the top ten underspending contracts drive two-thirds of FY25’s total variance value and advised that staff will continue to monitor budgets through the remainder of the fiscal year.

In reference to the projected variance for wages and salaries, Mr. Vitale asked if MWRA could reduce the budgeted headcount. Mr. Cole explained that based on the past several years and as recommended by the MWRA Advisory Board, staff will continue to look at potentially increasing the vacancy adjustment for FY26.

At Mr. Vitale’s request, Rita Mercado, MWRA Chief Diversity and Equity Officer (AACU), outlined the Disparity Study’s goals, parameters and timeline.

With respect to FY25 CIP underspending versus projected spending, Mr. Vitale asked if the capital spending budget could be reduced. Mr. Cole described staff’s processes for budgeting and refining the CIP; reviewed how Cap Period funding is allocated and adjusted; and advised that the FY26 capital spending budget will be scrutinized.

Hearing no further discussion or questions from the Board, Mr. Flanagan moved to Approvals. (ref. IV A.4)

ApprovalsBond Defeasance of Future Debt Service

A motion was duly made and seconded to authorize the Executive Director or his designee, on behalf of the Authority, to enter into, execute and deliver all necessary agreements and other instruments and to take such other actions necessary to effectuate the redemption and defeasance of an aggregate principal amount of \$32,020,000 of outstanding MWRA senior bonds including to cause the escrow of cash and/or securities in an amount necessary to fund such redemption and defeasance, in order to reduce the debt service requirement by \$38,173,750 in the FY26 through FY31 timeframe.

Matthew Horan, Deputy Finance Director/Treasurer, requested Board approval to execute a \$32,020,000 defeasance of principal from a projected FY25 favorable variance to defease debt, consistent with past practices, to reduce MWRA's future debt service requirement. He explained that MWRA would use savings from the proposed defeasance to prepay debt service due in FY26-FY31, and limit future rate increases.

Mr. Horan then described staff's strategy to defease bonds that will provide maximum savings during expected periods of high expenditures, such as for the Metropolitan Water Tunnel Program by targeting callable bonds; this defeasance saved \$4.3 million in avoided interest costs. He noted that defeasances have allowed MWRA to avoid \$48.5 million in interest since 2006. Finally, Mr. Horan referred Board Members to a graph in the Staff Summary illustrating the significant impacts of defeasances on rate control.

Mr. Vitale expressed support for staff's defeasance strategy. There was discussion with questions and answers about MWRA's escrow agent, U.S. Bank; MWRA's escrow fund options allowable under arbitrage yield restriction rules, including US Treasury notes or funds backed by the full faith and credit of the U.S. government, such as USAID bonds.

There were also questions and answers about hypothetically defeasing debt on the lease for the Chelsea Facility, which staff confirmed was not possible.

With regards to an earlier question about EV pricing raised by Mr. Vitale during discussion for agenda item IV A.2, Michele Gillen, MWRA Director of Administration, advised that the list price for a new Chevy Silverado EV is significantly less than the list price for MWRA's last EV Eldorado purchase in 2023, primarily due to manufacturer incentive discounts.

(Chair Tepper returned to the 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:

Yes

No

Abstain

Tepper

<u>Yes</u>	<u>No</u>	<u>Abstain</u>
Flanagan		
Peña		
Swett		
Taverna		
Vitale		
Wolowicz		

(ref. IV B.1)

MWRA FY26 Insurance Program Renewal

A motion was duly made and seconded to approve awards to the lowest eligible and responsive proposers for insurance policies, bonds, and related broker services for MWRA’s FY26 Insurance Program, and to authorize the Executive Director, on behalf of the Authority, to execute contracts for broker services, for the terms, premiums, and fees, all as described in the May 21, 2025 Staff Summary presented and filed with the records of this meeting, and incorporated by reference for the record, resulting in a total program amount not-to-exceed \$5,209,229 for FY26, including Broker fees through FY28.

Thomas Durkin, MWRA Finance Director, described the annual procurement process for MWRA’s Insurance Program and summarized the coverage and policies proposed for FY26. He noted that, on the recommendation of MWRA’s insurance consultant, the proposed general liability policy includes \$5 million in base coverage, with an additional layer of coverage that is currently estimated on a not-to-exceed basis. Finally, Mr. Durkin noted that the proposed FY26 Insurance Program includes a three-year Broker Services agreement.

Mr. Taverna asked if it were possible to request bids for “bundled” policies. Mr. Durkin explained that most types of commercial insurance required by MWRA are not typically available in bundles. There was general discussion with questions and answers about employer’s liability and public official’s insurance, the Bylaws of the MWRA Board of Directors, the MWRA Enabling Act, and general liability insurance.

Mr. Swett observed the Insurance Program’s rising costs since 2015. Mr. Durkin advised that FY26 Program costs represent an 11.3% increase over FY25. Mr. Swett asked if the cost differences were attributable to significant changes in coverage. Mr. Durkin explained that there have been some adjustments over time, but the FY26 Insurance Program is generally consistent with those of past years. Mr. Swett expressed concern that the current trend is not a sustainable trajectory for an operating cost. Mr. Laskey and Mr. Durkin agreed. Mr. Swett suggested potential strategies to mitigate Program cost increases, including self-insurance. Mr. Durkin explained that the current Program structure promotes certainty and stability; staff engage annually with a consultant to advise on the

self-insured retention level, which is typically at \$2.5 million; and staff may consider increasing self-insurance in the future. There was general discussion about MWRA's strategy for Insurance Program cost-savings, including balancing self-insurance versus risk, and managing losses. Mr. Swett encouraged staff to continue evaluating policies for self-insurance and risk tolerance.

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		
Flanagan		
Peña		
Swett		
Taverna		
Vitale		
Wolowicz		

(ref. IV B.2)

Contract Amendments/Change Orders

Purchase Order Contract for Infor/Lawson Enterprise Resource Planning Consultant: McInnis Consulting Services, Inc. Bid WRA-5470Q, State Contract ITS77 Cat2b, Amendment 1

A motion was duly made and seconded that the Board of Directors approve the award of Amendment 1 to WRA-5470Q, Infor/Lawson Enterprise Resource Planning Consultant, to McInnis Consulting Services, Inc. in the amount of \$247,065 and to authorize the Director of Administration, on behalf of the Authority, to execute an amended purchase order increasing the purchase order amount, from \$247,065 to \$494,130, and extending the contract term by one year, from June 14, 2025 to June 14, 2026.

Paula Weadick, MWRA MIS Director, requested Board approval to amend an Infor/Lawson Enterprise Resource Planning Consultant ("ERP") purchase order contract. She explained the consultant would augment staffing due to vacancies and supplement resources for an ongoing ERP upgrade. Finally, Ms. Weadick reported on the current ERP consultant's satisfactory job performance and noted that work includes MAXIMO integration in addition to ERP, which is slightly different for the ERP Consultant contract that was amended in May 2025 (ref. IV C.1, May 21, 2025).

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

Yes No Abstain

Tepper

Flanagan

Peña

Swett

Taverna

Vitale

Wolowicz

(ref. IV C.1)

Purchase Order for Data Reporting Analyst (Report Writer) Consultant Mindlance, Inc.: Bid WRA-5281Q, State Contract ITS77 Category 1A and 1B, Amendment 2

A motion was duly made and seconded that the Board of Directors approve the award of Amendment 2 to WRA-5281Q, Data Reporting Analyst Consultant, to Mindlance, Inc. in the amount of \$168,148.50 and to authorize the Director of Administration, on behalf of the Authority, to execute an amended purchase order increasing the purchase order amount, from \$336,297 to \$504,445.50, and extending the contract term by one year, from April 25, 2025 to April 25, 2026.

Ms. Weadick requested approval of an amendment to a Data Reporting Analyst Consultant purchase order contract, which is necessary to fill a vacancy that has been open since March 2022, despite multiple attempts to fill it, noting that staff were not able to engage the consultant as a full-time employee. Finally, Ms. Weadick advised that the current consultant's job performance is satisfactory, and this proposed amendment maintains the same rate as the original contract.

Mr. Vitale remarked that in his experience, the rates for MWRA's Data Reporting Analyst contacts are very competitive.

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

Yes No Abstain

Tepper

Flanagan

Peña

Swett

Taverna

Vitale

Wolowicz

(ref. IV C.2)

WASTEWATER POLICY AND OVERSIGHT

Information

Charlestown Pump Station Seawall Repair

Caitlin P. Carbonello, MWRA Program Manager, discussed staff's recent findings for the Charleston Pump Station ("CPS"). She presented the CPS's location; noted it was constructed in 1895 and listed on the inventory of the Massachusetts Historical Commission ("MHC") for its architectural and industrial significance; and explained it was operational until 1993, when the DeLauri Pump Station came online.

Ms. Carbonello then noted the CPS was vacated in 2001, and the Cambridge Branch Sewer is the only active infrastructure remaining onsite. She advised this sewer, a 60-inch siphon, is a critical system asset with no redundancy.

She then described the CPS site's existing conditions, including its superstructure that bears directly onto a 179-foot long, 16-foot-high pile supported seawall. She highlighted the features and composition of the seawall, which is critical for the stability of the superstructure and sewer; and presented a cross-section of the seawall and the sewer's location.

Ms. Carbonello advised that MWRA staff have observed movement of the seawall, with the greatest movement observed at its southern end, and presented a series of monitoring photos showing the movement of its granite blocks from August 2021 to March 2025.

She reported that MWRA consultants (Hazen and Sawyer, P.C.) prepared a Preliminary Design Report that includes three alternatives to repair and stabilize the seawall, and explained that staff will proceed with the design of temporary repairs of the displaced portion of the seawall as outlined in Alternative 1 in order to provide localized stabilization for approximately ten years; protect the Cambridge Branch Sewer; and, maintain a stable foundation for the CPS superstructure.

Ms. Carbonello then noted that due to the CPS's location, temporary stabilization will require extensive permits and approval, with a construction duration of nine months beginning in July 2026, pending permit approval. Finally, she advised that several stakeholders have expressed interest in redeveloping the CPS and surrounding area.

In response to a question from Mr. Taverna, Ms. Carbonello noted the design cost for Alternative 1 is \$499,000. Mr. Taverna asked if MWRA could surplus the CPS. Ms. Carbonello explained that surplus is not an option at this time due to the location of the active siphon.

There was discussion about the various stakeholders who expressed interest in redeveloping the CPS, and staff's priority to stabilize the seawall.

Hearing no further discussion or questions from the Board, Committee Member Peña

moved to Contract Awards. (ref. V A.1)

Contract Awards

Grit and Screenings Hauling and Disposal: W. L. French Excavating Corporation, Contract S629

A motion was duly made and seconded to approve the award of Contract S629, Grit and Screenings Hauling and Disposal, to W. L. French Excavating Corporation, and to authorize the Executive Director, on behalf of the Authority, to execute said contract in the bid amount of \$5,335,442.50, for a contract term of 730 calendar days from the Notice to Proceed.

Chad Whiting, MWRA Deputy Deer Island Treatment Plant Director, requested approval for the award of a Grit and Screenings Hauling and Disposal contract with W.L. French Excavation Corporation (“W.L. French”). He described the scope and duration of the proposed contract, and noted the recommended bid came in 13.68% under the Engineer’s Estimate and 9% higher than the current contract value. Mr. Whiting advised that landfill costs continue to rise due to a shortage of available sites; noted that W.L. French has contracted with MWRA since 2018; described their qualifications; and, explained that this contract would serve all 14 of MWRA’s wastewater facilities.

There was general discussion about how wipes that are falsely perceived as “flushable” negatively affect sewer facilities; the high cost of removing wipe debris from MWRA equipment (over \$1 million); packaging changes to discourage the flushing of wipes; and the need to educate the public on the matter.

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		
Flanagan		
Peña		
Swett		
Taverna		
Vitale		
Wolowicz		

(ref. V B.1)

WATER POLICY AND OVERSIGHT

Approvals

Metropolitan Water Tunnel Program: Payment to Eversource Electric Company, Electric Service to Tunnel Boring Machine Launch Shaft Sites

A motion was duly made and seconded to authorize the Executive Director, on behalf

of the Authority, to remit payment to Eversource Electric Company in the amount of \$7,875,977 for an invoice pertaining to Work Orders detailed in the May 21, 2025 Staff Summary presented and filed with the records of this meeting, to provide electric service to two Tunnel Boring Machine launch shaft sites in the Town of Needham, associated with the South Tunnel of the Metropolitan Water Tunnel Program.

Further, a motion was duly made and seconded to authorize the Executive Director, on behalf of the Authority, to remit payment to Eversource Electric Company for additional invoices for new or amended Work Orders, in an amount not-to-exceed the aggregate of \$1,000,000, in the Executive Director's discretion, for change orders or other additional costs that the Executive Director determines is appropriate and should be paid by the Authority for the electric service work.

Paul Savard, MWRA Tunnel Program Design and Construction Director, presented the locations of the planned South Tunnel launch shaft sites for the Metropolitan Water Tunnel Program ("MWTP"), and described the high-voltage power needs for MWTP construction (e.g. tunnel boring machines, lighting, ventilation and conveyors). He reviewed the process to develop with Eversource a plan to bring power to the two MWTP South Tunnel TBM launch shaft sites and summarized Eversource's plan to use existing infrastructure as available; construct 1.7 miles of new duct bank and manholes; and install of 3.9 miles of 13.8kV cable. He presented these work locations, noting Eversource received grant of location approval from the Town of Needham and is finalizing Department of Transportation ("DOT") permits.

Mr. Savard then discussed the planned schedule for Eversource construction (June 2025 through January 2028), which aligns with the planned start of MWTP South Tunnel construction in 2028; mitigates the risk of delay; and fulfills Needham's request for Eversource to complete duct bank and manhole installation when school is not in session. He summarized the expected sequence for Eversource construction, including duct bank and manhole installation by an Eversource-approved contractor, and cable installation by Eversource.

Next, Mr. Savard explained that Eversource requires a \$7,875,977 payment for the cost of construction, including police details and community outreach; and a carrying charge, minus system development and revenue credits, before work can begin. He noted that Eversource is following its Standard Distribution Service tariff terms and conditions.

Mr. Savard requested Board approval of an additional \$1,000,000 in Delegated Authority for change orders or additional costs (e.g. differing site conditions). Finally, Mr. Savard advised that staff would return to the Board to request authorization of payment to Eversource for its MWTP North Tunnel work, which is currently in design by Eversource.

(Ms. Wolowicz left and returned to the meeting during the presentation.)

There was discussion about the structure of the MWTP South Tunnel payment to Eversource, including a \$44,000 allowance for police details.

Mr. Taverna asked why the Eversource work is subject to tariffs. Michael Altieri, MWRA Associate General Counsel, explained that Eversource is treating MWRA as any other commercial or industrial user, and that this project triggers Eversource's Line Extension Policy, which was approved by the Department of Public Utilities. Mr. Taverna asked if the tariffs would apply to similar projects in municipalities. Mr. Altieri responded in the affirmative. There was discussion about the Eversource terms and conditions, and how they lack carve outs for public entities like MWRA, and the project's construction schedule.

Mr. Peña asked if the infrastructure to be installed by Eversource would be used by the utility after the completion of this project, and if so, was this factored into the cost. Mr. Savard explained that the infrastructure to be installed by Eversource is expected to be permanent, and discussed the system development credits that MWRA will receive.

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

<u>Yes</u>	<u>No</u>	<u>Abstain</u>
Tepper		
Flanagan		
Peña		
Swett		
Taverna		
Vitale		
Wolowicz		

(ref. VI A.1)

Contract Amendments/Change Orders

Intermediate High Pipeline Improvements, CP2, Rehabilitation of Sections 24 and 25 Water Mains: Albanese D&S, Inc. Contract 6956, Change Order 11

A motion was duly made and seconded to authorize the Executive Director, on behalf of the Authority, to approve Change Order 11 to Contract 6956, Intermediate High Pipeline Improvements, CP2, Rehabilitation of Sections 24 and 25 Water Mains, with Albanese D&S, Inc. for a not-to-exceed amount of \$750,000, increasing the contract amount from \$21,196,845.02 to \$21,946,845.02, 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 6956 in an amount not-to-exceed the aggregate of \$500,000 in accordance with the Management Policies and Procedures of the Board of Directors.

Mr. McGowan presented progress photos of new pipeline and drain installations on narrow residential streets in Watertown for MWRA's Intermediate High Pipeline Improvements CP-2 Project (contract 6596, with Albanese D&S, Inc.), and requested Board approval for Change Order 11 to repair extensive roadway wear and tear from heavy equipment and subsurface utility work. Finally, he presented photos of similar road repair work in Winchester and summarized the work to be performed.

In response to a question from Mr. Taverna, MWRA Construction Coordinator Alireza Kowsari explained that Albanese D&S is planning to self-perform the grading, with an M/WBE performing the paving work.

Hearing no further questions or discussion 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		
Flanagan		
Peña		
Swett		
Taverna		
Vitale		
Wolowicz		

(ref. VI B.1)

PERSONNEL AND COMPENSATION

Information

Organizational Changes in the Operations Division

Mr. Laskey discussed staff's recommended organizational changes in the Operations Division in advance of Chief Operating Officer David Coppes' upcoming retirement, which include the appointment of Kathleen M. Murtagh for the position of Chief Operating Officer and the creation of a second Deputy Chief Operating Officer position that would be advertised internally and externally, pending Board approval.

Mr. Laskey then described Ms. Murtagh's work experience and qualifications for the Chief Operating Officer position. He noted her work in the private sector; leadership during MWRA's 2010 Shaft 5 break and 2024 Dorchester Tunnel drilling incident; and respect among MWRA's senior and union staff. Ms. Gillen added that this recommendation is in line with MWRA's succession planning strategy for filling major vacancies, which have historically proven to be effective.

There was discussion about the grade of the Chief Engineer position as it relates to those of the Deputy Chief Operating Officers; the Operation Division's current and proposed reporting structure; and the Chief Engineer's responsibilities.

Mr. Taverna expressed support for the proposed reorganization and requested more information about the planned organizational structure of the MWTP. Mr. Laskey explained that Ms. Murtagh would continue to play an important role in the MWTP with support from the Deputy Chief Operating Officers, the Program team, and other key staff, and noted MWRA's successful track record for filling vacancies; mentorship; and career ladders. There was discussion about Ms. Murtagh's oversight of the MWTP, and the Program's significance.

Hearing no further discussion or questions from the Board, Chair Tepper moved to the Approval of the Chief Operating Officer. (ref. VII A.1)

Approvals

Appointment of Chief Operating Officer

A motion was duly made and seconded to approve the appointment of Ms. Kathleen M. Murtagh to the position of Chief Operating Officer (Non-Union Grade 18) at annual salary of \$248,000 and to authorize the Executive Director, on behalf of the Authority, to enter into an employment contract with Kathleen M. Murtagh to provide her services to the Authority for a three-year period, commencing on a date to be determined by the Executive Director.

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		
Flanagan		
Peña		
Swett		
Taverna		
Vitale		
Wolowicz		

Mr. Laskey thanked Mr. Taverna for his participation in the MWTP Working Group. (ref. VII B.1)

Appointment of Deputy Director, Deer Island Maintenance Operations Division

A motion was duly made and seconded to approve the appointment of Mr. Timothy J. Jonah to the position of Deputy Director, Maintenance (Non-Union, Grade 15) at Deer Island at the recommended annual salary of \$173,251 commencing on a date to be determined by the Executive Director.

Wendy Chu, MWRA Human Resources Director, noted that the Deputy Director of Maintenance position became vacant due to retirement; discussed the work history and qualifications of the proposed candidate for this position; and described the selection

process.

Chair Teppa 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>
Teppa		
Flanagan		
Peña		
Swett		
Taverna		
Vitale		
Wolowicz		

(ref. VII B.2)

Appointment of Manager, Workplace Investigations

A motion was duly made and seconded to approve the appointment of Ms. Shari Ariail to the position of Manager, Workplace Investigations (Non-Union, Grade 14) in the Administration Division, at an annual salary of \$146,250, commencing on a date to be determined by the Executive Director.

Ms. Chu described the vacancy history of the Manager, Workforce Investigations position; described how this position's job description was updated to better reflect its responsibilities for leading all MWRA workforce investigations, particularly for policies related to discrimination and harassment prevention, code of conduct and employee conduct; and described the recommended candidate's work experience and qualifications.

Chair Teppa asked if this position was posted internally and externally. Ms. Chu responded in the affirmative and described the selection process. There was brief, general discussion about the large number of applicants for this position.

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

<u>Yes</u>	<u>No</u>	<u>Abstain</u>
Teppa		
Flanagan		
Peña		
Swett		
Taverna		
Vitale		
Wolowicz		

(ref. VII B.3)

May 2025 PCR Amendments

A motion was duly made and seconded to approve amendments to the Position Control Register (PCR) as presented in the May 21, 2025 Staff Summary and with the records of this meeting.

Ms. Chu noted that proposed PCR amendments include the creation of a Deputy Chief Operating Officer as previously discussed in agenda item VII A.1, and a new position in the Operations Division, Environmental and Regulatory Affairs Department of Project Manager, Environmental Compliance.

Hearing no questions or discussion 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		
Flanagan		
Peña		
Swett		
Taverna		
Vitale		
Wolowicz		

(ref. VII B.4)

Recommendations for Non-Union Pay Equity Adjustments

A motion was duly made and seconded to accept the recommendations of the Pay Equity Working Group and to approve the salary adjustments as summarized in Attachment A of the May 21, 2025 Staff Summary presented and filed with the records of this meeting, to commence on a date determined by the Executive Director.

Ms. Gillen explained that if approved, the Pay Equity Working Group's recommended salary adjustments would both satisfy MWRA's obligations under the Massachusetts Equal Pay Act and underscore MWRA's commitment to fairness and equity.

There was discussion about the engagement of the Collins Center to comprehensively review this pay equity analysis, which was performed in-house. Mr. Vitale asked if MWRA had received Freedom of Information Act ("FOIA") requests for prior pay equity reports, and if the reports are protected from such requests. Ms. Francisco Murphy explained that no such FOIA requests have been received to the best of her knowledge, and that staff will confirm if there are any exclusions or exceptions.

Mr. Taverna requested an update on the Pay Equity study for all non-union managers. Ms. Gillen reported that the Collins Center is currently working on the study, which was led by Personnel and Compensation Committee Chair Wolowicz with input from MWRA Advisory Board Executive Director Matt Romero and administrative support by MWRA staff; the

Collins Center has narrowed down a list of peer comparator entities; and, staff have internally reviewed and updated all non-union manager job descriptions and provided these to the Collins Center. Ms. Gillen also described the next steps for the study, including a survey of peer comparator entities. There was brief discussion about the timeline for the study, which is expected to be completed within several months.

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		
Flanagan		
Peña		
Swett		
Taverna		
Vitale		
Wolowicz		

(ref. VII B.5)

CORRESPONDENCE TO THE BOARD

Chair Tepper announced that the Board of Directors received correspondence from April 25, 2025 from Senator Jo Comerford and Representative Aaron Saunders regarding Equity for the Quabbin Region. She noted that the correspondence is included in the materials for the meeting and invited discussion.

Ms. Wolowicz reported that she recently met with Senator Comerford and Representative Saunders, and made some recommendations, including that they be invited to an upcoming Board meeting to discuss their proposed legislation; the formation of a Subcommittee dedicated to hearing and addressing the legislators' concerns and those of their constituents; and the dedication of time to collaboratively develop a unified position that reflects the shared goals and priorities of all stakeholders. She advised that in her view, discussing these matters, rather than communicating through correspondence, would better facilitate the identification of these goals. Mr. Taverna agreed and suggested that the Board set aside ample time for review and consideration in preparation for the meeting.

Chair Tepper expressed support for Ms. Wolowicz' recommendations and offered her assistance to arrange a meeting with Sen. Comerford and Rep. Saunders. There was preliminary discussion about the potential Board Subcommittee makeup and meeting format. Chair Tepper recommended that Board members and staff give these matters some thought in advance of scheduling the meeting. She also suggested that Sen. Comerford and Rep. Saunders be invited to participate at the beginning of such a meeting, after which discussion would be tabled then resumed during a separate Subcommittee

meeting. Mr. Laskey advised that staff would support the Board's recommendations. (ref. VIII)

ADJOURNMENT

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

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>
Tepper		
Flanagan		
Peña		
Swett		
Taverna		
Vitale		
Wolowicz		

The meeting adjourned at 3:38pm.

Approved: June 18, 2025

Attest:

Brian Peña, Secretary

LIST OF DOCUMENTS AND EXHIBITS USED

- Draft Minutes of the April 16, 2025 MWRA Board of Directors' Meeting (ref. I)
- May 21, 2025 Staff Summary and presentation – Delegated Authority Report – April 2025 (ref. IV A.1)
- May 21, 2025 Staff Summary and presentation – FY2025 Third Quarter Orange Notebook (ref. IV A.2)
- May 21, 2025 Staff Summary and presentation – Change Orders and Amendments Update Design and Construction Accomplishments (ref. IV A.3)
- May 21, 2025 Staff Summary – FY25 Financial Update and Summary through April 2025 (ref. IV A.4)
- May 21, 2025 Staff Summary – Bond Defeasance of Future Debt Service (ref. IV B.1)
- May 21, 2025 Staff Summary – MWRA FY26 Insurance Program Renewal (ref. IV B.2)
- May 21, 2025 Staff Summary – Purchase Order Contract for Infor/Lawson Enterprise Resource Planning Consultant McInnis Consulting Services, Inc. Bid WRA-5470Q, State Contract ITS77 Cat2b, Amendment 1 (ref. IV C.1)

- May 21, 2025 Staff Summary – Purchase Order for Data Reporting Analyst (Report Writer) Consultant Mindlance, Inc. Bid WRA-5281Q, State Contract ITS77 Category 1A and 1B, Amendment 2 (ref. IV C.2)
- May 21, 2025 Staff Summary and presentation – Charlestown Pump Station Seawall Repair (ref. V A.1)
- May 21, 2025 Staff Summary – Grit and Screenings Hauling and Disposal: W. L. French Excavating Corporation Contract S629 (ref. V B.1)
- May 21, 2025 Staff Summary and presentation – Metropolitan Water Tunnel Program Payment to Eversource Electric Company Electric Service to Tunnel Boring Machine Launch Shaft Sites (rev. VI A.1)
- May 21, 2025 Staff Summary and presentation – Intermediate High Pipeline Improvements, CP2, Rehabilitation of Sections 24 and 25 Water Mains Albanese D&S, Inc. Contract 6956, Change Order 11 (ref. VI B.1)
- May 21, 2025 Staff Summary – Organizational Changes in the Operations Division (ref. VII A.1)
- May 21, 2025 Staff Summary – Appointment of Chief Operating Officer (ref. VII B.1)
- May 21, 2025 Staff Summary – Appointment of Deputy Director, Deer Island Maintenance Operations Division (ref. VII B.2)
- May 21, 2025 Staff Summary – Appointment of Manager, Workplace Investigations (ref. VII B.3)
- May 21, 2025 Staff Summary – May 2025 PCR Amendments (ref. VII B.4)
- May 21, 2025 Staff Summary – Recommendations for Non-Union Pay Equity Adjustments (ref. VII B.5)
- April 25, 2025 correspondence from Senator Jo Comerford and Representative Aaron Saunders regarding Equity for the Quabbin Region

STAFF SUMMARY

TO: Board of Directors
FROM: Frederick A. Laskey, Executive Director
DATE: June 18, 2025
SUBJECT: Delegated Authority Report – May 2025



COMMITTEE: Administration, Finance & Audit

 X INFORMATION
 VOTE



Michele S. Gillen
Director, Administration

Barbara Aylward, Administrator A & F
Julio Esperas, Assistant Buyer
Preparer/Title



Douglas J. Rice
Director of Procurement

RECOMMENDATION:

For information only. Attached is a listing of actions taken by the Executive Director under delegated authority for the period May 1-31, 2025.

This report is broken down into three sections:

- Awards of Construction, non-professional and professional services contracts and change orders and amendments in excess of \$25,000, including credit change orders and amendments in excess of \$25,000;
- Awards of purchase orders in excess of \$90,000; and
- Amendments to the Position Control Register, if applicable.

DISCUSSION:

The Board of Directors' Management Policies and Procedures, as amended by the Board's vote on February 16, 2022, delegate authority to the Executive Director to approve the following:

Construction Contract Awards:

Up to \$3.5 million if the award is to the lowest bidder.

Change Orders:

Up to 25% of the original contract amount or \$1,000,000.00, whichever is less, where the change increases the contract amount, and for a term not exceeding an aggregate of six months; and for any amount and for any term, where the change decreases the contract amount. The delegations for cost increases and time can be restored by Board vote.

Professional Service Contract Awards:

Up to \$1,000,000 and three years with a firm; or up to \$200,000 and two years with an individual.

Non-Professional Service Contract Awards:

Up to \$1,000,000 if a competitive procurement process has been conducted, or up to \$100,000 if a procurement process other than a competitive process has been conducted.

Purchase or Lease of Equipment, Materials or Supplies:

Up to \$3.5 million if the award is to the lowest bidder.

Up to \$15 million for purchases of chemicals that are required for normal day-to-day operations where the award is to the lowest responsive bidder under a competitive procurement.

Amendments:

Up to 25% of the original contract amount or \$500,000, whichever is less, and for a term not exceeding an aggregate of twelve months.

Amendments to the Position Control Register:

Amendments which result only in a change in cost center.

BUDGET/FISCAL IMPACT:

Recommendations for delegated authority approval include information on the budget/fiscal impact related to the action. For items funded through the capital budget, dollars are measured against the approved capital budget. If the dollars are in excess of the amount authorized in the budget, the amount will be covered within the five-year CIP spending cap. For items funded through the Current Expense Budget, variances are reported monthly and year-end projections are prepared at least twice per year. Staff review all variances and projections so that appropriate measures may be taken to ensure that overall spending is within the MWRA budget.

Construction & Professional Services Delegated Authority Items May 1 – 31, 2025

No.	Date of Award	Title and Explanation	Contract	Amend/CO	Company	Value
C-1	05/07/25	Intermediate High Pipeline Improvements, CP2 Furnish and install a new eight-inch blow-off assembly with a four-foot diameter manhole on Common Street in Watertown.	6956	10	Albanese D&S, Inc.	\$44,420.08
C-2	05/07/25	Groundskeeping Services – Metropolitan Boston Increase scheduled groundskeeping services; extend contract term by 98 calendar days from April 24, 2025 to July 31, 2025.	OP-439	1	C&W Facility Services, Inc.	\$85,000.00
C-3	05/08/25	Section 4 Walnut Street Bridge Pipe Restraint Replacement Final balancing change order to decrease the following bid items: Police detail services, Keolis flagger services, bridge inspection equipment and operation allowance and price adjustment for diesel fuel.	7483	8	R. Zoppo Corp.	(\$275,844.87)
C-4	05/08/25	Roofing Replacement at Various Buildings Deer Island Treatment Plant Remove and replace failed caulking and rent aerial lift and staging.	7734	3	Greenwood Industries, Inc.	\$40,443.00
C-5	05/13/25	Top Shaft 5 Interim Improvements Demolish and replace existing leveling course.	7671	2	R. Zoppo Corp.	\$165,000.00
C-6	05/13/25	Oracle Cloud Enterprise Performance Management Implementation Award of a contract to the highest ranked proposer for the Oracle Cloud Enterprise Performance Management Implementation for a term of 16 months.	8096	Award	SMACT Works, Inc.	\$947,570.00

Purchasing Delegated Authority Items May 1-31, 2025

No.	Date of Award	Title and Explanation	Company	Value
P-1	5/14/25	Purchase Order Contract for Four Chevrolet Pickup Trucks with Hydraulic Gate Valve Turners Replacement of 4 diesel-powered trucks with hydraulic gate valve turners due to age, use, and mechanical condition. Upon receipt of the new trucks, all four of the old trucks will be considered surplus and disposed of in accordance with MWRA's Surplus Property policy via a publicly advertised bid or auction.	Liberty Chevrolet, Inc.	\$940,668.00
P-2	5/29/25	Sole Source Purchase Order for One Year of Maintenance and Support for Process Information Software Process Information (PI) software is used as part of the Deer Island process control system. OSI Software, Inc. is the sole source vendor for software licenses and support of PI Systems. The Director of Procurement has previously approved the sole source nature of this renewal.	OSI Software, Inc.	\$125,620.00
P-3	5/29/25	Purchase Order for Eight Stainless Steel Tank Access Hatches Replacement of corroded and deformed access tank hatches at the Loring Road Covered Storage Tanks facility.	Markham Metals, Inc.	\$187,200.00
P-4	5/29/25	One-Year Purchase Order Contract for the Supply and Delivery of Sodium Hypochlorite MWRA uses 15% solution sodium hypochlorite, a combination of chlorine and caustic soda, throughout its wastewater system for disinfection and odor control. Compared to the existing contract, the average unit price has decreased by 3%.	Borden & Remington Corporation	\$360,371.05
P-5	5/29/25	Purchase Order Contract for 16 Dell PowerEdge Servers and Four Cisco Switches and Five Years of Technical Support—<i>State Contract ITC73</i> Replacement of end-of-life servers at Chelsea, Deer Island, the Southborough Facility, John J. Carroll Water Treatment Plant, and Clinton Wastewater Treatment Plant. This procurement also includes switches and technical support.	Presidio Networked Solutions, LLC	\$505,459.69
P-6	5/30/25	Five-Year Purchase Order Contract for VMware Cloud Foundation 5 Subscriptions, Upgrades and Support—<i>State Contract ITC73</i> VMWare Cloud Foundation 5 software subscriptions, upgrades, and support for the new Dell servers replacing ageing, soon to be out of support server hardware.	Presidio Networked Solutions, LLC	\$921,845.00

STAFF SUMMARY

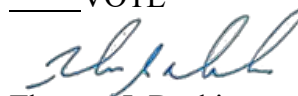
TO: Board of Directors
FROM: Frederick A. Laskey, Executive Director
DATE: June 18, 2025
SUBJECT: Update on Pension Funding Status



COMMITTEE: Administration, Finance & Audit

X INFORMATION
 VOTE

Matthew R. Horan, Deputy Director, Finance/Treasurer
 Preparer/Title


Thomas J. Durkin
 Director of Finance

Consistent with MWRA's multi-year rates management strategy, MWRA closely monitors all of its long-term liabilities including outstanding debt, and the unfunded pension and Other Post-Employment Benefits liabilities. The draft January 1, 2025, actuarial valuation for the MWRA's pension system revealed four categories where the actual experience of the pension system differed from the actuarial assumptions resulting in an approximately \$21.3 million increase to the unfunded liability. This staff summary discusses the proposed multi-year strategy to manage this increase to the unfunded liability.

RECOMMENDATION:

For information only. This staff summary provides an update on the funding status of the MWRA Employees' Retirement System.

DISCUSSION:

Retirement systems regulated by the Massachusetts Public Employee Retirement Administration Commission (PERAC) are required to complete actuarial valuations every three years. Since the MWRA Retirement System is so close to reaching full funding, currently projected for 2030, a valuation is conducted annually. This annual valuation allows for close tracking of the funding progress to ensure that MWRA has the most current information for rates management purposes and so any issues which may arise are promptly addressed. The annual actuarial valuation reviews the impacts of the prior year's investment results, actuarial assumption changes and any other changes to the overall demographics of the plan (i.e. administrative cost, salary, staffing and retiree levels). The actuarial assumptions are based on actuarial industry standards and the long-term experiences of the Retirement System. Each actuarial valuation represents a snapshot in time of how the actual experience of the Retirement System matches the actuarial assumptions. When the plan experience negatively deviates from the actuarial assumptions it will result in an increase to the unfunded liability, which results in higher payments from the plan sponsor, MWRA in this case, which will impact rate increases.

The draft January 1, 2025, actuarial valuation has revealed four categories (prior year investment returns, inflation driven salary growth, mortality and number of retirements) where the plan experiences deviated from the actuarial assumptions. These deviations resulted in an approximately \$21.3 million increase to the unfunded liability, reducing the system's funding ratio from 89% to 87%. Staff have been working with the Retirement System's Executive Director, Actuary and the PERAC Actuary to develop a plan to address this increase in liability within MWRA's budgetary constraints and maintaining the goal of reaching full funding in 2030.

The Retirement System has taken a disciplined approach to maintaining the goal of fully funding the system by 2030 because extending the timeline beyond 2030 introduces new statutory restrictions on the funding schedule under Massachusetts General Laws Chapter 32 Section 22F. In particular, these restrictions place limitations on the funding schedules such that MWRA's payment cannot be less than the payment in the prior year until full funding is achieved, regardless of actuarial changes. In addition, the restrictions limit the annual increase to the amortization of the unfunded liability to no more than 4%, which could result in a significant increase to the first year of the funding schedule.

All actuarial funding schedules for Massachusetts public pensions are subject to review and approval by PERAC's Actuary. Once approved by PERAC, the Actuarially Determined Contribution (ADC) becomes the required payment that MWRA must fund. Staff and the Retirement System's Executive Director met with PERAC's Actuary to discuss options for addressing the increase to the unfunded liability that would both meet MWRA's long-term rates management plan and would be approved by PERAC. MWRA presented the various tools used to manage the impact of long-term liabilities on the rate increases, including the defeasance program and history of making additional payments to the pension system above the ADC. Staff discussed the benefits of the defeasance program where it provides budget certainty and the risk of providing larger optional pension payments that due to market conditions might not end up providing future rate relief. PERAC's Actuary expressed concern about the current 14.2% of the year-over-year increase to the funding schedule, which is outside the normal statutory constraints. PERAC has continued to approve the funding schedules at this level of year-over-year increases because MWRA has demonstrated an ongoing commitment to making payments beyond the ADC. If the new \$21.3 million unfunded liability is not addressed, the year-over-year increase would become larger and would be a greater concern for PERAC. To address the concerns about making larger upfront payments, PERAC's Actuary suggested that since the Retirement System does an annual actuarial valuations, a schedule showing multiple years of optional payments to reduce the unfunded liability would be approved by PERAC. These optional payments would not be included in the ADC allowing MWRA flexibility to manage rates in future years. In addition, the annual valuations would allow the future optional payments to be adjusted based on the experience of the Retirement System.

Based on these discussions, the Retirement System requested that its actuary produce two new funding schedules. The first schedule shows the amortization of the unfunded liability with the current year-over-year percentage increase, which would result in a full funding date of 2032 triggering the Section 22F restrictions. The second schedule amortizes the unfunded liability and shows optional contributions beyond the ADC that address the unfunded the \$21.3 million. This

schedule includes optional payments of \$8.0 million in FY26, and \$6.5 million in FY27 and FY28. The \$8.0 million Proposed in FY26 is approximately \$2.3 million higher than the optional payment included in the Proposed FY26 CEB. In both scenarios, the FY26 ADC was held constant with the \$18.3 million included in the proposed FY26 CEB. The following table details the two proposed schedules.

	Annual Contribution								
	2026	2027	2028	2029	2030	2031	2032	2033	Total
Schedule One	\$ 18,347,116	\$ 20,952,406	\$ 23,927,648	\$ 27,325,374	\$ 31,205,577	\$ 35,636,769	\$ 18,074,349	\$ 5,431,706	\$ 180,900,945
Schedule Two	\$ 26,347,116	\$ 28,410,126	\$ 32,665,072	\$ 31,246,329	\$ 37,296,936	\$ 5,064,723	\$ -	\$ -	\$ 161,030,302
								Difference	\$ 19,870,643

Schedule two, with the proposed optional prepayments, allows the Retirement System to maintain full funding by 2030 and provides approximately \$19.9 million in actuarial savings which would result in a lower assessments to the member communities over this period. PERAC's Actuary, the Retirement System and Staff are in agreement that the optional prepayments over multiple years provides a workable solution to address the unfunded liability within MWRA's long-term rates management plan. Similar to prior years, the Retirement Board has discussed depositing the additional funds in the Pension Reserves Investment Trust (PRIT) Core Fund. Staff believe that the diversification of investments in the Core Fund provides for greater security and liquidity. Staff anticipate the Retirement Board voting to deposit any additional funds into the PRIT Fund.

The ADC and the optional payment of \$8.0 million is included in the Draft Final FY26 CEB and the associated rates projections include the additional \$6.5 million in FY27 and FY28. Staff will continue to update the Board on the Retirement System's funding progress.

BUDGET/FISCAL IMPACT:

The Draft Final FY26 CEB includes funds sufficient to meet the funding requirement in FY26. In addition to the required \$18.31 million deposit, the Draft Final FY26 CEB includes an additional \$8.0 million in funding. The \$8.0 million is a \$2.3 million increase over the \$5.8 million included in the Proposed FY26 CEB. This additional funding would reduce the Retirement System's unfunded liability and reduce the required payment by approximately \$19.9 million.

STAFF SUMMARY

TO: Board of Directors
FROM: Frederick A. Laskey, Executive Director
DATE: June 18, 2025
SUBJECT: FY25 Financial Update and Summary through May 2025




COMMITTEE: Administration, Finance & Audit

Michael J. Cole, Budget Director
James J. Coyne, Budget Manager
Preparer/Title

X INFORMATION

 VOTE


Thomas J. Durkin
Director, Finance

RECOMMENDATION:

For information only. This staff summary provides the financial results and variance highlights for Fiscal Year 2025 through May 2025, comparing actual spending to the budget, and includes a projection to June 30, 2025.

DISCUSSION:

The total Year-to-Date variance for the FY25 CEB is \$24.3 million, due to lower direct expenses of 6.3% or \$18.3 million, indirect expenses of 4.2% or \$2.8 million, and higher revenue of 0.4% or \$3.2 million. The year-end favorable budget variance is projected to be 5.5% or \$50.0 million underspent, of which \$18.3 million is related to debt service. Beyond debt service savings, staff project a favorable variance of approximately \$31.7 million at year-end of which \$27.3 million will be from lower direct expenses, \$2.5 million from lower indirect expenses, and \$1.8 million from greater than budgeted revenues.

FY25 Current Expense Budget

The CEB expense variances through May 2025 by major budget category were:

- Lower Direct Expenses of \$18.3 million or 6.3% under budget. Spending was lower for Wages & Salaries, Professional Services, Other Services, Fringe Benefits, Chemicals, Other Materials, Overtime, and Training & Meetings. Spending was higher than budget for Maintenance, Workers' Compensation, and Utilities.
- Lower Indirect Expenses of \$2.8 million or 4.2% under budget due primarily to lower Watershed reimbursements.
- Debt Service expenses were right on budget after the transfer of \$11.9 million to the defeasance account year-to-date.

- Revenue was \$3.2 million or 0.4% over the estimate driven by Investment Income of \$1.4 million due to higher than budgeted average balances, Other Revenue of \$1.1 million, and Other User Charges of \$0.8 million.

FY25 Budget and FY25 Actual Variance by Expenditure Category
(In millions)

	FY25 Budget	FY25 Actual	\$ Variance	% Variance
Direct Expenses	\$289.3	\$271.0	-\$18.3	-6.3%
Indirect Expenses	\$65.8	\$63.0	-\$2.8	-4.2%
Capital Financing	\$430.5	\$430.5	\$0.0	0.0%
Total	\$785.6	\$764.5	-\$21.1	-2.7%

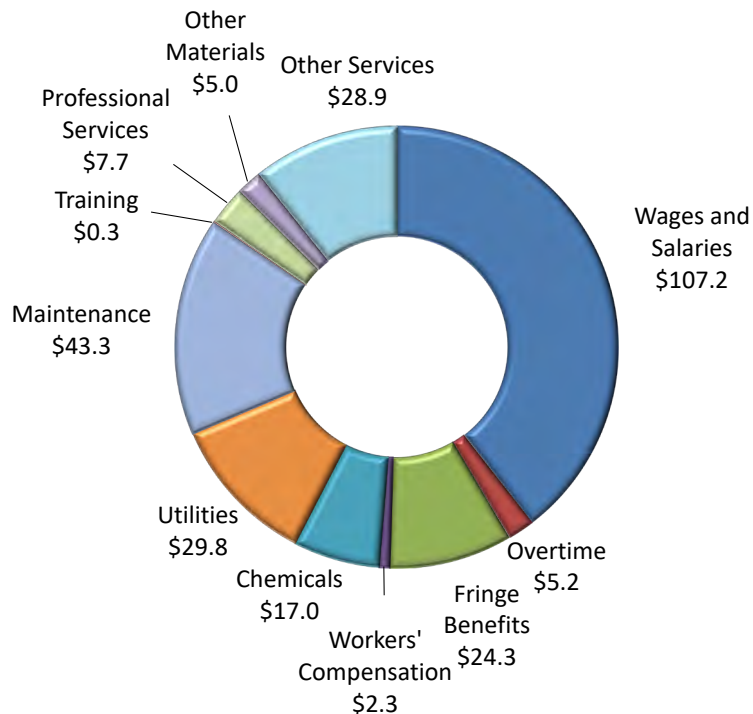
Totals may not add due to rounding

Please refer to Attachment 1 for a more detailed comparison by line item of the budget variances for FY25.

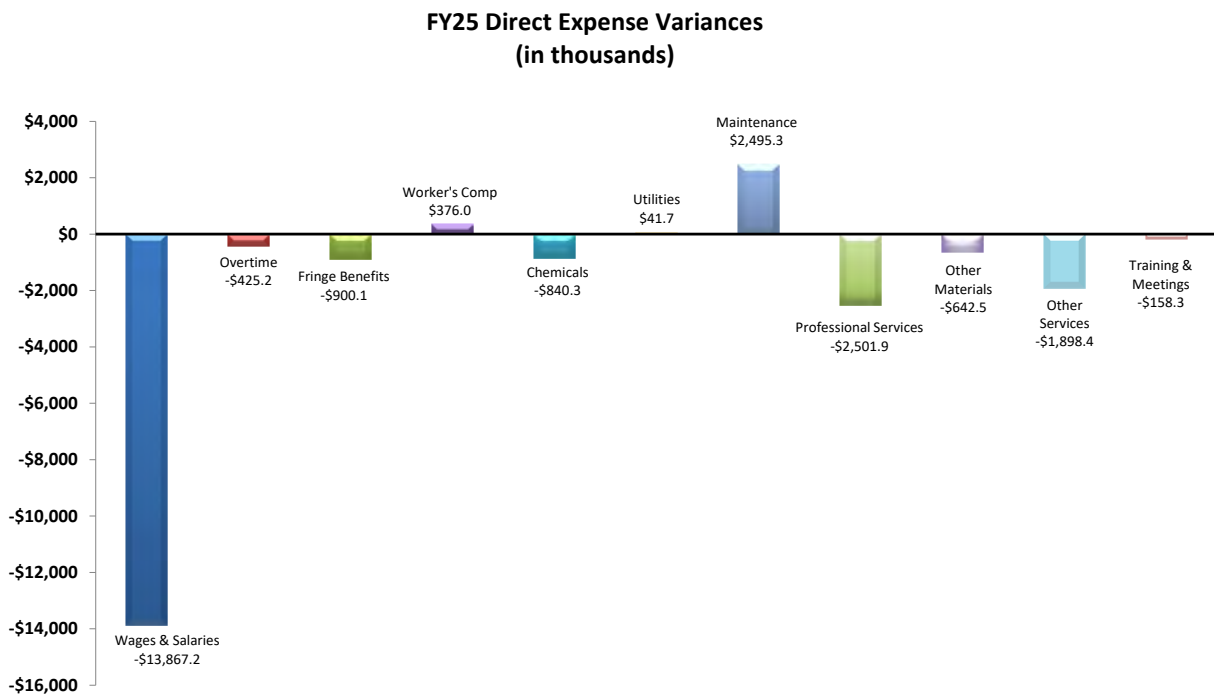
Direct Expenses

FY25 direct expenses through May totaled \$271.0 million, which was \$18.3 million or 6.3% less than budgeted.

FY25 Direct Expenses
(in millions)

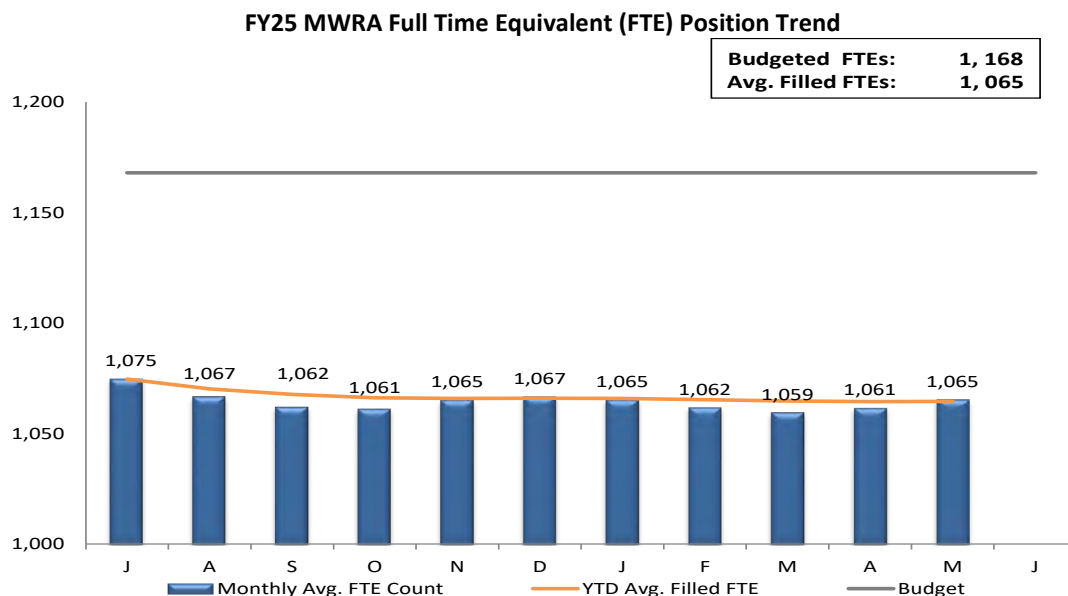


Spending was lower for Wages & Salaries, Professional Services, Other Services, Fringe Benefits, Chemicals, Other Materials, Overtime, and Training & Meetings. Spending was higher than budget for Maintenance, Workers' Compensation, and Utilities.



Wages and Salaries

Wages and Salaries was under budget by \$13.9 million or 11.5%. Through May, there were 103 fewer average FTEs (1,065 versus 1,168 budget) or 8.8% and lower average salaries for new hires versus retirees. The timing of backfilling vacant positions also contributed to Regular Pay being under budget.



Professional Services

Professional Services were lower than budget by \$2.5 million or 24.6% driven by lower Other Services of \$1.0 million due to later than anticipated services which includes the Disparity Study, Computer Systems Consultant of \$510,000, Engineering of \$467,000, and Lab & Testing Analysis of \$273,000, all due to less than anticipated spending through May.

Maintenance

Maintenance was greater than budget by \$2.5 million or 6.1%. Maintenance Services were greater than budget by \$1.4 million driven by higher Plant & Machinery Services of \$2.5 million due to greater than anticipated work performed for annual boiler maintenance and earlier than anticipated work of the hydro wicket gate replacement project for the Deer Island Treatment Plant (DITP) Thermal Plant, Hydro Power and Wind Turbine maintenance contract, and DITP centrifuge maintenance, partially offset by delayed timing of solar repair at the John Carroll Water Treatment Plant (JCWTP), duct cleaning at pump stations, and diesel exhaust silencers. Higher spending for Computer Software/Licenses of \$159,000 was primarily due to license renewals that were earlier than anticipated including Quest software and VMWARE Workspace renewals. Higher spending for HVAC Services of \$142,000 was due to greater than anticipated spending through May. This was partially offset by lower spending for Special Equipment Services of \$919,000 due to less than anticipated spending through May including various Process Instrumentation and Control System (PICS) work at DITP, and Building and Grounds Services of \$730,000 due to less than anticipated services through May 2025 including the Shaft 8 Retaining Wall repair. Maintenance Materials were greater than budget by \$1.1 million driven by Warehouse Inventory of \$866,000 due to the need for spare parts and purchase of materials early due to long lead times, higher Plant & Machinery Materials of \$820,000 for additional purchases including valve plugs, pump assemblies, butterfly valves and ROC fan at DITP, and Electrical Materials of \$378,000 due to greater than anticipated purchases through May including DITP LED lighting projects. These were partially offset by lower Special Equipment Materials of \$517,000 due to the timing of purchasing hatch covers at Loring Road Covered Storage, and HVAC Materials of \$336,000 due to less than anticipated purchases through May including a scope change for the Chelsea HVAC project.

Other Services

Other Services were lower than budget by \$1.9 million or 6.2% driven by Sludge Pelletization of \$1.3 million and Grit & Screenings Removal of \$406,000, both primarily due to lower quantities, and lower than anticipated Telecommunications Costs of \$155,000 through May.

Fringe Benefits

Fringe Benefits spending was lower than budget by \$0.9 million or 3.6% through May. This is primarily driven by lower than budgeted Health Insurance costs of \$796,000, due to fewer than budgeted participants in health insurance plans, increased contribution by external new hires vs. lower contribution rates of staff retiring, and the shift from family to individual plans which are less expensive.

Chemicals

Chemicals were lower than budget by \$840,000 or 4.7%. Lower Sodium Hypochlorite of \$692,000 was driven by DITP of \$576,000 due to below average plant flows and Field Operations of \$107,000 due to lower than anticipated wet weather events. Lower Liquid Oxygen of \$311,000 was due to lower dosing at Carroll Water Treatment Plant. Lower Sodium Bisulfite of \$217,000 was primarily driven by lower volume at DITP of \$111,000 due to lower quantities to dechlorinate the effluent, and Wastewater Operations of \$91,000 due to lower volume as a result of less than anticipated CSO activations. Lower Activated Carbon of \$156,000 was due to fewer carbon change outs this fiscal year. This is partially offset by higher Hydrogen Peroxide of \$664,000 to reduce elevated H₂S levels for odor pretreatment and corrosion control and allows staff to perform maintenance activities and ongoing tank work more safely within the tanks due to the low flows, and higher Ferric Chloride of \$210,000 to keep the orthophosphate levels within the target levels. DITP flows are 11.3% less than planned and the CWTP flows are 0.2% greater than planned through May. It is important to note that Chemical variances are also based on deliveries which in general reflect the usage patterns. However, the timing of deliveries is an important factor.

Other Materials

Other Materials spending was lower than budget by \$642,000 or 11.5% driven by Other Materials of \$594,000 due to later than anticipated Phase 3 Boston/Chelsea office fit-out, less than anticipated purchase of gravel at the Clinton Wastewater Treatment Plant, Vehicle Purchases/Replacements of \$250,000 due to timing and delays of receiving vehicles, and Vehicle Expense of \$235,000 due to less than anticipated spending through May including lower fuel prices. These were partially offset by higher Lab & Testing Supplies of \$402,000 and Health/Safety Materials of \$149,000 both due to greater than anticipated purchases through May.

Overtime

Overtime expenses were lower than budget by \$425,000 or 7.5%. Lower than budgeted spending for the Field Operations Department (FOD) of \$181,000 was due to less emergency overtime due to less rain events and planned overtime due to vacancies. Lower spending in TRAC of \$84,000, Engineering & Construction of \$63,000, and Occupational Health & Safety of \$37,000, all due to less than anticipated needs through May. Year-to-date rainfall was a major contributor for the less than anticipated overtime.

Worker's Compensation

Worker's Compensation expenses were greater than budget by \$376,000 or 19.8%. The variance is due to higher than budgeted expenses for Medical Payments of \$228,000, Compensation Payments of \$107,000, and Administrative Expenses of \$41,000. Due to uncertainties of when spending will happen, the budget was spread evenly throughout the year.

Training & Meetings

Training & Meetings were lower than budget by \$158,000 or 32.4% primarily due to less than anticipated spending on meetings and conferences through May.

Utilities

Utilities were higher than budget by \$42,000 or 0.1%. Higher than budgeted spending for Water of \$340,000 primarily due to greater than projected water usage at DITP through May as a result of the DITP Primary and Secondary Clarifier Rehabilitation project, and Natural Gas of \$240,000 primarily due to higher pricing. Higher spending for Electricity of \$128,000 driven by Deer Island Treatment Plant (DITP) of \$273,000 which was primarily due to Direct Energy for higher pricing and quantity as well as recent real time pricing, partially offset by lower Eversource pricing. Field Operations was under budget by \$238,000 due to lower demand as a result of fewer wet weather events, resulting in less pumping. This was partially offset by lower than budgeted spending for Diesel Fuel by \$684,000 driven by Field Operations of \$365,000 due to lower price and less than anticipated deliveries, and Deer Island of \$319,000 due to favorable pricing.

Indirect Expenses

Indirect Expenses totaled \$63.0 million, which is \$2.8 million or 4.2% lower than budget. The variance is driven by lower Watershed Reimbursements.

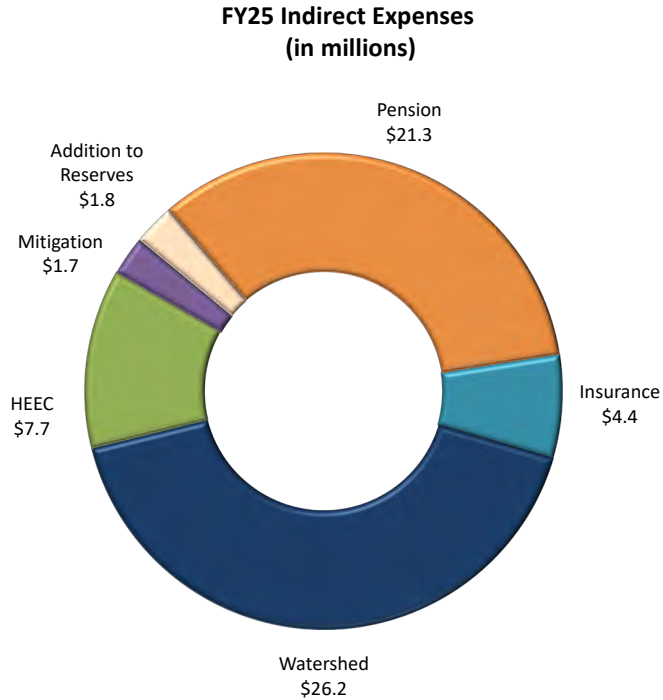
Based on FY25 operating activity only, the Watershed Division is \$2.6 million or 12.5% under budget. Lower spending on Wages & Salaries, Fringe Benefits, and Maintenance are driving the variance. When factoring in the FY24 balance forward of \$156,000 which was paid during Q1 of FY25, Watershed Reimbursement is \$2.7 million or 13.3% below budget through May 2025. In addition, PILOT was paid in the amount of \$8.5 million, which is \$414,000 or 4.6% under budget.

FY25 Watershed Protection Variance

\$ in millions	YTD Budget	YTD Actual	YTD \$ Variance	YTD % Variance
Operating Expenses	21.5	19.2	-2.3	-10.5%
Operating Revenues - Offset	1.0	1.3	0.3	31.9%
FY25 Operating Totals	20.5	17.9	-2.6	-12.5%
DCR Balance Forward (FY24 year-end accrual true-up)	0.0	-0.2	-0.2	
FY25 Adjusted Operating Totals	20.5	17.7	-2.7	-13.3%
PILOT	8.9	8.5	-0.4	-4.6%
Total Watershed Reimbursement	29.4	26.2	-3.1	-10.7%

Totals may not add due to rounding

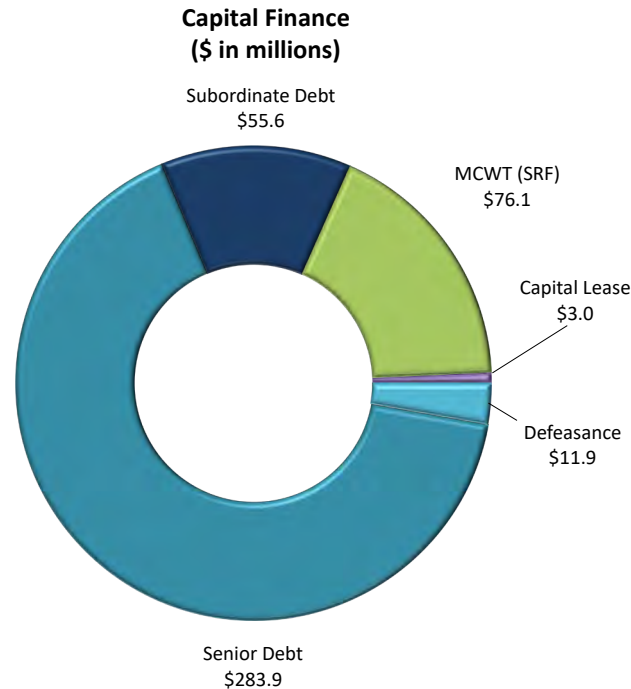
MWRA reimburses the Commonwealth of Massachusetts Department of Conservation (DCR) and Recreation - Division of Water Supply Protection – Office of Watershed Management for expenses. The reimbursements are presented for payment monthly in arrears. Accruals are being made monthly based on estimated expenses provided by DCR and trued-up monthly based on the monthly invoice. MWRA's budget is based on the annual Fiscal Year Work Plan approved by the Massachusetts Water Supply Protection Trust. The FTE count at the end of May was 148.0 (147.0 on a year-to-date basis) vs. a budget of 151.



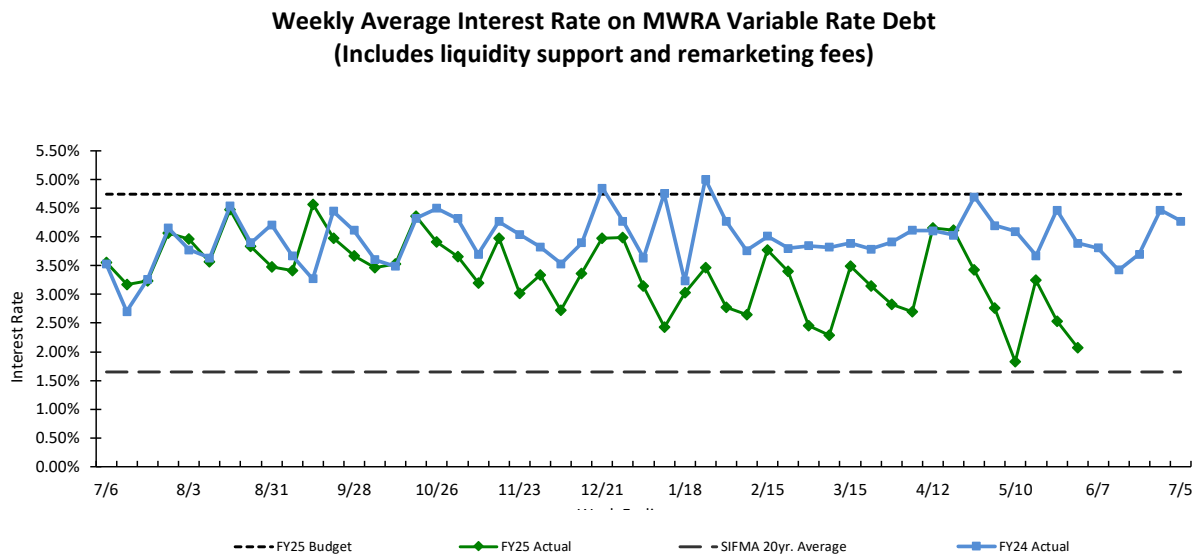
Capital Financing

Capital Financing expenses include the principal and interest payments for fixed senior debt, the variable subordinate debt, the Massachusetts Clean Water Trust (SRF) obligation, the costs for the local water pipeline projects, current revenue for capital, Optional Debt Prepayment, and the Chelsea Facility lease payment.

Capital Financing expenses for FY25 through May totaled \$430.5 million, which is on budget after the transfer of \$11.9 million year-to-date to the Defeasance account. This was driven by lower Senior Debt of \$5.8 million due to the delayed borrowing based on funding needs, lower than anticipated variable interest expense of \$3.8 million due to favorable interest rates, and lower SRF of \$2.4 million due to ARPA grants replacing borrowing and timing of repayments.



The graph below reflects the FY25 actual variable rate trend by week against the FY25 Budget.



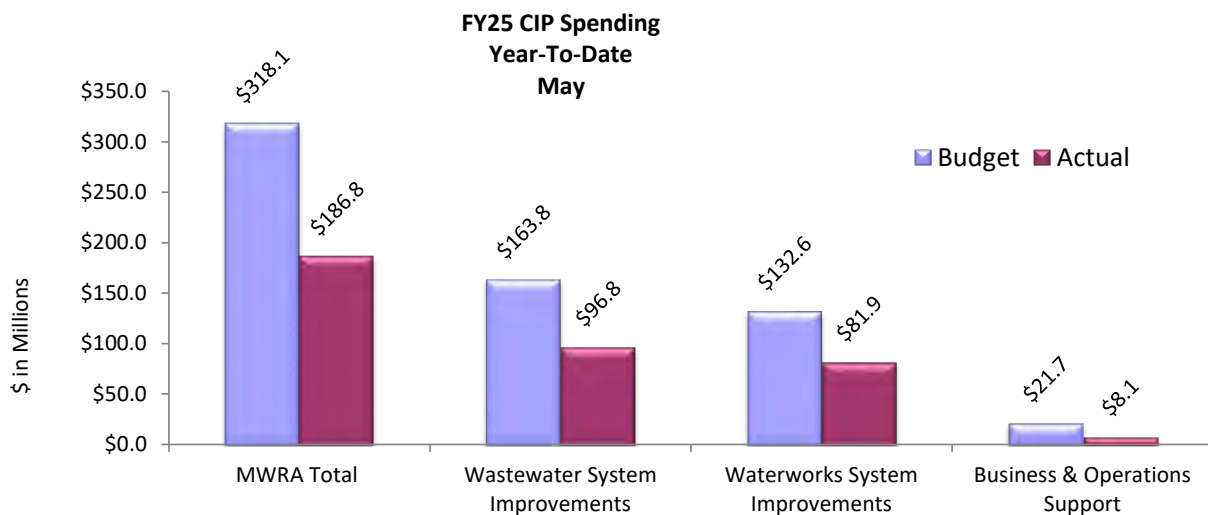
Revenue & Income

Revenues of \$834.2 million were \$3.2 million or 0.4% over the estimate driven by Investment Income which was \$1.4 million or 6.4% greater than planned due to higher than assumed average balances. Also, Other Revenue of \$1.1 million and Other User Charges of \$758,000 both contributed to this variance.

FY25 Capital Improvement Program

Capital expenditures in Fiscal Year 2025 through May totaled \$186.8 million, \$131.2 million or 41.3% under planned spending.

After accounting for programs which are not directly under MWRA's control, which includes the Inflow and Infiltration (I/I) grant/loan program, the Local Water System Assistance loan program, and the community managed Combined Sewer Overflow (CSOs) projects, capital spending totaled \$165.4 million, \$55.1 million or 25.0% under planned spending.



Overall, CIP spending reflects less than planned spending in Wastewater Improvements (\$67.0 million), Waterworks (\$50.7 million) and Business and Operations Support (\$13.5 million). Major variances in Wastewater are primarily due to less than anticipated requests for community grants and loans for the I/I Local Financial Assistance Program, a schedule change for Siphon Structure Rehabilitation Construction contract, contract awarded later than originally planned for the Clinton Wastewater Treatment Plant Digester Cover Replacement, an award slightly later than anticipated for Hayes Pump Station Rehab and Somerville Marginal New Pipe Connection, lower than projected task order work for DITP As-Needed Design contracts, updated schedule for Clinton Wastewater Treatment Plant Screw Pump Replacement, delays with getting materials on a timely basis for DITP Roofing Replacement, and work behind schedule due to delay in contractor submittal of dive and safety plan for West Roxbury Tunnel Inspection. This was partially offset by greater than anticipated contractor progress for the Deer Island Treatment Plant (DITP) Clarifier Rehab Phase 2 contract, and work planned in FY24 that was completed in FY25 for the Braintree-Weymouth Pump Station Improvements contract.

Major variances in Waterworks include less than anticipated requests for community loans for the Water Loan Program, and less than anticipated services for Metro Water Tunnel Program Support Services. There were schedule changes for the Steel Tank Improvements, and a change in the Notice-to-Proceed of the Metro Water Tunnel Program Final Design/ESDC contract, as it was not

awarded until October 2024, later than anticipated, as well as the Section 75A and 47 Extension contract. In addition, there were less than planned contractor progress for Section 89/29 Construction and less than planned consultant work on the WASM 3 MEPA/Design/CA/RI contract. This was partially offset by a payment to Eversource for the infrastructure to supply electricity to a shaft site for the Metropolitan Water Tunnel, greater than planned contractor progress for the Waltham Water Pipeline, and CP-2 Shaft 5 contracts.

\$ in Millions	Budget	Actuals	\$ Var.	% Var.
Wastewater System Improvements				
Interception & Pumping	21.0	11.5	(9.5)	-45.0%
Treatment	71.6	66.3	(5.2)	-7.3%
Residuals	0.3	0.3	(0.1)	0.0%
CSO	5.0	3.5	(1.5)	-29.9%
Other	65.9	15.1	(50.8)	-77.0%
Total Wastewater System Improvements	\$163.8	\$96.8	(\$67.0)	-40.9%
Waterworks System Improvements				
Drinking Water Quality Improvements	4.0	1.7	(2.2)	-56.3%
Transmission	53.0	52.5	(0.5)	-1.0%
Distribution & Pumping	29.9	20.2	(9.7)	-32.5%
Other	45.7	7.5	(38.2)	-83.6%
Total Waterworks System Improvements	\$132.6	\$81.9	(\$50.7)	-38.2%
Business & Operations Support	\$21.7	\$8.1	(\$13.5)	-62.5%
Total MWRA	\$318.1	\$186.8	(\$131.2)	-41.3%

FY25 Spending by Program:

The main reasons for the project spending variances in order of magnitude are:

Other Wastewater: Less than planned spending of \$50.8 million

- \$50.8 million for Community I/I due to less than anticipated requests for community grants and loans.

Other Waterworks: Less than planned spending of \$38.2 million

- \$25.4 million for Local Financial Assistance due to less than anticipated requests for community loans.
- \$7.6 million for Steel Tank Improvements - Design/CA, Construction and REI Phase 1 and \$3.1 million for Phase 2 Construction and REI due to construction schedule changes.
- \$1.6 million for Beacon St. Line Design/ESDC due to schedule change.

Business & Operations Support: Less than planned spending of \$13.5 million

- \$23.4 million for Cabling due to delays in development of the scope of work caused by challenges in locating available conduit paths on Deer Island.
- \$1.9 million for As-Needed Design Contracts due to lower than projected task order work.
- \$2.0 million for Deer Island Solar Canopy Project due to updated schedule.
- \$1.1 million for Security Equipment & Installation due to project delays including upgrades to communication circuits and Incident Management System.

- \$0.9 million for Disaster Recovery, \$0.8 million for Data Center Firewalls, Lawson Upgrade of \$0.7 million, LIMS Upgrade v2 of \$0.6 million, and Oracle Database Appliance v.2 of \$0.3 million due to schedule changes.
- \$0.3 million for MAXIMO Interface Enhancements due to less than anticipated completion of final work.

Water Distribution and Pumping: Less than planned spending of \$9.7 million

- \$4.6 million for Section 75 and 47 Extension CP-1 Construction due to later than anticipated contract award.
- \$3.2 million for Section 89/29 Replacement Construction due to less than planned contractor progress.
- \$1.9 million for Section 56 Replacement/Saugus River Design/CA and Construction due to a change in schedules.
- This under planned spending was partially offset by \$1.7 million for the CP-1 NEH Improvements and \$0.4 million for New Connecting Mains CP3-Sections 23, 24 & 47 Rehabilitation due to work scheduled for FY24 including paving performed in FY25.

Interception & Pumping: Less than planned spending of \$9.5 million

- \$4.2 million for Siphon Structure Rehabilitation Construction due schedule change.
- \$2.4 million for Hayes Pump Station Rehab Construction due to award being slightly later than anticipated.
- \$0.7 million for West Roxbury Tunnel Inspection due to contractor delayed submitting dive and safety plan.
- \$0.5 million for Ward St. & Columbus Park Headworks Design/CA due to schedule change.
- Bell Isle Rehab Design/ESDC of \$0.4 million, and \$0.4 million for Cambridge Branch Sections 23,24,25,26 Design/CS due to contracts being repackaged and rescheduled.
- This underspending was partially offset by work planned in FY24 that was completed in FY25 of \$1.3 million for the Braintree-Weymouth Improvements Design/CS and Construction contracts.

Wastewater Treatment: Less than planned spending of \$5.2 million

- \$4.0 million for Clinton Wastewater Treatment Plant Digester Cover Replacement due to contract awarded later than originally planned.
- \$2.2 million for DITP As-Needed Design due to lower than projected task order work.
- \$1.7 million for Screw Pump Replacement Phase 2, \$1.3 million Chemical Pipe Replacement – Construction, \$1.3 million for Fire Alarm System Replacement – Construction and \$1.0 million for Gas Protection System Replacement Phase 2 due to schedule changes.
- \$0.9 million for the DI Roofing Replacement project due to delay in receiving materials in a timely manner.
- \$0.9 million for South System Pump Station VFD Replacement design/ESDC/REI due to work deferred for Clarifier Rehabilitation priority.
- This under planned spending was partially offset by greater than planned spending of \$9.1 million for Clarifier Rehabilitation Phase 2 Construction due to contractor progress greater than planned and additional equipment delivery sooner than anticipated, and \$0.7 million

for Digester & Storage Tank Rehabilitation Design/ESDC due to consultant progress greater than anticipated.

Drinking Water Quality Improvements: Less than planned spending of \$2.2 million

- \$1.9 million for the John Carroll Water Treatment Plant (JCWTP) Technical Assistance due to lower than projected task order work.

Combined Sewer Overflow: Less than planned spending of \$1.5 million

- \$1.6 million for Somerville Marginal New Pipe Connection due to Notice-to-Proceed issued later than anticipated.

Waterworks Transmission: Less than planned spending of \$0.5 million

- \$2.8 million for Final Tunnel Design/ESDC due to contract awarded later than anticipated.
- \$2.2 million for Metro Water Tunnel Program Support due to less than anticipated services.
- \$1.9 million for Maintenance Garage/Wash Bay/Storage Building due to schedule change.
- \$1.6 million for WASM 3 MEPA/Design/CA/RI due to less than anticipated consultant work.
- \$1.2 million for Wachusett Lower Gatehouse Pipe & Boiler Replacement Construction and REI due to longer lead-time on some larger items and a change in design for the multi-orifice valve.
- \$0.5 million for Watershed Land Acquisition due to less than anticipated land purchases.
- This under planned spending was partially offset by \$4.1 million for Metro Water Tunnel Program Administration, Legal & Public Outreach due to payment to Eversource for the infrastructure to supply electricity to a shaft site, and by greater than planned contractor progress of \$4.5 million for the Waltham Water Pipeline and \$1.1 million for CP-2 Shaft 5.

Construction Fund Balance

The construction fund balance was \$151.0 million as of the end of May. Commercial Paper/Revolving Loan available capacity was \$58.0 million.

ATTACHMENTS:

Attachment 1 – Variance Summary May 2025

Attachment 2 – Current Expense Variance Explanations

Attachment 3 – Capital Improvement Program Variance Explanations

Attachment 4 – Year-End Current Expense Projections vs. Budget

ATTACHMENT 1
FY25 Actuals vs. FY25 Budget

	May 2025 Year-to-Date				
	Period 11 YTD Budget	Period 11 YTD Actual	Period 11 YTD Variance	%	FY25 Approved
<u>EXPENSES</u>					
WAGES AND SALARIES	\$ 121,052,726	\$ 107,185,533	\$ (13,867,193)	-11.5%	\$ 133,658,955
OVERTIME	5,667,045	5,241,857	(425,188)	-7.5%	6,133,078
FRINGE BENEFITS	25,239,704	24,339,654	(900,050)	-3.6%	27,834,124
WORKERS' COMPENSATION	1,900,648	2,276,622	375,974	19.8%	2,073,434
CHEMICALS	17,845,401	17,005,073	(840,328)	-4.7%	19,706,033
ENERGY AND UTILITIES	29,766,241	29,807,958	41,717	0.1%	32,048,176
MAINTENANCE	40,789,539	43,284,821	2,495,282	6.1%	46,653,201
TRAINING AND MEETINGS	488,111	329,776	(158,335)	-32.4%	568,346
PROFESSIONAL SERVICES	10,154,533	7,652,677	(2,501,856)	-24.6%	11,121,730
OTHER MATERIALS	5,601,261	4,958,802	(642,459)	-11.5%	7,270,879
OTHER SERVICES	30,818,763	28,920,392	(1,898,371)	-6.2%	33,945,804
TOTAL DIRECT EXPENSES	\$ 289,323,972	\$ 271,003,165	\$ (18,320,806)	-6.3%	\$ 321,013,760
INSURANCE	\$ 4,127,119	\$ 4,429,233	\$ 302,114	7.3%	\$ 4,471,045
WATERSHED/PILOT	29,363,662	26,226,734	(3,136,928)	-10.7%	32,507,642
HEEC PAYMENT	7,608,956	7,676,506	67,550	0.9%	8,185,722
MITIGATION	1,683,290	1,683,290	-	0.0%	1,823,564
ADDITIONS TO RESERVES	1,759,642	1,759,642	-	0.0%	1,906,278
RETIREMENT FUND	21,264,519	21,264,519	-	0.0%	21,264,519
POST EMPLOYEE BENEFITS	-	-	-	---	5,280,806
TOTAL INDIRECT EXPENSES	\$ 65,807,188	\$ 63,039,922	\$ (2,767,266)	-4.2%	\$ 75,439,576
STATE REVOLVING FUND	\$ 78,468,535	\$ 76,092,834	\$ (2,375,701)	-3.0%	\$ 85,449,151
SENIOR DEBT	289,647,365	283,881,447	(5,765,918)	-2.0%	315,206,721
DEBT SERVICE ASSISTANCE	-	-	-	---	-
CURRENT REVENUE/CAPITAL	-	-	-	---	20,200,000
SUBORDINATE MWRA DEBT	59,405,888	59,405,888	-	0.0%	64,768,074
LOCAL WATER PIPELINE CP	-	-	-	---	9,827,661
CAPITAL LEASE	2,969,594	2,969,594	-	0.0%	3,217,060
VARIABLE DEBT	-	(3,781,281)	(3,781,281)	---	-
DEFEASANCE ACCOUNT	-	11,922,900	11,922,900	---	-
DEBT PREPAYMENT	-	-	-	---	5,500,000
TOTAL CAPITAL FINANCE EXPENSE	\$ 430,491,382	\$ 430,491,382	\$ -	0.0%	\$ 504,168,667
TOTAL EXPENSES	\$ 785,622,542	\$ 764,534,469	\$ (21,088,070)	-2.7%	\$ 900,622,003
<u>REVENUE & INCOME</u>					
RATE REVENUE	\$ 789,681,231	\$ 789,681,231	\$ -	0.0%	\$ 855,488,000
OTHER USER CHARGES	9,914,858	10,672,990	758,132	7.6%	10,668,572
OTHER REVENUE	5,775,004	6,849,144	1,074,140	18.6%	6,066,670
RATE STABILIZATION	-	-	-	---	-
INVESTMENT INCOME	25,615,459	27,013,019	1,397,560	5.5%	28,398,761
TOTAL REVENUE & INCOME	\$ 830,986,552	\$ 834,216,384	\$ 3,229,832	0.4%	\$ 900,622,003

ATTACHMENT 2
Current Expense Variance Explanations

Total MWRA	FY25 Budget YTD May	FY25 Actuals May	FY25 Actual vs. FY25 Budget		Explanations
			\$	%	
Direct Expenses					
Wages & Salaries	121,052,726	107,185,533	(13,867,193)	-11.5%	Wages and Salaries were lower than budget by \$13.9 million or 11.5%. Year to date, there have been 103 fewer average FTEs (1,065 versus 1,168 budget), lower average new hire salaries versus retirees, the timing of backfilling vacant positions.
Overtime	5,667,045	5,241,857	(425,188)	-7.5%	Overtime expenses were lower than budget by \$425,000 or 7.5%. Lower than budgeted spending for the Field Operations Department (FOD) of \$181,000 due to less emergency overtime due to less rain events and planned overtime due to vacancies. Lower spending in TRAC of \$84,000, Engineering & Construction of \$63,000, and Occupational Health & Safety of \$37,000, all due to less than anticipated needs through May. Year-to-date rainfall was a major contributor for the less than anticipated overtime.
Fringe Benefits	25,239,704	24,339,654	(900,050)	-3.6%	Fringe Benefits spending was lower than budget by \$0.9 million or 3.6%. This is primarily driven by lower Health Insurance costs of \$796,000, due to fewer than budgeted participants in health insurance plans, increased contribution by external new hires vs. lower contribution rates of staff retiring, and the shift from family to individual plans which are less expensive.
Worker's Compensation	1,900,648	2,276,622	375,974	19.8%	Worker's Compensation expenses were greater than budget by \$376,000 or 19.8%. The variance is due to higher than budgeted expenses for Medical Payments of \$228,000, Compensation Payments of \$107,000, and Administrative Expenses of \$41,000. Due to uncertainties of when spending will happen, the budget was spread evenly throughout the year.
Chemicals	17,845,401	17,005,073	(840,328)	-4.7%	Chemicals were lower than budget by \$840,000 or 4.7%. Lower Sodium Hypochlorite of \$692,000 was driven by DITP of \$576,000 due to below average plant flows and Field Operations of \$107,000 due to lower than anticipated wet weather events. Lower Liquid Oxygen of \$311,000 due to lower dosing at Carroll Water Treatment Plant. Lower Sodium Bisulfite of \$217,000 was primarily driven by lower volume at DITP of \$111,000 due to lower quantities to dechlorinate the effluent, and Wastewater Operations of \$91,000 due to lower volume as a result of less than anticipated CSO activations. Lower Activated Carbon of \$156,000 due to fewer carbon change outs this fiscal year. This is partially offset by higher Hydrogen Peroxide of \$664,000 to reduce elevated H2S levels for odor pretreatment and corrosion control and allows staff to perform maintenance activities and ongoing tank work more safely within the tanks due to the low flows, and higher Ferric Chloride of \$210,000 to keep the orthophosphate levels within the target levels. DITP flows are 11.3% less than the budget and the CWTP flows are 0.2% greater than the budget through May. It is important to note that Chemical variances are also based on deliveries which in general reflect the usage patterns. However, the timing of deliveries is an important factor.

ATTACHMENT 2
Current Expense Variance Explanations

Total MWRA	FY25 Budget YTD May	FY25 Actuals May	FY25 Actual vs. FY25 Budget		Explanations
			\$	%	
Utilities	29,766,241	29,807,958	41,717	0.1%	Utilities were higher than budget by \$42,000 or 0.1%. Higher than budgeted spending for Water of \$340,000 primarily due to greater than projected water usage at DITP through May as a result of the DITP Primary and Secondary Clarifier Rehabilitation project, and Natural Gas of \$240,000 primarily due to higher pricing. Higher spending for Electricity of \$128,000 driven by Deer Island Treatment Plant (DITP) of \$273,000 which was primarily due to Direct Energy for higher pricing and quantity as well as recent real time pricing, partially offset by lower Eversource pricing. Field Operations was under budget by \$238,000 due to lower demand as a result of fewer wet weather events, resulting in less pumping. This was partially offset by lower than budgeted spending for Diesel Fuel by \$684,000 driven by Field Operations of \$365,000 due to lower price and less than anticipated deliveries, and Deer Island of \$319,000 due to favorable pricing.
Maintenance	40,789,539	43,284,821	2,495,282	6.1%	Maintenance was greater than budget by \$2.5 million or 6.1%. <i>Maintenance Services</i> were greater than budget by \$1.4 million driven by higher Plant & Machinery Services of \$2.5 million due to greater than anticipated work performed for annual boiler maintenance and earlier than anticipated work of the hydro wicket gate replacement project for the Deer Island Treatment Plant (DITP) Thermal Plant, Hydro Power and Wind Turbine maintenance contract, and DITP centrifuge maintenance, partially offset by timing of solar repair at the John Carroll Water Treatment Plant (JCWTP), duct cleaning at pump stations, and diesel exhaust silencers. Higher spending for Computer Software/Licenses of \$159,000 was primarily due to license renewals that were earlier than anticipated including Quest software and VMWARE Workspace renewals. Higher spending for HVAC Services of \$142,000 due to greater than anticipated spending through May. This was partially offset by lower spending for Special Equipment Services of \$919,000 due to less than anticipated spending through May including various Process Instrumentation and Control System (PICS) work at DITP, and Building and Grounds Services of \$730,000 due to less than anticipated services through May 2025 including the Shaft 8 Retaining Wall repair. <i>Maintenance Materials</i> were greater than budget by \$1.1 million driven by Warehouse Inventory of \$866,000 due to the need for spare parts and purchase of materials early due to long lead times, higher Plant & Machinery Materials of \$820,000 for additional purchases including valve plugs, pump assemblies, butterfly valves and ROC fan at DITP, and Electrical Materials of \$378,000 due to greater than anticipated purchases through May including DITP LED lighting projects. These were partially offset by lower Special Equipment Materials of \$517,000 due to the timing of purchasing hatch covers at Loring Road Covered Storage, and HVAC Materials of \$336,000 due to less than anticipated purchases through May including a scope change for the Chelsea HVAC project.

ATTACHMENT 2
Current Expense Variance Explanations

Total MWRA	FY25 Budget YTD May	FY25 Actuals May	FY25 Actual vs. FY25 Budget		Explanations
			\$	%	
Training & Meetings	488,111	329,776	(158,335)	-32.4%	Training & Meetings were lower than budget by \$158,000 or 32.4% primarily due to less than anticipated spending on meetings and conferences through May driven by MIS (\$127,000), Deer Island Treatment Plant (\$15,000), Occupational Health & Safety (\$13,000), Procurement (\$12,000), and Engineering & Construction of (\$12,000), partially offset by higher spending in Operations Administration of \$35,000 and FOD Admin of \$27,000.
Professional Services	10,154,533	7,652,677	(2,501,856)	-24.6%	Professional Services were lower than budget by \$2.5 million or 24.6% driven by lower Other Services of \$1.0 million due to later than anticipated services which includes the Disparity Study, Computer Systems Consultant of \$510,000, Engineering of \$467,000, and Lab & Testing Analysis of \$273,000, all due to less than anticipated spending through May.
Other Materials	5,601,261	4,958,802	(642,459)	-11.5%	Other Materials spending was lower than budget by \$642,000 or 11.5% driven by Other Materials of \$594,000 due to later than anticipated Phase 3 Boston/Chelsea office fit-out, less than anticipated purchase of gravel at the Clinton Wastewater Treatment Plant, Vehicle Purchases/Replacements of \$250,000 due to timing and delays of receiving vehicles, and Vehicle Expense of \$235,000 due to less than anticipated spending through May including lower fuel prices. These were partially offset by higher Lab & Testing Supplies of \$402,000 and Health/Safety Materials of \$149,000 due to greater than anticipated purchases through May.
Other Services	30,818,763	28,920,392	(1,898,371)	-6.2%	Other Services were lower than budget by \$1.9 million or 6.2% driven by Sludge Pelletization of \$1.3 million and Grit & Screenings Removal of \$406,000, both primarily due to lower quantities, and lower than anticipated Telecommunications of \$155,000 through May.
Total Direct Expenses	289,323,972	271,003,165	(18,320,807)	-6.3%	
Indirect Expenses					
Insurance	4,127,119	4,429,233	302,114	7.3%	Higher payments/claims of \$176,000 and premiums of \$126,000 than budgeted.
Watershed/PILOT	29,363,662	26,226,734	(3,136,928)	-10.7%	Lower Watershed Reimbursement of \$3.1 million driven by lower spending on Wages & Salaries, Fringe Benefits, and Maintenance. Also, the PILOT payment was \$0.4 million less than budget.
HEEC Payment	7,608,956	7,676,506	67,550	0.9%	HEEC Revenue Requirement of \$54,000 and O&M Charge of \$13,000.
Mitigation	1,683,290	1,683,288	(2)	0.0%	
Addition to Reserves	1,759,642	1,759,642	-	0.0%	

ATTACHMENT 2
Current Expense Variance Explanations

Total MWRA	FY25 Budget YTD May	FY25 Actuals May	FY25 Actual vs. FY25 Budget		Explanations
			\$	%	
Pension Expense	21,264,519	21,264,519	-	0.0%	
Post Employee Benefits	-	-	-		
Total Indirect Expenses	65,807,188	63,039,922	(2,767,266)	-4.2%	
Debt Service					
Debt Service	430,491,382	430,491,382	-	0.0%	Capital Financing was on budget after after the transfer of \$11.9 million to the defeasance account driven by lower than budgeted variable interest expense of \$3.8 million, lower Senior Debt spending of \$5.8 million as a result of the refunding and new money transactions, and lower SRF spending of \$2.4 million due to timing.
Debt Service Assistance	-	-	-		
Total Debt Service Expenses	430,491,382	430,491,382	-	0.0%	
Total Expenses	785,622,542	764,534,469	(21,088,072)	-2.7%	
Revenue & Income					
Rate Revenue	789,681,231	789,681,231	-	0.0%	
Other User Charges	9,914,858	10,672,990	758,132	7.6%	Clinton payment of \$500,000 received in April earlier than anticipated. Higher than estimated DI water.
Other Revenue	5,775,004	6,849,144	1,074,140	18.6%	Other Revenue was \$1.1 million or 18.6% greater than budget due to Miscellaneous Revenue of \$340,000, Energy Revenue of \$354,000, Energy Rebates of \$250,000, Permit Fees of \$153,000, Emergency Water Supply of \$101,000 for the Town of Wayland, partially offset by Profit & Loss on Disposal of Equipment of \$157,000.
Rate Stabilization	-	-	-		
Investment Income	25,615,459	27,013,019	1,397,560	5.5%	Investment Income is over budget due to higher than assumed average balances and interest rates.
Total Revenue	830,986,552	834,216,384	3,229,832	0.4%	
Net Revenue in Excess of Expenses	45,364,010	69,681,915	24,317,904		

ATTACHMENT 3
FY25 CIP Variance Report (\$000s)

	FY25 Budget May	FY25 Actuals May	Actuals vs. Budget		Explanations
			\$	%	
Wastewater					
Interception & Pumping (I&P)	\$20,995	\$11,538	(\$9,457)	-45.0%	<u>Less than planned spending</u> Siphon Structure Rehabilitation Construction and REI: \$4.2M (schedule change) Hayes Pump Station Rehab - Construction: \$2.4M (award slightly later than anticipated) Caruso, DeLauri & Framingham Fuel Tank Replacements: \$992k (schedule change) Ward St. & Columbus Park Headworks Design/CA: \$469k (schedule change) West Roxbury Tunnel Inspection: \$672k (contractor was delayed in submitting dive and safety plan) Belle Isle Rehab Design/ESDC: \$438k, and Cambridge Branch Sections 23,24,25,26 Design/CS: \$390k (contracts being repackaged and rescheduled) <u>Greater than planned spending</u> Braintree-Weymouth Improvements Design/CS and Construction: \$1.3M work planned in FY24 that was completed in FY25
Treatment	\$71,563	\$66,326	(\$5,237)	-7.3%	<u>Less than planned spending</u> Clinton Wastewater Treatment Plant Digester Cover Replacement: \$4.0M: (contract awarded later than originally planned) DITP As-Needed Design: \$2.2M (lower than projected task order work) DITP Roofing Replacement: \$883k (Contractor is behind original schedule due to delays with receiving materials on a timely basis) Screw Pump Replacement Phase 2 Construction: \$1.7M, Chemical Pipe Replacement - Construction: \$1.3M, Fire Alarm System Replacement - Construction: \$1.3M, Gas Protection System Replacement Phase 2: \$1.0M, and Odor Control Rehabilitation - Design/ESDC: \$523k (schedule changes) South System Pump Station VFD Replacement Design/ESDC/REI: \$885k (work deferred to Clarifier Rehabilitation priority) <u>Greater than planned spending</u> Clarifier Rehabilitation Phase 2 Construction: \$9.1M (contractor progress greater than planned and additional equipment delivery received sooner than anticipated) Digester & Storage Tank Rehabilitation Design/ESDC: \$739k (consultant progress greater than anticipated)
Residuals	\$333	\$268	(\$65)	-19.6%	

ATTACHMENT 3
FY25 CIP Variance Report (\$000s)

	FY25 Budget May	FY25 Actuals May	Actuals vs. Budget		Explanations
			\$	%	
CSO	\$5,029	\$3,527	(\$1,501)	-29.9%	<u>Less than planned spending</u> Somerville Marginal New Pipe Connection: \$1.6M (Notice-to-Proceed issued later than anticipated) <u>Greater than planned spending</u> CSO Performance Assessment: \$568k (consultant progress greater than originally planned)
Other Wastewater	\$65,925	\$15,141	(\$50,785)	-77.0%	<u>Less than planned spending</u> I/I Local Financial Assistance: \$50.8M (less than anticipated requests for community grants and loans)
Total Wastewater	\$163,846	\$96,800	(\$67,046)	-40.9%	
Waterworks					
Drinking Water Quality Improvements	\$3,974	\$1,737	(\$2,237)	-56.3%	<u>Less than planned spending</u> CWTP Technical Assistance: \$1.9M (lower than projected task order work)
Transmission	\$53,005	\$52,488	(\$517)	-1.0%	<u>Less than planned spending</u> Metropolitan Water Tunnel Program Final Design/ESDC: \$2.8M (change in Notice-to-Proceed as contract was not awarded until October 23, 2024 Board meeting) Program Support Services: \$2.2M (less than anticipated services) Maintenance Garage/Wash Bay/Storage Building - Construction: \$1.9M (schedule change) WASM 3 - MEPA/Design/CA/RI: \$1.6M (less than planned consultant work) Wachusett Lower Gatehouse Pipe & Boiler Replacement Construction and REI: \$1.2M (longer lead time on some larger items and a change in design for the multi-orifice valve) Watershed Land Acquisition: \$505k (less than planned land purchases) <u>Greater than planned spending</u> Metropolitan Water Tunnel Program Administration, Legal & Public Outreach: \$4.1M (payment to Eversource for the infrastructure to supply electricity to a shaft site) Waltham Water Pipeline Construction: \$4.5M and CP2 Shaft 5: \$1.1M (greater than planned contractor progress)

ATTACHMENT 3
FY25 CIP Variance Report (\$000s)

	FY25 Budget May	FY25 Actuals May	Actuals vs. Budget		Explanations
			\$	%	
Distribution & Pumping	\$29,889	\$20,179	(\$9,710)	-32.5%	<u>Less than planned spending</u> Section 75A and 47 Extension - CP-1 Construction and REI: \$4.6M (Construction award later than anticipated) Section 89/29 Replacement Construction: \$3.2M (less than planned contractor progress) Section 56 Replacement/Saugus River - Design/CA and Construction: \$1.9M (change in schedules) NEH Improvements, CP-2: \$1.4M, and NIH Storage Design CA/RI:\$834k (updated schedules) <u>Greater than planned spending</u> NEH Improvements CP-1: \$1.7M and New Connecting Mains CP3-Sections 23, 24 & 47 Rehabilitation: \$366k (work scheduled for FY24 including final paving performed in FY25) Section 56 Easements: \$1.3M (necessary easements paid for Section 56) Section 24 & 25 CP2: \$505k (greater than planned contractor progress) Northern Extra High Service (NEH) - New Pipelines Legal: \$682k (greater than planned legal/easement expenses)
Other Waterworks	\$45,696	\$7,501	(\$38,195)	-83.6%	<u>Less than planned spending</u> Local Water Pipeline Financial Assistance Program: \$25.4M (less than anticipated requests for community loans) Steel Tank Improvements - Design/CA, Construction and REI Phase 1: \$7.6M and Phase 2 Construction and REI: \$3.1 million (construction schedule changes) Beacon St. Line - Design/ESDC: \$1.6M and Gillis, Brattle Court and Newton Pump Stations Roofs - Construction: \$692k (schedule changes)
Total Waterworks	\$132,565	\$81,905	(\$50,659)	-38.2%	

ATTACHMENT 3
FY25 CIP Variance Report (\$000s)

	FY25 Budget May	FY25 Actuals May	Actuals vs. Budget		Explanations
			\$	%	
Business & Operations Support					
Total Business & Operations Support	\$21,678	\$8,134	(\$13,544)	-62.5%	<u>Less than planned spending</u> Cabling: \$3.4M (delays in development of the scope of work caused by challenges in locating available conduit paths on Deer Island) As-Needed Design Contracts: \$1.9M (lower than projected task order work) Deer Island Solar Canopy Project: \$2.0M (updated schedule) Security Equipment & Installation: \$1.1M (delays with projects including upgrades to communication circuits and Incident Management System) Disaster Recovery: \$864k, Data Center Firewalls: \$800k, Lawson Upgrade: \$734k, LIMS Upgrade v2: \$625k, Oracle Database Appliance v.2: \$317k, Instrumentation & Controls IT: \$310k, and Distributed Antenna System Upgrades: \$300k (schedule changes) MAXIMO Interface Enhancements: \$309k (less than anticipated completion of final work)
Total MWRA	\$318,089	\$186,840	(\$131,249)	-41.3%	

Attachment 4
FY25 Budget vs. FY25 Projection

TOTAL MWRA	FY25 Budget	FY25 Projection	Change FY25 Budget vs FY25 Projection	
			\$	%
EXPENSES				
WAGES AND SALARIES	\$ 133,658,956	\$ 115,620,736	\$ (18,038,220)	-13.5%
OVERTIME	6,133,077	5,779,767	(353,310)	-5.8%
FRINGE BENEFITS	27,834,124	26,215,824	(1,618,300)	-5.8%
WORKERS' COMPENSATION	2,073,434	2,544,104	470,670	22.7%
CHEMICALS	19,706,033	19,474,912	(231,121)	-1.2%
ENERGY AND UTILITIES	32,048,177	31,142,942	(905,235)	-2.8%
MAINTENANCE	46,653,200	44,437,472	(2,215,728)	-4.7%
TRAINING AND MEETINGS	568,346	421,713	(146,633)	-25.8%
PROFESSIONAL SERVICES	11,121,730	9,364,497	(1,757,233)	-15.8%
OTHER MATERIALS	7,270,879	7,387,450	116,571	1.6%
OTHER SERVICES	33,945,804	31,304,362	(2,641,442)	-7.8%
TOTAL DIRECT EXPENSES	\$ 321,013,760	\$ 293,693,778	\$ (27,319,982)	-8.5%
INSURANCE	\$ 4,471,045	\$ 4,602,141	\$ 131,096	2.9%
WATERSHED/PILOT	32,507,642	29,755,671	(2,751,971)	-8.5%
HEEC PAYMENT	8,185,723	8,259,572	73,849	0.9%
MITIGATION	1,823,563	1,823,563	-	0.0%
ADDITIONS TO RESERVES	1,906,278	1,906,278	-	0.0%
RETIREMENT FUND	21,264,519	21,264,519	-	0.0%
POSTEMPLOYMENT BENEFITS	5,280,806	5,280,806	-	0.0%
TOTAL INDIRECT EXPENSES	\$ 75,439,576	\$ 72,892,550	\$ (2,547,026)	-3.4%
STATE REVOLVING FUND	\$ 85,449,151	\$ 82,017,580	\$ (3,431,571)	-4.0%
SENIOR DEBT	315,206,721	306,878,174	(8,328,547)	-2.6%
SUBORDINATE DEBT	64,768,074	60,696,949	(4,071,125)	-6.3%
LOCAL WATER PIPELINE CP	9,827,661	7,347,129	(2,480,532)	-25.2%
CURRENT REVENUE/CAPITAL	20,200,000	20,200,000	-	0.0%
CAPITAL LEASE	3,217,060	3,217,060	-	0.0%
DEBT PREPAYMENT	5,500,000	5,500,000	-	0.0%
DEBT SERVICE ASSISTANCE	-	-	-	0.0%
TOTAL DEBT SERVICE	\$ 504,168,667	\$ 485,856,892	\$ (18,311,775)	-3.6%
TOTAL EXPENSES	\$ 900,622,003	\$ 852,443,219	\$ (48,178,783)	-5.3%
REVENUE & INCOME				
RATE REVENUE	\$ 855,488,000	\$ 855,488,000	\$ -	0.0%
OTHER USER CHARGES	10,668,572	10,753,761	85,189	0.8%
OTHER REVENUE	6,066,670	6,292,411	225,741	3.7%
RATE STABILIZATION	-	-	-	0.0%
INVESTMENT INCOME	28,398,761	29,892,694	1,493,933	5.3%
TOTAL REVENUE & INCOME	\$ 900,622,003	\$ 902,426,866	\$ 1,804,863	0.2%

VARIANCE: **\$ (49,983,647)** **\$ (49,983,647)**


STAFF SUMMARY

TO: Board of Directors
FROM: Frederick A. Laskey, Executive Director
DATE: June 18, 2025
SUBJECT: Approval of the FY26 Final Capital Improvement Program



COMMITTEE: Administration, Finance & Audit

Michael J. Cole, Budget Director
James J. Coyne, Budget Manager
Preparer/Title

 INFORMATION
 X VOTE

Thomas J. Durkin
Director, Finance

RECOMMENDATION:

To approve the FY26 Final Capital Improvement Program (CIP) with planned spending of \$380.8 million, including \$296.9 million in project spending and \$83.9 million in community assistance loan programs.

DISCUSSION:

The Fiscal Year 2026 Capital Improvement Program (CIP) represents an update to the FY25 CIP Program approved by the Board in June 2024 for Fiscal Year 2025. This budget includes the latest cost estimates and revised schedules that were the result of prioritizing the planned projects to support the MWRA's core operations, and meet regulatory requirements. It also reaffirms MWRA's commitment to the community financing assistance programs on both the water and wastewater sides. The FY26 Final CIP projects \$380.8 million in spending for FY25, of which \$175.1 million supports Wastewater System Improvements, \$173.9 million supports Waterworks System Improvements, and \$31.8 million is for Business and Operations Support. The projects with spending of \$10.0 million or greater in FY26 include Deer Island Clarifier Rehabilitation Phase 2 Construction (\$50.0 million), Metropolitan Tunnel Redundancy Final Design/Engineering Services During Construction (\$26.5 million), Hayes Pump Station Rehabilitation (\$12.4 million), Metropolitan Tunnel Redundancy Admin, Legal & Public Outreach (\$12.0 million), New Connecting Mains Section 75 Extension Construction CP-1 (\$12.0 million), and Northern Extra High Service (NEH) – CP-2 NEH Improvements – Construction (\$10.0 million).

The CIP continues to address critical redundancy improvements for the Metropolitan Tunnel System. The FY26 Final CIP includes \$2.1 billion in spending for this project, a decrease of \$14.7 million from the FY25 Approved CIP reflecting a reduction to projected inflation and lower than planned final cost for the Preliminary Design and MEPA (Massachusetts Environmental Policy Act) Review contract, partially offset by a higher cost estimate for the recently awarded final design contract. The initial contract for Program Support Services began in April 2019. This contract provides assistance with program-wide activities, such as risk management, quality management, design and construction package planning, independent technical reviews, construction practices review and implementation, independent cost estimates, critical path

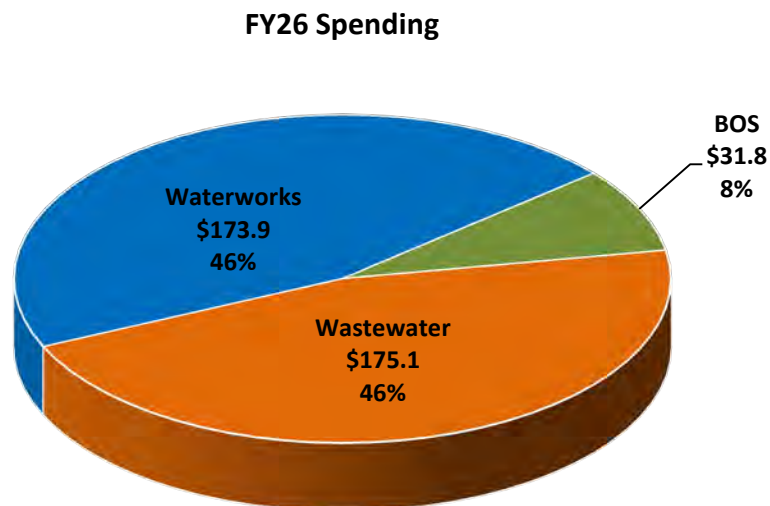
scheduling, and budget tracking. Preliminary Design and MEPA Review was awarded in May 2020 and was completed in January 2024. The third contract, Metropolitan Water Tunnel Program Geotechnical Support Services, for \$12.8 million and a term of 36 months was awarded in December 2022. This contract focuses on the collection of geotechnical/geological data to support final design, bidding and construction of the Program. The Final Design/ESDC was awarded in October 2024 for \$93.6 million and commenced in November 2024. The ESDC related to this contract is anticipated to be awarded at a later time.

The FY26 Final CIP includes \$31.6 million for projects supporting DCR's Division of Water Supply Protection. Upcoming projects include the Quabbin Administration Building Design and Construction (\$14.8 million), the New Salem Building Design and Construction (\$6.1 million), and the Quabbin Maintenance Garage project (\$7.9 million) that is currently being designed.

The FY26 Capital Program reaffirms MWRA's commitment to the community financing assistance programs on both the water and wastewater sides. Today, the Authority is better positioned to reinvest in rehabilitation and replacement of aging facilities as a result of conservative fiscal management which includes judicious control of expenses, and the fact that MWRA has implemented the practice of utilizing available funds for defeasances resulting in the reduction of debt service expense. MWRA projects an overall reduction in outstanding principal of debt during the FY24-28 cap period.

Final FY26 Spending

The FY26 Final Capital Improvement Program projects \$380.8 million in spending for FY26, of which \$175.1 million supports Wastewater System Improvements, \$173.9 million supports Waterworks System Improvements, and \$31.8 million is for Business and Operations Support.



The FY26 Final CIP includes \$83.9 million for community assistance programs, which are a combination of loan and partial grant programs, with net expenditures of \$51.1 million for the local Infiltration/Inflow program and net expenditures of \$32.8 million for the local water pipeline program.

The \$380.8 million in projected spending is driven by 41 active wastewater and water projects. Of this \$380.8 million in projected spending, the top spending project contracts in FY26, excluding local community assistance programs, total \$146.9 million and account for 38.6% of the total annual spending. Of the top 10 projects, 9 have already been awarded. These projects are presented in the following table:

Project	Subphase	FY26 Spending \$s in Millions
Deer Island Treatment Plant Asset Protection	Clarifier Rehab Phase 2 - Construction	\$50.0
Metro Water Tunnel Program	Final Design/ESDC	\$26.5
Facility Asset Protection	Hayes Pump Station Rehab Construction	\$12.4
Metro Water Tunnel Program	Admin Legal & Public Outreach	\$12.0
New Connect Mains-Shaft 7 to WASM 3	Section 75 Extension - Construction CP-1	\$12.0
Northern Extra High Service New Pipelines	CP-2 NEH Improvements	\$10.0
Waterworks Facility Asset Protection	Steel Tank/Improvements Construction	\$6.9
NHS - Revere & Malden Pipeline	Section 56 Replacement- Construction	\$6.4
NHS - Revere & Malden Pipeline	CP-1 Section 68 Construction	\$6.0
Quabbin Transmission System	Wachusett Lower Gate House Pipe & Boiler Replacement	\$4.8
Total Top 10 Spending Subphases (excluding Loan Programs)		\$146.9
% of FY26 Spending		38.6%
Other Project Spending		\$233.9
Total FY26 Spending		\$380.8

Clarifier Rehabilitation Phase 2 Construction - \$50.0 million (\$294.8 million total construction cost). This project will rehabilitate the sludge removal system in the primary tanks and the aeration/recirculation systems in the secondary tanks. The influent gates, effluent launders and aeration systems, and concrete corrosion in primary clarifiers will also be addressed and repaired.

Final Design/ESDC for the Metropolitan Tunnel - \$26.5 million (\$135.4 million total contract cost). Final Design and Engineering Services During Construction of the Northern and Southern Tunnels, including connecting mains.

Hayes Pump Station Rehab Construction - \$12.4 million (\$25.6 million total project cost). Construction of improvements to Hayes Pump Station, which was constructed in 1987. Due to its age, all major facility components require replacement or rehabilitation.

Metro Tunnel Program Administration Legal and Public Outreach - \$12.0 million (\$150.3 million total project cost). Includes community agreements and land acquisition for the North and South Tunnels. Also, includes electric service for tunnel boring machine launch shaft sites.

New Connecting Mains to WASM 3 Section 75 Extension Construction CP-1 - \$12.0 million (\$17.3 million total project cost). Addition of approximately 4,000 feet of new 30-inch diameter pipe to extend Section 75 easterly to Section 24 in Newton, to provide a redundant feed to the

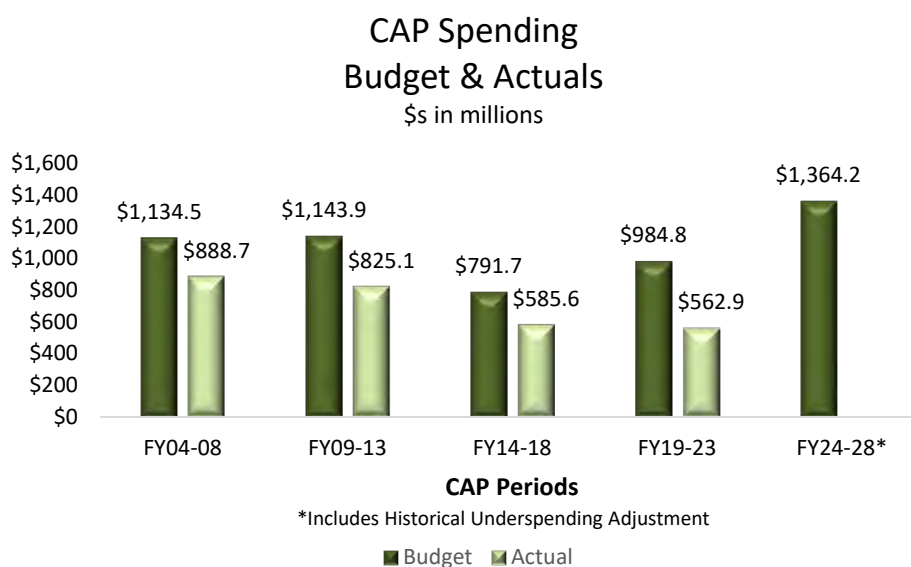
Intermediate High pressure zone supplying Arlington, Belmont and Watertown, and rehabilitation of a portion of Section 47, and replacement of Meters 111 and 81.

Northern Extra High CP-2 NEH Improvements - \$10.0 million (\$26.8 million total project cost). CP2 includes installation of up to 11,100 linear feet of new water main in Lexington to interconnect an existing MWRA water main to the new water main installed in CP1 to help improve redundancy. CP2 also includes installation of a new meter for Lexington and replacement of 3,400 linear feet of existing, undersized water main in Arlington.

FY24-28 Expenditures & Five-Year Spending Cap

The concept of a five-year spending Cap was first introduced at the Advisory Board's recommendation in 2003 for the FY04-08 period. The FY24-28 Cap is the fifth cap established by the Authority at \$1.4 billion when the FY24 CIP was adopted. The Cap represents a targeted maximum spending limit to ensure adequate capital program funding and to serve as a guide for long-term planning estimates and community assessments. The following graph illustrates the history of the past four five-year Caps and the Final FY24-28 Cap, both in terms of the Cap levels and actual spending:

MWRA project spending (excluding water and wastewater loan programs) has been approximately 25% under plan levels on average since FY04. Underspending for the past two Cap periods, FY14-18 and FY19-23, were 26% and 43%, respectively. To better predict future spending, the Authority discounts projected Cap spending by applying a Spend Rate Adjustment of 25%. This will be a better reflection of likely spending targets without removing future projects from plan. The FY24-28 Base-Line Cap is set at \$1.4 billion. The Base-Line Cap includes Cap cash flows total \$1.8 billion and net to \$1.4 billion after applying the 25% Spend Rate Adjustment. Annual cash flows for the Cap period are shown in the following table (in millions):



FY24-28 Baseline CAP		FY24	FY25	FY26	FY27	FY28	FY24-28
	Projected Expenditures excl. Metro Tunnel	\$288.2	\$357.9	\$313.5	\$349.8	\$349.1	\$1,658.5
	Metropolitan Tunnel	\$14.4	\$25.2	\$23.9	\$23.9	\$78.6	\$166.2
	I/I Program	(42.9)	(41.5)	(27.5)	(28.4)	(34.2)	(174.5)
	Water Loan Program	(14.1)	(10.9)	(5.0)	(2.6)	8.6	(24.0)
	MWRA Spending	\$245.6	\$330.8	\$304.9	\$342.8	\$402.2	\$1,626.3
	Contingency	15.2	21.8	20.7	23.6	31.7	113.0
	Inflation on Unawarded Construction	1.9	8.1	12.2	22.1	36.1	80.4
	Chicopee Valley Aqueduct Projects	(0.3)	(0.5)	0.0	0.0	0.0	(0.8)
	Projected Spending before Adjustment	\$262.4	\$360.2	\$337.8	\$388.5	\$469.9	\$1,818.9
	Spend Rate Adjustment (25%)*	(65.6)	(90.1)	(84.5)	(97.1)	(117.5)	(454.7)
	FY24 Final FY24-28 Spending	\$196.8	\$270.2	\$253.4	\$291.4	\$352.5	\$1,364.2

*Based on historical underspending FY04-FY22 excluding community loan programs

FY24-28 Cap spending based on the FY26 Final Budget totals \$1.7 billion before the Spend Rate Adjustment of \$397.2 million nets FY24-28 forecast of \$1.4 billion, \$12.4 million under the FY24-28 Base-Line Cap. Annual cashflows for the FY24-28 period are presented in the following table:

FY26 Final CAP		FY24	FY25	FY26	FY27	FY28	FY24-28
	Projected Expenditures excl. Metro Tunnel	\$199.2	\$268.9	\$334.4	\$436.7	\$561.7	\$1,800.9
	Metropolitan Tunnel	\$9.0	\$22.2	\$46.4	\$44.1	\$68.6	\$190.4
	I/I Program	(22.0)	(67.4)	(51.1)	(48.6)	(53.0)	(242.1)
	Water Loan Program	(26.2)	(34.0)	(32.8)	(18.9)	(16.9)	(128.8)
	MWRA Spending	\$160.1	\$189.7	\$296.9	\$413.3	\$560.4	\$1,620.4
	Contingency	0.0	0.0	19.5	27.9	40.5	88.0
	Inflation on Unawarded Construction	0.0	0.0	1.4	10.9	29.5	41.9
	Chicopee Valley Aqueduct Projects	0.0	0.0	0.0	(0.8)	(0.3)	(1.1)
	Projected Spending before Adjustment	\$160.1	\$189.7	\$317.8	\$451.3	\$630.1	\$1,749.1
	Spend Rate Adjustment (25%)*	0.0	(47.4)	(79.5)	(112.8)	(157.5)	(397.2)
	FY26 Final FY24-28 Spending	\$160.1	\$142.3	\$238.4	\$338.5	\$472.6	\$1,351.8

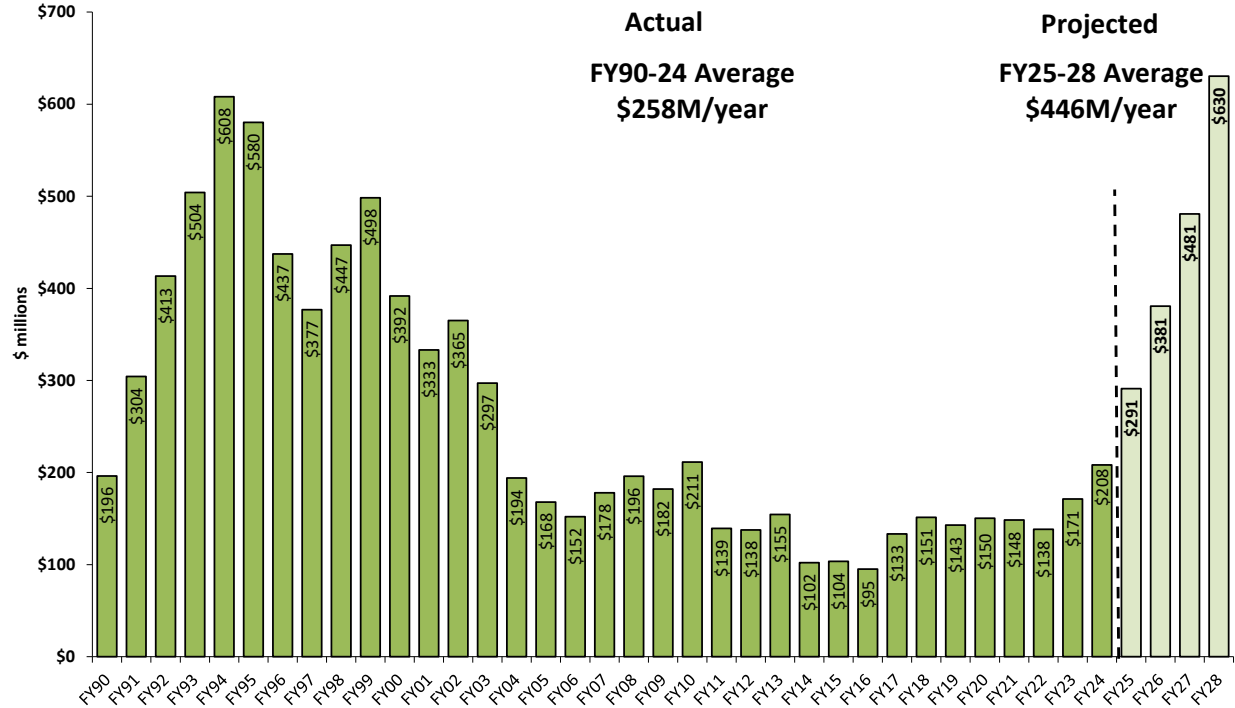
*Based on historical underspending FY04-FY22 excluding community loan programs

In addition to the Spend Rate Adjustment, the format of the Cap table is adjusted to account separately for MWRA and Metropolitan Tunnel spending, and excludes the local I/I grant and loan program and the local water pipeline loan spending which are both outside of MWRA's control. The Cap also excludes Chicopee Valley Aqueduct system projects. As in past Caps, contingency for each fiscal year is incorporated into the CIP to fund the uncertainties inherent to construction. The contingency budget is calculated as a percentage of budgeted expenditure outlays. Specifically, contingency is 7% for non-tunnel projects and 15% for tunnel projects. Inflation is added for unawarded construction contracts.

Historical & Projected Spending

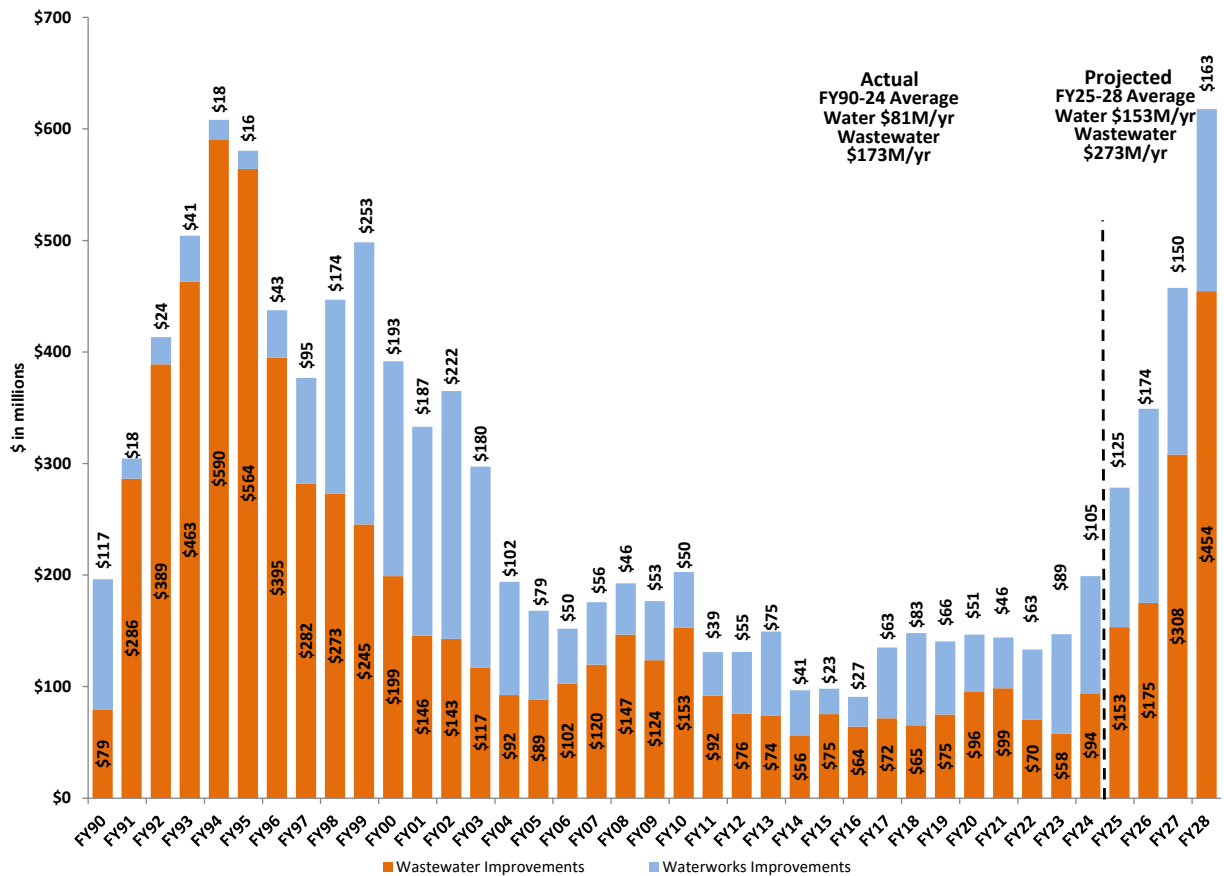
The following chart captures the historical CIP spending through FY24 and projects spending through FY28 based on the FY26 CIP. Average annual CIP spending through FY24 was \$258 million. Average annual CIP spending for the FY25-28 period is projected to be \$446 million.

Annual CIP Spending



The following chart shows the historical CIP spending from FY90 through FY24 by utility with projections through FY28. Average annual CIP spending through FY24 was \$81 million for Waterworks and \$173 million for Wastewater. Average annual CIP spending for FY25-28 is projected to be \$153 million for Waterworks and \$273 million for Wastewater.

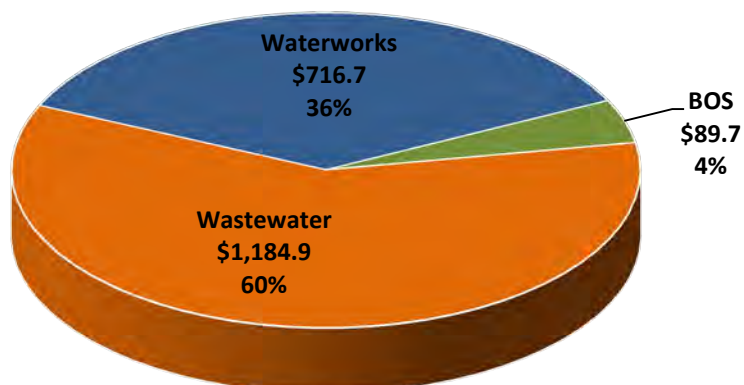
Annual CIP Spending by Utility



FY24-28 Spending

Spending during the FY24-28 timeframe is planned to be \$2.0 billion, including local community spending of \$242.1 million for the I/I loan and grant program and \$128.8 million for the water pipeline loan program. Spending under the Wastewater and Waterworks programs is projected at \$1,184.9 million and \$716.7 million, respectively, followed by Business and Operations at \$89.7 million. The spending projections set forth here include updates to the approved FY25 CIP with the latest cost estimates, revised schedules, and new projects.

FY24-28 Spending



Yearly projected expenditures for the FY24-28 period by program are shown below in millions:

	Future Spending Beyond FY24	FY25	FY26	FY27	FY28	Total FY24-28
Wastewater System Improvements	\$3,374.6	\$153.4	\$175.1	\$308.0	\$454.5	\$1,184.9
Interception & Pumping	855.6	15.9	33.0	49.5	92.3	211.1
Treatment	2,184.2	65.0	82.7	201.2	292.7	683.0
Residuals	113.4	0.0	3.8	7.8	14.9	26.5
CSO	16.2	5.0	4.5	0.9	1.5	22.1
Other Wastewater	205.2	67.4	51.1	48.6	53.0	242.1
Waterworks System Improvements	\$3,163.9	\$125.0	\$173.9	\$149.6	\$163.3	\$716.7
Drinking Water Quality Improvements	73.0	2.7	4.9	3.3	5.8	19.4
Transmission	2,427.7	53.9	68.1	69.2	96.5	327.0
Distribution & Pumping	674.6	28.7	51.3	43.3	34.9	189.5
Other Waterworks	(11.4)	39.7	49.6	33.8	26.0	180.9
Business & Operations Support	\$84.3	\$12.8	\$31.8	\$23.2	\$12.6	\$89.7
Total MWRA	\$6,622.8	\$291.1	\$380.8	\$480.8	\$630.4	\$1,991.3

It is important to emphasize that the majority of spending within the Wastewater and Waterworks programs is concentrated in several larger projects with significant spending in the FY24-28 timeframe. The top 10 project contracts in terms of spending for the FY24-28 period total \$681.3 million, which excludes local community assistance programs. These 10 projects account for over 34.2% of total period spending and 6 of those contracts have already been awarded. Largest construction initiatives in terms of FY24-28 spending include the Clarifier Rehabilitation at Deer Island of \$232.1 million (total cost \$294.8 million), Digester Storage Tank Rehab of \$140.0 million (total cost \$400 million), Tunnel Final Design \$82.0 million (total cost \$135.4 million), Deer Island Combined Heat & Power \$55.0 million (total cost \$210.0 million), Tunnel Admin and Public Outreach \$36.6 million (total cost \$150.3 million), and Deer Island Asset Protection South System Pump Station VFD Replacement of \$30.0 million (total cost \$197.0 million).

The table below highlights major project spending in the FY24-28 timeframe:

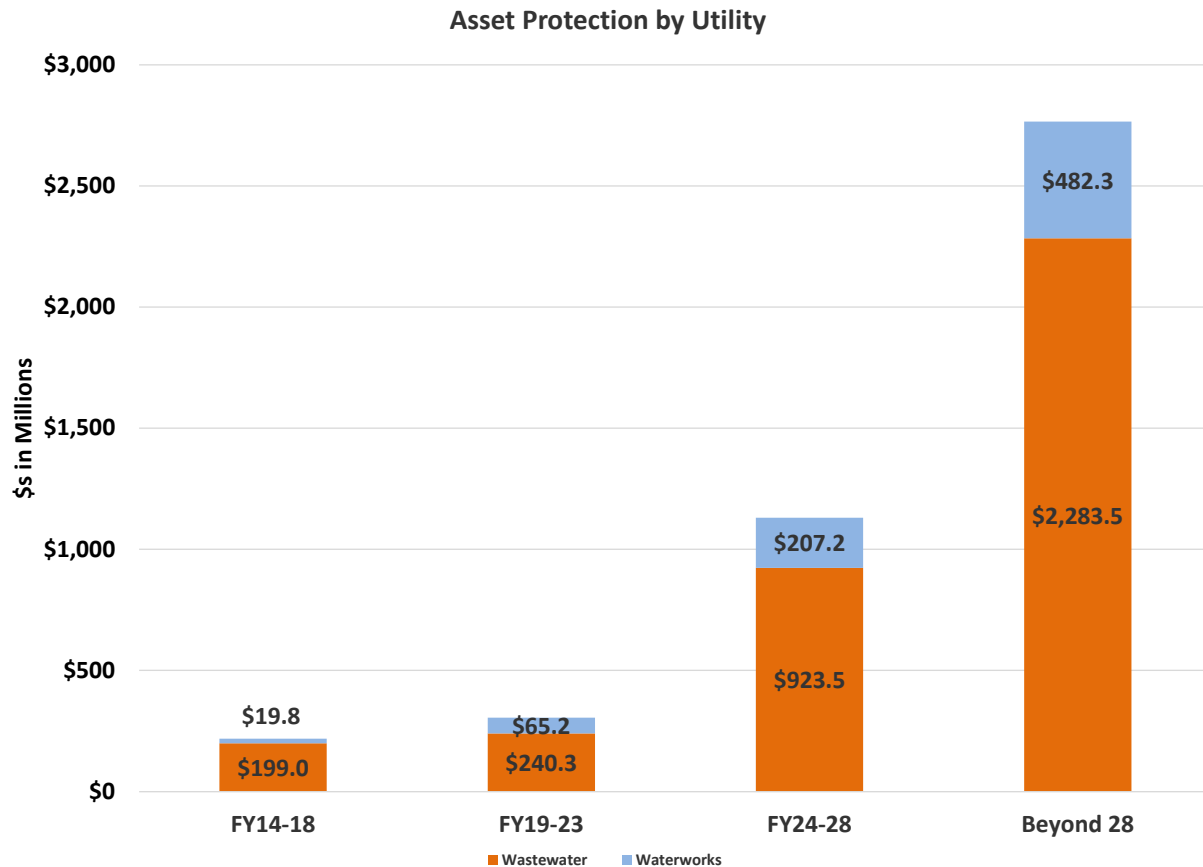
Project	Subphase	FY24-28 Spending \$s in Millions
Deer Island Treatment Plant Asset Protection	Clarifier Rehab Phase 2 - Construction	\$232.1
Deer Island Treatment Plant Asset Protection	Digester/Storage Tank Rehab Construction	\$140.0
Metro Water Tunnel Program	Final Design/ESDC	\$82.0
Deer Island Treatment Plant Asset Protection	Combined Heat & Power - Construction	\$55.0
Metro Water Tunnel Program	Admin Legal & Public Outreach	\$36.6
Deer Island Treatment Plant Asset Protection	SSPS VFD Replace Construction	\$30.0
Metro Redundancy Interim Improvements	Waltham Water Pipeline Construction	\$28.6
Northern Extra High Service New Pipelines	CP-2 NEH Improvements	\$26.8
Facility Asset Protection	Hayes Pump Station Rehab Construction	\$25.6
Metro Water Tunnel Program	Tunnel Construction South CP2	\$24.6
Total Top 10 Spenders (excluding Loan Programs)		\$681.3
% of FY24-28 Spending		34.2%
Other Project Spending		\$1,310.0
Total FY24-28 Spending		\$1,991.3

Asset Protection accounts for the largest share of capital expenditures for the FY24-28 period. The FY26 Final CIP includes \$1.1 billion for asset protection initiatives, representing 57.7% of total MWRA spending in this timeframe. Asset protection spending by program is as follows: Wastewater (\$923.5 million), Waterworks (\$207.2 million), and Business and Operations Support (\$18.9 million). Spending for Water Redundancy projects totals \$355.7 million in the same FY24-28 period, accounting for 17.9% of total spending.

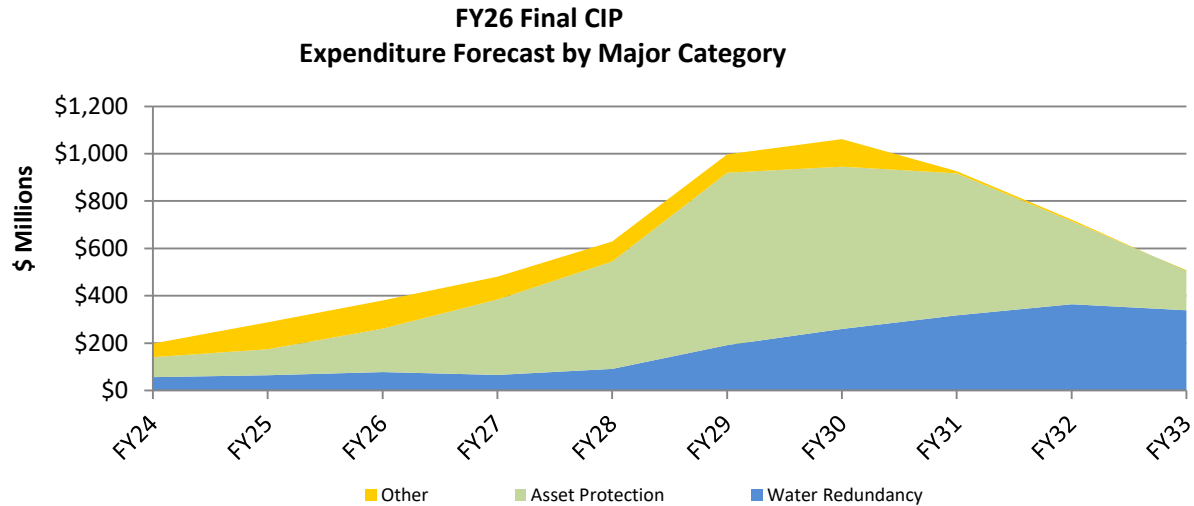
**Changing nature of the CIP by Category
(\$s in millions)**

Project Category	FY19-23	FY24-28	Beyond 28
Asset Protection	\$313.4	\$1,149.6	\$2,767.4
Water Redundancy	\$186.9	\$355.7	\$2,251.4
CSO	\$12.6	\$16.9	\$4.3
Other	\$238.4	\$469.1	-\$183.3
Total	\$751.3	\$1,991.3	\$4,839.7
Asset Protection	41.7%	57.7%	57.2%
Water Redundancy	24.9%	17.9%	46.5%
CSO	1.7%	0.8%	0.1%
Other	31.7%	23.6%	-3.8%
Total	100.0%	100.0%	100.0%

In terms of utility spending, Wastewater Asset Protection accounts for 80.3% of the FY24-28 projected Asset Protection spending at \$923.5 million of which \$665.1 million is designated for the Deer Island Wastewater Treatment Plant and \$258.3 million for headworks and pipelines. The \$207.2 million targeted for Waterworks Asset Protection includes \$130.7 million for water pipeline projects.



As illustrated by the following graph, the next two waves of spending over the FY24-28 and the FY29-33 periods will be for asset protection and water redundancy. This reflects MWRA's commitment to maintaining its physical plant and addressing the need for water system redundancy in some critical service areas.



FY26 CIP Future Expenditures

The FY26 CIP contains future spending (beyond FY24) estimated at \$6.6 billion, including \$3.4 billion for Wastewater (primarily Asset Protection of \$3.1 billion) and \$3.2 billion for Waterworks (primarily Redundancy projects of \$2.6 billion). Wastewater Asset Protection includes \$2.1 billion for Deer Island and \$759.6 million for Wastewater Facility Asset Protection (primarily pump station rehabilitation). Redundancy projects include the Metro Tunnel Redundancy and Metro Redundancy Interim Improvement projects with future spending of \$2.1 billion and \$184.0 million, respectively. FY24-FY28 spending is projected at \$2.0 billion or 30.1% of future spending.

The table below represents the projected spending by the major project categories:

	Future Spending Beyond FY24	Total FY19-23	Total FY24-28	Beyond 28
Wastewater System Improvements	\$3,374.6	\$397.1	\$1,184.9	\$2,283.7
Interception & Pumping	855.6	161.5	211.1	664.8
Treatment	2,184.2	63.3	683.0	1,542.6
Residuals	113.4	15.6	26.5	86.9
CSO	16.2	12.6	22.1	4.3
Other Wastewater	205.2	144.1	242.1	(14.9)
Waterworks System Improvements	\$3,163.9	\$314.4	\$716.7	\$2,552.1
Drinking Water Quality Improvements	73.0	10.8	19.4	56.2
Transmission	2,427.7	105.6	327.0	2,140.0
Distribution & Pumping	674.6	127.9	189.5	516.4
Other Waterworks	(11.4)	70.2	180.9	(160.5)
Business & Operations Support	\$84.3	\$39.7	\$89.7	\$3.9
Total MWRA	\$6,622.8	\$751.3	\$1,991.3	\$4,839.7

FY26 New Projects

The FY26 CIP adds 9 new projects at a total cost of \$18.0 million with projected spending of \$17.5 million over the FY24-28 period. There are 4 water projects totaling \$7.3 million, 3 wastewater project at \$3.2 million, and 2 BOS projects at \$7.5 million. The largest new project is the replacement of the failed Wind Turbine at Deer Island for \$4.5 million. Energy grants and insurance proceeds are expected to fully fund the turbine project. A complete listing of projects is included as Attachment C.

Project	Total Contract Amount	FY24-28 Spending	Beyond FY28
Loneragan Intake Bldg Walkway and Wall Improvements	\$4.0	\$3.5	\$0.5
Ware River Shaft 8 Retaining Wall Replacement	\$1.4	\$1.4	\$0.0
Pipe Bridge Inspections/Structural Analysis	\$0.9	\$0.9	\$0.0
Southboro Paving	\$1.0	\$1.0	\$0.0
Total Waterworks(#4)	\$7.3	\$6.8	\$0.5
Ward Street Headworks Air Handling Replacement	\$2.0	\$2.0	\$0.0
Heat Pump Squantum PS	\$0.3	\$0.3	\$0.0
Heat Pumps var WW facilities (BW, Hough's Neck, Quincy)	\$0.9	\$0.9	\$0.0
Total Wastewater (#3)	\$3.2	\$3.2	\$0.0
DITP Wind Turbine 1 Replacement	\$4.5	\$4.5	\$0.0
Chelsea Administration Building Heat Pumps	\$3.0	\$3.0	\$0.0
Total Business & Operation System (#2)	\$7.5	\$7.5	\$0.0
Total 9 New Projects	\$18.0	\$17.5	\$0.5

ATTACHMENTS:

- A. FY26 Project Level Expenditure Forecast
- B. Overview of the FY26 CIP and Changes from the FY25 Final CIP
- C. FY26 New Projects

ATTACHMENT A
FY26 Final CIP
Expenditure Forecast at Project Level
(\$000s)

Project	Total Contract Amount	Payments through FY24	Remaining Balance	FY25	FY26	FY27	FY28	FY24-FY28	FY29-FY33	Beyond FY33
Total MWRA	11,856,038	5,233,260	6,622,778	291,124	380,802	480,764	630,370	1,991,296	4,214,563	625,156
Wastewater	5,927,052	2,552,438	3,374,614	153,365	175,089	307,953	454,495	1,184,902	2,293,363	(9,652)
Interception & Pumping	1,639,824	784,269	855,555	15,926	32,960	49,491	92,341	211,129	632,014	32,823
102 Quincy Pump Facilities	25,907	25,907	-	completed project						
104 Braintree-Weymouth Relief Facilities	250,017	240,969	9,049	5,401	156	-	-	14,116	3,492	-
105 New Neponset Valley Relief Sewer	30,300	30,300	-	completed project						-
106 Wellesley Extension Replacement Sewer	64,359	64,359	-	completed project						-
107 Framingham Extension Relief Sewer	47,856	47,856	-	completed project						-
127 Cummingsville Replacement Sewer	8,999	8,999	-	completed project						-
130 Siphon Structure Rehabilitation	24,286	3,382	20,904	234	3,353	5,732	1,607	11,205	9,978	-
131 Upper Neponset Valley Sewer System	54,174	54,174	-	completed project						-
132 Corrosion & Odor Control	104,572	73,683	30,888	929	-	-	-	5,170	26,008	3,952
136 West Roxbury Tunnel	11,970	10,314	1,656	1,350	306	-	-	1,656	-	-
137 Wastewater Central Monitoring	30,982	19,926	11,056	-	232	839	1,328	2,399	8,657	-
139 South System Relief Project	4,939	3,439	1,500	-	-	-	-	-	1,500	-
141 Wastewater Process Optimization	8,310	2,200	6,111	-	-	-	-	-	6,111	-
142 Wastewater Meter System - Equipment Replacement	21,057	11,930	9,126	-	-	540	540	1,061	1,620	6,426
143 Regional I/I Management & Planning	169	169	-							-
145 Facility Asset Protection	946,229	186,662	759,567	8,012	28,912	42,380	88,866	175,522	573,952	17,445
146 D.I. Cross Harbor Tunnel	5,000	-	5,000	-	-	-	-	-	-	5,000

ATTACHMENT A
FY26 Final CIP
Expenditure Forecast at Project Level
(\$000s)

Project	Total Contract Amount	Payments through FY24	Remaining Balance	FY25	FY26	FY27	FY28	FY24-FY28	FY29-FY33	Beyond FY33
147 Randolph Trunk Sewer Relief	698	-	698	-	-	-	-	-	698	-
Treatment	2,590,059	405,878	2,184,180	65,004	82,660	201,203	292,723	682,981	1,483,526	59,065
182 Deer Island Primary and Secondary Treatment	(958)	(958)	-	completed project						
200 DI Plant Optimization	33,279	33,279	-	completed project						
206 Deer Island Treatment Plant Asset Protection	2,496,603	351,760	2,144,843	62,304	76,860	196,089	289,723	665,142	1,460,803	59,065
210 Clinton Wastewater Treatment Plant	58,923	19,586	39,337	2,700	5,800	5,114	3,000	17,839	22,723	
211 Laboratory Services	2,212	2,212	-	completed project						
Residuals	194,126	80,696	113,429	32	3,800	7,750	14,942	26,524	62,429	24,476
261 Residuals	63,811	63,811	-							-
271 Residuals Asset Protection	130,315	16,886	113,429	32	3,800	7,750	14,942	26,524	62,429	24,476
CSO	941,428	925,206	16,222	5,005	4,539	905	1,453	22,144	4,321	-
CSO MWRA Managed	440,655	435,419	5,236	1,500	3,536	200	-	5,791		
339 North Dorchester Bay	221,510	221,510	-	completed project						
347 East Boston Branch Sewer Relief	85,637	85,637	-	completed project						
348 BOS019 Storage Conduit	14,288	14,288	-	completed project						
349 Chelsea Trunk Sewer	31,664	31,664	-			completed project		555		
350 Union Park Detention Treatment Facility	49,583	49,583	-	completed project						
353 Upgrade Existing CSO Facilities	22,385	22,385	-	completed project						
354 Hydraulic Relief Projects	7,531	2,295	5,236	1,500	3,536	200	-	5,236		

ATTACHMENT A
FY26 Final CIP
Expenditure Forecast at Project Level
(\$000s)

Project	Total Contract Amount	Payments through FY24	Remaining Balance	FY25	FY26	FY27	FY28	FY24-FY28	FY29-FY33	Beyond FY33
355 MWR003 Gate & Siphon	4,424	4,424	-	completed project						
357 Charles River CSO Controls	3,633	3,633	-	completed project						
CSO Community Managed	435,658	433,530	2,128	2,128	11,128					
340 Dorchester Bay Sewer Separation (Fox Point)	55,029	55,029	-	completed project						
341 Dorchester Bay Sewer Separation (Commercial Point)	61,440	61,443	(3)	completed project						
342 Neponset River Sewer Separation	2,492	2,492	-	completed project						
343 Constitution Beach Sewer Separation	3,731	3,731	-	completed project						
344 Stony Brook Sewer Separation	44,319	44,319	-	completed project						
346 Cambridge Sewer Separation	104,552	104,552	-	completed project						
351 BWSC Floatables Controls	946	946	-	completed project						
352 Cambridge Floatables Controls	1,127	1,127	-	completed project						
356 Fort Point Channel Sewer Separation	23,389	21,257	2,131	2,131						
358 Morrissey Boulevard Drain	32,181	32,181	-	completed project						
359 Reserved Channel Sewer Separation	70,524	70,524	-	completed project						
360 Brookline Sewer Separation	24,715	24,715	-	completed project						
361 Bulfinch Triangle Sewer Separation	9,032	9,032	-	completed project						
362 East Boston CSO Control	2,182	2,182	-	completed project						
CSO Planning & Support	65,115	56,257	8,858	1,377	1,003	705	1,453	5,225	4,321	
324 CSO Support	65,115	56,257	8,858	1,377	1,003	705	1,453	5,225	4,321	
Other Wastewater	561,616	356,389	205,227	67,399	51,130	48,605	53,037	242,125	111,073	(126,016)

ATTACHMENT A
FY26 Final CIP
Expenditure Forecast at Project Level
(\$000s)

Project	Total Contract Amount	Payments through FY24	Remaining Balance	FY25	FY26	FY27	FY28	FY24-FY28	FY29-FY33	Beyond FY33
128 I/I Local Financial Assistance	561,335	356,108	205,227	67,399	51,130	48,605	53,037	242,125	111,073	(126,016)
138 Sewerage System Mapping Upgrades	281	281	-						-	-
Waterworks	5,694,679	2,530,818	3,163,860	124,987	173,909	149,591	163,286	716,729	1,917,409	634,678
Drinking Water Quality Improvements	736,349	663,369	72,980	2,701	4,878	3,338	5,847	19,359	56,216	
542 Carroll Water Treatment Plant (CWTP)	447,780	430,440	17,340	1,145	4,194	2,500	250	8,727	9,250	
543 Quabbin Water Treatment Plant	19,973	19,973	-						completed project	
544 Norumbega Covered Storage	106,674	106,674	-						completed project	
545 Blue Hills Covered Storage	40,083	40,083	-						completed project	
550 Spot Pond Covered Storage Facility	60,126	60,126	-						completed project	
555 Carroll Water Treatment Plant (CWTP) Asset Protection	61,713	6,072	55,640	1,556	683	838	5,597	10,632	46,966	
Transmission	3,397,730	970,035	2,427,695	53,869	68,104	69,179	96,548	326,973	1,450,659	689,336
597 Winsor Station Pipeline	72,570	7,475	65,095	99	-	-	-	99	58,686	6,310
601 Sluice Gate Rehabilitation	9,158	9,158	-						completed project	-
604 MetroWest Tunnel	709,754	697,182	12,572	-	491	455	2,520	3,467	9,105	-
615 Chicopee Valley Aqueduct Redundancy	8,666	8,666	-						completed project	-
616 Quabbin Transmission System	46,991	27,174	19,817	5,200	5,877	3,300	3,825	30,803	1,615	-
617 Sudbury/Weston Aqueduct Repairs	18,275	4,870	13,405	-	306	1,530	1,024	2,860	10,545	-
620 Wachusett Reservoir Spillway Improvements	9,287	9,287	-						-	-
621 Watershed Land	34,000	29,075	4,925	745	1,000	1,000	1,925	4,866	255	-

ATTACHMENT A
FY26 Final CIP
Expenditure Forecast at Project Level
(\$000s)

Project	Total Contract Amount	Payments through FY24	Remaining Balance	FY25	FY26	FY27	FY28	FY24-FY28	FY29-FY33	Beyond FY33
622 Cosgrove Tunnel Redundancy	58,619	58,619	-						-	-
623 Dam Projects	12,857	4,293	8,565	4,538	2,827	400	800	9,126	-	-
625 Metropolitan Water Tunnel Program	2,127,642	36,850	2,090,792	22,226	46,396	44,107	68,621	190,391	1,313,280	596,162
628 Metropolitan Redundancy Interim Improvements	258,269	74,221	184,048	20,437	7,657	14,488	15,579	74,966	39,022	86,864
630 Watershed Division Capital Improvements	31,640	3,164	28,476	623	3,549	3,900	2,254	10,394	18,150	-
Distribution And Pumping	1,298,139	623,534	674,606	28,727	51,291	43,281	34,892	189,500	346,745	169,671
618 Peabody Pipeline Project	1,448	1,448	-							-
677 Valve Replacement	12,016	12,016	-							-
678 Boston Low Service - Pipe & Valve Rehabilitation	23,691	23,691	-							-
683 Heath Hill Road Pipe Replacement	19,358	19,358	-							-
689 James L. Gillis Pump Station Rehabilitation	33,419	33,419	-							-
692 Northern High Service (NHS) - Section 27 Improvements	2,136	124	2,013	-	-	-	-	-	2,013	-
693 NHS - Revere & Malden Pipeline Improvements	173,145	37,101	136,045	2,167	15,147	16,871	10,850	46,566	21,010	70,000
702 New Connecting Mains - Shaft 7 to WASM 3	109,470	55,323	54,147	12,855	17,673	4,735	1,367	58,910	17,417	100
704 Rehabilitation of Other Pump Stations	51,572	30,090	21,482	-	-	594	793	1,387	20,095	-
706 NHS - Connecting Mains from Section 91	2,360	2,360	-							-
708 Northern Extra High Service (NEH) - New Pipelines	81,311	16,182	65,129	3,978	11,206	16,476	16,021	46,815	17,448	-
712 Cathodic Protection Of Distribution Mains	6,718	1,160	5,558	-	1,359	2,300	1,899	5,558	-	-
713 Spot Pond Supply Mains Rehabilitation	66,805	65,675	1,130	230	-	-	-	233	900	-
714 Southern Extra High Sections 41 & 42	3,657	3,657	-							-

ATTACHMENT A
FY26 Final CIP
Expenditure Forecast at Project Level
(\$000s)

Project	Total Contract Amount	Payments through FY24	Remaining Balance	FY25	FY26	FY27	FY28	FY24-FY28	FY29-FY33	Beyond FY33
719 Chestnut Hill Connecting Mains	59,475	18,287	41,188							- 17,983
720 Warren Cottage Line Rehabilitation	1,205	1,205	-	completed project						-
721 Southern Spine Distribution Mains	127,034	38,715	88,319							- 3,898
722 Northern Intermediate High (NIH) Redundancy & Storage	158,657	101,819	56,839							9,430 -
723 Northern Low Service Rehabilitation - Section 8	68,982	5,557	63,425							4 -
725 Hydraulic Model Update	598	598	-	completed project						-
727 Southern Extra High (SEH) Redundancy & Storage	176,133	65,077	111,055							62 77,690
730 Weston Aqueduct Supply Mains (WASM)	80,403	80,403	-	completed project						-
731 Lynnfield Pipeline	5,626	5,626	-	completed project						-
732 Walnut St. & Fisher Hill Pipeline Rehabilitation	2,717	2,717	-	completed project						-
735 Section 80 Rehabilitation	30,201	1,925	28,276							1 -
Other Waterworks	262,461	273,881	(11,420)	39,691	49,637	33,793	25,999	180,897	63,790	(224,329)
753 Central Monitoring System	46,709	37,619	9,090	3,249	1,144	1,941	919	11,767	1,837	-
763 Distribution Systems Facilities Mapping	3,087	1,700	1,387	75	50	346	345	941	572	-
764 Local Water Infrastructure Rehabilitation	7,488	7,488	-	completed project						-
765 Local Water System Assistance Program	38,459	210,672	(172,213)							34,026 (269,476)
766 Waterworks Facility Asset Protection	166,718	16,402	150,316							2,341 45,147
Business & Operations Support	234,307	150,004	84,304	12,771	31,804	23,219	12,589	89,665	3,790	130
881 Equipment Purchase	43,099	27,343	15,756	3,297	4,441	4,225	3,263	15,604	400	130
925 Technical Assistance	1,055	-	1,055	-	552	294	210	1,055	-	-

ATTACHMENT A
FY26 Final CIP
Expenditure Forecast at Project Level
(\$000s)

Project	Total Contract Amount	Payments through FY24	Remaining Balance	FY25	FY26	FY27	FY28	FY24-FY28	FY29-FY33	Beyond FY33
930 MWRA Facility - Chelsea	9,812	9,812	-	completed project						-
931 Business Systems Plan	24,562	24,562	-	completed project						-
932 Environmental Remediation	1,479	1,479	-	completed project						-
933 Capital Maintenance Planning/Development	41,498	23,974	17,525	3,119						-
934 MWRA Facilities Management & Planning	22,927	20,135	2,792	92						-
935 Alternative Energy Initiatives	38,684	18,184	20,500	-						-
940 Applications Improvements Program	25,047	10,665	14,382	4,676						-
942 Information Security Program (ISP)	4,493	3,101	1,392	332						-
944 Information Technology Management Program	2	2	-	completed project						-
946 IT Infrastructure Program	21,649	10,747	10,902	1,255						-

ATTACHMENT B
Overview of the FY26 Final CIP and Changes from the FY25 Final CIP

Program and Project	FY25 Final			
	Total Budget Amount	FY24-28	FY29-33	Beyond 33
Total MWRA	10,801,815	1,977,459	3,264,170	535,163
Wastewater	5,009,056	1,143,293	1,420,487	(13,169)
Interception & Pumping	1,649,003	282,853	568,264	34,029
102 Quincy Pump Facilities	25,907	-	-	-
104 Braintree-Weymouth Relief Facilities	249,042	13,081	3,551	-
105 New Neponset Valley Relief Sewer	30,300	-	-	-
106 Wellesley Extension Replacement Sewer	64,359	-	-	-
107 Framingham Extension Relief Sewer	47,856	-	-	-
127 Cummingsville Replacement Sewer	8,999	-	-	-
130 Siphon Structure Rehabilitation	24,362	13,590	7,669	-
131 Upper Neponset Valley Sewer	54,174	-	-	-
132 Corrosion & Odor Control	104,633	5,168	26,008	4,015
136 West Roxbury Tunnel	11,514	1,200	-	-
137 Wastewater Central Monitoring	27,482	1,955	5,601	-
139 South System Relief Project	4,939	-	1,500	-
141 Wastewater Process Optimization	8,310	-	6,111	-
142 Wastewater Meter System-Equipment	21,057	1,736	945	6,426
143 Regional I/I Management Planning	169	-	-	-
145 Facility Asset Protection	960,202	246,123	516,181	18,588
146 D.I. Cross Harbor Tunnel Inspection	5,000	-	-	5,000
147 Randolph Trunk Sewer Relief	698	-	698	-
Treatment	1,686,865	575,836	693,377	53,164
182 DI Primary and Secondary	(958)	-	-	-
200 DI Plant Optimization	33,279	-	-	-
206 DI Treatment Plant Asset Protection	1,613,142	558,449	689,934	53,165
210 Clinton Wastewater Treat Plant	39,190	17,387	3,443	-
211 Laboratory Services	2,212	-	-	-
Residuals	171,326	20,892	45,261	24,476
261 Residuals	63,811	-	-	-
271 Residuals Asset Protection	107,515	20,892	45,261	24,476

FY26 Final			
Total Budget Amount	FY24-28	FY29-33	Beyond 33
11,856,036	1,991,302	4,214,557	625,156
5,927,054	1,184,903	2,293,365	(9,652)
1,639,824	211,129	632,016	32,823
25,907	-	-	-
250,017	14,116	3,492	-
30,300	-	-	-
64,359	-	-	-
47,856	-	-	-
8,999	-	-	-
24,286	11,205	9,978	-
54,174	-	-	-
104,572	5,170	26,008	3,952
11,970	1,656	-	-
30,982	2,399	8,657	-
4,939	-	1,500	-
8,310	-	6,111	-
21,057	1,061	1,620	6,426
169	-	-	-
946,229	175,522	573,952	17,445
5,000	-	-	5,000
698	-	698	-
2,590,059	682,981	1,483,526	59,064
(958)	-	-	-
33,279	-	-	-
2,496,603	665,142	1,460,803	59,065
58,923	17,839	22,723	-
2,212	-	-	-
194,126	26,524	62,429	24,476
63,811	-	-	-
130,315	26,524	62,429	24,476

Change from Final FY25			
Total Budget Amount	FY24-28	FY29-33	Beyond 33
1,054,220	13,836	950,394	89,993
917,998	41,609	872,877	3,516
(9,179)	(71,724)	63,752	(1,206)
-	-	-	-
975	1,035	(59)	-
-	-	-	-
-	-	-	-
-	-	-	-
-	-	-	-
(76)	(2,385)	2,309	-
-	-	-	-
(61)	2	-	(63)
456	456	-	-
3,500	444	3,056	-
-	-	-	-
-	-	-	-
-	(675)	675	-
-	-	-	-
(13,973)	(70,601)	57,771	(1,143)
-	-	-	-
-	-	-	-
903,194	107,145	790,149	5,900
-	-	-	-
-	-	-	-
883,461	106,693	770,869	5,900
19,733	452	19,280	-
-	-	-	-
22,800	5,632	17,168	-
-	-	-	-
22,800	5,632	17,168	-

ATTACHMENT B
Overview of the FY26 Final CIP and Changes from the FY25 Final CIP

Program and Project	FY25 Final			
	Total Budget Amount	FY24-28	FY29-33	Beyond 33
CSO	940,246	21,099	4,179	-
324 CSO Support	64,068	4,318	4,180	-
339 North Dorchester Bay	221,510	-	-	-
340 Dorchester Bay Sewer Separation (Fox Point)	55,029	-	-	-
341 Dorchester Bay Sewer Separation (Commercial Point)	61,443	-	-	-
342 Neponset River Sewer Separation	2,492	-	-	-
343 Constitution Beach Sewer Separation	3,731	-	-	-
344 Stony Brook Sewer Separation	44,319	-	-	-
346 Cambridge Sewer Separation	104,552	-	-	-
347 East Boston Branch Sewer Relief	85,637	-	-	-
348 BOS019 Storage Conduit	14,288	-	-	-
349 Chelsea Trunk Sewer	31,683	573	-	-
350 Union Park Detention Treatment Facility	49,583	-	-	-
351 BWSC Floatables Controls	946	-	-	-
352 Cambridge Floatables Control	1,127	-	-	-
353 Upgrade Existing CSO Facilities	22,385	-	-	-
354 Hydraulic Relief Projects	7,373	5,078	-	-
355 MWR003 Gate & Siphon	4,424	-	-	-
356 Fort Point Channel Sewer Separation	23,389	11,131	-	-
357 Charles River CSO Controls	3,633	-	-	-
358 Morrissey Boulevard Drain	32,181	-	-	-
359 Reserved Channel Sewer Separation	70,524	-	-	-
360 Brookline Sewer Separation	24,715	-	-	-
361 Bulfinch Triangle Sewer Separation	9,032	-	-	-
362 East Boston CSO Control	2,182	-	-	-
Other Wastewater	561,616	242,613	109,406	(124,838)
128 I/I Local Financial Assistance	561,335	242,613	109,406	(124,838)
138 Sewerage System Mapping Upgrade	281	-	-	-
Total Waterworks	5,575,803	760,016	1,841,730	548,205
Drinking Water Quality	736,137	23,047	52,316	-
542 Carroll Water Treatment Plant	448,432	9,379	9,250	-
543 Quabbin Water Treatment Plant	19,973	-	-	-
544 Norumbega Covered Storage	106,674	-	-	-
545 Blue Hills Covered Storage	40,083	-	-	-
550 Spot Pond Storage Facility	60,126	-	-	-
555 CWTP Asset Protection	60,849	13,668	43,066	-

FY26 Final			
Total Budget Amount	FY24-28	FY29-33	Beyond 33
941,429	22,143	4,320	-
65,115	5,225	4,321	-
221,510	-	-	-
55,029	-	-	-
61,440	(3)	-	-
2,492	-	-	-
3,731	-	-	-
44,319	-	-	-
104,552	-	-	-
85,637	-	-	-
14,288	-	-	-
31,664	555	-	-
49,583	-	-	-
946	-	-	-
1,127	-	-	-
22,385	-	-	-
7,531	5,236	-	-
4,424	-	-	-
23,389	11,131	-	-
3,633	-	-	-
32,181	-	-	-
70,524	-	-	-
24,715	-	-	-
9,032	-	-	-
2,182	-	-	-
561,616	242,125	111,073	(126,016)
561,335	242,125	111,073	(126,016)
281	-	-	-
5,694,675	716,729	1,917,407	634,678
736,349	19,359	56,216	-
447,780	8,727	9,250	-
19,973	-	-	-
106,674	-	-	-
40,083	-	-	-
60,126	-	-	-
61,713	10,632	46,966	-

Change from Final FY25			
Total Budget Amount	FY24-28	FY29-33	Beyond 33
1,183	1,044	141	-
1,047	907	141	-
-	-	-	-
-	-	-	-
(3)	(3)	-	-
-	-	-	-
-	-	-	-
-	-	-	-
-	-	-	-
-	-	-	-
-	-	-	-
(19)	(18)	-	-
-	-	-	-
-	-	-	-
-	-	-	-
158	158	-	-
-	-	-	-
-	-	-	-
-	-	-	-
-	-	-	-
-	-	-	-
-	-	-	-
-	-	-	-
-	-	-	-
-	-	-	-
-	(488)	1,667	(1,178)
-	(488)	1,667	(1,178)
-	-	-	-
118,873	(43,287)	75,680	86,477
212	(3,688)	3,900	-
(652)	(652)	-	-
-	-	-	-
-	-	-	-
-	-	-	-
-	-	-	-
864	(3,036)	3,900	-

ATTACHMENT B
Overview of the FY26 Final CIP and Changes from the FY25 Final CIP

Program and Project	FY25 Final				FY26 Final				Change from Final FY25			
	Total Budget Amount	FY24-28	FY29-33	Beyond 33	Total Budget Amount	FY24-28	FY29-33	Beyond 33	Total Budget Amount	FY24-28	FY29-33	Beyond 33
Transmission	3,392,177	314,789	1,463,232	683,401	3,397,730	326,972	1,450,658	689,336	5,553	12,185	(12,572)	5,937
597 Winsor Station Pipeline	71,835	-	58,110	6,251	72,570	99	58,686	6,310	735	99	576	59
601 Sluice Gate Rehabilitation	9,158	-	-	-	9,158	-	-	-	-	-	-	-
604 MetroWest Tunnel	709,574	8,524	3,868	-	709,754	3,467	9,105	-	180	(5,057)	5,237	-
615 Chicopee Valley Aqueduct Redundancy	8,666	-	-	-	8,666	-	-	-	-	-	-	-
616 Quabbin Transmission System	42,487	26,799	1,115	-	46,991	30,803	1,615	-	4,504	4,004	500	-
617 Sudbury/Weston Aqueduct Repairs	18,284	2,860	10,554	-	18,275	2,860	10,545	-	(9)	-	(9)	-
620 Wachusett Reservoir Spillway Improvement	9,287	-	-	-	9,287	-	-	-	-	-	-	-
621 Watershed Land	34,000	5,121	-	-	34,000	4,866	255	-	-	(255)	255	-
622 Cosgrove/Wachusett Redundancy	58,619	-	-	-	58,619	-	-	-	-	-	-	-
623 Dam Projects	12,222	8,491	-	-	12,857	9,126	-	-	635	635	-	-
625 Metro Water Tunnel Program	2,142,343	180,410	1,343,842	590,283	2,127,642	190,391	1,313,280	596,162	(14,701)	9,981	(30,562)	5,879
628 Metro Redundancy Interim Improvement	245,418	70,016	31,121	86,865	258,269	74,966	39,022	86,864	# 12,851	4,950	7,901	(1)
630 Watershed Division Capital Improvement	30,282	12,566	14,620	-	31,640	10,394	18,150	-	1,358	(2,172)	3,530	-
Distribution & Pumping	1,207,525	231,082	290,722	93,500	1,298,137	189,501	346,744	169,671	90,611	(41,582)	56,023	76,171
618 Peabody Pipeline	1,448	-	-	-	1,448	-	-	-	-	-	-	-
677 Valve Replacement	12,016	-	-	-	12,016	-	-	-	-	-	-	-
678 Boston Low Service-Pipe & Valve Rehabilitation	23,691	-	-	-	23,691	-	-	-	-	-	-	-
683 Heath Hill Road Pipe Replacement	19,358	-	-	-	19,358	-	-	-	-	-	-	-
689 James L. Gillis Pump Station Rehabilitation	33,419	-	-	-	33,419	-	-	-	-	-	-	-
692 NHS - Section 27 Improvements	2,136	-	2,013	-	2,136	-	2,013	-	-	-	-	-
693 NHS - Revere & Malden Pipeline Improvement	128,739	78,227	14,942	-	173,145	46,566	21,010	70,000	44,406	(31,661)	6,068	70,000
702 New Connect Mains-Shaft 7 to WASM 3	106,475	56,452	16,980	-	109,470	58,910	17,417	100	2,995	2,458	437	100
704 Rehabilitation of Other Pump Stations	51,572	2,180	19,302	-	51,572	1,387	20,095	-	-	(793)	793	-
706 NHS-Connecting Mains from Section 91	2,360	-	-	-	2,360	-	-	-	-	-	-	-
708 Northern Extra High Service New Pipelines	67,511	38,914	11,550	-	81,311	46,815	17,448	-	13,800	7,901	5,898	-
712 Cathodic Protection Of Distrubution Mains	7,268	6,108	-	-	6,718	5,558	-	-	(550)	(550)	-	-
713 Spot Pond Supply Mains Rehabilitation	67,285	813	800	-	66,805	233	900	-	(480)	(580)	100	-
714 Southern Extra High Sections 41 & 42	3,657	-	-	-	3,657	-	-	-	-	-	-	-
719 Chestnut Hill Connecting Mains	55,509	-	23,205	14,017	59,475	-	23,205	17,983	3,966	-	-	3,966
720 Warren Cottage Line Rehabilitation	1,205	-	-	-	1,205	-	-	-	-	-	-	-
721 South Spine Distribution Mains	111,964	4,709	66,754	1,839	127,034	681	83,794	3,898	15,070	(4,028)	17,040	2,059
722 NIH Redundancy & Storage	156,075	40,712	21,785	-	158,657	26,380	38,700	-	2,582	(14,332)	16,915	-
723 Northern Low Service Rehabilitation Section 8	68,970	48	63,377	-	68,982	52	63,384	-	12	4	7	-
724 Northern High Service - Pipeline Rehabilitation	-	-	-	-	-	-	-	-	-	-	-	-
725 Hydraulic Model Update	598	-	-	-	598	-	-	-	-	-	-	-
727 Southern Extra High Redundancy & Storage	172,202	1,572	27,963	77,644	176,133	1,572	31,849	77,690	3,931	-	3,886	46
730 Weston Aqueduct Supply Mains	80,403	-	-	-	80,403	-	-	-	-	-	-	-
731 Lynnfield Pipeline	5,626	-	-	-	5,626	-	-	-	-	-	-	-
732 Walnut St. & Fisher Hill Pipeline Rehabilitation	2,717	-	-	-	2,717	-	-	-	-	-	-	-
733 NHS Pipeline Rehabilitation 13-18 & 48	-	-	-	-	-	-	-	-	-	-	-	-

ATTACHMENT B
Overview of the FY26 Final CIP and Changes from the FY25 Final CIP

Program and Project	FY25 Final			
	Total Budget Amount	FY24-28	FY29-33	Beyond 33
734 Southern Extra High Pipelines-Sections 30, 39,40, & 44	-	-	-	-
735 Section 80 Rehabilitation	25,322	1,348	22,050	-
Other	239,964	191,098	35,460	(228,698)
753 Central Monitoring System	45,061	10,392	1,564	-
763 Distribution Systems Facilities Mapping	3,087	941	572	-
764 Local Water Infrastructure Rehabilitation Assistance Program	7,488	-	-	-
765 Local Water Pipeline Improvement Loan Program	38,459	130,894	(12,979)	(263,928)
766 Waterworks Facility Asset Protection	145,869	48,872	46,303	35,230
Business & Operations Support	216,956	74,150	1,953	130
881 Equipment Purchase	43,107	15,621	390	130
925 Technical Assistance	1,055	1,055	-	-
930 MWRA Facility - Chelsea	9,812	-	-	-
931 Business Systems Plan	24,562	-	-	-
932 Environmental Remediation	1,479	-	-	-
933 Capital Maintenance Planning	39,362	15,721	1,562	-
934 MWRA Facilities Management	22,213	3,523	-	-
935 Alternative Energy Initiatives	28,184	10,000	-	-
940 Applicat Improv Program	24,027	17,732	-	-
942 Info Security Program ISP	4,493	1,381	-	-
944 Info Tech Mgmt Program	2	-	-	-
946 IT Infrastructure Program	18,662	9,118	-	-

FY26 Final			
Total Budget Amount	FY24-28	FY29-33	Beyond 33
-	-	-	-
30,201	1,347	26,929	-
262,461	180,897	63,789	(224,329)
46,709	11,767	1,837	-
3,087	941	572	-
7,488	-	-	-
38,459	128,811	(5,348)	(269,476)
166,718	39,378	66,728	45,147
234,307	89,665	3,789	130
43,099	15,604	400	130
1,055	1,055	-	-
9,812	-	-	-
24,562	-	-	-
1,479	-	-	-
41,498	17,858	1,562	-
22,927	2,410	1,827	-
38,684	20,500	-	-
25,047	18,752	-	-
4,493	1,381	-	-
2	-	-	-
21,649	12,105	-	-

Change from Final FY25			
Total Budget Amount	FY24-28	FY29-33	Beyond 33
-	-	-	-
4,879	(1)	4,879	-
22,497	(10,202)	28,329	4,369
1,648	1,375	273	-
-	-	-	-
-	-	-	-
-	(2,083)	7,631	(5,548)
20,849	(9,494)	20,425	9,917
17,349	15,514	1,837	-
(8)	(17)	10	-
-	-	-	-
-	-	-	-
-	-	-	-
-	-	-	-
2,136	2,137	-	-
714	(1,113)	1,827	-
10,500	10,500	-	-
1,020	1,020	-	-
-	-	-	-
-	-	-	-
2,987	2,987	-	-

Attachment C

New Capital Projects Added to the FY26 CIP

Program	Project	Subphase	Contract Number	Total Contract Amount	NTP	SC	FY26	FY27	FY28	FY24-28	Beyond FY28	Total Expenditures
Interception & Pumping	145 Facility Asset Protection	Ward Street Headworks Air Handling Replacement	8151	\$ 2,000,000	Feb-26	Feb-27	\$ 333,333	\$ 1,666,667	\$ -	\$ 2,000,000	\$ -	\$ 2,000,000
Interception & Pumping	145 Facility Asset Protection	Heat Pump Squantum PS	8176	\$ 325,000	Jan-26	May-26	\$ 325,000	\$ -	\$ -	\$ 325,000	\$ -	\$ 325,000
Interception & Pumping	145 Facility Asset Protection	Heat Pumps var WW facilities (BW, Hough's Neck, Quincy)	8175	\$ 898,000	Aug-25	May-26	\$ 898,000	\$ -	\$ -	\$ 898,000	\$ -	\$ 898,000
Transmission	616 Quabbin Transmission System	Loneragan Intake Bldg Walkway and Wall Improvements	8138	\$ 2,000,000	Feb-26	Jun-27	\$ -	\$ 1,500,000	\$ 500,000	\$ 2,000,000	\$ -	\$ 2,000,000
Transmission	616 Quabbin Transmission System	Loneragan Intake Bldg Walkway REI/ESDC	8160	\$ 2,000,000	Feb-26	Feb-29	\$ -	\$ 1,000,000	\$ 500,000	\$ 1,500,000	\$ 500,000	\$ 2,000,000
Transmission	616 Quabbin Transmission System	WareRiver Shft 8 Retaining Wall Replacement	8159	\$ 1,000,000	Sep-25	Sep-26	\$ 700,000	\$ 300,000	\$ -	\$ 1,000,000	\$ -	\$ 1,000,000
Transmission	616 Quabbin Transmission System	WareRiver Shft 8 Retaining Wall REI	8163	\$ 400,000	Sep-25	Sep-27	\$ 100,000	\$ 250,000	\$ 50,000	\$ 400,000	\$ -	\$ 400,000
Other Waterworks	766 Waterworks Facility Asset Protection	Pipe Bridge Inspections/Structural Analysis	8137	\$ 900,000	Jul-25	Jul-27	\$ 450,000	\$ 450,000	\$ -	\$ 900,000	\$ -	\$ 900,000
Other Waterworks	766 Waterworks Facility Asset Protection	Southboro Paving	8183	\$ 1,000,000	May-26	Jun-26	\$ 250,000	\$ 750,000	\$ -	\$ 1,000,000	\$ -	\$ 1,000,000
Business & Operations Support	935 Alternative Energy Initiatives	DITP Wind Turbine 1 Replacement	8148	\$ 4,500,000	Aug-25	Jun-26	\$ 4,500,000	\$ -	\$ -	\$ 4,500,000	\$ -	\$ 4,500,000
Business & Operations Support	935 Alternative Energy Initiatives	Chelsea Administration Building Heat Pumps	8147	\$ 3,000,000	Aug-25	Aug-26	\$ 2,500,000	\$ 500,000	\$ -	\$ 3,000,000	\$ -	\$ 3,000,000
SUMMARY:												
Total Wastewater Projects				\$ 3,223,000			\$ 1,556,333	\$ 1,666,667	\$ -	\$ 3,223,000	\$ -	\$ 3,223,000
Total Water Projects				\$ 7,300,000			\$ 1,500,000	\$ 4,250,000	\$ 1,050,000	\$ 6,800,000	\$ 500,000	\$ 7,300,000
Total Business & Operations Support Projects				\$ 7,500,000			\$ 7,000,000	\$ 500,000	\$ -	\$ 7,500,000	\$ -	\$ 7,500,000
Total Projects				\$ 18,023,000			\$ 10,056,333	\$ 6,416,667	\$ 1,050,000	\$ 17,523,000	\$ 500,000	\$ 18,023,000

STAFF SUMMARY

TO: Board of Directors
FROM: Frederick A. Laskey, Executive Director
DATE: June 18, 2025
SUBJECT: Approval of the FY26 Final Current Expense Budget




COMMITTEE Administration, Finance & Audit

Michael J. Cole, Budget Director
James J. Coyne, Budget Manager
 Preparer/Title

 INFORMATION

 X VOTE


Thomas J. Durkin
 Director, Finance

The Proposed FY26 Current Expense Budget (CEB) submitted to the Advisory Board at the February 2025 Board meeting included a 3.0% combined assessment increase.

MWRA received the Advisory Board comments and recommendations in May 2025, which recommended a combined assessment increase of 2.7%. This represents a \$2.2 million decrease to the Proposed FY26 Rate Revenue Requirement. The Authority has updated the Proposed Budget with the latest information, incorporated many of the Advisory Board recommendations and was able to achieve a 2.7% combined assessment increase.

As every year, the main focus is on next year's budget, but always with the goal of continuing to utilize MWRA's multi-year rate management strategy to provide sustainable, and predictable assessment increases to its member communities. To achieve this goal again this year, MWRA has continued to employ conservative budgeting and fiscal discipline which includes controlled spending and use of historical variable interest rate assumptions. The combination of these measures resulted in assessment increase projections at 3.0% for the next several years.

The FY26 Final Budget reflects the benefits of a planned \$33.9 million defeasance to be executed in FY25 with targeted savings during FY26-31. Besides the planned defeasances, the Authority is continuing to address the Pension and the Other Post Employment Benefits (OPEB) obligations, which are the largest long-term liabilities after the debt payments.

RECOMMENDATION:

1. To adopt the Final FY26 Current Expense Budget (CEB) set forth in Attachment A with current revenue and expense of \$919,709,027.
2. To adopt the Final FY26 Operating Budget (Trustee's Budget) set forth in Attachment B.

DISCUSSION:

This staff summary presents the Final FY26 CEB. Discussions and materials are provided herein outlining changes to the budget since the transmittal of the FY26 Proposed CEB in February 2025. In working with the MWRA Advisory Board, staff revisited all major line items of the budget and evaluated options to increase the Rate Revenue Requirement by 2.7%.

For a line item comparison between the Proposed FY26 CEB and the Final FY26 CEB, please refer to Attachment A.

Summary

The FY26 Final Budget recommends a combined increase in rates and charges of 2.7%. Total expenses are \$919.7 million, an increase of \$19.1 million or 2.1% over the FY25 Budget. Capital Financing costs remain the largest component of the CEB and account for 55.3% of total expenses. There are no offsets from Debt Service Assistance (DSA) assumed for FY26 or in any future years.

Total expenses include \$508.7 million for Capital Financing costs and \$411.0 million for operating expenses, of which \$328.0 million is for Direct Expenses and \$83.0 million is for Indirect Expenses. The \$19.1 million increase in total expenses is due to higher Direct Expenses of \$7.0 million, Indirect Expenses of \$7.6 million, and higher Capital Financing costs of \$4.5 million.

The FY26 Final Budget revenues, excluding rate revenue, total \$40.9 million, a decrease of \$4.2 million or 9.3% from the FY25 Budget primarily due to a decrease in Investment Income. The FY26 Final Budget non-rate revenue estimates includes \$17.6 million in Other User Charges and Other Revenue, and \$23.3 million for Investment Income.

The FY26 Final Rate Revenue Requirement is \$878.8 million, an increase of \$23.3 million or 2.7% over the FY25 Budget.

Table 1 on the following page provides a comparison of the Final FY26 CEB to the Approved FY25 CEB by major categories. Additional detail by line item is provided in Attachment A.

Table 1 MWRA Current Expense Budget FY26 Final Budget versus FY25 Approved Budget					
(\$ in Millions)	FY25 Approved Budget	FY26 Final Budget	\$ Change	% Change	
Directs	\$ 321.0	\$ 328.0	\$ 7.0	2.2%	
Indirects	75.4	83.0	7.6	10.0%	
Sub-Total Operating Expenses	\$ 396.5	\$ 411.0	\$ 14.5	3.7%	
Capital Financing (before Offsets)	504.2	508.7	4.5	0.9%	
Offsets: Bond Redemption ¹	-	-	-	-	
Variable Debt Savings	-	-	-	-	
Debt Service Assistance	-	-	-	-	
Sub-Total Capital Financing	\$ 504.2	\$ 508.7	\$ 4.5	0.9%	
Total Expenses	\$ 900.6	\$ 919.7	\$ 19.1	2.1%	
Investment Income	\$ 28.4	\$ 23.3	\$ (5.1)	-17.8%	
Non-Rate Revenue	16.7	17.6	0.9	5.3%	
Rate Stabilization ¹	-	-	-	-	
Sub-Total Non-Rate Revenue	\$ 45.1	\$ 40.9	\$ (4.2)	-9.3%	
Rate Revenue	855.5	878.8	23.3	2.7%	
Total Revenue & Income	\$ 900.6	\$ 919.7	\$ 19.1	2.1%	
FY26 Rate Revenue Increase			2.7%		
Combined Use of Reserves			\$ -		

¹ MWRA has two reserve funds (Bond Redemption and Rate Stabilization) which can be used at the discretion of the Authority to manage the rate revenue requirement. Use of the Bond Redemption reduces total expenses and Rate Stabilization increases total revenue. Under the terms of the General Bond Resolution the annual use of Rate Stabilization funds cannot exceed 10% of the year's senior debt service. Bond Redemption funds can be used only to retire or prepay outstanding debt. There is no annual limit on the amount of Bond Redemption funds used in a year, however the use is tied to the bonds' maturity dates and it is utility specific.

EXPENSES:

Direct Expenses

FY26 Direct Expenses total \$328.0 million, an increase of \$7.0 million, or 2.2%, over the FY25 Budget.

FY26 FINAL CURRENT EXPENSE BUDGET MWRA DIRECT EXPENSES BY LINE ITEM				
Line Item	FY25 Approved Budget	FY26 Final Budget	Change FY26 vs FY25	
WAGES AND SALARIES	\$133,658,956	\$133,658,993	\$37	0.0%
OVERTIME	\$6,133,077	\$6,449,017	\$315,940	5.2%
FRINGE BENEFITS	\$27,834,124	\$30,489,107	\$2,654,983	9.5%
WORKERS' COMPENSATION	\$2,073,434	\$2,179,730	\$106,296	5.1%
CHEMICALS	\$19,706,033	\$19,307,228	(\$398,805)	-2.0%
ENERGY AND UTILITIES	\$32,048,177	\$33,579,064	\$1,530,887	4.8%
MAINTENANCE	\$46,653,200	\$43,622,667	(\$3,030,533)	-6.5%
TRAINING AND MEETINGS	\$568,346	\$689,741	\$121,395	21.4%
PROFESSIONAL SERVICES	\$11,121,730	\$11,302,703	\$180,973	1.6%
OTHER MATERIALS	\$7,270,879	\$7,656,637	\$385,758	5.3%
OTHER SERVICES	\$33,945,804	\$39,045,372	\$5,099,568	15.0%
TOTAL	\$321,013,760	\$327,980,260	\$6,966,500	2.2%

- *Wages and Salaries* – The budget includes \$133.7 million for Wages and Salaries as compared to \$133.7 million in the FY25 Budget, an increase of \$37 or 0.0%. Regular Pay makes up \$130.3 million or 97.5% of the total Wages and Salaries. The FY26 Budget includes 1,166.2 FTE's which is 1.8 FTE's or 0.2% less than the FY25 Budget. As always, new hires and backfilling of vacant positions will be managed at the agency level and addressed on a case-by-case basis by senior management. A vacancy adjustment (reduction) of \$10.5 million is factored in to the FY26 Final Budget.
- *Overtime* – The budget includes \$6.4 million for Overtime, an increase of \$316,000 or 5.2% over the FY25 Budget. Overtime was increased to reflect wage increases and recent trends in planned overtime for off-hours maintenance, emergency, coverage, and planned projects that include construction.
- *Fringe Benefits* – The budget includes \$30.5 million for Fringe Benefits, an increase of \$2.7 million or 9.5% over the FY25 Budget. Health Insurance premiums total \$26.7 million, an increase of \$2.5 million or 10.5% over the FY25 Budget largely due to updated health plan rate increases.
- *Workers' Compensation* – The budget includes \$2.2 million for Workers' Compensation. This is \$106,000 or 5.1% greater than the prior year's level and is based on a three-year historical average spending for Worker's Compensation.

- *Chemicals* – The budget includes \$19.3 million for Chemicals, a decrease of \$399,000 or 2.0% from the FY25 Budget. The budgets for several chemicals decreased including Sodium Hypochlorite of \$933,000 or 13.9% and Liquid Oxygen by \$43,000 or 4.7% primarily due to lower pricing. These were partially offset by increases to Soda Ash of \$199,000 or 5.6% primarily due to price, Ferric Chloride of \$180,000 or 4.6% due to volume and price, and Activated Carbon of \$167,000 or 44.1% due to replacement need at the Nut Island Headworks. The FY26 Budget includes \$680,000 for the anticipated Deer Island National Pollutant Discharge Elimination System (NPDES) permit, which is projected to have more stringent requirements for enterococcus treatment compliance.
- *Utilities* – The budget includes \$33.6 million for Utilities, which is an increase of \$1.5 million or 4.8% over the FY25 Budget. The budget funds \$26.1 million for Electricity, an increase of \$1.3 million or 5.3% greater than the FY25 budget primarily due to updated pricing at Deer Island and Field Operations (FOD) facilities, Natural Gas of \$148,000 or 17.5% due to higher pricing at the FOD facilities. The Diesel Fuel budget of \$3.3 million is \$100,000 or 2.9% lower than the FY25 Budget primarily due to decreases in pricing at Deer Island Treatment Plant (DITP) and Field Operations Department (FOD) facilities.
- *Maintenance* – The budget includes \$43.6 million for Maintenance projects, a decrease of \$3.0 million or 6.5% from the FY25 budget. The decrease is driven by Plant and Machinery Services of \$4.6 million for projects expected to be completed in FY25 including Norumbega tank cleaning, DITP combustion turbine generator control system upgrades, updated cost estimate for the second DITP wicket gate replacement, updated cost for reactor mixer gearbox rebuilds, and new work for CO2 piping repairs at the John Carroll Water Treatment Plant (JCWTP) and projected work on the DITP boiler, STG, hydroelectric and wind power contract; HVAC Materials decreased by \$564,000 primarily due to the Chelsea Administration Heat Pumps being reclassified to the Capital Improvement Program; Electrical Services decreased by \$336,000 primarily due to Heat Pumps at Squantum Pump Station reclassified to the Capital Improvement Program and JCWTP PLC replacement completed in FY25; Electrical Materials decreased by \$317,000 due to work completed in FY25 including the North Main Pump Station Inverter and the inspection and rebuild of Norwalk valves, partially offset by adding a new project for Farm Pond Inlet Chamber Repair, updated cost estimates for diesel exhaust silencers and duct cleaning for pump stations, new work for CO2 piping repairs at John Carroll Water Treatment Plant and FY26 projected work on the DITP boiler, STG, hydroelectric and wind power contract. This decrease was partially offset by an increase to Computer Software-Licenses/Upgrades of \$1.2 million for updated costs driven by VMware Server licenses as well as Aruba Central and Workspace One subscriptions; Special Equipment Services increased by \$1.0 million driven by updated cost and originally planned work in FY25 now expected in FY26 for the PICS HMI System and Emerson EDS Upgrade and new project for Thermal Plant PICS Loop 2 Upgrade; Plant and Machinery Materials increased by \$343,000 for additional materials purchases including glass lined pipe fittings and

valves, partially offset by less than anticipated spending for purchases of submersible wastewater pumps at headworks.

- *Training and Meetings* – The budget includes \$690,000 for Training and Meetings, an increase of \$121,000 or 21.4% over the FY25 Budget based on anticipated training/conference attendance.
- *Professional Services* – The budget includes \$11.3 million for Professional Services, a increase of \$181,000 or 1.6% greater than the FY25 Budget. The increase is primarily driven by Computer Systems Consultant of \$330,000 for additional professional services including the Enterprise Content Management upgrade and workflows and Oracle Patch Management, and Legal Services of \$150,000 due to anticipated needs. This increase was partially offset by lower Engineering Services of \$237,000 primarily due to Local Limits analysis for Boston Harbor NPDES Permit that will be completed in FY25, partially offset by higher spending on the DITP Hydroelectric Feasibility Study.
- *Other Materials* – The budget includes \$7.7 million for Other Materials, an increase of \$386,000 or 5.3% over the FY25 Budget. This increase is due to Computer Hardware of \$375,000 or 59.4% for Surface and Laptop hardware refresh, partially offset by lower Equipment/Furniture of \$248,000 based on departmental needs.
- *Other Services* – The budget includes \$39.0 million for Other Services, an increase of \$5.1 million or 15.0% over the FY25 Budget. Sludge Pelletization increased by \$4.2 million or 18.6%. This increase is due to the addition of \$6.0 million for potential landfill disposal costs due to PFAS issues (an increase of \$4.8 million over the FY25 landfill budget) and a decrease of \$0.6 million mainly due to an inflation adjustment and lower quantities based on the pelletization contract terms. Also, Telecommunication costs increased by \$549,000 due to an anticipated refresh of mobile devices.

Indirect Expenses

Indirect Expenses for FY26 total \$83.0 million, an increase of \$7.6 million or 10.0% over the FY25 Budget. Below are the highlights of major changes:

- The budget includes \$5.5 million for Insurance, an increase of \$1.1 million or 23.7% over the FY25 Budget. Insurance Premiums increased 24.3% based on proposals received. Claim payments decreased and are based on a 5-year average.
- The budget includes \$35.1 million for the Watershed Management budget, an increase of \$2.6 million or 8.0% above the FY25 Budget. The budget includes \$25.7 million for reimbursement of operating expenses net of revenues, and \$9.4 million for Payment in Lieu of Taxes (PILOT). The budget increase is driven by contractual wage increases

and health care costs, increased equipment and maintenance costs, as well as increased PILOT.

- The budget includes \$6.8 million for the Harbor Energy Electric Company (HEEC), a decrease of \$1.3 million or 16.5% from the FY25 Budget. The budget reflects the latest cost estimates due for the prior calendar year.
- The budget includes \$1.9 million for Mitigation payments to the City of Quincy and Town of Winthrop in accordance with the mitigation agreements.
- Funding for the Additions to the Operating Reserve for FY26 is \$2.0 million. The Operating Reserve balance is in compliance with MWRA General Bond Resolution which requires a balance of one-sixth of annual operating expenses. Based on the FY26 Proposed Budget, the required balance is \$61.4 million versus the \$59.6 million required in FY25.
- The budget includes \$26.3 million for the Retirement Fund, an increase of \$5.1 million or 23.9% over the FY25 budget. This includes \$18.3 million based on the most recent approved actuarial valuation from January 2024. Staff are also recommending an additional \$8.0 million be allocated for the Retirement Fund to assist in reaching the full funding target by 2030. Based on the January 2024 actuarial valuation, MWRA's pension fund is at the 88.9% funding level and projected to be fully funded by June 30, 2030.
- The Authority continues to comply with the GASB 45, *Accounting and Financial Reporting by Employers for Postemployment Benefits Other than Pensions (OPEB)*, by disclosing this liability in the year-end Financial Statements. As part of the multi-year strategy to address its unfunded liabilities for OPEB and pension holistically, the Board approved a plan to pay down the pension liability and upon reaching full funding, move to address the OPEB obligation. To maximize the benefits in terms of returns and accounting treatment, an irrevocable OPEB Trust was established with Board approval and funding started on April 23, 2015. The OPEB Trust balance was \$85.2 million (44.1% funded) as of December 2024. Beginning in FY18, GASB 75 has been the governing regulation for employee OPEB contributions. The FY26 \$5.3 million budget is based on 50% of the Annual Determined Contribution (ADC) determined in the January 1, 2024 actuarial report. This is a \$68,000 or 1.3% increase over FY25.

Capital Financing

Capital financing as a percent of total expenses is 55.3% which is slightly lower than the 56.0% of the FY25 Current Expense Budget. Much of this debt service is for completed projects, primarily the Boston Harbor Project, the Integrated Water Supply Improvement Program, and the Combined Sewer Overflow (CSO) projects. MWRA's capital spending, from its inception, had been dominated by projects mandated by court ordered or regulatory requirements, which in total have

accounted for ~70% of capital spending to date. Going forward, the majority of spending will be focused on asset protection and water redundancy initiatives.

The Authority has actively managed its debt structure to take advantage of favorable interest rates. Tools used by MWRA to lower borrowing costs and manage rates include current and advanced refunding of outstanding debt, maximizing the use of the subsidized State Revolving Fund (SRF) debt, issuance of variable rate debt, swap agreements (all swaps terminated in FY24), and the use of positive year-end budget variances to defease debt. MWRA also uses tax exempt commercial paper to minimize the financing cost of construction in process.

The FY26 Budget capital financing costs total \$508.7 million and remains the largest portion of the MWRA's budget.

The FY26 Final Budget includes a planned defeasance of \$33.9 million in FY25 which will reduce debt service by approximately \$1.6 million in FY26, \$6.7 million in FY27, \$9.3 million in FY28, \$10.7 million in FY29, \$5.8 million in FY30, and \$4.1 million in FY31.

The FY26 Budget assumes a 4.25% interest rate for variable rate debt which is less than the FY25 assumed rate of 4.75%. The Authority's variable rate debt assumption is comprised of three separate elements: the interest rate for the daily and weekly series; liquidity fees for the Standby Bond Purchase Agreement, Letter of Credit, and Direct Purchase providers; and remarketing fees. MWRA has observed a gradual overall decrease in short-term rates over the last year and current future tax-exempt short-term rate curves indicate lower rates during the next year.

The FY26 Final Budget capital financing costs increased by \$4.5 million or 0.9% compared to the FY25 Budget. This increase in the MWRA's debt service is the result of FY25 and projected FY26 borrowings, the structure of the existing debt, and by the impact of the projected defeasance.

The FY26 capital financing budget includes:

- \$289.39 million in principal and interest payments on MWRA's senior fixed rate bonds. This amount includes \$39.4 million to support a new money issuance of \$475.0 million during fiscal 2026;
- \$91.3 million in principal and interest payments on subordinate bonds;
- \$84.7 million in principal and interest payments on SRF loans. This amount includes \$5.1 million to support an issuances of \$65 million during fiscal 2026;
- \$21.5 million to fund ongoing capital projects with current revenue and to meet coverage requirements;
- \$8.5 million in debt prepayment;
- \$10.2 million to fund the interest expense related to the Local Water Pipeline Assistance Program; and,

- \$3.2 million for the Chelsea Lease.

Revenue

FY26 non-rate revenue totals \$40.9 million, which is a decrease of \$4.2 million or 9.3% versus the FY25 Budget. The FY26 non-rate revenue budget includes:

- \$10.9 million in Other User Charges, including \$6.0 million for the Chicopee Valley Aqueduct (CVA) communities, \$2.4 million for Deer Island water usage, \$500,000 for the Commonwealth's partial reimbursement for Clinton Wastewater Treatment Plant expenses, and \$426,000 for entrance fees payments from existing member communities. Other User Charges are \$271,000 or 2.5% higher than the FY25 Budget.
- \$6.7 million in Other Revenue, an increase of \$609,000 or 10.0% over the FY25 Budget. Other Revenue includes \$2.0 million from the sale of the Authority's Renewable Portfolio Credits, revenue from participation in load response programs, and the sale of generated power to the grid. The balance of Other Revenue includes \$3.1 million in permit fees and penalties, an increase of \$100,000 over the FY25 Budget.
- \$23.3 million in Investment Income, a decrease of \$5.1 million or 17.8% from the FY25 Budget. The budget assumes an average short-term interest rate of 3.75% in FY26 (down from 5.0% in FY25) and a long-term rate of 1.9% based on interest rate on existing investment and a projected reinvestment rate of 4.0% for investments maturing in FY26.

The Rate Revenue Requirement for FY26 is \$878.8 million, an increase \$23.3 million or 2.7% over the FY25 Budget. The Rate Revenue Requirement is the difference between total expenses of \$919.7 million and non-rate revenue of \$40.9 million.

Planning Estimates and Future Rate Projections

MWRA's planning estimates are projections based on a series of assumptions about future spending (operating and capital), interest rates, inflation, and other factors. MWRA uses the planning estimates to model and project what future rate increases might be based upon these assumptions, as well as to test the impact of changes to assumptions on future rate increases. The planning estimates are not predictions of what rate increases will be but rather they provide the context and framework for guiding MWRA financial policy and management decision making that ultimately determine the level of actual rate increases on an annual basis. Historically, the planning estimates were based on conservative financial assumptions. Conservative projections of future rate increases benefit the MWRA by providing assurance to all stakeholders, including the rating agencies that MWRA anticipates raising revenues sufficient to pay for its operations and outstanding debt obligations now and over the long-term. Additionally, conservative forecasts of rate revenue requirements enable member communities to adequately plan and budget for future payments to MWRA.

Table 3 below presents the combined estimated future rate increases and household charges based on the Final FY26 Budget. The planning estimates shown below assume no Debt Service Assistance from the Commonwealth or use of Bond Redemption reserves through FY30 with modest amounts of Rate Stabilization being used beginning in FY27.

Table 3

Rates & Budget Projections						
FY26 CEB	FY2025	FY2026	FY2027	FY2028	FY2029	FY2030
Total Rate Revenue (\$000)	\$855,488	\$878,761	\$904,797	\$931,608	\$959,887	\$988,949
Rate Revenue Change from Prior Year (\$000)	\$ 21,220	\$ 23,273	\$ 26,036	\$ 26,812	\$ 28,278	\$ 29,062
Rate Revenue Increase	2.5%	2.7%	3.0%	3.0%	3.0%	3.0%
Use of Reserves (\$000)	\$ -	\$ -	\$ 780	\$ 782	\$ 740	\$ 140

Estimated Household Bill

Based on annual water usage of 61,000 gallons	\$1,424	\$1,484	\$1,547	\$1,613	\$1,682	\$1,754
Based on annual water usage of 90,000 gallons	\$2,111	\$2,189	\$2,282	\$2,379	\$2,481	\$2,588

CEB Review and Adoption Process

In February, the MWRA transmitted the Proposed FY26 Budget to the Advisory Board for its review and comments. MWRA staff have worked closely with MWRA Advisory Board staff in an effort to review the budget and reduce the rate revenue requirement from 3.0% in the FY26 Proposed Budget to 2.7% in the FY26 Final Budget.

ATTACHMENTS:

Attachment A	FY26 Final Budget vs. FY26 Proposed Budget vs. FY25 Approved Budget
Attachment B	FY26 Final Operating Budget (Trustee's Budget)
Attachment C	FY26 Final Budget vs. FY25 Projection
Attachment D	MWRA Responses to Advisory Board's FY26 Integrated CIP and CEB Comments and Recommendations

ATTACHMENT A

FY26 Final Budget vs. FY26 Proposed Budget vs. FY25 Approved Budget

TOTAL MWRA	FY25 Approved Budget	FY26 Proposed Budget	FY26 Final Budget	Change FY26 Final Budget vs FY25 Approved Budget		Change FY26 Final Budget vs FY26 Proposed Budget	
				\$	%	\$	%
EXPENSES							
WAGES AND SALARIES	\$ 133,658,956	\$ 137,174,159	\$ 133,658,993	\$ 37	0.0%	\$ (3,515,166)	-2.6%
OVERTIME	6,133,077	6,440,931	6,449,017	315,940	5.2%	8,086	0.1%
FRINGE BENEFITS	27,834,124	29,316,610	30,489,107	2,654,983	9.5%	1,172,497	4.0%
WORKERS' COMPENSATION	2,073,434	2,179,730	2,179,730	106,296	5.1%	-	0.0%
CHEMICALS	19,706,033	20,102,976	19,307,228	(398,805)	-2.0%	(795,748)	-4.0%
ENERGY AND UTILITIES	32,048,177	31,416,124	33,579,064	1,530,887	4.8%	2,162,940	6.9%
MAINTENANCE	46,653,200	43,354,835	43,622,667	(3,030,533)	-6.5%	267,833	0.6%
TRAINING AND MEETINGS	568,346	627,241	689,741	121,395	21.4%	62,500	10.0%
PROFESSIONAL SERVICES	11,121,730	10,926,404	11,302,703	180,973	1.6%	376,299	3.4%
OTHER MATERIALS	7,270,879	7,278,366	7,656,637	385,758	5.3%	378,271	5.2%
OTHER SERVICES	33,945,804	40,680,124	39,045,372	5,099,568	15.0%	(1,634,752)	-4.0%
TOTAL DIRECT EXPENSES	\$ 321,013,760	\$ 329,497,499	\$ 327,980,260	\$ 6,966,500	2.2%	\$ (1,517,239)	-0.5%
INSURANCE	\$ 4,471,045	\$ 5,074,300	\$ 5,529,174	1,058,129	23.7%	\$ 454,874	9.0%
WATERSHED/PILOT/DEBT	32,507,642	35,118,900	35,118,900	2,611,258	8.0%	(0)	0.0%
HEEC PAYMENT	8,185,723	6,806,454	6,837,804	(1,347,919)	-16.5%	31,350	0.5%
MITIGATION	1,823,563	1,869,152	1,869,152	45,589	2.5%	0	0.0%
ADDITIONS TO RESERVES	1,906,278	1,764,319	1,967,483	61,205	3.2%	203,164	11.5%
RETIREMENT FUND	21,264,519	24,097,116	26,347,116	5,082,597	23.9%	2,250,000	9.3%
POSTEMPLOYMENT BENEFITS	5,280,806	5,349,184	5,349,184	68,378	1.3%	-	0.0%
TOTAL INDIRECT EXPENSES	\$ 75,439,576	\$ 80,079,425	\$ 83,018,813	\$ 7,579,237	10.0%	\$ 2,939,388	3.7%
STATE REVOLVING FUND	\$ 85,449,151	\$ 85,383,397	\$ 84,683,758	(765,393)	-0.9%	\$ (699,639)	-0.8%
SENIOR DEBT	315,206,721	291,891,799	289,254,619	(25,952,102)	-8.2%	(2,637,180)	-0.9%
SUBORDINATE DEBT	64,768,074	92,132,968	91,345,699	26,577,625	41.0%	(787,269)	-0.9%
LOCAL WATER PIPELINE CP	9,827,661	9,984,530	10,208,818	381,157	3.9%	224,288	2.2%
CURRENT REVENUE/CAPITAL	20,200,000	21,500,000	21,500,000	1,300,000	6.4%	-	0.0%
CAPITAL LEASE	3,217,060	3,217,060	3,217,060	-	0.0%	-	0.0%
DEBT PREPAYMENT	5,500,000	8,500,000	8,500,000	3,000,000	54.5%	-	0.0%
DEBT SERVICE ASSISTANCE	-	-	-	-	0.0%	-	0.0%
TOTAL DEBT SERVICE	\$ 504,168,667	\$ 512,609,754	\$ 508,709,954	\$ 4,541,287	0.9%	\$ (3,899,800)	-0.8%
TOTAL EXPENSES	\$ 900,622,003	\$ 922,186,678	\$ 919,709,027	\$ 19,087,024	2.1%	\$ (2,477,651)	-0.3%
REVENUE & INCOME							
RATE REVENUE	\$ 855,488,000	\$ 881,006,000	\$ 878,761,000	23,273,000	2.7%	\$ (2,245,000)	-0.3%
OTHER USER CHARGES	10,668,572	11,033,884	10,939,765	271,193	2.5%	(94,119)	-0.9%
OTHER REVENUE	6,066,670	6,675,396	6,675,837	609,167	10.0%	441	0.0%
RATE STABILIZATION	-	-	-	-	0.0%	-	0.0%
INVESTMENT INCOME	28,398,761	23,471,398	23,332,425	(5,066,336)	-17.8%	(138,973)	-0.6%
TOTAL REVENUE & INCOME	\$ 900,622,003	\$ 922,186,678	\$ 919,709,027	\$ 19,087,024	2.1%	\$ (2,477,651)	-0.3%
Rate Revenue Increase over FY25		3.0%	2.7%				

ATTACHMENT B

Massachusetts Water Resources Authority Fiscal Year 2026 Operating Budget for Filing with the Trustee Pursuant to Section 712 of General Bond Resolution Adopted January 24, 1990 (\$000s)													
Projected Monthly Deposits:													
Fund	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Total
Operating	\$28,763	\$35,953	\$28,763	\$28,763	\$35,953	\$28,763	\$28,763	\$35,953	\$28,763	\$28,763	\$35,953	\$28,763	\$373,913
Debt Service & Coverage	39,132	48,914	39,132	39,132	48,914	39,132	39,132	48,914	39,132	39,132	48,914	39,132	508,710
Debt Service Reserve	---	---	---	---	---	---	---	---	---	---	---	---	0
CORE	---	---	---	---	---	---	---	---	---	---	---	---	0
Commonwealth Obligations	2,701	3,377	2,701	2,701	3,377	2,701	2,701	3,377	2,701	2,701	3,377	2,701	35,119
Operating Reserve	151	189	151	151	189	151	151	189	151	151	189	151	1,967
Insurance Reserve	---	---	---	---	---	---	---	---	---	---	---	---	0
Renewal & Replacement Reserve	---	---	---	---	---	---	---	---	---	---	---	---	0
Rate Stabilization Reserve	---	---	---	---	---	---	---	---	---	---	---	---	0
Total	<u>\$70,747</u>	<u>\$88,434</u>	<u>\$70,747</u>	<u>\$70,747</u>	<u>\$88,434</u>	<u>\$70,747</u>	<u>\$70,747</u>	<u>\$88,434</u>	<u>\$70,747</u>	<u>\$70,747</u>	<u>\$88,434</u>	<u>\$70,747</u>	<u>\$919,709</u>

Attachment C

FY26 Final Budget vs. FY25 Projection

TOTAL MWRA	FY25 Projection	FY26 Final Budget	Change	% Change
EXPENSES				
WAGES AND SALARIES	\$ 115,620,736	\$ 133,658,993	\$ 18,038,257	15.6%
OVERTIME	5,779,767	6,449,017	669,250	11.6%
FRINGE BENEFITS	26,215,824	30,489,107	4,273,283	16.3%
WORKERS' COMPENSATION	2,544,104	2,179,730	(364,374)	-14.3%
CHEMICALS	19,474,912	19,307,228	(167,684)	-0.9%
ENERGY AND UTILITIES	31,142,942	33,579,064	2,436,122	7.8%
MAINTENANCE	44,437,472	43,622,667	(814,805)	-1.8%
TRAINING AND MEETINGS	421,713	689,741	268,029	63.6%
PROFESSIONAL SERVICES	9,364,497	11,302,703	1,938,207	20.7%
OTHER MATERIALS	7,387,450	7,656,637	269,187	3.6%
OTHER SERVICES	31,304,362	39,045,372	7,741,010	24.7%
TOTAL DIRECT EXPENSES	\$ 293,693,778	\$ 327,980,260	\$ 34,286,482	11.7%
INSURANCE	\$ 4,602,141	\$ 5,529,174	\$ 927,033	20.1%
WATERSHED/PILOT/DEBT	29,755,671	35,118,900	5,363,229	18.0%
HEEC PAYMENT	8,259,572	6,837,804	(1,421,768)	-17.2%
MITIGATION	1,823,563	1,869,152	45,589	2.5%
ADDITIONS TO RESERVES	1,906,278	1,967,483	61,205	3.2%
RETIREMENT FUND	21,264,519	26,347,116	5,082,597	23.9%
POSTEMPLOYMENT BENEFITS	5,280,806	5,349,184	68,378	1.3%
TOTAL INDIRECT EXPENSES	\$ 72,892,550	\$ 83,018,813	\$ 10,126,263	13.9%
STATE REVOLVING FUND	\$ 82,017,580	\$ 84,683,758	\$ 2,666,178	3.3%
SENIOR DEBT	306,878,174	289,254,619	(17,623,556)	-5.7%
SUBORDINATE DEBT	60,696,949	91,345,699	30,648,750	50.5%
LOCAL WATER PIPELINE CP	7,347,129	10,208,818	2,861,689	38.9%
CURRENT REVENUE/CAPITAL	20,200,000	21,500,000	1,300,000	6.4%
CAPITAL LEASE	3,217,060	3,217,060	-	0.0%
DEBT PREPAYMENT	5,500,000	8,500,000	3,000,000	54.5%
DEBT SERVICE ASSISTANCE	-	-	-	0.0%
TOTAL DEBT SERVICE	\$ 485,856,892	\$ 508,709,954	\$ 22,853,062	4.7%
TOTAL EXPENSES	\$ 852,443,219	\$ 919,709,027	\$ 67,265,808	7.9%
REVENUE & INCOME				
RATE REVENUE	\$ 855,488,000	\$ 878,761,000	\$ 23,273,000	2.7%
OTHER USER CHARGES	10,753,761	10,939,765	186,004	1.7%
OTHER REVENUE	6,292,411	6,675,837	383,426	6.1%
RATE STABILIZATION	-	-	-	0.0%
INVESTMENT INCOME	29,892,694	23,332,425	(6,560,269)	-21.9%
TOTAL REVENUE & INCOME	\$ 902,426,866	\$ 919,709,027	\$ 17,282,161	1.9%

ATTACHMENT D

MWRA's Responses to the Advisory Board's FY2026 Integrated CIP and CEB Recommendations and Comments (as shown in Appendix A and B)

Advisory Board Recommendations and Comments	MWRA Responses
1. The Advisory Board recommends applying an additional vacancy rate adjustment equal to approximately 50% of the 81-FTE gap, or 42 FTEs.	MWRA has agreed to increase the Vacancy Adjustment by \$4.8 million in total (42 FTEs at \$115K each) as recommended, but do not agree to adjusting the FTE count.
2. The Advisory Board recommends assigning 28 FTEs to the sewer side (\$3.2 million) and 14 FTEs to the watershed (\$1.6 million).	MWRA has agreed to reduce Wages & Salaries by increasing the Vacancy Adjustment by \$4.8 million in total but not the utility split recommended.
3. The Advisory Board recommends reducing Fringe Benefits by \$966,000 as part of its overall vacancy rate adjustment recommendation.	Health Insurance is the biggest category within Fringe Benefits making up 87% of total fringe costs. Unlike the Division of Water Supply Protection at DCR (which budgets fringe based on an allocation per FTE), the Authority budgets for Health Insurance for active employees and retirees at the plan type and insurer level which makes it more difficult to predict as staffing changes can occur throughout the year.
4. That MWRA conduct a comprehensive review of current cost estimates for all water and wastewater projects in the CIP to ensure projections reflect current market conditions. These revised estimates should then be used to assess future rate capacity and model the anticipated impact of debt service from the Metro Tunnel and CSO LTCP projects, in coordination with the work of the Long-Term Rates Management Committee.	The MWRA will continue to review current cost estimates within the CIP and make appropriate adjustments when warranted. Should this exercise show impactful changes, future rate capacity and impacts to debt service will be adjusted.
5. The Advisory Board recommends that MWRA advance only CSO projects that deliver clear, measurable waterquality improvements, environmental justice benefits, and strong returns on investment. At the same time, MWRA should elevate growing regional threats like SSOs, I/I, and stormwater — and support scalable solutionsthrough programs like the I/I Grant/Loan initiative.	MWRA will continue toward development of a updated CSO control plan that satisfies applicable legal obligations and balances any incremental improvements to water quality with the construction cost and disruption, required land acquisition, and O&M requirements, as well as rate impacts on the member communities. MWRA continues to support community I/I improvements through our Grant/Loan program.
6. The Advisory Board recommends that MWRA explore and report back to the Advisory Board and MWRA Board of Directors on viable mechanisms to fund system expansion infrastructure costs upfront and recover those costs from expansion communities or developments over time.	MWRA staff will evaluate possible mechanisms for financing upfront system expansion infrastructure costs and recovering those costs from the respective community or entity joining the MWRA system to determine if there are viable options. The cost of infrastructure, and the associated impact on rates, may vary widely for different communities/entities based on amount of water to be provided and as such funding mechanisms, including the portion MWRA will finance, may not be a one size fits all.
7. The Advisory Board recommends that MWRA join the Advisory Board in formally opposing Senate Bill 447/House Bill 897. While acknowledging the historic sacrifices of Quabbin communities, the bill imposes new, unfunded costs on MWRA ratepayers, sets unsustainable statewide precedents, and threatens the long-term financial and governance stability of the MWRA system.	MWRA continues to actively monitor the proposed legislation.
8. The Advisory Board recommends that MWRA work with the Advisory Board, through their shared roles on the Water Supply Protection Trust, to ensure restoration of citation authority to DCR Rangers. Restoring this authority is essential to providing Rangers with the tools they need to steward the watershed, sustain sourcewater protection, and avoid the costly and unnecessary consequence of triggering a filtration requirement.	MWRA understands that Watershed Rangers do not have the legal ability issue citations but have various tools such as education, outreach, and coordination with local and state law enforcement. MWRA will continue to work with the WSPT and Advisory Board to ensure Rangers are able to steward the watershed, sustain sourcewater protection and continue to avoid a filtration requirement.
9. MWRA, in its role on the Water Supply Protection Trust, should advocate for DCR-DWSP to engage a science communicator to tell the story of the “why,” “how,” and “what for” of active watershed forest management in away that is accurate, accessible, and compelling.	Agree.
10. MWRA should advocate for DCR-DWSP to allow and facilitate an independent assessment of its progress toward the long-term objective: a resilient, multi-aged, multi-species forest capable of delivering passive water filtration and climate stability amid rising environmental stress.	Agree.
11. As structural vacancies persist, future discussion may need to address whether long-unfilled positions should be reclassified, consolidated, or removed altogether to improve budget transparency and align workforce planning with operational priorities.	Agree.
12. The Advisory Board expects MWRA to update its personnel expenses in the final budget to reflect a \$1.1 million increase for wages and salaries, an \$8,000 increase for overtime, and a \$1.17 million increase for fringe benefits.	Agree.
13. The Advisory Board expects MWRA to update its maintenance expenses in the final budget to reflect a \$1.49 million increase on the sewer side, a \$1.22 million decrease on the water side, and a net increase of \$268,000 overall.	Agree.

ATTACHMENT D

MWRA's Responses to the Advisory Board's FY2026 Integrated CIP and CEB Recommendations and Comments (as shown in Appendix A and B)

Advisory Board Recommendations and Comments	MWRA Responses
<p>The Advisory Board expects MWRA to update its Other Services budget to reflect Spring Revisit</p> <p>14. adjustments, which include a \$1,763,812 decrease on the sewer side, a \$167,599 increase on the water side, and a net decrease of \$1,596,213 Authority-wide.</p>	<p>Agree.</p>
<p>The Advisory Board expects MWRA to update its Other Materials expenses in the final budget to reflect a</p> <p>15. \$272,866 increase for sewer, a \$109,475 increase for water, and an overall increase of \$382,341. This increase is driven primarily by the addition of approximately \$375,000 in computer hardware.</p>	<p>Agree.</p>
<p>The Advisory Board expects MWRA to update its Professional Services budget to reflect Spring Revisit</p> <p>16. adjustments, consisting of a \$279,660 increase on the sewer side, a \$96,639 increase on the water side, and an increase of \$376,299 Authority-wide.</p>	<p>Agree.</p>

STAFF SUMMARY


TO: Board of Directors
FROM: Frederick A. Laskey, Executive Director
DATE: June 18, 2025
SUBJECT: Final FY26 Water and Sewer Assessments



COMMITTEE: Administration, Finance & Audit

 INFORMATION
 X VOTE

Michael Cole, Budget Director
Leo Norton, Asst. Mgr, Rates, Revenue and Finance
Preparer/Title


Thomas J. Durkin
Director of Finance

The Proposed FY26 Current Expense Budget (CEB) was submitted to the Advisory Board at the February 2025 Board meeting and included a 3.0% combined assessment increase.

MWRA's long-term goal has been to provide sustainable and predictable assessments to its member communities. In the past few years, the Advisory Board challenged MWRA to limit the assessment increases at a level less than 4%. MWRA has continuously been successful in achieving this goal by utilizing a multi-year rates management strategy, which includes controlled spending, the use of historical variable rate assumptions, and the practice of targeted debt defeasance.

Consistent with the FY26 Final Budget, the combined assessment increase of 2.7% includes a 2.0% increase for sewer assessments, and a 3.9% increase for water assessments.

RECOMMENDATION:

To adopt the following effective July 1, 2025:

- 1) Water system assessments of \$323,597,942 and sewer system assessments of \$555,163,058 for FY26.
- 2) FY26 sewer assessments of \$500,000 for the Town of Clinton and \$490,390 for the Lancaster Sewer District.
- 3) FY26 charge to the City of Worcester of \$247,777 representing approximately 7.9% of the direct operating expenses for the Clinton Wastewater Treatment Plant.
- 4) FY26 water assessments of \$4,176,999 for the City of Chicopee, \$880,815 for South Hadley Fire District #1, and \$939,166 for the Town of Wilbraham.
- 5) A wholesale water rate of \$5,005.64 per million gallons.
- 6) A retail sewer rate of \$8,936.69 per million gallons.

DISCUSSION:

The Final FY26 Current Expense Budget includes a Rate Revenue Requirement of \$878,761,000, an increase of 2.7% over the FY25 requirement.

	Rate Revenue Requirement		Change from FY25	
	FY26 Final	FY25 Approved	Dollars	Percent
Water	\$323,597,942	\$311,379,328	\$12,218,614	3.9%
Sewer	\$555,163,058	\$544,108,672	\$11,054,386	2.0%
Total	\$878,761,000	\$855,488,000	\$23,273,000	2.7%

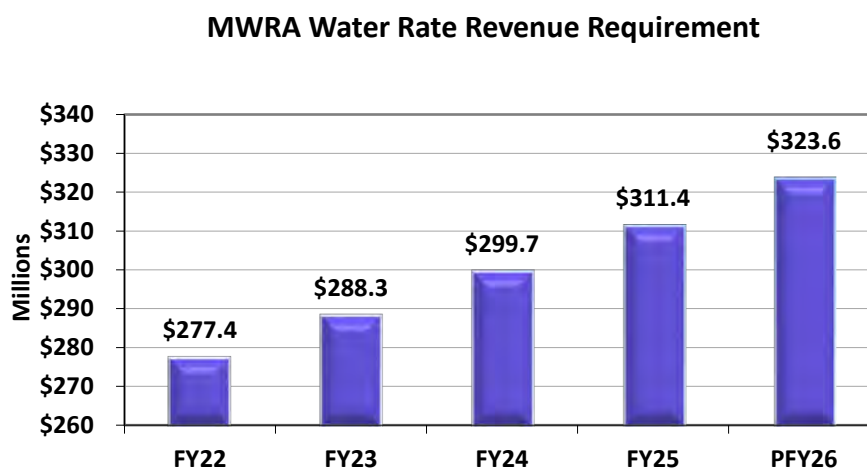
Attachment 1 details the FY26 wholesale water and sewer charges for each MWRA community.

The estimated annual impact of the FY26 assessment increase on the MWRA portion of the average household bill for water and sewer service in a fully served MWRA community that uses close to the system average of 61,000 gallons of water per year is approximately \$18.

Water Assessments

MWRA calculates water assessments for customer communities by apportioning the water rate revenue requirement according to each community's share of total water use for the most recent calendar year. FY26 assessments are based on each community's share of CY24 water use of 64.647 billion gallons, a 3.6% increase compared to CY23 water use of 62.387 billion gallons. Changes in FY26 water assessments for customer communities compared to FY25 assessments will vary considerably, depending on each community's use of water and how that use factors into their share of the water system in CY24 compared to CY23. This is particularly true for communities that receive only part of their water from MWRA.

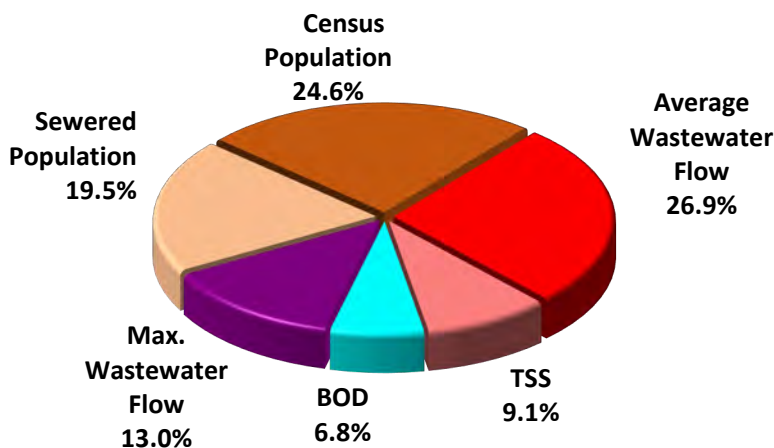
The graph below illustrates the water Rate Revenue Requirement for the past 5 years. The changes from FY25 to FY26 are primarily the result of increased debt service related to water system rehabilitation and improvements.



Sewer Assessments

MWRA allocates sewer assessments based on each community's share of the following allocation parameters: three-year average of annual wastewater flow, maximum month flow, strength of flow, census population, and sewered population.

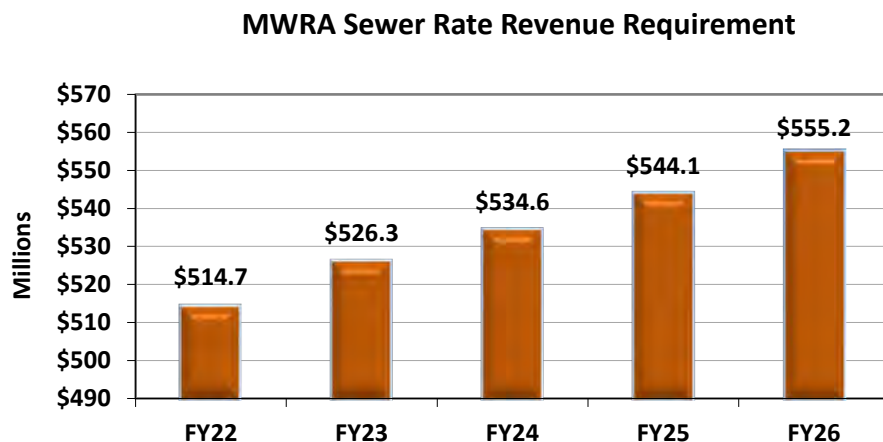
On average, approximately 57% of a community's FY26 sewer assessment is based on each community's share of wastewater flow and strength of flow (total suspended solids or TSS and biochemical oxygen demand or BOD), and approximately 43% is based on population as illustrated in the following graph.



The population component of FY26 assessments were calculated using July 2023 community population estimates from the U.S. Census Bureau, as well as the percentage of total population receiving municipal sewer service reported by each MWRA community.

The flow component of the FY26 assessments were calculated using the average of CY22, CY23 and CY24 wastewater flows and strength of flows.

The graph below illustrates the sewer Rate Revenue Requirement for the past 5 years. As with the water utility, the annual changes continue to be primarily the result of increased debt service related to sewer system rehabilitation and improvements.



Clinton Sewer Service Area Assessments

FY26 operating and maintenance (O&M) and capital expenses attributable to the Clinton Wastewater Treatment Plant are \$5,512,894, an increase of 0.4% from FY25. This includes a 6.01% increase in operating costs, and a 10.1% decrease in capital expenses.

In accordance with the agreement that allows the City of Worcester to take water from the Wachusett watershed, Worcester is charged approximately 7.9% of the direct operating expenses for the Clinton Wastewater Treatment Plant. FY26 direct operating expenses for the plant total \$3,132,060, resulting in an FY26 charge of \$247,777 for the City of Worcester. Worcester has been paying this annual charge to MWRA or its predecessors since 1914.

The Town of Clinton and the Lancaster Sewer District are allocated proportional shares of the remaining expenses based on annual metered wastewater flow to the Clinton Plant. Based on FY26 expenses and the average of CY23 and CY24 wastewater flows, Lancaster's FY26 charge is \$490,390, a decrease of 2.3% from FY25.

The FY26 charge for the Town of Clinton is \$4,723,668. However, pursuant to Chapter 307, Section 8 of the Acts of 1987, Clinton is only liable for the first \$500,000 of its share of O&M and capital costs.

Attachment 2 details the expenses and corresponding charges for the Clinton Sewer Service Area.

CVA Water Assessments

Based on the FY26 CIP and CEB for the Chicopee Valley Aqueduct (CVA) water system, the FY26 system assessment is \$5,996,980, an increase of 5.2% from FY25.

MWRA's CVA water assessment methodology allocates CVA assessments to the three communities served by the CVA system based on their share of prior calendar year water use. Based on CY24 water use, FY26 assessments are as follows:

- City of Chicopee: \$4,176,999 (+2.2%)
- South Hadley Fire District #1: \$ 880,815 (+16.5%)
- Town of Wilbraham: \$ 939,166 (+9.5%)

As with the metropolitan water system, changes in FY26 water assessments for each CVA community compared to FY25 assessments vary depending on their water use and how that use factors into their share of the CVA water system in CY24 compared to CY23. Chicopee's share of the CVA water system decrease by 2.8% in CY24, while South Hadley Fire District #1's share increased by 10.8% and Wilbraham's share increased by 4.0%.

Attachment 3 details the expenses and corresponding assessments for the CVA Water Service Area.

Wholesale Water Rate

MWRA's wholesale water rate per million gallons is applied to customers purchasing MWRA water on a pay-as-you-go basis (including customers with emergency agreements). The wholesale

water rate for FY26 is \$5,005.64 per million gallons. The FY26 CEB includes revenue of \$158,225 from these customers.

Retail Sewer Rate

MWRA provides direct retail sewer service to Regis College in Weston and the New England Center for Children in Southborough. In accordance with MWRA Policy #OP.11, “Admission of New Community to MWRA Sewer System and Other Requests for Sewer Service to Locations Outside MWRA Sewer Service Area”, both entities are charged a modified per million gallon “retail” rate that captures both sanitary and non-sanitary flows. Based on FY26 sewer assessments, the FY26 retail sewer rate is \$8,936.69 per million gallons. The FY26 CEB includes revenue of \$73,777 from these customers.

ATTACHMENTS:

1. FY26 Water and Sewer Assessments
2. Clinton Wastewater Treatment Plant Sewer User Charge Determination
3. Chicopee Valley Aqueduct System Assessment

MWRA Fully Served Water and Sewer Customers	Final FY25 Water Assessment	Final FY26 Water Assessment	Percent Change from FY25	Final FY25 Sewer Assessment	Final FY26 Sewer Assessment	Percent Change from FY25	Final FY25 Combined Assessment	Final FY26 Combined Assessment	Dollar Change from FY25	Percent Change from FY25
ARLINGTON	\$5,700,350	\$6,087,599	6.8%	\$9,492,790	\$9,607,850	1.2%	\$15,193,140	\$15,695,449	\$502,309	3.3%
BELMONT	3,259,822	3,608,362	10.7%	5,692,509	5,740,003	0.8%	8,952,331	9,348,365	396,034	4.4%
BOSTON (BWSC)	109,867,908	112,816,245	2.7%	150,037,179	152,091,678	1.4%	259,905,087	264,907,923	5,002,836	1.9%
BROOKLINE	8,373,742	8,986,468	7.3%	13,457,245	13,172,037	-2.1%	21,830,987	22,158,505	327,518	1.5%
CHELSEA	5,851,930	6,200,998	6.0%	9,894,333	10,260,239	3.7%	15,746,263	16,461,237	714,974	4.5%
EVERETT	6,856,064	7,072,297	3.2%	10,362,447	10,587,729	2.2%	17,218,511	17,660,026	441,515	2.6%
FRAMINGHAM	9,692,961	10,197,614	5.2%	14,830,822	15,742,436	6.1%	24,523,783	25,940,050	1,416,267	5.8%
LEXINGTON	8,432,204	8,650,822	2.6%	9,153,352	9,333,555	2.0%	17,585,556	17,984,377	398,821	2.3%
MALDEN	9,497,417	9,243,076	-2.7%	14,576,224	14,572,763	0.0%	24,073,641	23,815,839	(257,802)	-1.1%
MEDFORD	8,041,818	8,387,383	4.3%	14,191,728	13,768,213	-3.0%	22,233,546	22,155,596	(77,950)	-0.4%
MELROSE	3,865,069	3,762,588	-2.7%	6,926,272	6,828,033	-1.4%	10,791,341	10,590,621	(200,720)	-1.9%
MILTON	4,046,121	4,294,618	6.1%	6,786,934	7,283,496	7.3%	10,833,055	11,578,114	745,059	6.9%
NEWTON	15,254,114	15,601,358	2.3%	24,471,190	25,494,669	4.2%	39,725,304	41,096,027	1,370,723	3.5%
NORWOOD	4,735,735	4,842,022	2.2%	9,377,625	9,595,999	2.3%	14,113,360	14,438,021	324,661	2.3%
QUINCY	14,668,740	15,546,511	6.0%	23,271,259	23,477,168	0.9%	37,939,999	39,023,679	1,083,680	2.9%
READING	2,854,927	3,089,421	8.2%	5,198,653	5,075,578	-2.4%	8,053,580	8,164,999	111,419	1.4%
REVERE	6,555,178	6,847,418	4.5%	12,651,589	12,903,732	2.0%	19,206,767	19,751,150	544,383	2.8%
SOMERVILLE	10,694,450	11,051,015	3.3%	17,561,095	18,396,138	4.8%	28,255,545	29,447,153	1,191,608	4.2%
STONEHAM	3,671,848	4,019,561	9.5%	6,085,041	6,135,875	0.8%	9,756,889	10,155,436	398,547	4.1%
WALTHAM	12,987,389	13,409,660	3.3%	15,008,366	15,082,080	0.5%	27,995,755	28,491,740	495,985	1.8%
WATERTOWN	4,583,303	4,688,527	2.3%	7,277,190	7,675,590	5.5%	11,860,493	12,364,117	503,624	4.2%
WINTHROP	2,127,216	2,047,059	-3.8%	4,029,198	4,209,668	4.5%	6,156,414	6,256,727	100,313	1.6%
TOTAL	\$261,618,306	\$270,450,622	3.4%	\$390,333,041	\$397,034,529	1.7%	\$651,951,347	\$667,485,151	\$15,533,804	2.4%

MWRA Full Sewer and Partial Water Customers	Final FY25 Water Assessment	Final FY26 Water Assessment	Percent Change from FY25	Final FY25 Sewer Assessment	Final FY26 Sewer Assessment	Percent Change from FY25	Final FY25 Combined Assessment	Final FY26 Combined Assessment	Dollar Change from FY25	Percent Change from FY25
ASHLAND	\$0	\$0	-	\$2,975,664	\$3,059,045	2.8%	\$2,975,664	\$3,059,045	\$83,381	2.8%
BURLINGTON	2,637,231	2,573,260	-2.4%	6,231,204	6,369,082	2.2%	8,868,435	8,942,342	73,907	0.8%
CANTON	2,745,413	2,690,642	-2.0%	5,157,794	5,327,610	3.3%	7,903,207	8,018,252	115,045	1.5%
NEEDHAM	1,212,985	1,776,283	46.4%	7,445,411	7,763,087	4.3%	8,658,396	9,539,370	880,974	10.2%
STOUGHTON	97,985	95,933	-2.1%	5,752,600	5,897,834	2.5%	5,850,585	5,993,767	143,182	2.4%
WAKEFIELD	3,304,401	3,685,827	11.5%	6,791,838	6,724,353	-1.0%	10,096,239	10,410,180	313,941	3.1%
WELLESLEY	3,262,215	3,710,550	13.7%	7,020,669	7,355,370	4.8%	10,282,884	11,065,920	783,036	7.6%
WILMINGTON	484,407	1,102,504	127.6%	3,341,156	3,385,069	1.3%	3,825,563	4,487,573	662,010	17.3%
WINCHESTER	2,034,253	2,410,018	18.5%	5,385,020	5,755,305	6.9%	7,419,273	8,165,323	746,050	10.1%
WOBURN	5,715,234	5,759,665	0.8%	11,159,078	11,559,336	3.6%	16,874,312	17,319,001	444,689	2.6%
TOTAL	\$21,494,124	\$23,804,682	10.7%	61,260,434	63,196,091	3.2%	\$82,754,558	\$87,000,773	\$4,246,215	5.1%

MWRA Fully Served Sewer-only Customers	Final FY25 Water Assessment	Final FY26 Water Assessment	Percent Change from FY25	Final FY25 Sewer Assessment	Final FY26 Sewer Assessment	Percent Change from FY25	Final FY25 Combined Assessment	Final FY26 Combined Assessment	Dollar Change from FY25	Percent Change from FY25
BEDFORD				\$3,886,054	\$3,950,878	1.7%	\$3,886,054	\$3,950,878	\$64,824	1.7%
BRAINTREE				10,613,254	10,548,153	-0.6%	10,613,254	10,548,153	(65,101)	-0.6%
CAMBRIDGE				31,407,738	32,988,091	5.0%	31,407,738	32,988,091	1,580,353	5.0%
DEDHAM				6,319,318	6,358,854	0.6%	6,319,318	6,358,854	39,536	0.6%
HINGHAM SEWER DISTRICT				2,165,417	2,107,708	-2.7%	2,165,417	2,107,708	(57,709)	-2.7%
HOLBROOK				2,122,461	2,236,223	5.4%	2,122,461	2,236,223	113,762	5.4%
NATICK				6,648,860	6,950,548	4.5%	6,648,860	6,950,548	301,688	4.5%
RANDOLPH				7,343,719	7,609,601	3.6%	7,343,719	7,609,601	265,882	3.6%
WALPOLE				4,670,240	4,828,356	3.4%	4,670,240	4,828,356	158,116	3.4%
WESTWOOD				3,171,027	3,065,348	-3.3%	3,171,027	3,065,348	(105,679)	-3.3%
WEYMOUTH				14,167,109	14,288,678	0.9%	14,167,109	14,288,678	121,569	0.9%
TOTAL				\$92,515,197	\$94,932,438	2.6%	\$92,515,197	\$94,932,438	\$2,417,241	2.6%

MWRA Fully Served Water-only Customers	Final FY25 Water Assessment	Final FY26 Water Assessment	Percent Change from FY25	Final FY25 Sewer Assessment	Final FY26 Sewer Assessment	Percent Change from FY25	Final FY25 Combined Assessment	Final FY26 Combined Assessment	Dollar Change from FY25	Percent Change from FY25
LYNNFIELD WATER DISTRICT	\$919,790	\$947,614	3.0%				\$919,790	\$947,614	\$27,824	3.0%
MARBLEHEAD	3,043,998	3,195,219	5.0%				3,043,998	3,195,219	151,221	5.0%
MARLBOROUGH	7,379,850	7,280,864	-1.3%				7,379,850	7,280,864	(98,986)	-1.3%
NAHANT	567,027	550,871	-2.8%				567,027	550,871	(16,156)	-2.8%
NORTHBOROUGH	1,550,117	1,607,902	3.7%				1,550,117	1,607,902	57,785	3.7%
SAUGUS	5,363,922	5,357,267	-0.1%				5,363,922	5,357,267	(6,655)	-0.1%
SOUTHBOROUGH	1,086,340	1,234,149	13.6%				1,086,340	1,234,149	147,809	13.6%
SWAMPSCOTT	2,496,307	2,429,832	-2.7%				2,496,307	2,429,832	(66,475)	-2.7%
WESTON	2,462,486	2,935,214	19.2%				2,462,486	2,935,214	472,728	19.2%
TOTAL	\$24,869,837	\$25,538,932	2.7%				\$24,869,837	\$25,538,932	\$669,095	2.7%

MWRA Partial Water-only Customers	Final FY25 Water Assessment	Final FY26 Water Assessment	Percent Change from FY25	Final FY25 Sewer Assessment	Final FY26 Sewer Assessment	Percent Change from FY25	Final FY25 Combined Assessment	Final FY26 Combined Assessment	Dollar Change from FY25	Percent Change from FY25
DEDHAM-WESTWOOD WATER DISTRICT	\$909,823	\$1,734,437	90.6%				\$909,823	\$1,734,437	\$824,614	90.6%
LYNN (LWSC)	163,485	121,220	-25.9%				163,485	121,220	(42,265)	-25.9%
PEABODY	2,323,753	1,948,049	-16.2%				2,323,753	1,948,049	(375,704)	-16.2%
TOTAL	\$3,397,061	\$3,803,706	12.0%				\$3,397,061	\$3,803,706	\$406,645	12.0%
SYSTEMS TOTAL	\$311,379,328	\$323,597,942	3.9%	\$544,108,672	\$555,163,058	2.0%	\$855,488,000	\$878,761,000	\$23,273,000	2.7%

Massachusetts Water Resources Authority
Clinton Wastewater Treatment Plant
Sewer User Charge Determination
Final FY26

BUDGETED EXPENSES:	
Clinton Direct Operating Expenses:	\$3,132,060
MWRA Support Allocation:	644,525
Subtotal O&M Expenses:	\$3,776,585
Total Debt Service Expenses:	\$1,736,309
Total Clinton Service Area Expenses	\$5,512,894
Less Revenue (City of Worcester Payment)	-247,777
Clinton WWTP Rate Revenue Requirement:	\$5,265,117

WASTEWATER FLOW and FLOW SHARES:	CY2023-24		
	Town of Clinton Flow	Lancaster Sewer District Flow	Total Wastewater Flow
CY23 Average Flow (MG/YR)	1,044.406	115.892	1,160.297
CY24 Average Flow (MG/YR)	865.071	102.981	968.052
2 Year Average Flow (MG/YR)	954.738	109.436	1,064.175
Proportional Share of Flow	89.72%	10.28%	100.0%

Sewer User Charge Determination

TOWN OF CLINTON	
O&M Expenses	\$3,776,585
Less Revenue (City of Worcester Payment)	-247,777
O&M Expenses to be Recovered	\$3,528,808
Clinton's Share of Flow	89.72%
Clinton's Share of O&M Costs	\$3,165,916

Total Clinton O&M Charge	\$3,165,916
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Debt Service Costs to be Recovered	\$1,736,309
Clinton's Share of Wastewater Flow	89.72%

Total Clinton Debt Service Charge	\$1,557,752
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Total Clinton O&M and Debt Service Charge	\$4,723,668
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Less MWRA Water Ratepayer Subsidy	-4,223,668
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Billable Charge to the Town of Clinton as per CH. 307, Section 8 The Acts of 1987	\$500,000
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LANCASTER SEWER DISTRICT	
O&M Expenses	\$3,776,585
Less Revenue (City of Worcester Payment)	-247,777
O&M Expenses to be Recovered	\$3,528,808
Lancaster's Share of Flow	10.28%
Lancaster's Share of O&M Costs	\$362,892

Total Lancaster Sewer District O&M Charge	\$362,892
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Debt Service Costs to be Recovered	\$1,736,309
Lancaster's Share of Wastewater Flow	10.28%

Total Lancaster Sewer District Debt Service Charge	\$178,557
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Total Lancaster O&M and Debt Service Charge	\$541,449
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Billable Charge to Lancaster Sewer District	\$541,449
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Clinton WWTP Charges and Payment Schedule

Sewer Customer	Billable Charges	Change from Prior Year	
Town of Clinton (billable)	\$500,000	\$0	0.0%
Lancaster Sewer District (before adj.)	\$541,449		
Lancaster Sewer District (prior yr. adj.)	-\$51,059		
Lancaster Sewer District (billable)	\$490,390	-\$11,546	-2.3%

Total Billable Sewer Use Charges	\$990,390
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City of Worcester	\$247,777	\$14,750	6.3%
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Payment 1 on or before Sept 15, 2025	Payment 2 on or before Nov 15, 2025	Payment 3 on or before Feb 15, 2026	Payment 4 on or before May 15, 2026
\$125,000	\$125,000	\$125,000	\$125,000
\$122,598	\$122,598	\$122,598	\$122,598

\$247,598	\$247,598	\$247,598	\$247,598
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\$0	\$0	\$247,777	\$0
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Massachusetts Water Resources Authority

Chicopee Valley Aqueduct Water System Assessment

FY2026 Budget and Assessments

			Change from Prior Year	
			Dollars	Percent
CVA Operating Budget	FY25	FY26		
CVA Cost Center Expenses	\$1,106,821	\$1,152,923	\$46,101	4.2%
Allocated Waterworks Expenses	141,904	158,401	16,497	11.6%
Allocated Watershed/PILOT	494,160	576,682	82,521	16.7%
Allocated Watershed Land Acquisition	27,561	29,782	2,221	8.1%
Allocated MWRA Indirect Expenses	682,305	818,120	135,815	19.9%
SUBTOTAL OPERATING BUDGET	\$2,452,753	\$2,735,908	\$283,155	11.5%
			Change from Prior Year	
			Dollars	Percent
CVA Capital Budget	FY25	FY26		
Capital Expenses	\$3,393,987	\$3,369,644	-\$24,343	-0.7%
TOTAL CVA BUDGET	\$5,846,740	\$6,105,552	\$258,812	4.4%
			Change from Prior Year	
			Dollars	Percent
BASE COMMUNITY ASSESSMENT	FY25 ¹	FY26 ²		
Chicopee	\$4,188,894	\$4,249,703	\$60,809	1.5%
South Hadley Fire District #1	777,399	899,515	122,116	15.7%
Wilbraham	880,446	956,334	75,888	8.6%
CVA BASE SYSTEM ASSESSMENT	\$5,846,740	\$6,105,552	\$258,812	4.4%
			Change from Prior Year	
			Dollars	Percent
PRIOR PERIOD ADJUSTMENTS ³	FY24	FY25		
Chicopee	-\$100,261	-\$72,704	\$27,557	-27.5%
South Hadley Fire District #1	-21,429	-18,700	2,729	-12.7%
Wilbraham	-22,516	-17,168	5,348	-23.8%
TOTAL ADJUSTMENTS	-\$144,207	-\$108,572	\$35,635	-24.7%
			Change from Prior Year	
			Dollars	Percent
ADJUSTED ASSESSMENT	FY25	FY26		
Chicopee	\$4,088,633	\$4,176,999	\$88,366	2.2%
South Hadley Fire District #1	755,970	\$880,815	124,845	16.5%
Wilbraham	857,930	\$939,166	81,236	9.5%
ADJUSTED ASSESSMENT	\$5,702,533	\$5,996,980	\$294,447	5.16%

¹ Based on CY2023 water use and before prior period adjustments.

² Based on CY2024 water use and before prior period adjustments.

³ Prior period adjustment to account for budget to actual expenses.

STAFF SUMMARY


TO: Board of Directors
FROM: Frederick A. Laskey, Executive Director
DATE: June 18, 2025
SUBJECT: Wastewater Advisory Committee Contract



COMMITTEE: Wastewater Policy & Oversight

Rebecca Weidman, Deputy Chief Operating Officer
David Wu, Director, Environmental Quality
Sally Carroll, Senior Analyst, Environmental Quality
Preparer/Title

____ INFORMATION
X VOTE



Sean Navin
Director, Public Affairs

RECOMMENDATION:

To authorize the Executive Director, on behalf of the Authority, to execute a contract, substantially in the form attached hereto, with the Wastewater Advisory Committee for a term of one year, from July 1, 2025 to June 30, 2026, for a total contract cost of \$92,785.

DISCUSSION:

In addition to the critical oversight functions of the Advisory Board, many of MWRA's policy decisions are made with advice and support from two standing citizens' advisory committees, the Wastewater Advisory Committee (WAC) and the Water Supply Citizens Advisory Committee (WSCAC). A separate staff summary presented at this meeting recommends authorization for the Executive Director to execute a similar contract with WSCAC for FY26.

WAC was created in 1990 to offer independent recommendations on wastewater programs and policies; it is a successor to the Facilities Planning Citizen Advisory Committee established during the planning of the Deer Island Treatment Plant. WAC's members include citizen advocates, representatives from the Metropolitan Area Planning Council, watershed associations, the engineering and business communities, environmental law, and science and education fields. The Advisory Board has historically appointed a member as well.

The proposed FY26 WAC contract is 6.19% higher than the FY25 contract. As the FY25 contract did not include any increase in salaries, this contract includes a 5% increase to the salaries line-item to account for the 3% and 2% increases that MWRA union employees and non-union managers received during the same period. Health insurance increased by 13.8%, and is budgeted at 80% reimbursement for the Executive Director only, not-to-exceed \$15,627, with an optional health insurance buy-out program similar to that offered to MWRA employees who do not use MWRA's health insurance benefit. Office space and support services for WAC are provided by MWRA at 2 Griffin Way, Chelsea, MA 02150. The proposed total FY26 WAC funding is \$92,785.

WAC's monthly meetings are geared toward engendering discussion and facilitating timely recommendations to MWRA's Board of Directors and staff on wastewater policies, projects, and program initiatives directly related to MWRA, and public concerns. Current topics of interest to

WAC include reissuance of MWRA NPDES permits, operations and maintenance, combined sewer overflows, green energy, PFAS, treatment technologies, climate change, and wastewater/water policy and funding initiatives in Massachusetts.

WAC elects its Chair and employs an Executive Director (selected by WAC's membership with the concurrence and approval of MWRA's Public Affairs Department). WAC's current Chair is Kannan Vembu and WAC's current Executive Director is Andreae Downs. Pursuant to the terms of the attached contract, WAC's members are approved by MWRA's Board of Directors.

BUDGET/FISCAL IMPACT:

Sufficient funds for the WAC contract are included in the Draft Final FY26 Current Expense Budget.

ATTACHMENT:

Agreement between Massachusetts Water Resources Authority and Wastewater Advisory Committee.

AGREEMENT
BETWEEN
MASSACHUSETTS WATER RESOURCES AUTHORITY
AND
WASTEWATER ADVISORY COMMITTEE

This Agreement (“Agreement”) is by and between the Massachusetts Water Resources Authority (“Authority”), a body politic and corporate and a public instrumentality of the commonwealth, created by Chapter 372 of the Acts of 1984, with offices at Deer Island, 33 Tafts Avenue, Boston, MA 02128 and the Wastewater Advisory Committee (“WAC”) a body created by the Authority’s Board of Directors (“Board”) (collectively “Parties”).

WHEREAS, the WAC was created to offer independent advice to the Board and to the professional staff of the Authority, regarding wastewater programs and policies directly related to the Authority;

WHEREAS, the WAC will (i) review and comment to the Authority on wastewater reports and related proposed documents, and (ii) offer independent commentary and advice on current and proposed wastewater program and policy directions to further Authority objectives;

WHEREAS, the WAC membership is designed to reflect the knowledge and interest of major affected constituencies, including engineering, construction, business/industry, planning, academic research, and environmental advocacy;

WHEREAS, the Authority desires the WAC to advise the Authority in wastewater planning; and

WHEREAS, the WAC desires to have a role advising the Authority on such matters.

NOW, THEREFORE, for the consideration of mutual promises contained herein, the Authority and WAC agree as follows:

ARTICLE 1. EFFECTIVE DATE.

This Agreement shall be effective from **July 1, 2025 through June 30, 2026**, inclusive.

ARTICLE 2. COMPENSATION, BUDGET, PAYMENT, AND EXPENSES.

2.1 The Authority shall make funds available as follows:

(a) Executive Director Salary.

In order to minimize the WAC's expenses and for the WAC's convenience, the Authority shall make direct payments to the WAC for the WAC Executive Director salary. Such payments shall not exceed **\$73,884** from **July 1, 2025 through June 30, 2026**, inclusive. The hourly salary rate (inclusive of payroll taxes) shall be **\$51.06** with annual total hours of 1,447 (average 30 hours per week for 49 weeks).

(b) Reimbursable expenses.

The Authority shall reimburse the WAC for 80% of the non-employer-sponsored health insurance for the WAC Executive Director (not-to-exceed **\$15,627**), and for expenses related to stationery, payroll services, banking, mileage, public transportation , highway tolls, parking for meeting attendance by WAC's Executive Director and membership, and other miscellaneous costs of the WAC staff approved by the Authority on a case-by-case basis. Such expenses will be reimbursed when submitted to the Authority's Public Affairs Unit. Mileage costs will be reimbursed at the prevailing Authority rate per mile.

The percentage rate for reimbursement of health insurance costs shall be changed to that of Authority staff if the Group Insurance Commission changes the rate.

Health insurance buy-out: The WAC Executive Director may elect a monetary allowance in lieu of reimbursement of health insurance costs, provided he or she has health insurance coverage through another employer-sponsored plan that meets Internal Revenue Service "minimum value" criteria, throughout that six-month period. The amount of the allowance will be \$1,000 to waive family coverage or \$700 for waiving individual coverage. The WAC Executive Director is responsible for any withholding taxes on these payments with WAC being responsible for the employer share of payroll taxes.

The total annual expense reimbursement to WAC, excluding health insurance reimbursements or buy-out, shall not exceed **\$3,274**.

(c) Non-reimbursable expenses.

The following expenses are not reimbursable: meals, entertainment, room and board , fines, fees, or costs assessed as a result of improper or illegal actions on the part of the member, such as parking tickets or speeding fines.

ARTICLE 3. RESPONSIBILITIES OF THE AUTHORITY AND WAC.

- (a) The WAC shall employ an Executive Director who is prohibited from being a member of the WAC while serving his or her term as a paid employee. The Authority's Public Affairs Unit must concur with and approve the selection of the WAC Executive Director by the WAC. The duties of the Executive Director shall be in accordance with the job description prepared by the WAC, and on file with the Authority.
- (b) The WAC shall submit weekly statements to the Authority requesting payment for expenses listed in Article 2. Such requests shall be supplemented or accompanied by timesheets, travel and expense vouchers, and such other supporting data as may be required by the Authority.
- (c) The WAC shall maintain accounts, records, documents, and other evidence directly pertinent to performance of work under this Agreement. The parties and their duly authorized representatives shall have access to such records, documents, and other evidence for the purposes of inspection, audit, and copying.
- (d) The Authority or its duly authorized agent shall have the right at any and all reasonable times, to examine and audit WAC's records, documents and other evidence.
- (e) This Agreement is subject to the laws dealing with the expenditures of public funds, including Chapter 12A of the Massachusetts General Laws.
- (f) The parties shall agree to any reasonable modifications or changes in this contract that may be required by the Commonwealth of Massachusetts or any of its agencies.
- (g) The WAC acknowledges that the Authority is a state agency for purposes of Chapter 268A of the General Laws (the Massachusetts Conflict of Interest Law) and understands that for the purposes of that law, WAC staff and members are special state employees.
- (h) The WAC shall be responsible for compliance with all applicable provisions and requirements of the Massachusetts Open Meeting Law and the Public Records Law.

ARTICLE 4. RESPONSIBILITIES OF THE WAC STAFF.

4.1 The WAC staff shall be responsible for the following tasks:

- (a) aiding the WAC in its tasks under Article 6, educating the public, and acting as liaison with the Authority and its staff;
- (b) maintaining financial records, minutes of the WAC meetings, and other WAC records;
- (c) providing to the Authority copies of the notices for and minutes of all meetings of WAC and of all WAC correspondence relative to Authority projects and proposals as soon as such materials are available; and

(d) administering and maintaining compliance by all its members and staff with the provisions of the Massachusetts Conflict of Interest Law including, without limitation, those mandatory provisions relating to: (i) annual distribution to members and staff of the State Ethics Commission's (SEC) Summary of Law and maintenance and archiving of acknowledgements of receipt of the Summary of Law from all members and staff, and (ii) compliance by members and staff with the SEC's bi-annual educational training exercises.

ARTICLE 5. MEMBERSHIP, MEETINGS, TERMS.

5.1 the WAC membership, meetings and terms shall be as follows:

- (a) the WAC will have a maximum of twenty (20) members ("Members") approved by the Board. (alternates or designees are prohibited);
- (b) the WAC shall meet once per month and maintain records of its meetings;
- (c) to the extent reasonable, Members will meet as a committee of the whole, without resort to subcommittees;
- (d) Members will elect their Chair;
- (e) Members' terms will be three (3) years; Members may succeed themselves; and
- (f) Members unable to maintain reasonable participation in the committee's work will be expected to resign. The Authority's Public Affairs Unit, in consultation with the WAC Chair, will nominate a replacement for Board approval.

ARTICLE 6. WAC TASKS.

The WAC shall undertake the following tasks.

6.1 Wastewater Policies and Programs Review.

Advise the Authority's staff and Board. Participate in review and evaluation of wastewater management plans (e.g., local limits, I/I, CSO), reports, and new ideas for programs. Provide comments, information, advice, recommendations and guidance as to the direction, intent and execution of wastewater planning and policy directly related to MWRA.

6.2 Outreach and Education.

Strive to increase citizen participation and education by providing assistance in outreach to various groups regarding the Authority's wastewater programs and state wastewater resource policies. Review programs and explain plans and policies to organizations and citizens.

6.3 Working Group Representation.

When possible, provide a representative on Authority working groups, comprising MWRA staff and consultants, related to wastewater programs and policy, including the Advisory Board and its subcommittees and the Water Supply Citizens Advisory Committee.

6.4 Recommendations on Long Term Public Involvement.

Provide to the Authority's staff and Board proposals for continued effective and efficient long term public involvement in wastewater programs.

6.5 Recommendations and Discussion Documents.

The WAC staff shall be responsible for providing to the Authority's staff, Board, and others, recommendation and discussion documents on wastewater programs and policy. Documents may be in the form of minutes of WAC meetings, memoranda, letters, reports, presentations and discussions as appropriate.

ARTICLE 7. MISCELLANEOUS REQUIREMENTS.

7.1 Nondiscrimination and Equal Employment Opportunity.

The WAC agrees to comply with the Authority's policy regarding non-discrimination and affirmative action.

ARTICLE 8. GENERAL PROVISIONS.

8.1 Termination of Contract.

(a) This Agreement may be terminated in writing, at any time, in whole or in part, by the Authority for its convenience or in the event of substantial failure by the WAC to fulfill its obligations, or for violation of any of the covenants and stipulations of this Agreement.

(b) If termination is effected by the Authority an equitable adjustment shall be made providing for payment to the WAC for services rendered and expenses incurred prior to the termination.

(c) No termination hereunder may be effected unless the terminating party gives the other party:

- (1) not less than forty-five days' written notice delivered by certified mail, return receipt requested, of intent to terminate; and
- (2) an opportunity for consultation with the other party prior to termination, or
- (3) by mutual agreement of the parties.

8.2 Assignability.

The WAC shall not assign or transfer this Agreement or delegate its responsibility for the performance of services under this Agreement.

8.3 Integration Clause.

This Agreement integrates and supersedes all prior negotiations, representations, or agreements.

8.4 Amendment.

This Agreement may be amended only by a writing executed by each of the parties.

8.5 Severability of Provisions.

If any provision of this Agreement shall, to any extent, be held invalid or unenforceable, the remainder of this Agreement shall not be deemed affected thereby.

8.6 Massachusetts Law to Govern.

All parties to this Agreement agree that this Agreement shall be governed by and enforced in accordance with the laws of the Commonwealth of Massachusetts.

8.7 Duplicate Originals.

This Agreement may be signed in more than one identical counterpart, each of which shall be deemed to be an original hereof.

8.8 Notices.

Communications shall be deemed to have been made when mailed postage prepaid or delivered to:

Executive Director
Wastewater Advisory Committee
c/o MWRA
2 Griffin Way
Chelsea, MA 02150

Executive Director
Massachusetts Water Resources Authority
Deer Island
33 Tafts Avenue
Boston, MA 02128
Director of Public Affairs

Massachusetts Water Resources Authority
Deer Island
33 Tafts Avenue
Boston, MA 02128

IN WITNESS WHEREOF, this Agreement is executed as of this ____ day of
June, 2025.

FOR: WASTEWATER ADVISORY COMMITTEE


By: _____
Kannan Vembu, Chair

FOR: MASSACHUSETTS WATER RESOURCES AUTHORITY

By: _____
Frederick A. Laskey, Executive Director

STAFF SUMMARY

TO: Board of Directors
FROM: Frederick A. Laskey, Executive Director
DATE: June 18, 2025
SUBJECT: Approval of New Members of the Wastewater Advisory Committee

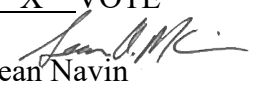


COMMITTEE: Wastewater Policy & Oversight

David Wu, Director, Environmental Quality
Preparer/Title

 INFORMATION

 X VOTE


Sean Navin
Director, Public Affairs

RECOMMENDATION:

To approve the addition of three new members to the Wastewater Advisory Committee: Dr. Zhenyu Tian of Northeastern University; Ms. Felina Silver of the League of Women Voters of Brookline; and Mr. Jonathan Smith of the City of Somerville.

DISCUSSION:

In addition to the critical oversight functions of the Advisory Board, many of MWRA's policy decisions are made with advice and support from two standing citizens' advisory committees, the Water Supply Citizens Advisory Committee (WSCAC) and the Wastewater Advisory Committee (WAC).

WAC was created in 1990 to offer independent recommendations on wastewater programs and policies; it is a successor to the Facilities Planning Citizen Advisory Committee, which was established during the planning of the new Deer Island Treatment Plant. WAC's members include citizen advocates, representatives from the Metropolitan Area Planning Council, watershed associations, the engineering and business communities, environmental law, and the science and education fields. The Advisory Board has historically appointed a member as well.

The WAC contract provides that WAC shall have a maximum of 20 members approved by MWRA's Board of Directors; the contract prohibits alternates or designees. WAC elects its chair and employs an Executive Director (selected by WAC's membership with the concurrence and approval of MWRA's Public Affairs Department). WAC's Chair is Kannan Vembu, Vice Chair is Dan Winograd, and Executive Director is Andreae Downs.

The first proposed new member, Zhenyu Tian, is an Assistant Professor of Chemistry and Chemical Biology, and Marine and Environmental Science at Northeastern University. Some of Dr. Tian's research interests including stormwater issues and microplastics.

The second proposed new member, Felina Silver, is the President of the Brookline chapter of the League of Women Voters. The League is a nonpartisan organization that works to protect voting rights. As President of the Brookline chapter, Ms. Silver is responsible for administrative tasks,

fundraising, publicizing the League's work, and leading the Brookline chapter. Ms. Silver has also served in Brookline Town Meeting and a number of other community-focused positions.

The third proposed new member, Jonathan Smith, is the Deputy Director of Engineering Projects for the City of Somerville. Mr. Smith is responsible for managing numerous infrastructure projects for Somerville, including projects involving public utilities.

The current eleven members on WAC are: George Atallah, Triumvirate Environmental; Craig Allen, Commonwealth Research Group, Inc.; Christine Bennett, MWRA Advisory Board; Adriana Cillo, Boston Water and Sewer Commission; Wayne Chouinard, Town of Belmont; Taber Keally, Neponset River Watershed Association; Karen Lachmayr, Harvard University; Martin Pillsbury, Metropolitan Area Planning Council; Alfredo Vargas, City of Newton Engineering; Kannan Vembu, AquaEnviroBio Solutions LLC (Chair); and Dan Winograd, Woodard & Curran (Vice Chair).

In accordance with the current agreement, WAC unanimously nominated Dr. Tian, Ms. Silver, and Mr. Smith for membership at its April 2025 meeting.

ATTACHMENTS:

Resume of Zhenyu Tian
Resume of Felina Silver
Resume of Jonathan Smith

ZHENYU TIAN

Assistant Professor
Chemistry and Chemical Biology
Marine and Environmental Science
Northeastern University

EDUCATION

B.S.	Jilin University Environmental Science	2011
M.S.	Chinese Academy of Sciences Research Center for Eco-Environmental Sciences Environmental Science	2014
Ph.D.	University of North Carolina at Chapel Hill Gillings School of Global Public Health Environmental Sciences and Engineering	2018

PUBLICATIONS

1. McMinn, M. H., Hu, X., Poisson, K., Berger, P., Pimentel, P., Zhang, X., Ashara, P., Greenfield, E. L., Eig, J., & **Tian, Z.*** (2024). In-depth chemical profiling of tire and artificial turf crumb rubber: aging, transformation products, and transport pathways. *Environmental Science: Processes & Impacts*, 26(10), 1703-1715.
2. Peter, K. T.*, Gilbreath, A., Gonzalez, M., **Tian, Z.**, Wong, A., Yee, D., Miller, E.L., Avellaneda, P.M., Chen, D., Patterson, A. and Fitzgerald, N., & Sutton, R. (2024). Storms mobilize organophosphate esters, bisphenols, PFASs, and vehicle-derived contaminants to San Francisco Bay watersheds. *Environmental Science: Processes & Impacts*, 26(10), 1760-1779.
3. Li, Y., Zhang, C., **Tian, Z.**, Cai, X., & Guan, B.* (2024). Identification and quantification of nanoplastics (20–1000 nm) in a drinking water treatment plant using AFM-IR and Pyr-GC/MS. *Journal of Hazardous Materials*, 463, 132933.
4. Halama, J. J.*, McKane, R. B., Barnhart, B. L., Pettus, P. P., Brookes, A. F., Adams, A. K., Gockel, C.K., Djang, K.S., Phan, V., Chokshi, S.M. and Graham, J.J., **Tian, Z.**, Peter, K. T., & Kolodziej, E. P. (2024). Watershed analysis of urban stormwater contaminant 6PPD-Quinone hotspots and stream concentrations using a process-based ecohydrological model. *Frontiers in Environmental Science*, 12, 1364673.
5. Lai, Y., Koelmel, J. P., Walker, D. I., Price, E. J., Papazian, S., Manz, K. E., Castilla-Fernández, D., Bowden, J. A., Nikiforov, V., David, A., Bessonneau, V., Amer, B., Seethapathy, S., Hu, X., Lin, E. Z., Jbebli, A., McNeil, B. R., Barupal, D., Cerasa, M., Xie, H., Kalia, V., Nandakumar, R., Singh, R., Tian, Z., Gao, P., Zhao, Y., Froment, J., Rostkowski, P., Dubey, S., Coufalíková, K., Seličová, H., Hecht, H., Liu, S., Udhani, H. H., Restituto, S., Tchou-Wong, K. M., Lu, K., Martin, J. W., Warth, B., Godri Pollitt, K. J., Klánová, J., Fiehn, O., Metz, T. O., Pennell, K. D., Jones, D. P., Miller, G. W.* (2024).

- High-resolution mass spectrometry for human exposomics: Expanding chemical space coverage. *Environmental Science & Technology*, 58(29), 12784-12822.
6. Duchet, C., Hou, F., Sinclair, C. A., **Tian, Z.**, Kraft, A., Kolar, V., Kolodziej, E.P., McIntyre, J.K., & Stark, J. D.* (2023). Neonicotinoid mixture alters trophic interactions in a freshwater aquatic invertebrate community. *Science of The Total Environment*, 897, 165419.
 7. Mehinto, A. C.*, Du, B., Wenger, E., **Tian, Z.**, Kolodziej, E. P., Apeti, D., & Maruya, K. A. (2023). Bioanalytical and non-targeted mass spectrometric screening for contaminants of emerging concern in Southern California bight sediments. *Chemosphere*, 331, 138789.
 8. Zhao, H. N., Hu, X., **Tian, Z.**, Gonzalez, M., Rideout, C. A., Peter, K. T., Dodd, M.C., & Kolodziej, E. P. (2023). Transformation Products of Tire Rubber Antioxidant 6PPD in Heterogeneous Gas-Phase Ozonation: Identification and Environmental Occurrence. *Environmental Science & Technology*, 57(14), 5621-5632.
 9. Zhao, H. N., Hu, X., Gonzalez, M., Rideout, C. A., Hobby, G. C., Fisher, M. F., McCormick, C.J., Dodd, M.C., Kim, K.E., **Tian, Z.*** & Kolodziej, E. P.* (2023). Screening p-Phenylenediamine antioxidants, their transformation products, and industrial chemical additives in crumb rubber and elastomeric consumer products. *Environmental Science & Technology*, 57(7), 2779-2791.
 10. Hu, X., Zhao, H. N., **Tian, Z.**, Peter, K. T., Dodd, M. C., & Kolodziej, E. P.* (2023). Chemical characteristics, leaching, and stability of the ubiquitous tire rubber-derived toxicant 6PPD-quinone. *Environmental Science: Processes & Impacts*, 25(5), 901-911.
 11. **Tian, Z.**, McMinn, M. H., & Fang, M. (2023). Effect-directed analysis and beyond: how to find causal environmental toxicants. *Exposome*, 3(1), osad002.
 12. Silva, M., Eisa, M., Ragauskaitė, D., McMinn, M.H., **Tian, Z.**, Williams, C., Knopf, A., Zhang, L. and Baltrusaitis, J.* (2023). Treatment of emerging contaminants in simulated wastewater via tandem photo-Fenton-like reaction and nutrient recovery. *Environmental Science: Water Research & Technology*, 9(2), 508-522.
 13. Lai, A., Clark, A.M., Escher, B.I., Fernandez, M., McEwen, L.R., **Tian, Z.**, Wang, Z. & Schymanski, E.L.* (2022). The Next Frontier of Environmental Unknowns: Substances of Unknown or Variable Composition, Complex Reaction Products, or Biological Materials (UVCBs). *Environmental Science & Technology*, 56(12), 7448-7466.
 14. Hu, X., Zhao, H. N., **Tian, Z.**, Peter, K. T., Dodd, M. C., & Kolodziej, E. P.* (2022). Transformation Product Formation upon Heterogeneous Ozonation of the Tire Rubber Antioxidant 6PPD (N-(1, 3-dimethylbutyl)-N'-phenyl-p-phenylenediamine). *Environmental Science & Technology Letters*, 9 (5), 413–419.
 15. Peter, K.T., Lundin, J.I., Wu, C., Feist, B.E., **Tian, Z.**, Cameron, J.R., Scholz, N.L. & Kolodziej, E.P.* (2022). Characterizing the Chemical Profile of Biological Decline in Stormwater-Impacted Urban Watersheds. *Environmental Science & Technology* 56 (5), 3159–3169.
 16. **Tian, Z.***, Gonzalez, M., Rideout, C.A., Zhao, H.N., Hu, X., Wetzel, J., Mudrock, E., James, C.A., McIntyre, J.K. & Kolodziej, E.P.* (2022). 6PPD-Quinone: Revised Toxicity Assessment and Quantification with a Commercial Standard. *Environmental Science & Technology Letters*, 9 (2), 140–146.

17. Zhao, H. N., **Tian, Z.**, Kim, K. E., Wang, R., Lam, K., & Kolodziej, E. P.* (2021). Biotransformation of Current-Use Progestin Dienogest and Drospirenone in Laboratory-Scale Activated Sludge Systems Forms High-Yield Products with Altered Endocrine Activity. *Environmental Science & Technology*, 55 (20), 13869-13880.
18. McIntyre, J.K.*, Prat, J., Cameron, J., Wetzel, J., Mudrock, E., Peter, K.T., **Tian, Z.**, Mackenzie, C., Lundin, J., Stark, J.D. & King, K., (2021). Treading Water: Tire Wear Particle Leachate Recreates an Urban Runoff Mortality Syndrome in Coho but Not Chum Salmon. *Environmental Science & Technology*, 55 (17), 11767–11774
19. **Tian, Z.**, Wark, D. A., Bogue, K., & James, C. A.* (2021). Suspect and non-target screening of contaminants of emerging concern in streams in agricultural watersheds. *Science of The Total Environment*, 795, 148826.
20. **Tian, Z.**, Zhao, H., Peter, K.T., Gonzalez, M., Wetzel, J., Wu, C., Hu, X., Prat, J., Mudrock, E., Hettinger, R., Cortina, A. E., Biswas, R.G., Kock, F.V.C., Soong, R., Jenne, A., Du, B., Hou, F., He, H., Lundeen, R., Gabreath, A., Sutton, R., Scholz, N.L., Davis, J., Dodd, M.C., Simpson, A., McIntyre, J.K., & Kolodziej, E.P.* (2020). Ubiquitous Tire Rubber-Derived Chemical Induces Acute Mortality in Coho Salmon. *Science*, 371 (6525), 185-189.
21. Du, B.*, **Tian, Z.**, Peter, K.T., Kolodziej, E.P., & Wong, C.S. (2020). Identification of Unique Non-Target High Resolution Mass Spectrometry Signatures to Track Contaminant Sources in Urban Waters. *Environmental Science & Technology Letters*, 7 (12), 923-930.
22. Peter, K.T. *, Hou, F., **Tian, Z.**, Wu, C., Goehring, M., Liu, F., & Kolodziej, E.P. (2020). More Than a First Flush: Urban Creek Storm Hydrographs Demonstrate Broad Contaminant Pollutographs. *Environmental Science & Technology*, 54 (10), 6152–6165.
23. **Tian, Z.***, Peter, K.T., Gipe A.D., Zhao H., Hou F., Wark D.A., Kolodziej E.P., & James C.A.* (2019). Suspect and non-target screening for contaminants of emerging concern in an urban estuary. *Environmental Science & Technology*, 54 (2), 889-901.
24. Vila, J.*, **Tian, Z.**, Wang, H., Bodnar, W., & Aitken, M.D. (2019). Isomer-selective biodegradation of high-molecular-weight azaarenes in PAH-contaminated environmental samples. *Science of the Total Environment*, 707, 135503.
25. Peter, K.T.*, Wu, C., **Tian, Z.**, & Kolodziej, E.P. (2019). Application of Non-Target High Resolution Mass Spectrometry Data to Quantitative Source Apportionment. *Environmental Science & Technology*, 53 (21), 12257-12268.
26. Hou, F., **Tian, Z.**, Peter, K.T., Wu, C., Gipe A.D., Zhao, H., Alegria, E., Liu, F., & Kolodziej E.P.* (2019). Quantification of organic contaminants in urban stormwater by isotope dilution and liquid chromatography-tandem mass spectrometry. *Analytical and Bioanalytical Chemistry*, 411 (29), 7791-7806.
27. Han, P., Yu, Y., Zhou, L., **Tian, Z.**, Li, Z., Hou, L., Liu, M., Wu, Q., Wagner, M., & Men, Y.* (2019). Specific micropollutant biotransformation pattern by the comammox bacterium *Nitrospira inopinata*. *Environmental Science & Technology*, 53 (15), 8695-8705.
28. Peter, K.T.*, Herzog, S., **Tian, Z.**, Wu, C., McCray, J., Lynch, K., & Kolodziej, E.P. (2019). Evaluating Emerging Organic Contaminant Removal in an Engineered Hyporheic Zone using High Resolution Mass Spectrometry. *Water Research*, 150, 140-152.
29. Peter, K.T.*, **Tian, Z.**, Wu, C., Lin, P., White, S., McIntyre, J.K., Scholz, N.L., & Kolodziej, E.P. (2018). Using High-Resolution Mass Spectrometry to Identify Organic Contaminants

Linked to Urban Stormwater Mortality Syndrome in Coho Salmon. *Environmental Science & Technology*, 52 (18), 10317–10327.

30. **Tian, Z.**, Vila J.*, Yu M., Bodnar, W., & Aitken, M.D. (2018). Tracing the biotransformation of polycyclic aromatic compounds in contaminated soil by stable isotope-assisted metabolomics. *Environmental Science & Technology Letters*, 5 (2), 103–109
31. **Tian, Z.**, Vila J., Wang, H., Bodnar, W., & Aitken, M.D.* (2017). Diversity and abundance of high-molecular-weight azaarenes in PAH-contaminated environmental samples. *Environmental Science & Technology*, 51 (24), 14047–14054.
32. **Tian, Z.**, Gold, A., Nakamura, J., Zhang, Z., Vila, J., Singleton, D.R., Collins, L.B. & Aitken, M. D.* (2017). Non-target analysis reveals a bacterial metabolite of pyrene implicated in the genotoxicity of contaminated soil after bioremediation. *Environmental Science & Technology*, 51 (12), 7091–7100.
33. Han, Y., Liu, W.*, Pan, W., Wang, P., **Tian, Z.**, Zhao, Y., & Zheng, M. (2015). Formation Pathways of Mono-to Octa-Chlorinated Dibenzo-*p*-dioxins and Dibenzofurans in Main Organochemical Industries. *Environmental Science & Technology* 49(18), 10945-10950
34. **Tian, Z.**, Li, H., Xie, H., Tang, C., Han, Y., & Liu, W.* (2014). Concentration and distribution of PCNs in ambient soil of a municipal solid waste incinerator. *Science of the Total Environment*, 491, 75-79.
35. **Tian, Z.**, Li, H., Xie, H., Tang, C., Han, Y., Wang, M., & Liu, W.* (2014). Polychlorinated dibenzo-*p*-dioxins and dibenzofurans and polychlorinated biphenyls in surface soil from the Tibetan Plateau. *Journal of Environmental Sciences*, 26(10), 2041-2047.
36. Xie, H., Li, J., Zhang, C., **Tian, Z.**, Liu, X., Tang, C., & Liu, W.* (2014). Assessment of heavy metal contents in surface soil in the Lhasa–Shigatse–Nam Co area of the Tibetan Plateau, China. *Bulletin of Environmental Contamination and Toxicology*, 93(2), 192-198.
37. Liu, W.*, **Tian, Z.**, Li, H., Xie, H., Xiao, K., Li, C., Tang, C., & Zheng, M. (2013). Mono-to octa-chlorinated PCDD/Fs in stack gas from typical waste incinerators and their implications on emission. *Environmental Science & Technology*, 47(17), 9774-9780.
38. Liu, W.*, Li, H., Tao, F., Li, S., **Tian, Z.**, & Xie, H. (2013). Formation and contamination of PCDD/Fs, PCBs, PeCBz, HxCBz and polychlorophenols in the production of 2, 4-D products. *Chemosphere*, 92(3), 304-308.
39. Liu, W.*, Li, H., **Tian, Z.**, Xie, H., & Hu, J. (2013). Spatial distribution of polychlorinated biphenyls in soil around a municipal solid waste incinerator. *Journal of Environmental Sciences*, 25(8), 1636-1642.
40. Liu, W.*, Li, H., **Tian, Z.**, Xie, H., & Li, C. (2013). Spatial distribution of polychlorinated dibenzo-*p*-dioxins and polychlorinated dibenzofurans in soil around a municipal solid waste incinerator. *Environmental Geochemistry and Health*, 35(5), 605-611.

INVITED SEMINARS

1. Environmental non-targeted analysis: unveiling emerging contaminants in rubber, plastic, and surface water, Department of Chemistry, Carnegie Mellon University, Oct 2024
2. Environmental non-targeted analysis: unveiling emerging contaminants in rubber, plastic, and surface water. BP4NTA monthly meeting, Nov 2024

3. Non-targeted analysis and effect-directed analysis: linking environmental pollutants to toxicological studies (Invited talk), RCEES Chinese Academy of Sciences, Beijing, China, Jan 2024
4. Non-targeted analysis and effect-directed analysis: linking environmental pollutants to human health studies, Tufts CTSI Research Collaboration Team monthly meeting, Sept 2022.
5. Organic contaminants in tire and crumb rubber: 6PPD-quinone and beyond. The Collaborative on Health and the Environment (CHE) Webinar, Jan 2022.
6. A ubiquitous Tire Rubber-Derived Chemical Induces Acute Mortality in Coho Salmon., CEEN Environmental Seminar, Colorado School of Mines. Feb 2021.
7. A ubiquitous Tire Rubber-Derived Chemical Induces Acute Mortality in Coho Salmon. Environmental Assessment Program Seminar, WA Department of Ecology. Jan 2021.
8. Non-target screening of organic pollutants in marine water and stormwater. Environmental Toxicology Seminar, University of California at Riverside. Jan 2021.

PRESENTATIONS

1. 6PPD-quinone and beyond: Tire rubber additives and transformation products as emerging contaminants (invited talk), California Stormwater Quality Association, July 2024. (**Invited talk**)
2. 6PPD-quinone and beyond: Tire rubber additives and transformation products as emerging contaminants (invited talk), Society of Toxicology Annual Meeting and ToxExpo, Mar 2024, Salt Lake City. (**Invited talk**)
3. Molecular fingerprinting for plastics: proof of concept analysis on standards and consumer products, ACS Spring National Meeting, Mar 2024, New Orleans. (**Oral presentation**)
4. McMinn M.H., Poisson K., Pimentel P., Zhang X., Greenfield E., Fernandez L., & **Tian Z.** In-depth Chemical Analysis and Exposure Assessment of Crumb Rubbers in Artificial Turf. 19th Annual Conference on Emerging High-Resolution Mass Spectrometry, September 2023, Buffalo, NY. (**Oral presentation**).
5. McMinn M.H., Poisson K., Pimentel P., Zhang X., Greenfield E., Fernandez L., & **Tian Z.** In-depth Chemical Analysis and Exposure Assessment of Crumb Rubbers in Artificial Turf. Northeast Region Meeting (NERM) of the American Chemical Society, June 2023, Boston, MA. (**Oral presentation**).
6. McMinn M.H., Poisson K., Pimentel P., Zhang X., Greenfield E., Fernandez L., & **Tian Z.** In-depth Chemical Analysis and Exposure Assessment of Crumb Rubbers in Artificial Turf. 264th American Chemical Society National Meeting, March 2023, Indianapolis, IN. (**Oral presentation**).
7. **Tian Z.** 6PPD-quinone: identification, occurrences, and properties. Emerging Contaminants in the Environment Conference, University of Illinois Urbana-Champaign. April 2023 (**Invited talk**)
8. **Tian Z.** Non-targeted analysis and effect-directed analysis: linking environmental pollutants to toxicological studies. Chinese American Society of Mass Spectrometry. Aug 2023 (**Invited talk**)
9. **Tian Z.**, Zhao H., Peter K.T., Gonzalez M., Rideout C., Hu X., Kolodziej E.P. Occurrence and

- temporal trends of the coho salmon toxicant 6PPD-quinone in urban creeks. Nov 2021, SETAC North America. **(Oral presentation)**
10. **Tian Z.**, Zhao H., Peter K.T., Gonzalez M., Rideout C., Hu X., Kolodziej E.P. Occurrence and temporal trends of the coho salmon toxicant 6PPD-quinone in urban creeks. Sept 2021, EMCON: International Conference on Emerging Contaminants **(Keynote presentation)**
 11. **Tian Z.** Non-target screening of organic pollutants in marine water and stormwater. May 2021, UWB Bio Seminar, University of Washington Bothell. **(Invited talk)**
 12. **Tian Z.** A ubiquitous Tire Rubber-Derived Chemical Induces Acute Mortality in Coho Salmon. Nov. 2020, SETAC North America 41st Annual Meeting **(Oral presentation)**.
 13. **Tian Z.** Suspect and Non-Target Screening for Organic Contaminants in Marine Water and Stormwater. Jan. 2020, Water Seminar, Department of Civil & Environmental Engineering, University of Washington, Seattle, WA. **(Invited talk)**
 14. **Tian Z.**, Peter K.T., Gipe A.D., Hou F., Kolodziej E.P., James C.A. Suspect and Non-Target Screening for Contaminants of Emerging Concern in Puget Sound. Oct. 2019, Environmental Assessment Program Seminar, WA Department of Ecology, Olympia, WA. **(Invited talk)**
 15. **Tian Z.**, Peter K.T., Gipe A.D., Wark D.W., Zhao H., Hou F., James C.A., Kolodziej E.P. Suspect and Non-Target Screening of Organic Pollutants in Marine Water and Stormwater. Aug. 2019, 258th ACS National Meeting, San Diego, CA. **(Oral presentation)**
 16. **Tian Z.**, Peter K.T., Wu C., Hou F., Kolodziej E.P., James C.A. Suspect and Non-Target Screening for Contaminants of Emerging Concern in Puget Sound. Apr. 2019, Salmon Recovery Conference, Tacoma, WA. **(Oral presentation)**
 17. **Tian, Z.**, Peter, K.T., Hou, F., James, C.A., Kolodziej, E.P. Suspect and Non-Target Screening of Organic Pollutants in Marine Water and Stormwater. Mar. 2019, PittCon, Philadelphia, PA. **(Invited talk)**
 18. **Tian, Z.** What's in our water? Non-target screening of organic pollutants in water environments. Oct. 2018, Clovers Park Rotary Club, Lakewood, WA. **(Invited talk)**
 19. **Tian, Z.**, Peter, K.T., Du, B., Kolodziej, E.P., James, C.A.*, Retention time prediction models using ENTACT standards and machine learning algorithms. ENTACT workshop, Aug. 2018, US EPA at Research Triangle Park, NC. **(poster)**
 20. **Tian, Z.** Non-target screening of organic pollutants in soil and water. Jul. 2018. RCEES, Chinese Academy of Sciences, Beijing **(Invited talk)**
 21. **Tian, Z.**, Vila J., Yu M., Bodnar, W., & Aitken, M. D. Tracing the biotransformation of polycyclic aromatic compounds in contaminated soil by stable isotope-assisted metabolomics. 255th ACS National Meeting, Mar. 2018, New Orleans, LA. **(Oral presentation)**
 22. **Tian, Z.** & Aitken, M. D. Non-target analysis of bioremediated soil. Nov. 2017. US EPA at Research Triangle Park, NC. **(Invited talk)**
 23. **Tian, Z.** & Aitken, M. D. Non-target analysis of bioremediated soil. Sept. 2017. Department of Geosciences, Princeton University. **(Invited talk)**
 24. **Tian, Z.**, Gold, A., Zhang, Z., Nakamura, J., Vila, J., Singleton, D., Collins, L., & Aitken, M.D. Non-targeted analysis reveals a novel bacterial metabolite of pyrene implicated in genotoxicity of bioremediated soil. 253rd ACS National Meeting, Apr. 2017, San Francisco, CA. **(Oral presentation)**

25. **Tian, Z.**, Adrion, A., Zhang, Z., Gold, A., & Aitken, M.D. Towards identifying unknown genotoxic compounds in bioremediated soil using metabolomics-like methods and effect-directed analysis. NIEHS SRP Annual Meeting, Nov. 2015, San Juan, Puerto Rico. **(Poster)**
26. **Tian, Z.**, Liu, W. Distribution and Comparison of Mono- to Tri-Chlorinated PCDD/Fs in Stack Gas from Different Waste Incinerators. Dioxin 2013, Aug. 2013, Daegu, Korea. **(Oral Presentation)**

GRANTS

External

Funded:

- ReTIRE: Research on Transformations, Implications, and Risks of End-of-life tires, National Science Foundation (NSF), \$447,520, Aug 2024 - July 2027.

Pending:

- Stormwater fingerprints: understanding the urban water pollution sources in the face of climate change. Woodard and Curran (WC). Submitted Dec 2024
- Compostable and Nutritive Electronics for Next Generation Digital Farming (NUTRONICS). National Science Foundation (NSF), Submitted Nov 2024

Submitted (not funded):

- Diagnosing Causes of Mixture Toxicity: Effect-Directed Analysis Based on Innovative Analytical Chemistry, In Vitro Bioassays, and Cheminformatics, Environmental Protection Agency, EPA-G2022-STAR-A2, Submitted Dec 2021
- Source tracking of marine micro(nano)plastics in Boston Harbor by multi-phase chemical analysis, MIT SeaGrant, Submitted May 2022
- Sleuthing toxic environmental pollutants with effect-directed analysis (LOI), Beckman Foundation, Submitted Aug 2022
- Cosmetics exposome: integrated hazard identification with skin model, untargeted analysis, and effect-directed analysis, National Institutes of Health R21, Submitted Oct 2022
- Fate of Microplastics in Drinking Water Treatment Plants, Water Research Foundation, Submitted Nov 2022
- Chemical Pathway Analysis of a Sustainable Method for PFAS Destruction (Pre-Proposal), Strategic Environmental Research and Development Program (SERDP), Submitted Jan 2023
- Using their molecular fingerprints to identify the sources and efficacy of community-led mitigation for microplastics in Boston Harbor, MIT SeaGrant, Submitted April 2023
- Assessing the exposure and toxicity of crumb rubber on children's health, Charles H. Hood Foundation, Submitted April 2023
- Dark Microplastics: Tire Rubber Particles and Additives as Emerging Threats, UL Research Institutes, \$585,000, Submitted Feb 2024
- Rapid Onsite Assessment of Contaminated Water. Naval Sea Systems Command NAVSEA.

Submitted April 2024

- Cottrell Scholar: Sleuthing toxic environmental pollutants with Effect-Directed Analysis (EDA). Research Corporation for Science Advancement (RCSA). Submitted July 2024
- CAREER: PMT Unveiled: occurrence, fate, source, and risk of Persistent, Mobile and Toxic Substances in Water. National Science Foundation (NSF). Submitted July 2024

Internal

Funded:

- In-depth chemical analysis and exposure assessment of crumb rubbers in artificial turf. Northeastern University TIER 1, 2022

Pending:

- Peptide therapeutics in water: analysis and biotransformation of semaglutide, Northeastern University TIER 1, Submitted Jan 2025

Submitted (not funded):

- Stable isotope-based technology for molecular mechanisms in 1,4-dioxane biodegradation by microbial consortia, Northeastern University TIER 1, 2024

TEACHING AND ADVISING

Courses

- Environmental Geochemistry (ENVR/CHEM 3410)
 - 4 credit hours
 - Fall 2024 (enrollment 23, evaluation 4.1/5.0)
- Analytical Chemistry (CHEM 2321)
 - 4 credit hours
 - Summer 2024 (enrollment 17, evaluation 4.2/5.0)
- Environmental Geochemistry (ENVR/CHEM 3410)
 - 4 credit hours
 - Fall 2023 (enrollment 22, evaluation 4.1/5.0)
- Analytical Chemistry (CHEM 2321)
 - 4 credit hours
 - Summer 2023 (enrollment 14, evaluation 4.3/5.0)
- Environmental Geochemistry (ENVR/CHEM 3410)
 - 4 credit hours
 - Fall 2022 (enrollment 18, evaluation 3.5/5.0)
- Analytical Chemistry (CHEM 2321)
 - 4 credit hours
 - Summer 2022 (enrollment 13, evaluation 4.2/5.0)

PhD students

- Madison McMinn (2021)
 - LEADERs Fellowship
 - 2024 NESACS German Exchange Fellowship
 - 2024 NACRW Student Scholarship Award
- Katherine Poisson (2022)
 - 2023 Academic Technology Award
 - 2024 NACRW Student Scholarship Award
 - 2024 NACRW Best Student Poster Award
- Phillip Berger (2023)

Undergraduate students

- Xinwen Zhang
- Pranali Ashara (PEAK Awards: Basecamp, Ascend, Summit)
- Oliver Stearns
- Paola Pimentel
- Jessica Eig
- Ella Greenfield
- Jamie Adams (PEAK Basecamp Award)
- Patrick Mullen
- Anna Casey (PEAK Basecamp Award)

SERVICE AND PROFESSIONAL DEVELOPMENT

Service to the Institution

a. Department service

2022 PhD admission committee
2023 PhD admission committee
CCB graduate committee
CCB department executive committee

b. College service

Faculty search committee (Metabolism in Brain and Body Health, 2022)

Service to the Discipline/Profession

Reviewer for Journals

- *Environmental Science & Technology*
- *Environmental Science & Technology Letters*
- *Environmental International*
- *Science of the Total Environment*
- *Environmental Pollution*
- *Journal of Hazardous Materials*
- *Environmental Sciences Europe*

- *Environmental Science: Process and Impact*
- *Chemosphere*
- *Journal of Agricultural and Food Chemistry*
- *Journal of Environmental Sciences*

Editor/Editorial Board Members for Journals

- *Environmental Science: Processes & Impacts* (RSC Journal), special issue on “Tracking complex mixtures of chemicals in human- and eco-exposome: the nexus of models, analytics, and toxicity”, Guest editor
- *Environment & Health* (ACS Journal), Early career board
- *Trends in Environmental Analytical Chemistry*, Editorial board member
- *NPJ Emerging Contaminants*, Editorial board member

Reviewer for Grant Proposals

- National Science Foundation
- Environmental Protection Agency
- SeaGrant

ACS Division of Environmental Chemistry (ENVR)

- Co-organizer for ACS ENVR division symposia: Advances in Non-Targeted Analysis of Complex Samples, ACS Spring National Meeting, 2021, 2022, 2023

HONORS AND AWARDS

Environmental Science & Technology Letters, Excellence in Review Award, 2023
 Seattle Aquarium Conservation Research Award, 2022
 Science Communication Fellowship, 2021
 ACS ENVR Graduate Student Award, 2018
 ACS ENVR Certificate of Merit, 2017
 Graduate School Traveling Award, UNC-Chapel Hill, 2016
 Prof. Baozhen Wang Scholarship for Environmental Innovations, 2014
 First Class Scholarship of Chinese Academy of Science, 2013
 Second Class Scholarship of Chinese Academy of Science, 2012
 Second Class Award, 2010 CSTD Competition (academic competition for undergraduates)
 Second Class Scholarship of Jilin University, 2007-2008, 2008-2009

SELECTED MEDIA

Stormwater contamination, rubber toxicant

NPR Podcast

[Salmon deaths bring new attention to a longstanding problem : NPR](#)

BBC Podcast

[Is the car an apex predator? Transcript - CrowdScience](#)

New York Times:

<https://www.nytimes.com/2020/12/03/climate/salmon-kill-washington.html>

Seattle Times:

<https://www.seattletimes.com/seattle-news/environment/tire-dust-is-killing-salmon/>

The Guardian:

<https://www.theguardian.com/environment/2020/dec/03/coho-salmon-pollution-car-tires-die-off>

Water contaminant analysis

UW News:

<https://www.washington.edu/news/2020/01/22/puget-sound-technique-casts-net-for-concerning-chemicals/>

King 5 TV:

<https://www.king5.com/article/news/local/whats-in-puget-sound/281-c122de89-af35-41a6-a47a-42f7345b6389>

Herald Net:

<https://www.heraldnnet.com/news/meth-tire-rubber-among-new-pollutants-found-in-puget-sound/>

Microplastics

Northeastern News:

<https://cos.northeastern.edu/news/microplastics-are-everywhere-but-their-dangers-largely-remain-a-mystery-experts-say/>



FELINA SILVER

OBJECTIVE

To obtain a position with an organization of like interest where I can share my learned experience as well as expertise.

EXPERIENCE

League of Women Voters Brookline, MA

President | July 2024 - Present

Steering Committee Member | July 2023 - June 2024

Board Member | June 2019 – June 2024

- Attend and participate in all board meetings.
- Identify and mentor new leaders.
- Promote growth and diversity in membership.
- Support and attend League activities.
- Become knowledgeable about League positions and practices.
- Explain and promote the League in the community.
- Understand and abide by the League's nonpartisan policy.
- Assist in fundraising activities.
- Make personal financial contributions, in addition to dues.
- Attend state and regional League meetings.
- Carry out individual assignments.

Legislative Action Committee – Specialist for Racial Justice and Indigenous Legislative Issues | August 2023 - Present

Legislative Envoy | July 2022 – June 2024

- Get to know the legislators who represent you League by attending local office hours (1-2 times per year)
- Follow legislators on social media
- Set up meetings for self and encouraging local League to get together with legislators

Indigenous Peoples Celebration Committee Brookline, MA

Committee Chair | November 2021 – Present

- Chair meetings, recruitment of committee members, self education of matters to share with board members
- Focus on the culture, history and diversity of indigenous peoples,
- Acknowledge and educate the community members on the adversities suffered by indigenous peoples as a result of European conquest of the Americas
- Prioritize the education and reconciliation and appropriate advocacy in line with the Town's values of diversity, inclusion, and positive community relations among all peoples.

Committee Member | May 2019 – November 2021

- Focus on the culture, history and diversity of indigenous peoples,
- Acknowledge and educate the community members on the adversities suffered by indigenous peoples as a result of European conquest of the Americas
- Prioritize the education and reconciliation and appropriate advocacy in line with the Town's values of diversity, inclusion, and positive community relations among all peoples.

Community Health Assessment (Cha) & Improvement Plan (Chip)

Team Member, | April 2024 – May 2024

Beth Israel Lahey Health – Patient Family Advisory Council, Boston, MA

Board Member | December 2021 – Present

- Identify prevention measures
- Standardize **BIHPC's response to actual/potential violence in the workplace**

Co-Chair, BILH-PFAC | August 2022 – Present

- Attend PFAC meetings
- Work in collaboration with Project Leader
- Define process for future agenda setting
- Plan meeting agendas
- Facilitate meetings
- Adhere to Confidentiality Agreement
- Present follow-up from previous meetings and provide updates on work in progress

Moderators Committee on Recreational Marijuana Licensing - Committee Member | May 2023 - October 2023

Brookline Town Meeting Member, Brookline, MA

Town Meeting Member | May 2023 – May 2024

Town Meeting Member | May 2022 – May 2023 (1-year term)

- Town meeting members work together to create a balanced annual town budget

- An Annual Town Meeting is held in the spring to enact the following **year's** budget and any additional affairs on the Town Meeting warrant placed by the Select Board or **citizen's** petition
- Town meeting members work to enacts all town bylaws
- In the fall, a special Town Meeting is held to handle any budget changes, zoning by-law amendments, or any other affairs on the warrant

Women Thriving, Inc., Brookline, MA

Board Member | May 2019 – June 2023

- **Duty of Care:** Take care of Women Thriving by ensuring prudent use of all assets, including facility, funds, people, and good will.
- **Duty of Loyalty:** Ensure that Women Thriving's activities and transactions are, first and foremost, advancing its mission; Recognize and disclose conflicts of interest; Make decisions that are in the best interest of Women Thriving; *not in the best interest of the individual board member* (or any other individual or for-profit entity).
- **Duty of Obedience:** Ensure that Women Thriving obeys applicable laws and regulations; follows its own bylaws; and that it adheres to its stated corporate purposes/mission.

BOARD MEMBER EXPECTATIONS

- Regularly attends Board meetings (at least four per year). A Board member who misses three meetings in a row will be asked to resign from the Board.
- Makes serious commitment to participate actively in Board meetings and in committee/Working Group work, as desired and agreed upon.
- Volunteers for and willingly accepts speaking requests concerning Women Thriving and completes them thoroughly, enthusiastically, and on time.
- Stays informed about Board and committee matters, including programming, staffing, and funding, and prepares themselves well for meetings, and reviews and comments on minutes and reports.
- Gets to know other Board and committee members and builds a collegial working relationship that contributes to consensus.
- Is an active participant in the Board's annual evaluation and planning efforts.
- Participates in fundraising activities led by the Women Thriving Fundraising Group for the organization.

Brookline Commission for Women

Chair | July 2022 – June 2023

- Hold monthly commission meetings
- Hold executive team meetings in preparation for monthly commission meetings
- Participate in at least two subcommittees of the commission
- Hold annual events; annual or otherwise, supporting and honoring women

- Interview Prospective Commissioners
- Produce and Submit Annual Report
- Key Words: Gender Justice, Intersectionality, Collaboration, Transparency, Determination, Advocacy, Support & Celebrate

Vice Chair | July 2020 – June 2022

- Co-facilitated monthly commission meetings, and any events, annual or otherwise supporting or honoring women
- Attended monthly executive team meetings in preparation for monthly commission meetings
- Supported Commission Chair as needed
- Participated in at least two subcommittees of the commission
- Key Words: Gender Justice, Intersectionality, Collaboration, Transparency, Determination, Advocacy, Support & Celebrate

EDUCATION

Emmanuel College, Boston MA

Business Administration & Management, General | 09/89 – 06/90

Newbury College, Boston MA

Business Administration & Management, General | 09/86 – 06/88

Roxbury Community College, Boston MA

Business Administration & Management, General | 09/83 – 06/85

ACHIEVEMENTS & ACKNOWLEDGMENTS

- **My first effort as a member of Brookline's Indigenous Peoples Celebration Committee was** having successfully worked with colleagues to write and pass a warrant article allowing that a historical land acknowledgement that we jointly constructed, be read at the start of each first night of Town Meeting in the Town of Brookline. **Since it's creation, other groups, committees,** events, etc. have asked that I read this land acknowledgement at their gatherings.
- **Since becoming the chair of Brookline's Indigenous Peoples Celebration Committee, I have been** interviewed for various articles/stories either printed or on zoom. This is an honor I hold close to my heart. There is nothing better than being proud of who you are and sharing that with the world.
- Set up a poetry blog [The Writings of Felina Silver](#) to house my poems that have been transferred from my notebooks to my blog or just written on a whim on my blog. Writing has become my go to when

recovering from loss. **Sometimes, it's also been a pick me up when I see something or someone** that I like and just have to write about it. Having words and knowing how to use them is a gift. Wasting a talent is tragic.

- Won Black Achievement Award from Beth Israel Deaconess Hospital for volunteer work with the Mass Mental Health Center and the YWCA of Greater Boston.

For a more in-depth history of my work experience, please visit my LinkedIn profile at:
<http://www.linkedin.com/in/felina-silver-robinson-712b9667>

Jonathan Smith, Professional Engineer

Civil Engineering Project Manager | Civil Engineering Leader

Summary

Accomplished Civil Engineer and Project Manager with over 15 years of experience leading and executing large-scale civil infrastructure projects. Proven track record in planning, scheduling, and compliance management, with expertise in budgeting, cost control, and risk management. Adept at mentoring cross-functional teams, delivering projects on time, and ensuring high-quality standards. Looking to contribute to sustainable, innovative, and community-focused infrastructure projects.

Core Competencies

- Project Execution & Delivery
- Construction Planning & Scheduling
- Compliance & Regulatory Oversight
- Cost Control & Budget Management
- Team Leadership & Mentoring
- Stakeholder & Client Coordination
- AutoCAD, Civil 3D, Microsoft Project
- Risk Management & Quality, Health, Safety, and Environment Compliance
- Infrastructure Design & Site Investigations
- Civil Infrastructure: Water, Rail, Structures, Land Development

Professional Experience**City of Somerville – 2019 to Present**

Somerville, Massachusetts

Deputy Director of Engineering Projects (2021 to Present)*Key Contributions:*

- Lead a team of six project managers to deliver large-scale infrastructure projects, including roads, utilities, and public space development.
- Develop and manage construction schedules, budgets, and procurement processes, ensuring timely project delivery and regulatory compliance.

- Spearheaded the first “Construction Manager at Risk” project within the City, managing a complex \$100-Million-USD pump station facility and public space development, including coordination with contractors, consultants, and regulatory bodies.
- Managed capital investment planning, ensuring project selection aligned with asset management priorities, cost-benefit analysis, and risk mitigation.
- Fostered strong working relationships with stakeholders, including the Mayor’s Office, City Councilors, and public communities, ensuring transparency and public engagement throughout the project lifecycle.

Project Manager (2019 to 2021)

Key Contributions:

- Managed multiple high-profile infrastructure projects, balancing competing interests and aligning project goals with the city’s strategic objectives.
- Negotiated scope and fee with consultants, created bid documents, and supervised the construction of large-scale infrastructure improvements.
- Actively engaged with stakeholders to provide updates on project status and resolved issues to maintain project momentum.

Jacobs Engineering Group – 2018 to 2019

Boston, Massachusetts

Interdisciplinary Civil Engineer (Professional Engineer)

Key Contributions:

- Managed infrastructure inspection teams across a 40-mile stretch of interstate highways, ensuring site safety, data integrity, and regulatory compliance.
- Provided technical leadership, including overseeing the integration of data sets into design projects, which improved project efficiency and accuracy.
- Delivered complex civil design and environmental consulting services, managing projects across diverse sectors, including transportation and utilities.
- Led cross-functional teams to drive project execution, from planning through to delivery, while managing client relationships and contractual negotiations.

Kennedy/Jenks Consultants – 2014 to 2018

Tewksbury, Massachusetts

Senior Civil and Environmental Engineer (Professional Engineer)

Key Contributions:

- Led field data collection and inspections for critical infrastructure projects, ensuring adherence to project requirements, environmental regulations, and safety standards.
- Collaborated with teams to prioritize capital projects for the Port of Virginia, including working closely with maintenance staff to ensure effective project delivery.
- Delivered detailed technical reports and presentations that influenced project decisions and led to the implementation of key safety and operational improvements.

CDM Smith – 2008 to 2012

Manchester, New Hampshire

Construction Representative/Engineer in Training

Key Contributions:

Oversaw construction for quality control. Advised contractor on interpretation of the project specifications.

Education

MS in Civil Engineering – University of Massachusetts, Lowell (2012-2014)

Environmental Engineering Concentration

BS in Civil Engineering – University of Massachusetts, Lowell (2004-2008)

Xi Epsilon Honors

Technical Skills


- **Software:** AutoCAD, Civil 3D, ArcMap, Microsoft Project, Excel (Advanced Data Management, Gantt Charts)
- **Core Areas:** Site Layout, Utility Design, Grading, Cost Control, Surveying, Regulatory Compliance, Infrastructure Design

Interests

Bicycling, Snowboarding, Brazilian Jiu Jitsu/Judo, DIY Projects

STAFF SUMMARY


TO: Board of Directors
FROM: Frederick A. Laskey, Executive Director
DATE: June 18, 2025
SUBJECT: Third Amendment the Financial Assistance Agreement with the Boston Water and Sewer Commission for Implementation of the Fort Point Channel and Mystic/Chelsea Confluence Combined Sewer Overflow Control Projects



COMMITTEE: Wastewater Policy & Oversight

Brian L. Kubaska, P.E., Chief Engineer
Jeremy R. Hall, Program Manager
Preparer/Title

 INFORMATION
 X VOTE



David W. Coppes, P.E.
Chief Operating Officer

RECOMMENDATION:

To authorize the Executive Director, on behalf of the Authority, to execute the Third Amendment to the Financial Assistance Agreement by and between Massachusetts Water Resources Authority and Boston Water and Sewer Commission for the Implementation of Fort Point Channel and Mystic/Chelsea Confluence Combined Sewer Overflow Control to extend the term of the agreement for six months from June 30, 2025 to December 31, 2025.

DISCUSSION:

On October 19, 2022, the Board approved a Memorandum of Understanding (MOU) and Financial Assistance Agreement (FAA) with the Boston Water and Sewer Commission (BWSC) to fund Combined Sewer Overflow (CSO) control projects at four outfalls—BOS017, BOS062, BOS065, BOS070/DBC—that did not meet the Massachusetts Water Resources Authority (MWRA) Long-Term Control Plan (LTCP) goals. MWRA agreed to contribute up to \$10,000,000 for eligible design and construction work.

On December 13, 2023, the Board approved the first amendment to the MOU and FAA to add certain improvement work at an additional outfall - BOS013. Although BOS013 was determined to materially meet the LTCP typical year goals, further system adjustment, as constructed at similar CSO systems in East Boston, are forecasted to further reduce activations and bring BOS013 in-line with the LTCP goals.

On January 17, 2024, the Board approved the Second Amendment to the MOU and FAA, increasing the not-to-exceed amount by \$1,881,274 from \$10,000,000 to \$11,881,274, with no change in term given the higher than expected bid prices on the contract work.

This Amendment

Amendment 3 will extend the term of the FAA between MWRA and BWSC from June 30, 2025 to December 31, 2025. Contract work to improve CSO performance at BOS013, BOS017, BOS062, and BOS065 was completed during the summer and fall of 2024. Contract work at

BOS070/DBC was hampered by unforeseen field conditions, resulting in the work completion extending to January 2025. With the work being completed during the winter, additional time is needed to allow for the Boston roadways excavated to perform the BOS070/DBC CSO improvements to settle before final pavement is performed. This increase in contract term due to the City of Boston's paving requirements will not result in an increase to the construction contract price, nor to MWRA's financial obligation.

BUDGET/FISCAL IMPACTS:

The FY25 CIP includes \$11,881,274 for Contract 8054. Amendment 3 is a time extension only and has no budgetary impact.

MBE/WBE PARTICIPATION:

For BWSC-implemented projects funded by MWRA, MBE/WBE participation requirements are included in compliance with DEP requirements and in accordance with BWSC policy.

ATTACHMENT:

Attachment 1: Third Amendment to the Financial Assistance Agreement by and between Massachusetts Water Resources Authority and Boston Water and Sewer Commission for *Implementation of Fort Point Channel and Mystic/Chelsea Confluence Combined Sewer Overflow Control*

**THIRD AMENDMENT TO THE
FINANCIAL ASSISTANCE AGREEMENT
BETWEEN THE MASSACHUSETTS WATER
RESOURCES AUTHORITY AND THE BOSTON WATER
AND SEWER COMMISSION FOR THE IMPLEMENTATION OF
FORT POINT CHANNEL AND MYSTIC/CHELSEA CONFLUENCE
COMBINED SEWER OVERFLOW CONTROL PROJECTS**

This Third Amendment to the Financial Assistance Agreement for the Implementation of Fort Point Channel and Mystic/Chelsea Confluence Combined Sewer Overflow Control Projects (“Financial Assistance Agreement”) is made by and between the Massachusetts Water Resources Authority, a body politic and corporate and public instrumentality, existing under Chapter 372 of the Acts of 1984, with its principal place of business at Deer Island, 33 Tafts Avenue, Boston, MA 02128, (“Authority” or “MWRA”) and the Boston Water and Sewer Commission, an independent body politic and corporate and political subdivision of the Commonwealth established pursuant to Chapter 436 of the Acts of 1977, with its principal place of business at 980 Harrison Avenue, Boston, MA 02119 (“Awardee”) (the Authority and the Awardee are collectively referred to as the “Parties”).

WHEREAS, on November 14, 2022, the Parties concurrently executed the initial Financial Assistance Agreement and a *Memorandum of Understanding For The Implementation Of Fort Point Channel And Mystic/Chelsea Confluence Combined Sewer Overflow Control Projects* (“MOU”), which is hereby incorporated by reference, whereby the Awardee agreed to implement assigned Combined Sewer Overflow (“CSO”) Projects (“Projects”) and MWRA agreed to provide Awardee financial assistance for project design and construction costs in an amount not to exceed ten million dollars (\$10,000,000.00) for the Projects;

WHEREAS, on January 19, 2024, the Parties concurrently executed a *First Amendment to the Financial Assistance Agreement and the MOU*, whereby the Awardee agreed to also implement the additional project for outfall BOS013 and MWRA agreed to provide Awardee financial assistance for project design and construction costs;

WHEREAS, following the conclusion of a competitive public bid process by BWSC in December 2023, the total cost of the Projects would exceed the amount of financial assistance provided under the Financial Assistance Agreement;

WHEREAS, on February 5, 2024, the Parties concurrently executed a *Second Amendment to the Financial Assistance Agreement and the MOU*, hereby incorporated by reference, which increased the total amount of financial assistance so as not to exceed eleven million, eight hundred and eighty-one thousand, two hundred and seventy-four dollars (\$11,881,274);

WHEREAS, the Financial Assistance Agreement expires on June 30, 2025;

WHEREAS, construction work for the Projects (e.g., final paving associated with CSO outfall BOS070/DBC remediation work) is anticipated to extend beyond the Financial Assistance Agreement’s June 30th expiration date;

WHEREAS, the Parties now wish to amend the Financial Assistance Agreement to increase the term of the Financial Assistance Agreement by six months from June 30, 2025, to December 31,

2025;

NOW THEREFORE, in consideration of the foregoing and the promises contained herein, the Parties agree to further amend the Financial Assistance Agreement, as follows:

1. Delete V. of the Financial Assistance Agreement in its entirety and replace it with the following:

V. TERM.

This Financial Assistance Agreement shall remain in effect until December 31, 2025.

2. All other terms and conditions of the Financial Assistance Agreement, as modified by the First and Second Amendments to the Financial Assistance Agreement shall remain the same.

IN WITNESS WHEREOF, the Parties have executed this Third Amendment to the Financial Assistance Agreement under seal.

MASSACHUSETTS WATER RESOURCES AUTHORITY

BY: _____ Date: _____
Frederick A. Laskey
Executive Director

BY: _____
Date: _____
Matthew R. Horan
Treasurer

AWARDEE: Boston Water and Sewer Commission

BY: _____
Date: _____
Henry F. Vitale
Executive Director

Approved as to Form

BY: _____
Office of General Counsel

STAFF SUMMARY


TO: Board of Directors
FROM: Frederick A. Laskey, Executive Director
DATE: June 18, 2025
SUBJECT: Water Supply Citizens Advisory Committee Contract



COMMITTEE: Water Policy & Oversight

Rebecca Weidman, Deputy Chief Operating Officer
Stephen Estes-Smargiassi, Director, Planning and Sustainability
Sally Carroll, Senior Analyst, Environmental Quality
Preparer/Title

 INFORMATION
 X VOTE


Sean Navin
Director, Public Affairs

RECOMMENDATION:

To authorize the Executive Director, on behalf of the Authority, to execute a contract, substantially in the form attached hereto, with the Water Supply Citizens Advisory Committee for a one-year period beginning July 1, 2025 to June 30, 2026, with a total contract cost of \$133,315.

DISCUSSION:

In addition to the critical oversight functions of the Advisory Board, many of MWRA's policy decisions are made with advice and support from two standing citizens' advisory committees, the Water Supply Citizens Advisory Committee (WSCAC) and the Wastewater Advisory Committee (WAC). A separate staff summary presented at this meeting recommends authorization for the Executive Director to execute a similar contract with WAC for FY26.

WSCAC originated in 1978 when its predecessor committee, the Northfield Citizens Advisory Committee, was formed at the direction of the Secretary of the Executive Office of Environmental Affairs. WSCAC has received direct funding from MWRA since MWRA's formation in 1984.

The proposed FY26 WSCAC contract is 6.6% greater than the FY25 contract. As the FY25 contract did not include any increase in salaries, this contract includes a 5% increase to the salaries line-item to account for the 3% and 2% increases that MWRA union employees and non-union managers received during the same period. Health insurance increased by 13.8%, and is budgeted at 80% reimbursement for the Executive Director only, not-to-exceed \$15,627, with an optional health insurance buy-out program similar to that offered to MWRA employees who do not use MWRA's health insurance benefit. The proposed total FY26 WSCAC funding is \$133,315.

Current topics of interest to WSCAC include system redundancy, energy efficiency and carbon footprint, water system expansion issues, changing drinking water regulations, the Water System Master Plan, and watershed management and protection issues, including forestry. WSCAC

currently has 13 active members, and continues to work to identify additional members in categories that are underrepresented.

WSCAC's office is located at Quabbin Reservoir in a Department of Conservation and Recreation (DCR) building. Most meetings were held at MWRA's Southborough facility prior to the Covid-19 pandemic. Since March 2020, meetings have been held virtually. WSCAC's Executive Director is Moussa Siri (selected by WSCAC's Executive Committee). The current Chair is Paul Lauenstein, elected from among the members.

BUDGET/FISCAL IMPACT:

Sufficient funds for the WSCAC contract are included in the FY26 Draft Final Current Expense Budget.

ATTACHMENT:

Agreement between Massachusetts Water Resources Authority and Water Supply Citizens Advisory Committee

AGREEMENT
BETWEEN
MASSACHUSETTS WATER RESOURCES AUTHORITY
AND
WATER SUPPLY CITIZENS ADVISORY COMMITTEE

This Agreement (“Agreement”) is by and between the Massachusetts Water Resources Authority (“Authority”), a body politic and corporate and a public instrumentality of the commonwealth created by Chapter 372 of the Acts of 1984 with offices at Deer Island, 33 Tafts Avenue, Boston, MA 02128 and the Water Supply Citizens Advisory Committee (“WSCAC”) an organization initially created under the Massachusetts Environmental Policy Act (“MEPA”) to ensure public representation and participation in Authority water supply activities, with offices currently at 485 Ware Road, Belchertown, MA 01007 (collectively “Parties”).

WHEREAS, the Authority is required to meet the water needs of its communities;

WHEREAS, the Authority desires WSCAC to continue to advise in water supply planning and programming; and

WHEREAS, WSCAC desires to have a continued role advising the Authority;

NOW, THEREFORE, for the consideration of mutual promises contained herein, the Authority and WSCAC agree as follows:

Article 1. Effective Date.

This Agreement shall be effective from **July 1, 2025 through June 30, 2026**, inclusive.

Article 2. Compensation, Budget, Payment, and Expenses.

2.1 The Authority shall make funds available as follows:

(a) Salaries and Duties.

Director. An Executive Director shall be chosen by WSCAC members at a salary not to exceed **\$85,066** for the year commencing on **July 1, 2025 through June 30, 2026**, inclusive. The hourly salary rate (inclusive of payroll taxes) shall be **\$51.06** with annual total hours of 1,666 (average 34 hours per week for 49 weeks). The duties of the Executive Director shall be in accordance with the job description prepared by the Executive Committee of WSCAC and on file with the Authority.

Administrative Assistant. A part-time Administrative Assistant shall be chosen by the WSCAC Executive Director in consultation with the Executive Committee of WSCAC at a salary not-to-exceed **\$16,995** for the year commencing on **July 1, 2025 through June 30, 2026**, inclusive. The hourly salary rate shall be **\$25.29** (inclusive of payroll taxes) with annual total hours of 672 (average 14 hours per week for 48 weeks). The duties of the Administrative Assistant shall be in accordance with the job description prepared by the Executive Committee of WSCAC and on file with the Authority.

(b) Reimbursable Expenses.

- (1) The Authority shall reimburse the WSCAC for 80% of the non-employer-sponsored health insurance for the WSCAC Executive Director (not-to-exceed **\$15,627**). The percentage rate for reimbursement of health insurance costs shall be changed to that of Authority staff if the Group Insurance Commission changes the rate.
- (2) Health insurance buy-out: the WSCAC Executive Director may elect a monetary allowance in lieu of reimbursement of health insurance costs, provided he or she has health insurance coverage through another employer-sponsored plan that meets Internal Revenue Service “minimum value” criteria, throughout that six-month period. The amount of the allowance will be \$1,000 to waive family coverage or \$700 for waiving individual coverage. The WSCAC Executive Director is responsible for any withholding taxes on these payments with WSCAC being responsible for the employer share of payroll taxes.
- (3) The Authority shall reimburse the WSCAC for expenses related to mileage, public transportation, highway tolls, and parking incurred by WSCAC staff and members from attendance at WSCAC meetings, pertinent conferences and seminars, or while performing other functions directly related to its scope of services. Such expenses will be reimbursed when submitted to the Authority’s Public Affairs Unit. Mileage costs will be reimbursed at the prevailing Authority rate per mile.
- (4) The Authority shall reimburse the WSCAC for office supplies (such as letterhead, envelopes, pencils, paper clips), postage, office telephone and internet access, meeting expenses, and general administrative and office expenses.
- (5) The Authority shall reimburse the WSCAC for purchase or rental by WSCAC staff of books, films, cassettes, tapes, etc., if specifically approved by the Authority in advance, except that single copies of individual publications, books, and other written documents may be purchased for the WSCAC library without prior approval, provided that the cost per item does not exceed \$200. All materials purchased under this section shall be considered property of the Authority.
- (6) Other miscellaneous expenses of the WSCAC staff may be approved by the Authority on a case-by-case basis. When possible, approval of the Authority should be received in advance of incurring such expenditures.

The Authority may advance up to \$450 to WSCAC, such advance to be applied to the payment of Miscellaneous Expenses as defined herein and as approved and budgeted under the terms of this Agreement. Payments made from an advance shall be accounted for in the same manner as all other Miscellaneous Expense payments. Prior to the expiration of this Agreement, any outstanding balance on an advance shall be applied against amounts due WSCAC.

The annual total reimbursement to WSCAC (for annual and miscellaneous expenses combined) shall not exceed **\$31,254** from **July 1, 2024 through June 30, 2025**, inclusive.

(c) Non-reimbursable expenses.

The following expenses are not reimbursable: meals, entertainment, room and board , fines, fees, or costs assessed as a result of improper or illegal actions on the part of the member, such as parking tickets or speeding fines.

ARTICLE 3. RESPONSIBILITIES OF THE AUTHORITY AND WSCAC.

(a) WSCAC shall employ an Executive Director, who is prohibited from being a member of WSCAC while serving his or her term as a paid employee.

(b) WSCAC shall, whenever applicable, take all necessary steps to receive an exemption from the Massachusetts Sales and Use taxes for materials, printing, and equipment purchased by WSCAC on behalf of the Authority.

(c) WSCAC shall submit monthly or periodic statements to the Authority requesting payment for salary, and for annual and miscellaneous expenses listed in Article 2. Such requests shall be supplemented or accompanied by timesheets, travel and expense vouchers, and by such other supporting data as may be required by the Authority.

(d) WSCAC shall maintain accounts, records, documents, and other evidence directly pertinent to performance of work under this Agreement. The Parties and their duly authorized representatives shall have access to such records, documents, and other evidence for the purpose of inspection, audit, and copying.

(e) The Authority or its duly authorized agent shall have the right at any and all reasonable times, to examine and audit WSCAC's records, documents and other evidence.

(f) This Agreement is subject to the laws dealing with the expenditures of public funds, including Chapter 12A of the Massachusetts General Laws.

(g) The Parties agree to consent to any reasonable modifications or changes in this contract that may be required by the Commonwealth of Massachusetts or any of its agencies.

(h) WSCAC acknowledges that the Authority is a state agency for purpose of Chapter 268A of the General Laws (the Massachusetts Conflict of Interest Law) and understands that for the purposes of that law, WSCAC staff and members are special state employees.

- (i) WSCAC shall be responsible for compliance with all applicable provisions and requirements of the Massachusetts Open Meeting Law and the Massachusetts Public Records Law.

ARTICLE 4. RESPONSIBILITIES OF THE WSCAC STAFF.

4.1 The WSCAC staff shall be responsible for the following tasks:

- (a) aiding WSCAC in its tasks under Article 6, managing the WSCAC office, educating the public, and acting as liaison with the Authority and its staff;
- (b) preparing monthly progress reports for submission to the WSCAC Executive Committee, the WSCAC members, and the Authority;
- (c) maintaining financial records, minutes of the WSCAC meetings, and other WSCAC records;
- (d) assuring that at least every other meeting be held in Eastern Massachusetts at a location to be jointly agreed upon by WSCAC and the Authority where Authority attendance is expected.
- (e) providing to the Authority copies of the notices for and minutes of all meetings of WSCAC and of all the WSCAC correspondence as soon as such materials are available.
- (f) administering and maintaining compliance by all its members and staff with the provisions of the Massachusetts Conflict of Interest Law including, without limitation, those mandatory provisions relating to: (i) annual distribution to members and staff of the State Ethics Commission's (SEC) Summary of Law and maintenance and archiving of acknowledgements of receipt of the Summary of Law from all members and staff, and (ii) compliance by members and staff with the SEC's bi-annual educational training exercises.

ARTICLE 5. MEMBERSHIP.

5.1 Membership of WSCAC shall be as follows:

- (a) membership of WSCAC shall maintain parity between those individuals representing the interests of the communities listed in section 8(d) of the Authority's Enabling Act, c. 372 of the Acts of 1984, ("User Representatives") and those individuals representing the interests of the watershed communities ("Donor Representatives") and those individuals representing the interests of statewide or other appropriate interests as mutually agreed upon by WSCAC and the MWRA ("Other Representatives");
- (b) in order to maintain WSCAC membership status, members must be active participants, as defined in the WSCAC by-laws; and

- (c) appointment of WSCAC members shall be by joint designation by WSCAC and the Authority and shall have a goal of achieving at least 10% minority representation on WSCAC.

ARTICLE 6. WSCAC TASKS.

WSCAC shall undertake the following tasks.

6.1 Water Supply Programs Review.

Advise the Authority's staff and Board in the performance of their duties relating to water supply planning and policies. Participate in the design, review and evaluation of research, reports and new ideas for programs. Provide comments, information, advice, recommendations and guidance as to the direction, intent and execution of water planning and policy development.

6.2 Outreach and Education.

Assure informed public input by providing assistance in outreach to various groups regarding the Authority's water supply programs and policies, and state water resources legislation and policies. Review programs with and explain plans and policies to organizations and citizens, including the scheduling of workshops, meetings and conferences. Provide comments and assistance on legislation of importance to the Authority.

6.3 Working Group Representation.

When requested, provide a representative on Authority working groups, comprising MWRA staff and consultants, related to water supply planning and policy development, including the Advisory Board and its subcommittees and the Wastewater Advisory Committee.

6.4 Recommendations on Long Term Public Involvement.

Provide to the Authority's staff and Board, proposals for continued effective and efficient long-term public involvement in water programs.

6.5 Recommendations and Discussion Documents.

The WSCAC staff shall be responsible for providing to the Authority's staff, Board, and others, recommendation and discussion documents on the subjects of the above tasks. Documents may be in the form of minutes of WSCAC meetings, memoranda, letters, reports, presentations and discussions as appropriate.

ARTICLE 7. MISCELLANEOUS REQUIREMENTS.

7.1 Nondiscrimination and Equal Employment Opportunity.

- (a) WSCAC agrees to comply with all federal and state laws pertaining to Civil Rights and Equal Opportunity, including executive orders and rules and regulations regarding employment, demotion, transfers, recruitment, layoffs or termination, rates of pay or other compensation and training, including apprenticeships. With regard to WSCAC membership, WSCAC agrees to affirmatively solicit minority representation.
- (b) WSCAC agrees to comply with the Authority's policy regarding non-discrimination and affirmative action.

ARTICLE 8. GENERAL PROVISIONS.

8.1 Termination of Contract.

- (a) This Agreement may be terminated in writing, at any time, in whole or in part, by the Authority for its convenience or in the event of substantial failure by WSCAC to fulfill their obligations, or for violation of any of the covenants and stipulations of this Agreement.
- (b) If termination is effected by the Authority an equitable adjustment shall be made providing for payment to WSCAC for services rendered and expenses incurred prior to the termination. In addition, termination settlement costs reasonably incurred by WSCAC relating to commitments, which had become firm prior to the termination, shall be paid.
- (c) This Agreement may be terminated at any time, in whole or in part, in writing by WSCAC in the event of substantial failure by the Authority to fulfill its obligations or for violation by the Authority to fulfill its obligations or for violation by the Authority of any of the covenants and stipulations of this Agreement.
- (d) No termination hereunder may be effected unless the terminating party gives the other party: (1) not less than forty-five days' written notice delivered by certified mail, return receipt requested of intent to terminate; and (2) an opportunity for consultation with the other party prior to termination, or (3) by mutual agreement of the Parties.

8.2 Ownership of Property.

Upon termination of this Agreement for any reason, WSCAC shall turn over to the Authority all materials, equipment, including computer equipment currently on loan from the Authority and owned by the Authority, unused office supplies, books, pamphlets, publications and all other properties for which Authority or MDC reimbursements were made in whole or in part, directly or indirectly.

8.3 Assignability.

WSCAC shall not assign or transfer this Agreement or delegate its responsibility for the performance of services under this contract.

8.4 Integration Clause.

This Agreement may be amended only by a writing executed by each of the Parties.

8.5 Severability of Provisions.

If any provision of this Agreement shall, to any extent, be held invalid or unenforceable, the remainder of this Agreement shall not be deemed affected thereby.

8.6 Massachusetts Law to Govern.

The Parties to this Agreement agree that this Agreement shall be governed by and enforced in accordance with the laws of the Commonwealth of Massachusetts.

8.7 Duplicate Originals.

This Agreement may be signed in more than one identical counterpart, each of which shall be deemed to be an original hereof.

8.8 Notices.

Communications shall be deemed to have been made when mailed postage prepaid or delivered to:

Chair and
Executive Director
Water Supply Citizens Advisory Committee
485 Ware Road
Belchertown, MA 01007

Director of Public Affairs
Massachusetts Water Resources Authority
Deer Island
33 Tafts Avenue
Boston, MA 02128

Executive Director
Massachusetts Water Resources Authority
Deer Island
33 Tafts Avenue
Boston, MA 02128

IN WITNESS WHEREOF, this Agreement is executed as of this ____ day of June, 2025.

FOR: WATER SUPPLY CITIZENS ADVISORY COMMITTEE

By: _____
Paul Lauenstein, Chair

Dated: _____

FOR: MASSACHUSETTS WATER RESOURCES AUTHORITY

By: _____
Fredrick A. Laskey, Executive Director

Dated: _____

STAFF SUMMARY

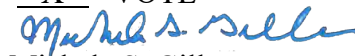
TO: Board of Director
FROM: Frederick A Laskey, Executive Director
DATE: June 18, 2025
SUBJECT: June 2025 PCR Amendment



COMMITTEE: Personnel and Compensation

Wendy Chu, Director of Human Resources
Preparer/Title

 INFORMATION
 X VOTE


Michele S. Gillen
Director, Administration

RECOMMENDATION:

To approve an amendment to the Position Control Register included in the attached chart.

DISCUSSION:

The Position Control Register (PCR) lists all positions of the Authority, filled and vacant. It is updated as changes occur and published at the end of each month. Any changes to positions during the year are proposed as amendments to the PCR. All amendments to the PCR, except those resulting only in a change in title or cost center, must be approved by the Personnel and Compensation Committee of the Board of Directors. All amendments resulting in an upgrade of a position by more than one grade level, and/or an increase in annual cost by \$10,000 or more must be approved by the Board of Directors after review by the Personnel and Compensation Committee.

June 2025 PCR Amendments

There is one PCR Amendment this month.

Organizational Changes:

1. Title and grade change to one vacant position in the Operations Division, Water Quality Department from a Chemist I (Unit 9, Grade 18) to Environmental Scientist (Unit 9, Grade 21) to better meet staffing needs.

BUDGET/FISCAL IMPACT:

The maximum annualized budget impact of the PCR amendment will be a cost of \$15,055. Staff will ensure that the costs associated with the PCR amendment will not result in spending over the FY25 Approved and FY26 Draft Final Wages and Salaries budgets.

ATTACHMENTS:

Job Descriptions

MASSACHUSETTS WATER RESOURCES AUTHORITY
POSITION CONTROL REGISTER AMENDMENTS
FISCAL YEAR 2025

PCR AMENDMENT REQUIRING BOARD APPROVAL - June 18, 2025																	
Number	Current PCR #	V/F	Type	Current Title	UN	GR	Amended Title	UN	GR	Current/Budget Salary	Estimated New Salary			Estimated Annual			Reason
														\$ Impact			For Amendment
B26	Operations Water Quality 3370008	V	T/G	Chemist I	9	18	Environmental Scientist	9	21	\$95,017	\$78,806	-	\$110,072	-\$16,211	-	\$15,055	To better meet staffing needs.
				BOARD TOTAL = 1						TOTAL:				-\$16,211	-	\$15,055	

**MWRA
POSITION DESCRIPTION**



POSITION: Chemist I

DIVISION: Operations

DEPARTMENT: Laboratory Services, Quality Assurance

BASIC PURPOSE:

Performs a variety of moderately complex chemical analyses on water, wastewater and air, using prescribed procedures in the laboratory. Based on assignment, may perform field sampling at MWRA and community facilities, and testing in the field.

SUPERVISION RECEIVED:

Works under the general supervision of a Laboratory Supervisor, WQCHM, I, II, III.

SUPERVISION EXERCISED:

None.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Performs a wide range of moderately complex chemical analyses and tests and operates all related equipment, assuring adherence to Standard Operating Procedures (SOPs).
- Assists in research studies and in the investigations of alternative procedures and equipment by performing analyses and tests, and the appropriate preparation data.
- Provides technical direction to technicians and laboratory support personnel by reviewing and confirming the results of routine tests, and providing instruction to assure conformity to SOPs.
- Performs minor troubleshooting, maintenance and calibration duties on a variety of standard instrumentation and instructs or oversees technicians in their performance of routine equipment maintenance duties.
- Maintains current knowledge of analytical procedures and equipment.
- Follows SOPs to maintain accurate reliable data, and to affect the efficient transfer of the data to the LIMS and or other data management systems.

- Utilizes standard applications software and prepares accurate statistical and graphics displays, as instructed.
- Prepares purchase requisitions to reorder standard supplies and materials, and may lead or perform duties to take inventory of supplies and equipment parts.
- Provides instruction to technicians in laboratory safety, assures that safety procedures are followed, and maintains clean and safe work areas.
- Based on assignment, may travel to MWRA or community sampling locations to collect water samples for field or laboratory water quality parameter testing. Utilizes proper handling and preservation techniques and collection procedures and maintains chain of custody over samples.

SECONDARY DUTIES:

- Performs related duties as required.

MINIMUM QUALIFICATIONS:

Education and Experience:

- (A) A Bachelor's degree in chemistry or a related field is required; and
- (B) One (1) year of experience in chemical analysis, quality control and statistical techniques;
or
- (C) Any equivalent combination of education and experience.

Necessary Knowledge, Skills and Abilities:

- (A) Thorough knowledge of state of the art modern chemical laboratory methods, field and laboratory procedures, materials and equipment.
- (B) Thorough knowledge and experience in proper sampling techniques and analytical procedures.
- (C) Skill in the operation of the listed tools and equipment.

SPECIAL REQUIREMENTS:

- A valid Massachusetts Class D Motor Vehicle Operators License.

TOOLS AND EQUIPMENT USED:

Laboratory and field equipment and instruments, telephone, personal computer including word processing and other software, copy and fax machines.

PHYSICAL DEMANDS:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential duties.

While performing the duties of this job, the employee is regularly required to reach with his arms and use hands to handle, finger, feel or operate objects, tools, or controls. The employee is regularly required to stand and walk. The employee is regularly required to sit, stand and walk. The employee is occasionally required to climb, balance, stoop, kneel, crouch, crawl and smell.

The employee must frequently lift and/or move up to 10 pounds and occasionally lift and/or move more than 50 pounds. Specific vision abilities required by this job include close, distance, color and peripheral vision, depth perception, and the ability to adjust focus.

WORK ENVIRONMENT:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job.

While performing the duties of this job, the employee regularly works in a laboratory or field environment. The employee regularly works near moving mechanical parts, is frequently exposed to outdoor weather conditions, and occasionally works in high, precarious places and is exposed to fumes and airborne particles, toxic or caustic chemicals and the risk of electric shock.

The noise level in the work environment is usually quiet in the laboratory and moderately loud in field settings.

March 2025

**MWRA
POSITION DESCRIPTION**

NEW

POSITION: Environmental Scientist (Water Quality Sampling)

DIVISION: Operations

DEPARTMENT: Water Quality Assurance

BASIC PURPOSE:

Oversees and provides special testing and technical support as needed to improve understanding of water quality and treatment impacts, collects samples and conducts field tests. Assists the Program Manager, Water Quality with data analysis and data entry, reviews, interprets and flags results. Conducts water quality data review and reporting.

SUPERVISION RECEIVED:

Works under the general supervision of the Program Manager, Water Quality.

SUPERVISION EXERCISED:

May provide guidance to other sampling staff and supervise an intern as needed.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Collects water samples and conduct field tests including chlorine residual, temperature, pH, turbidity, specific conductance or other tests following standard operating procedures (SOPS).
- Responsible for "non-routine" water quality monitoring.
- Conducts and/or supervises the routine testing of on-line water quality analyzers at critical monitoring points.
- Maintains and calibrates field and laboratory testing equipment, on-line analyzers, and prepare reagents and buffers as required.
- Performs laboratory testing including TOC, UV-254, alkalinity, pH, ATP, nitrate, and turbidity.
- Assists in the development, review, and implementation of SOPs relevant to sampling, field testing, and related duties.
- Performs special studies and conducts analyses to improve understanding of water quality changes and treatment impacts including disinfection, biofilm, algae, blending

of water supplies, nitrification, distribution system changes, coliform detections, radiological monitoring, corrosion and other issues of concern.

- Transfers analytical data to Water Quality Database and verify results.
- Evaluates new sampling and testing procedures. Researches and reviews equipment specifications, operational guidelines, repair techniques and pricing as required.
- Conducts data entry, data analysis, and reporting as needed from various sources.
- Reviews draft weekly, monthly, quarterly, and annual water quality reports and relays anomalies to water quality management.
- Document and flag data corrections within water quality databases.
- Prepares water quality data or reports for management staff, regulatory community, and general public. Perform compliance calculations using regulatory references or business rules.
- Assists water quality management team with development of water quality data dashboards and visual displays.
- Reviews scientific journal articles relating to water quality issues, and utilizes references to supplement water quality reporting.
- Assists Quality Assurance sampling crew with collection of samples, calibration and maintenance of field instruments, and other duties as required.
- Provides technical assistance to Quality Assurance managers.
- Provides training to community or MWRA staff on regulatory water sampling and testing procedures or Chemical Delivery Acceptance Procedures as necessary.
- Perform related duties as required.

POSITION REQUIREMENTS:

Education and Experience:

(A) Bachelor's degree in chemistry, biology, environmental science, or related field; and

(B) At least three (3) years experience in laboratory and/or field testing procedures for water analyses; or,

(C) Any equivalent combination of education or experience.

Necessary Knowledge, Skills and Abilities:

- (A) Demonstrated analytical and reporting skills.
- (B) Knowledge of principles and practices of water quality and water supply or related field required.
- (C) Excellent interpersonal, written, and oral communication skills.
- (D) Ability to import, flag, aggregate, check, calculate, and report data from water quality databases.

SPECIAL REQUIREMENTS:

A valid Massachusetts Driver's License.

Participates in overtime assignments occasionally along with other staff in the Water Quality Sampling group. In the absence of volunteers, the person may be required to be on-call or report for overtime in an inverse seniority pool.

TOOLS AND EQUIPMENT USED:

Office machines as normally associated, with a professional office environment including the use of telephones, personal computers, word processing and other software, email, videoconference applications, copiers, scanners and fax machines.

Utilizes field meters or instruments and laboratory equipment.

PHYSICAL DEMANDS:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this' job, the employee is regularly required to use hands to finger, handle, feel or operate objects, tools, or controls and reach with hands and arms. The employee frequently is required to stand and walk. The employee is frequently required to sit; stoop, kneel, crouch, or crawl; taste or smell.

The employee must frequently lift and/or move up to 10 pounds and occasionally lift and/or move up to 50 pounds. Specific vision abilities required by this job include close vision, distance, color vision, peripheral vision, depth perception, and the ability to adjust focus.

WORK ENVIRONMENT:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job.

While performing the duties of this job, the employee occasionally works in outside weather conditions. The employee occasionally works near moving mechanical parts and is occasionally exposed to the risk of radiation and vibration. The employee is occasionally exposed to fumes or airborne particles, toxic or caustic chemicals, and risk of electrical shock.

The noise level in the work environment is moderately quiet in a laboratory environment.

June 2025

STAFF SUMMARY


TO: Board of Directors
FROM: Frederick A. Laskey, Executive Director
DATE: June 18, 2025
SUBJECT: Appointment of Manager, Operations Support
Operations Division



COMMITTEE: Personnel and Compensation

 INFORMATION
 X VOTE

Michele S. Gillen, Director, Administration
Preparer/Title


Rebecca Weidman
Deputy Chief Operating Officer

RECOMMENDATION:

To approve the appointment of Mr. Steven Perry to the position of Manager, Operations Support (Non-Union, Grade 14) in the Operations Division at an annual salary of \$146,237.00, commencing on a date to be determined by the Executive Director.

DISCUSSION:

In 2014, the position of Manager, Operations Support, was created to help address significant staff changes in the Operations Division by providing staff on-site access to an experienced Human Resources manager.

The position's focus is on human resource program activity such as employee and labor relations, leave management, training and development, and employment practices and procedures. The position works in close coordination with the Administration Division to enhance the delivery and administration of programs and initiatives at the operational field level by providing a dedicated manager to such activities.

The position has been vacant since January 2024 when the incumbent was re-assigned to the position of Manager, Human Resources Operations, to satisfy staffing shortages in the Human Resources Department. Human Resources continues to experience turnover, but the creation of and recent appointment of the Manager, Workplace Investigations, as well as the appointment of the Manager of Training and Development, and today's hopeful appointment of the Manager of Talent Acquisition will position Human Resources to better satisfy the Authority's overall Human Resource needs. Moreover, to more effectively address issues such as leave management, and to mitigate day-to-day personnel matters before they escalate into larger Human Resource matters, it is beneficial for the Authority to fill the position of Manager, Operations Support. If approved by the Board, this appointment is timely given the upcoming changes in the Operations Division, including the retirement of the Chief Operating Officer and appointment of his successor, as well other organizational changes.

Mr. Steve Perry is recommended for the position of Operations Support Manager. Mr. Perry is currently the Manager of Labor Relations, a role he has held since 2010. Prior to that, he served as the MWRA Assistant Labor Manager for 5 years and as the Senior Labor Relations Advisor and Labor Relations Advisor for the Commonwealth of Massachusetts Human Resources Division for approximately 10 years. Mr. Perry's knowledge and understanding of MWRA's policies, procedures and practices, as well as his long-term relationship with MWRA union leadership and managers, will benefit MWRA Operations Division on day-to-day personnel matters and long-term projects such as leave management and career ladder development.

The Operations Support Manager reports directly to the Deputy Chief Operating Officer.

BUDGET/FISCAL IMPACTS:

There are sufficient funds for this position in the Operations Division's FY25 Approved and FY26 Draft Final budgets.

ATTACHMENTS:

Resume of Steven Perry
Position Description
Organization Chart

Steven G. Perry

EDUCATION

Brandeis University

Waltham, MA

Bachelor of Arts, Sociology, 1995

Awards: Maurice Schaer Award for Community Activism

EMPLOYMENT

Massachusetts Water Resources Authority

June 2010 to Present

Charlestown, MA

Manager Labor Relations

Managed all aspects of the Agency's collective bargaining, labor relations and workers' compensation functions. Chief negotiator for collective bargaining, impact bargaining and for other issues that require bargaining with the MWRA's Unions. Maintained harmonious labor relations with all bargaining unit presidents. Communicated all collective bargaining related issues to the Executive Director of MWRA, Human Resources Director and Senior Staff directly. Conducted and oversaw all investigations at the MWRA utilizing supervised staff. Oversaw employee discipline process. Served as hearing officer for discipline and termination hearings. Recommended appropriate discipline for staff to the Executive Director, General Counsel and Division Directors using a comparative process. In consultation with legal staff generated discipline letters. Provided managers with recommendations to address employee performance issues. Testified on behalf of MWRA at the Division of Unemployment (DUA), Division of Industrial Accidents (DIA), Massachusetts Commission Against Discrimination (MCAD) and Division of Labor Relations (DLR). Developed and implemented employee uniform and debit card programs that allowed employees to order uniforms on line and purchase annual work clothes using a MWRA debit card which saved both money and staff work hours. I negotiated and implemented all MWRA Labor initiatives.

Commonwealth of Massachusetts Human Resources Division/Office of Employee Relations

Senior Labor Relations Advisor

July 2005 – June 2010

Boston, MA

Labor Relations Advisor

July 2001 – July 2005

Boston, MA

Provide advice and counsel to state agency Labor Relations Directors, Human Resources Directors, and managers on contract language interpretation and best practices on issues involving workplace violence, sexual harassment, discrimination, progressive discipline, FMLA, FLSA, and civil service. Administer grievance process and Alternative Dispute Resolution program with unions by serving as a hearing officer and rendering grievance decisions based on contractual language. Operate as second to chief negotiator during main table collective bargaining sessions and maintain collective bargaining history. Survey and review Commonwealth agency collective bargaining needs in preparation for main table bargaining. Chair main table bargaining sub-committees and report outcomes. Conduct mid-term

bargaining, impact bargaining, and investigate alleged agency violations of collective bargaining agreements. Foster and maintain close working relationships with both union and management representatives to facilitate harmonious labor relations. Facilitate discussions with union and management on possible contractual violations and negotiate remedies to mitigate agency liability. Draft and implement union and management memorandums of understanding to resolve labor disputes. Review agency layoff plans and facilitate layoff impact discussions between unions and agencies. Serve as management liaison on labor-management committees. Provide legal department with information and testimony for arbitration and unfair labor practice hearings. Provide progressive discipline training to agencies when requested. Coordinate free safety trainings with the Division of Occupational Safety and serve on Commonwealth's Safety Labor Management Committee in accordance with Executive Order 511.

Provide day-to-day management and administration of the National Association of Government Employees (NAGE) Units I, 3, and 6 collective bargaining agreements. Serve as the primary contact to union and state agencies for NAGE related inquiries. Co-administer the NAGE Statewide Recall list for laid-off employees. Serve as primary liaison to NAGE for the implementation of the Information Technology Executive Order #510. Served on Commonwealth's consolidation management committee. Maintain open communication between NAGE and the Commonwealth as it relates to the consolidation's impact on unionized employees. Draft and execute consolidation memorandums of understanding.

Picture Perfect Service Company

Manager/Owner

November 1999- December 2000

Tampa, Florida

Managed all aspects of a successful business responsible for preparing apartments for lease for large rental complexes. Oversight of apartment preparation and negotiated service contracts for complexes and residents.

United States Tennis Association/New England

Director of Youth Tennis/Community Coordinator September 1995- July 1999 Newton, MA

Managed the daily affairs of the Youth Tennis Division, staff of eight, including overseeing the development and implementation of youth recreational and competitive tennis programs and community outreach initiatives throughout New England. Developed and implemented Association's first Tennis Symposium designed to bring all facets of youth tennis to an informational one-day workshop. Oversaw and managed all coaching at Association's Area Training Centers for Nationally Ranked Players. Oversaw the development of tennis in local communities by working directly with city and community leaders. Evaluated community tennis potential, developed action plans and provided seed grants to deliver tennis programming through local volunteers.

**MWRA
POSITION DESCRIPTION**

POSITION: Manager, Operations Support

PCR#:

DIVISION: Operations/Chelsea

DEPARTMENT: Operations Administration

BASIC PURPOSE:

Manages planning and implementation of major initiatives, projects and programs related to organizational restructuring, staffing, development, labor relations, and efficiency improvements in the Operations Division. Acts as a liaison between the Operations Division and the Administration Division.

SUPERVISION RECEIVED:

Works under the supervision of the Deputy Chief Operating Officer.

SUPERVISION EXERCISED:

Supervises assigned staff as needed. May serve as a team lead on projects or initiatives.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Develops and communicates division-wide procedures for human resources and operations support issues. Meets regularly with Operations directors and managers to solicit input and communicate procedures.
- Provides coaching to managers and staff on employee relations matters and policy interpretation from routine to complex.
- Works with Operations Division, Human Resources, and Affirmative Action staff on major personnel-related initiatives such as compensation analyses, hybrid work model, facility consolidation, apprenticeship program development, performance reviews, ADA and FMLA initiatives, and major organizational changes.
- Works with the Human Resources Training Unit to assess Operations' training needs and coordinate training activities and sessions. Conducts training with managers and supervisors as needed.
- Prepares staffing analyses and advises the Deputy Chief Operating Officer on human resources issues, projects, and programs to resolve issues.

- Collaborates with Operations managers on employment-related activities, including participating in interviews, working with hiring managers to develop interview questions, and assisting in preparing documentation for hiring decisions.
- Coordinates Labor Relations matters for the Operations Division. Administers policies and procedures designed to increase the effectiveness of employee relations and support positive working relations. Represents the Operations Division in union contract negotiations.
- Working together with Human Resources department and Labor Relations staff, maintains good communication with the unions, meeting regularly to address both management and union concerns. Develops strategies to address concerns in a proactive and effective manner. Advises the Deputy Chief Operating Officer on pending labor relations matters.
- Working closely with Labor Relations and Affirmative Action staff, conducts employee investigations, and assists with disciplinary matters as needed.
- Assists Law Division with preparation for arbitration cases and unemployment hearings as needed.
- Works with Operations Division managers in providing accurate responses to Step 1 grievances.
- Manages the sick leave review process for the Operations Division. Prepares and distributes sick leave management reports to Operations Managers. Meets regularly with managers and staff to review sick leave usage and recommend appropriate action to address specific issues or situations.
- Works closely with Human Resources to monitor the use of sick time by employees and ensures employees provide sufficient medical documentation. Prepares reports by gathering other information needed to review usage patterns and other pertinent data. Recommends appropriate next steps to Deputy Chief Operating Officer.
- Audits written time sheet submissions from all staff including all off hour shifts in order to ensure that staff are applying time appropriate to use such as leave time, meal breaks, compensatory time, overtime and stand-by pay.
- Prepares analyses, provides suggestions and makes recommendations to senior management on ways to improve business processes and operational effectiveness.
- Assists with editing and writing of Staff Summaries for monthly Board meetings as needed.

SECONDARY DUTIES:

Performs other duties as required.

MINIMUM QUALIFICATIONS:

Education and Experience:

- (A) A Bachelor's degree in public administration, business, human resources or a related field; and
- (B) Knowledge of human resources, labor relations, and grievance administration as acquired through seven (7) to nine (9) years of related experience including three (3) years in a supervisory capacity. Experience in a unionized environment required, preferably in a large public sector agency; or
- (C) Any equivalent combination of education or experience.

Knowledge, Skills, and Abilities:

- (A) Knowledge of Massachusetts employment law including MGL Chapter 150E and MEPA and Federal employment law including FMLA and ADA.
- (B) Solid knowledge of labor relations principles and practices.
- (C) Experience with staffing analyses and with designing and implementing employee development plans.
- (D) Demonstrated ability to work effectively as part of a project team and to function independently with minimal supervision.
- (E) Proficient in Microsoft Office Suite (Word, Excel and PowerPoint)
- (F) Excellent interpersonal, managerial, oral and written communication skills.
- (G) Strong analytical, project management, and strategic planning skills.
- (H) Ability to maintain confidentiality and exercise discretion while handling sensitive matters.

SPECIAL REQUIREMENTS:

A valid Massachusetts Class D Motor Vehicle Operators License.

TOOLS AND EQUIPMENT USED:

Office equipment as normally associated with the use of telephone, personal computer including word processing and other software, copy and fax machine.

PHYSICAL DEMANDS:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to use hands to finger, handle, feel or operate objects, tools or controls and frequently required to reach with hands and arms. The employee regularly is required to talk or hear. The employee is occasionally required to walk; stand; climb or balance; stoop, kneel, crouch, or crawl; or sit.

Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception and the ability to adjust focus.

WORK ENVIRONMENT:

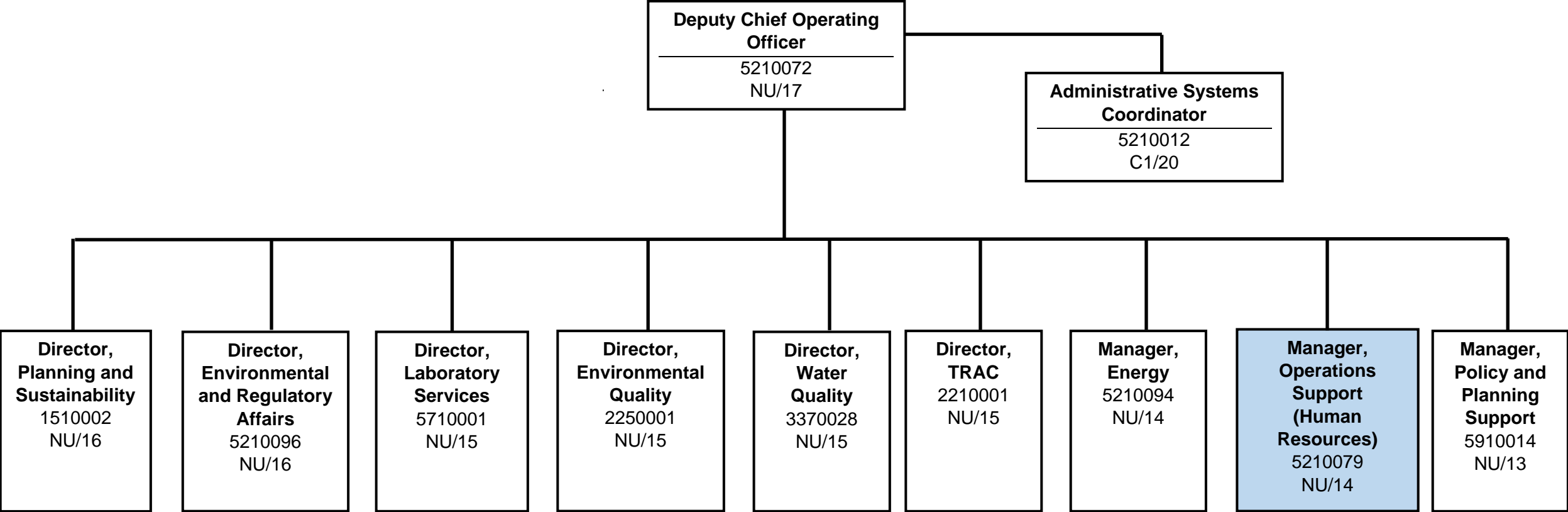
The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. While performing the duties of this job, the employee regularly works in an office environment.

The noise level in the work environment is usually a moderately quiet office setting.

Travel may be required between MWRA facilities.

April 2021

Operations Division
Deputy Chief Operating Officer
June 2025



STAFF SUMMARY


TO: Board of Directors
FROM: Frederick A. Laskey, Executive Director
DATE: June 18, 2025
SUBJECT: Appointment of Manager, Talent Acquisition



COMMITTEE: Personnel & Compensation

 INFORMATION
 X VOTE

Wendy Chu, Director, Human Resources
Preparer/Title


Michele S. Gillen
Director, Administration

RECOMMENDATION:

To approve the appointment of Mr. Stuart Leinson to the position of Manager, Talent Acquisition (Non-Union, Grade 14) in the Administration Division, at an annual salary of \$146,250.00, commencing on a date to be determined by the Executive Director.

DISCUSSION:

The Manager, Talent Acquisition oversees the Authority's hiring, promotion, and onboarding efforts. The position (previously called Manager, Employment) became vacant upon the retirement of the incumbent in May 2025. It is one of six non-union manager positions that report directly to the Director of Human Resources and provides direct supervision over two recruiters and an administrative support person.

SELECTION PROCESS:

This position was posted internally and externally. The Authority received 34 applications for the position. Five candidates received an interview (2 internal candidates and 3 external candidates). The selection committee was comprised of the Director of Human Resources, the Associate General Counsel, Labor & Employment, and the Chief Diversity and Equity Officer/Special Assistant for Affirmative Action and Compliance.

Mr. Stuart Leinson is the recommended candidate for this position based on his experience, knowledge, skills, and abilities.

Mr. Leinson has nearly 25 years of experience as a professional recruiter, including as an in-house recruiter and a recruiter for a placement company. He has also managed teams of recruiters with two different past employers. Mr. Leinson's experience has primarily been in technical areas such as engineering and engineering design, information technology, and telecommunications; however, he also possesses experience with executive recruitment and hiring.

Mr. Leinson has worked with multiple applicant tracking systems and understands how to leverage data metrics to assess diversity recruitment efforts and to support succession planning efforts. In addition, he recognizes the challenges surrounding unconscious bias in the hiring process and the intricacies of skills-based hiring in a workforce with diverse positions such as the Authority. He has also been recognized by multiple prior employers for his ability to recruit for hard-to-fill positions.

Mr. Leinson received a Bachelor of Arts degree in Business Communications from the University of Massachusetts, Amherst.

BUDGET/FISCAL IMPACTS:

There are sufficient funds for this position in the Administration Division's FY25 Approved and FY26 Draft Final Current Expense Budgets.

ATTACHMENTS:

Resume of Stuart Leinson
Position Description
Organization Chart

SUMMARY

- Strategic Talent Acquisition Professional with multifaceted recruiting and leadership experience supporting Life Science, Diagnostics, Software, Defense, Telecom and Pharmaceutical industries.
- Highly motivated and collaborative talent acquisition professional who thrives on change and drives results in fast-paced, changing and pressure environments.
- Adept at quickly forming relationships with diverse audiences and bringing people and teams together to achieve common objectives.

PROFESSIONAL EXPERIENCE

SharkNinja

9/2022 to 2/2025

Principal Recruiter/Manager

SharkNinja is a diversified, global product design and technology company that creates 5-star rated lifestyle solutions through innovative products for consumers around the world.

- Consult with business, HR, and C-level leadership in a \$5B+ high-growth consumer products company to define and execute organizational growth plans.
- *Winner of the 2023, Spot the Smoke Award.* "See the gaps before others." The best leaders sometimes call out problems that others are afraid to highlight."
- Top ranked Recruiter on a team of twenty-four based on KPI's, while responsible for Engineering and Executive hiring. Eighty-two hires through first 9 months of 2024
- In the last 24 months, hired 182 people, forty were Leadership and 142 were Engineers, averaging a 45-day Time-to-Fill.
- Leading a team of 6 recruiters and full life cycle recruiting activities including requisition management, sourcing strategy creation, delivery of market data insights and managing talent pipelines.
- Partner with hiring managers and HRBP's on head count demand planning, DE&I initiatives, candidate experience, employer branding and hiring best practices.
- Selected as part of the Greenhouse ATS implementation team. Assisted with GH architecture, roadmap, and real-time evaluation.
- Expert use of, Greenhouse, Lever, LinkedIn Recruiter, LinkedIn Insights, DocuSign, Talent Neuron, and ChatGPT.

PerkinElmer, Inc.

12/2021 to 9/2022

Senior Recruiter, Talent Acquisition (Contract)

PerkinElmer's team of about 16,000 employees worldwide, pioneers' scientific technologies for better detection, imaging, and informatics to help our customers work to create healthier families, improve the quality of life, and sustain the well-being and longevity of people globally.

- Manage full-cycle recruitment and selection process to ensure strategic candidate staffing.
- Lead recruitment, sourcing, and pipelining strategy sessions with Hiring Managers and HRBP's.
- Build relationships with future talent for specific pipelines and developed Evergreen roles to promote talent pools and improved Time-to-Fill.

Danaher Corporation, Life Science and Diagnostics Platform

9/2017 to 10/2021

Senior Recruiter, Talent Acquisition

Danaher is a global science and technology innovator committed to helping customers solve complex challenges and improving quality of life around the world.

- Manage full-cycle recruitment and selection process to ensure placement of ideal candidates for all positions; lead recruitment strategy meetings, qualify candidates, facilitate debriefs, and influence decision-makers.
- Danaher Operation Companies supported include: [Beckman Coulter](#), [Phenomenex](#), [Leica Microsystems](#), [Sciex](#), [Molecular Devices](#) and [IDT](#)
- Consistently rank in top 5% of overall performance on the global TA platform. 120 Recruiters are ranked annually based on Hires, (exempt professionals), time-to-fill and Diversity slates.
- Collaborate with HR leaders and hiring managers to develop and execute sourcing strategies that ensure current and future talent needs are met; conduct in-depth market research to develop relationships and attract top talent.
- Manage requisition process, job postings, and candidates through Applicant Tracking System (ATS) while adhering to internal processes and reporting / tracking KPIs.
- Build relationships with potential candidates for specific talent pools/pipelines to reduce sourcing times of future searches.
- Expert use of Workday (SME), Phenom, Textio, Trello, LinkedIn Recruiter and Gartner TalentNeuron.
- Develop and maintain accurate talent acquisition metrics. Quickly adapted to use of QDIP to inform business of current state, issues, and countermeasures.

iBasis, Inc., Lexington, MA

12/2013 to 7/2017

Senior Talent Acquisition Manager

iBasis (a KPN company) is one of the largest international wholesale telecom carriers in the world and a leading IPX and LTE provider.

- Actively partner with stakeholders and hiring managers on building and improving the candidate experience
- Responsible for full life cycle recruiting in the United States, United Kingdom, Hong Kong, Singapore, Netherlands and Dubai with a yearly retention rate of 95% and 35–40 hires per year
- Developed international and domestic recruiting strategies to support the ongoing talent initiatives. Focused on sourcing Big Data, Full Stack developers and Global Sales executives
- Tracked internal and industry metrics to improve the candidate pipeline and set realistic hire/time to fill expectations
- Proactively source, develop and maintain an effective talent pipeline and a network of diverse talent
- Create and execute strategies resulting in a 30% increase in minority hiring
- Negotiated SLA's with Talent Acquisition vendors (Taleo, Oracle Cloud, Talentwise)
- Managed a comprehensive interview training plan for all iBasis hiring managers

Raytheon, Integrated Defense Systems, Tewksbury, MA

10/2012 to 11/2013

Principal Corporate Recruiter/Contract

Raytheon is a technology leader specializing in defense, security, and government markets throughout the world. Raytheon provides state-of-the-art electronics, mission systems, integrations and control and command systems.

- Responsible for targeted, deep dive recruiting and sourcing efforts for Raytheon's IDS division throughout the United States and Middle East
- Successfully led a Diversity recruiting initiative, which resulted in a 28% increase in diversity sourcing, interviewing, and hiring
- Subject Matter Expert in the ability to identify innovative sourcing tools for securing passive candidates and pipelining top echelon talent
- Responsible for Full Life Cycle recruiting and metrics for a variety of disciplines including Software, Hardware, IT, Engineering, Finance, Supply Chain, Analytics and Executive

UTC Aerospace Systems, Westford, MA**09/2011 to 09/2012****Senior Corporate Recruiter/Contract**

UTC Aerospace Systems is one of the world's largest suppliers of technologically advanced aerospace and defense products.

- Worked as a Technical Recruiter and Sourcer, supporting ISR (Intelligence, Surveillance & Reconnaissance) and Engine Components Divisions nationwide
- Full Lifecycle recruiting of Chief, Principal and Senior level Engineering talent, Business Development and Finance Executives throughout several internal value streams
- Demonstrated and enhanced candidate development strategies for recruiting passive, overt and diversity applicants
- Managed a high volume of requirements and sourcing pipelines resulting in reduced time to fill and higher offer acceptance
- Used Social and Business media to build interest and excitement in the company while following OFCCP guidelines
- Worked with management on individual and panel interview techniques while streamlining the process

Sonus Networks, Inc., Westford, MA**06/2011 to 09/2011****Senior Corporate Recruiter/Contract**

Sonus Networks is a leader in IP networking with proven expertise in delivering secure and reliable next generation infrastructure and subscriber solutions

- Partnered with Managers, Directors, and VPs to understand business goals and define hiring requirements, skill sets and salary parameters
- Managed high volume, full lifecycle recruitment including sourcing and interviewing candidates, negotiating, and extending/closing offers
- Carried a requisition load of between 15 to 30 openings and filled eleven positions during the contracts' initial eight weeks
- Sourcing methods include: Referrals, LinkedIn, Social Networking, Cold Calling, Job Boards, Google, Craigslist and more
- Collaborated with Managers and HR Business Partners to streamline process and suggest improvements

Princetec, Inc., Lunenburg, MA**03/2001 to 05/2011****Senior Recruiting/Talent Acquisition Lead**

Princetec is a recruitment firm specializing in Information Technology, Software Engineering and Pharmaceutical/Clinical contract placement

- Responsibilities included; full lifecycle staff augmentation and strategic client management
- Managed the Pfizer Pharmaceuticals account beginning in 2002 and produced an average of \$5.8 million of revenue per year through 2009
- Maintained full responsibility for creating and managing local and national staffing initiatives that boosted revenue levels within the organization
- Built a network of active and passive candidates using a variety of sourcing methods ensuring a top-quality talent pool
- Responsible for building the recruiting strategy for Pfizer, Kodak, and Lucent
- Generated \$9.5 million dollars of revenue with Kodak from 2004-2006

Technical Recruiter for two regional IT Contract Staffing firms.**Prior to 2001****EDUCATION**

BA, Business Communications, University of Massachusetts, Amherst

**MWRA
POSITION DESCRIPTION**

POSITION: Manager, Talent Acquisition

PCR#: 8520010

DIVISION: Administration

DEPARTMENT: Human Resources

BASIC PURPOSE:

Serves as key strategic member of the Human Resources management team by developing and directing the Authority's recruitment, hiring, promotion, and onboarding policies, programs, and activities for bargaining unit staff and Non-Union Managers. Develops and implements appointment, placement, transfer, and orientation policies and procedures to ensure the Authority is fully staffed with a high-performing workforce that provides quality services to over three million residents. Our workforce is comprised of approximately 1000 employees in five collective bargaining units covering administrative, professional, trades, scientist, and engineering positions, as well as approximately 65 non-union managers.

SUPERVISION RECEIVED:

Works under the general supervision of the Director of Human Resources.

SUPERVISION EXERCISED:

Exercises direct supervision over assigned professional recruiters and administrative support staff.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Develops, manages and implements the Authority's policies and procedures for effective and efficient recruitment, hiring, promotion, and onboarding of qualified candidates for positions ranging from interns to executive managers.
- Develops and implements programs designed to increase applicant pools, including new recruitment sources and strategies leveraging social media. Engages in marketing efforts to promote employment opportunities within the Authority and make MWRA an employer of choice.
- Provides guidance to MWRA senior managers on succession planning.

- Partners with Affirmative Action/Chief Diversity Officer's team on building the pipeline for the next generation workforce (e.g., high school co-ops and college interns) to ensure an adequate pool of applicants.
- Serves on staffing committee with senior managers to strategize on recruitment efforts (e.g., recruitment rates, employee referral fees, hiring bonuses, etc.) and to develop innovative ways to address hard-to-fill positions.
- Screens and refers applicants for MWRA higher-level positions. Works closely with senior managers on key appointments requiring Board of Director approval.
- Works with hiring managers to assess staffing needs. Advises hiring managers to ensure fair and consistent selection process. Provides assistance and training to hiring managers on the employment process and necessary documentation.
- Responsible for procuring and managing vendor contracts related to onboarding activities, including but not limited to pre-employment physicals and background checks.
- Manages relationship with applicant tracking software vendor and ensures software is configured to meet MWRA needs (currently isolved Talent Acquisition – formerly known as ApplicantPro).
- Manages all pre-employment activities, including background checks and pre-employment physicals.
- Manages budget of the Talent Acquisition Unit including resources for external outreach.
- Develops and maintains relationships with community, school and professional organizations, staffing agencies, and other referral sources.
- Responds to requests and inquiries relative to employment from internal and external candidates, managers, and union representatives.
- Performs data analysis and generates reports on employment trends, hard-to-fill positions, turnover, vacancies, hires, and promotions. Prepares regular and ad-hoc reports related to employment and talent acquisition activities including job vacancies, new hires, promotions, and attrition.
- Collaborates routinely with peer Human Resources managers on labor relations, compensation, benefits, training, and workplace investigations.
- Consults with Law Division on legal issues and provides employment and recruitment data as needed.

- Manages the department in a manner that is consistent with MWRA's goals of diversity, equity, and inclusion.

SECONDARY DUTIES:

- Performs related duties as required.

MINIMUM QUALIFICATIONS:

Education and Experience:

- (A) Bachelor's degree in human resources, labor relations, business, public administration, or related field; and
- (B) Thorough understanding of human resources, hiring and recruitment practices, and state and federal laws and regulations governing employment as acquired through at least seven (7) years of experience in talent acquisition and human resource administration, including at least three (3) years' supervisory or managerial experience in any field; or
- (C) Any equivalent combination of education or experience.

Necessary Knowledge, Skills and Abilities:

- (A) Demonstrated ability to plan, direct, train, and assign duties to subordinates.
- (B) Understanding and knowledge of federal and state employment laws, practices and policies.
- (C) Excellent oral and written communication skills.
- (D) Strong organizational skills and a demonstrated ability to oversee multiple projects simultaneously.
- (E) Strategic planning, forecasting, and data analysis skills.
- (F) Solid knowledge of the Microsoft Office Suite.
- (G) Experience with Applicant Tracking System and other recruitment technologies, preferably isolved Talent Acquisition (formerly ApplicantPro).
- (H) Ability to handle highly confidential issues/matters.
- (I) Strong negotiation skills.

SPECIAL REQUIREMENTS:

Valid Class D Motor Vehicle Operator's License.

Must be available for on-call nights and weekends on a rotating basis.

TOOLS AND EQUIPMENT USED:

Office machines as normally associated with a professional office environment, including the use of telephones, personal computers, typical office software, email, videoconference applications, copiers, scanners, and fax machines.

PHYSICAL DEMANDS:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to sit, talk or hear. The employee is regularly required to use hands to finger, handle, feel or operate objects, including office equipment, or controls and reach with hands and arms. The employee is occasionally required to stand, walk, climb, balance, stoop, kneel, crouch, crawl, or sit.

The employee must be able to lift and/or move up to 10 pounds. Specific vision abilities required by this job include close vision, and the ability to adjust focus.

WORK ENVIRONMENT:

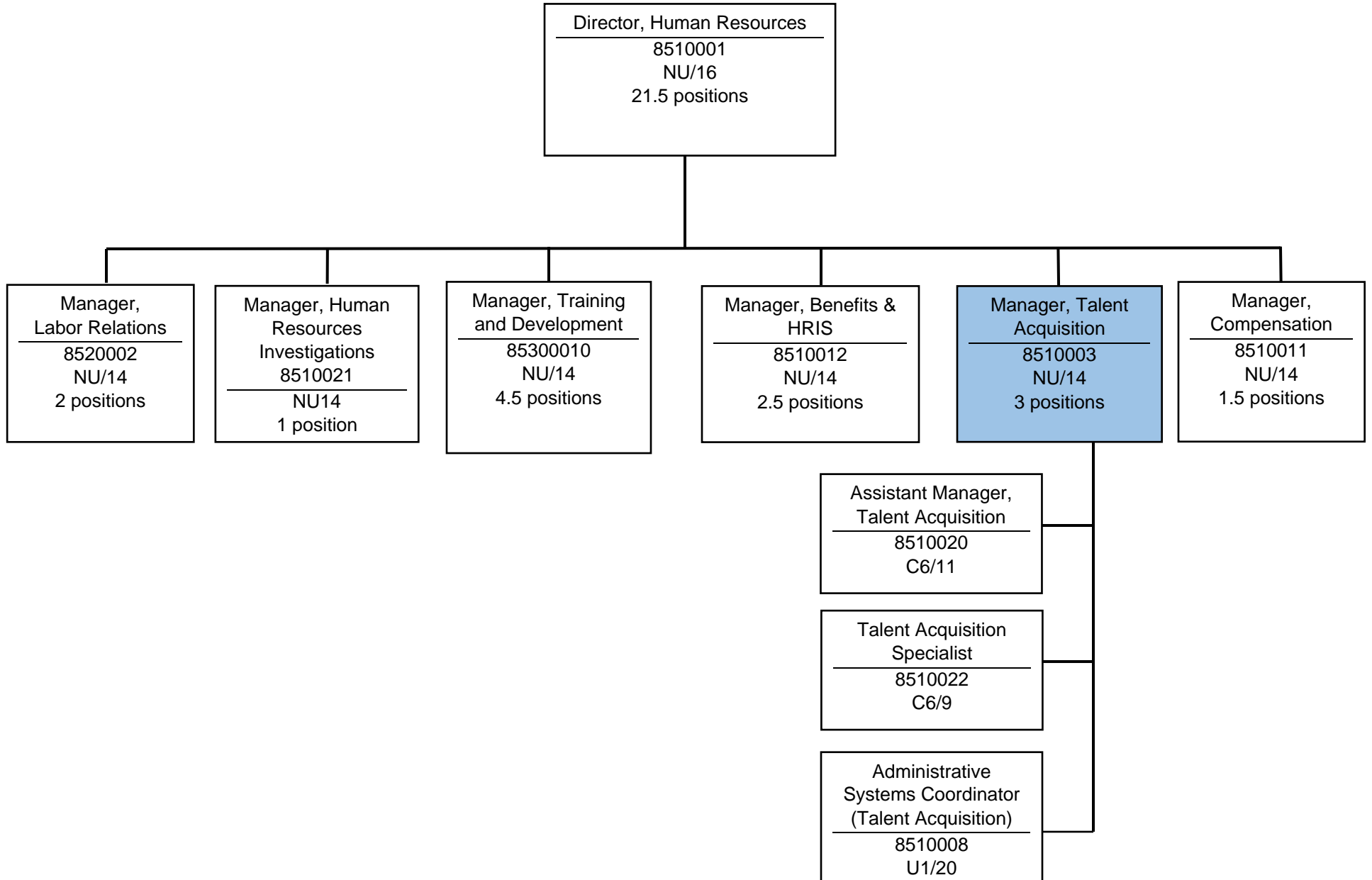
The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. While performing the duties of this job, the employee regularly works in an office environment.

The noise level in the work environment is usually a moderately quiet office setting.

This position may be eligible for up to 50% telework after an initial waiting period.

April 2025

**Administration Division
Human Resources Department
Org chart June 2025**



STAFF SUMMARY


TO: Board of Directors
FROM: Frederick A. Laskey, Executive Director
DATE: June 18, 2025
SUBJECT: Appointment of Deputy Chief Operating Officer, Operations
Operations Division



COMMITTEE: Personnel and Compensation

 INFORMATION
 X VOTE

Kathleen M. Murtagh, Director, Tunnel Redundancy
Wendy Chu, Director, Human Resources
Preparer/Title


David W. Coppes, P.E.
Chief Operating Officer

RECOMMENDATION:

To approve the appointment of Mr. Stephen D. Cullen to the position of Deputy Chief Operating Officer, Operations Division (Non-Union Grade 17) at an annual salary of \$203,657.00 commencing on a date to be determined by the Executive Director.

DISCUSSION:

In May 2025, in advance of the upcoming retirement of Mr. David Coppes, Chief Operating Officer (COO), the Board of Directors approved the appointment of Ms. Kathleen Murtagh as COO. In support of this transition, MWRA reorganized the Operations Division. One aspect of that reorganization was to return to the two-deputy structure by establishing a Deputy Chief Operating Officer, Operations to oversee all water and wastewater functions. Staff believe this model best complements Ms. Murtagh's extensive engineering experience and leadership abilities by adding a high level Director with greater operations experience. It would also provide MWRA with the most effective day-to-day management, while also better preparing MWRA for emergency events. Additionally, it would enhance the career path development and reinforce the Authority's focus on long-term succession planning within the organization. The position reports to and provides support to the COO and may serve as the Acting COO in the absence of the COO.

Selection Process

The position of Deputy Chief Operating Officer was posted internally. Three highly qualified and respected MWRA management staff applied for this senior non-union position. All three were referred to the Operations Division for interviews. The Director of Tunnel Redundancy (future COO), Special Assistant for Affirmative Action, and Director of Administration interviewed the candidates. Upon completion of the interviews, Mr. Stephen Cullen was determined to be best qualified to fill the position based on a combination of experience, abilities, knowledge, skills and education. Mr. Cullen's background and skills are also quite complementary to Ms. Murtagh's.

Mr. Cullen has 36 years of experience at MWRA working in engineering, planning, operations and maintenance of the MWRA wastewater system. He was hired initially as an intern working at

the Clinton wastewater treatment plant. He started his full time MWRA experience working on the infiltration and inflow program in the engineering and sewerage facility development groups where he spent 13 years with increasing project management responsibility. In 2002, he was promoted to Program Manager in Wastewater Operations and in 2006 to Wastewater Operations Manager where he coordinated operations and maintenance activities for MWRA's 13 wastewater pump stations, three combined sewer overflow facilities, the CSO storage facility, and four headworks. From 2008 to 2011, as Deputy Director of Maintenance at the Deer Island Treatment Plant, he managed all in-house and service contract maintenance activities in accordance with MWRA's Facilities Assets Management Plan. From 2011 to 2018, Mr. Cullen served as the Director of Wastewater Operations & Maintenance overseeing wastewater operations activities out of the Chelsea Operations Control Center and all metropolitan water and wastewater equipment maintenance. Since 2018, Mr. Cullen has served as the Director of Wastewater. In this position, he oversees the entire wastewater system, including the Deer Island and Clinton treatment facilities, the wastewater pump stations, the headworks, the combined sewer overflow facilities, and the wastewater collection system. He is responsible for the operation, maintenance, and ongoing development of MWRA's wastewater system, and compliance with regulations governing all discharges and applicable water quality standards. Mr. Cullen oversees all of Metro Maintenance, including water and wastewater facilities. In addition, he has been responsible for the upkeep and maintenance of MWRA's Chelsea facility.

Mr. Cullen has a good relationship with water and wastewater operations staff in MWRA member communities and has directed wastewater operations through many significant storm events. For full disclosure, Mr. Cullen's wife, Kathleen Cullen, is a Senior Program Manager within the Engineering & Construction section of the Operations Division. Ms. Cullen had no involvement in the hiring process and will continue to report to another non-union manager in the Engineering & Construction unit which is led by the Chief Engineer. MWRA has an internal policy that governs the hiring and promotion of relatives. The policy was reviewed and it was determined that neither it, nor state ethics rules, preclude this promotion. However, if the appointment is approved, in an abundance of caution and to avoid any future potential issues, Mr. Cullen will be given guidance regarding his duties and responsibilities as they may relate to those of Ms. Cullen at the Authority.

Mr. Cullen has a Bachelor of Science degree in Industrial Technology from the University of Lowell. He holds a Grade 7 Wastewater Treatment Plant Operators license, a Grade 4 Collection System Operators license, and a Grade 4 Water Distribution Operator in Training license.

BUDGET/FISCAL IMPACTS:

There are sufficient funds for this position in the Operations Division's FY25 Approved and FY26 Draft Final Current Expense Budgets.

ATTACHMENTS:

Resume of Stephen Cullen
Position Description
Operations Division Organization Chart

STEPHEN CULLEN

EXPERIENCE

MASSACHUSETTS WATER RESOURCES AUTHORITY

Director, Wastewater, June 2018 to Present

Manages and directs all MWRA wastewater operations, treatment facilities and infrastructure within the Massachusetts Water Resources Authority's service area, as well as the maintenance of all water and wastewater facilities in the Metropolitan Boston area. Responsible for the compliance with regulations governing all discharges and applicable water quality standards. In addition, responsible for the upkeep and maintenance of MWRA's Chelsea facility. Responsible to work with the MWRA's Occupational Health and Safety Department to implement and maintain operational safety activities and programs that affect the MWRA workforce, its customers and the general public. Responsible for the management of 469 employees and a \$130 million dollar budget. Acted as Director of Security from January 2019 to October 2019

Director, Wastewater Operations & Maintenance, January 2011 to June 2018

Manages and directs the efficient, cost effective operation and process control for all wastewater operations facilities and infrastructure in the Metropolitan Boston area, as well as the maintenance of all water and wastewater facilities in the Metropolitan Boston area. Directs the continual upgrading and improvement of the computized maintenance management program, service contracts and the Facilities Assets Management Program. Responsible for the management of 205 employees and a \$30 million dollar budget. Responsible for administering labor contract policies and applicable agency-wide wastewater policy

Deputy Director, Maintenance, Deer Island Treatment Plant, July 2008 to January 2011

Manages and directs the efficient, cost effective maintenance programs for the Deer Island facility. Directs the continual upgrading and improvement of the computized maintenance management program, service contracts and the Facilities Assets Management Program. Responsible for ensuring all equipment, facilities and staff are prepared/functional so to meet all regulatory requirements including but not limited to the NPDES, Air and Hazardous Material Handling Permits issued by EPA, DEP, Coast Guard or other Regulatory agencies. Responsible for the management of 139 employees and a \$20 million dollar budget, 4.5 million of which is for service contracts. Responsible for administering labor contract policies and processing all Step 2 grievances

Wastewater Operations Manager, Field Operations, January 2006 to July 2008

Manages and directs efficient, cost effective operational and maintenance activities for the MWRA's thirteen (13) wastewater pump stations, three (3) combined sewer overflow (CSO) facilities, four headworks, one Screenhouse and one CSO Storage facility. Responsible for providing the necessary resources and support to meet the operational needs and applicable regulatory requirements of the MWRA's National Pollutant Discharge Elimination System (NPDES) permit. Coordinates all operational activities related to new wastewater facility

construction and existing wastewater facility rehabilitation. Prepares managerial reports for operational, control, fiscal and personnel matters for all of Wastewater Operations. Responsible for the management of seventy-six (76) employees and an eleven (11) million dollar budget. Responsible for administering labor contract policies and processing all Step 2 grievances. Acts as interagency liaison and public relations contact with regard to the operation of all Wastewater Operations facilities.

Program Manager, Operations, Field Operations, July 2002 to January 2006

Assisted with the day to day operation and management of the twenty-two (22) wastewater facilities. Coordinated and prioritized all maintenance activities to ensure successful facility operation. Established and updated operational procedures in accordance with control strategies for all wastewater facilities. Coordinated operational activities for all construction projects. Implemented short term security improvements to critical/key MWRA facilities as a member of the MWRA Security Task Force.

Project Manager, I/I, Sewerage Facility Development, February 1995 to July 2002

Managed and administered the MWRA's Infiltration/Inflow (I/I) Local Financial Assistance Program for eleven communities. Performed wastewater flow data analysis in preparation of wholesale rate calculations. Coordinated I/I reduction projects within the MWRA sewer system and sewer service area communities. Provided technical assistance and engineering support to the Transport department.

Project Engineer, I/I, Sewerage Facility Development, February 1991 to February 1995

Performed wastewater flow analysis and report preparation, coordinated I/I reduction projects, managed portions of the MWRA I/I Local Financial Assistance and System Optimization Plan Funding Program. Assisted the Project Manager in the management of the comprehensive wastewater metering program for all forty-three sewer service area communities.

Staff Engineer, I/I Management Program, Engineering, February 1989 to February 1991

Managed the North System Sewer System Evaluation Survey (SSES). Assisted the Project Manager in the management of the comprehensive wastewater metering program for all forty-three sewer service area communities. Prepared documents to secure State and Federal grants and permits.

EDUCATION

UNIVERSITY OF LOWELL, LOWELL, MASSACHUSETTS
Bachelor of Science, Industrial Technology, 1988

LICENSES AND CERTIFICATION

Massachusetts Wastewater Plant Operators License Grade VII # 12616

Massachusetts Water Distribution Operator-in-Training License Grade 4 #23609

Massachusetts Collections Systems Operators License Grade IV # C-4254

Federal Emergency Management Agency (FEMA) National Incident Management Systems (NIMS) IS-0700

PROFESSIONAL AFFILIATIONS

Water Environment Federation – Member

**MWRA
POSITION DESCRIPTION**

NEW

POSITION: Deputy Chief Operating Officer, Operations

DIVISION: Operations

BASIC PURPOSE:

Directs the water and wastewater functions, activities and programs of the Authority.

SUPERVISION RECEIVED:

Works under the general supervision of the Chief Operating Officer.

SUPERVISION EXERCISED:

Directly supervises and manages staff responsible for the operation and maintenance of the Authority's water and wastewater infrastructure. Responsible for adherence to all local, state and federal regulations governing discharges and water quality standards.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Directs and manages the Authority's drinking water and wastewater operations. These include: maintenance, water pumping and distribution, water treatment and transmission, wastewater operations and treatment, pipeline maintenance, and operations technical support.
- Oversees MWRA physical and plant assets. Develops and implements systems and programs that properly maintain the Authority's operating and maintenance conditions. Promotes a positive working environment of the workforce by maintaining an active "field" presence.
- Works with MWRA's Occupational Health and Safety Department to implement and maintain operational safety activities and programs that affect the MWRA workforce, its customers and the general public. Assumes responsibility for security and emergency preparations and response regarding the system.
- Develops program and policy recommendations and undertakes special assignments and projects within the operations area under the supervision and guidance of the Chief Operating Officer and/or Executive Director.

- Manages the impacts of MWRA operations and construction on community water/sewer systems, through coordination with community system managers and the Advisory Board Operations Committee.
- Participates in the review and approval of Task Orders issued under Operations Division contracts.
- Participates with senior managers and Labor Relations staff in the development of collective bargaining strategies. Supports, as needed, the implementation of collective bargaining agreements. Fosters productive labor/management relationships.
- Works collegially with other MWRA divisions and departments to ensure the goals, objectives and strategies of the MWRA business plan are achieved.
- Manages the Division in a manner that is consistent with MWRA's goals of Diversity, Equity, and Inclusion.
- Acts as Chief Operating Officer in his/her absence.

SECONDARY DUTIES:

- Performs related duties as required.

MINIMUM QUALIFICATIONS:

Education and Experience:

- (A) A Bachelor's degree in sanitary, civil or mechanical engineering, business, management or associated field is required. Advanced degree or other significant post-graduate educational experience in an engineering discipline is preferred; and
- (B) Detailed understanding of water and wastewater operations, plants and programs, operating and maintenance systems, and construction and engineering as acquired through at least twelve (12) years demonstrated success in progressively responsible management positions in operations, maintenance, engineering design, or technical planning relating to water/wastewater service delivery and major water/wastewater facilities; or
- (C) Any equivalent combination of education or experience.

Necessary Knowledge, Skills and Abilities:

- (A) Knowledge of principles and practices of engineering.

- (B) Expert familiarity and management competence in the planning, regulation and operation of water and wastewater facilities and systems.
- (C) Demonstrated analytical, writing and organizational skills.
- (D) Ability to work with personnel at various organizational levels, to balance competing priorities and to manage personnel and resources as required.
- (E) Ability to provide technical leadership to subordinate employees, as well as the proven ability to inspire confidence in customers and the general public.
- (F) Excellent oral, written and verbal communication skills required.

SPECIAL REQUIREMENTS:

A valid Massachusetts Class D Motor Vehicle Operators License.

Any of the following licenses: Massachusetts Wastewater Treatment Plant Operators license Grade VI, Water Treatment Grade 2 license or Water Distribution Grade 4 license.

TOOLS AND EQUIPMENT USED:

Office machines normally associated with a professional office environment including the use of telephones, personal computers, word processing and other software, email, videoconference applications, copiers, scanners and fax machines.

PHYSICAL DEMANDS:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to sit, talk or hear. The employee is regularly required to use hands to finger, handle, feel or operate objects, including office equipment, or controls and reach with hands and arms. The employee frequently is required to stand and walk.

There are no requirements that weight be lifted or force be exerted in the performance of this job. Specific vision abilities required by this job include close vision, and the ability to adjust focus.

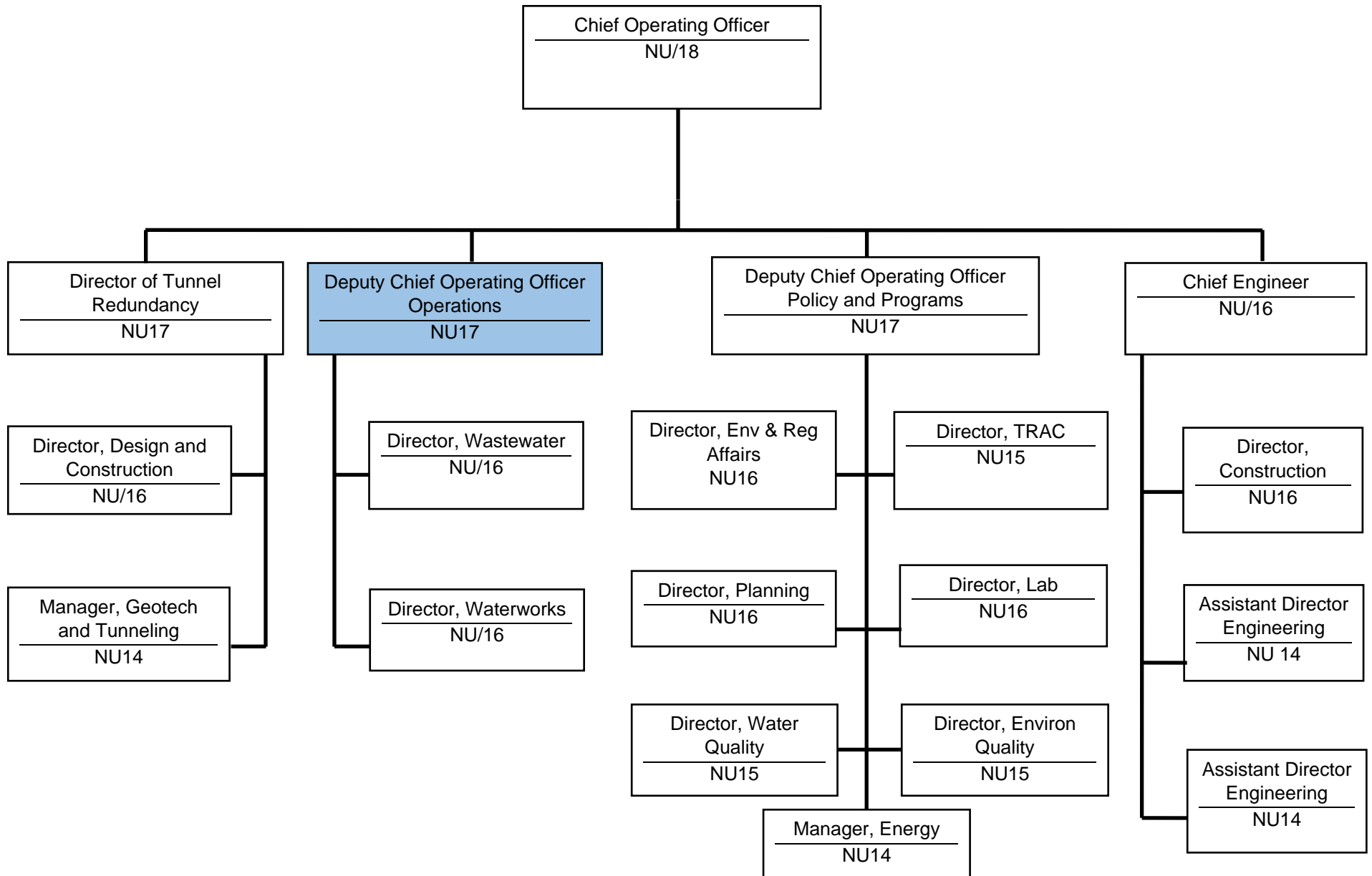
WORK ENVIRONMENT:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. While performing the duties of this job, the employee regularly works in an office environment. The employee occasionally works in outside weather conditions.

The noise level in the work environment is usually a moderately quiet office setting.

May 2025

**Operations Division
Organization Chart
May 2025**



STAFF SUMMARY

TO: Board of Directors
FROM: Frederick A. Laskey, Executive Director
DATE: June 18, 2025
SUBJECT: Authority Accountability and Transparency Act Compliance



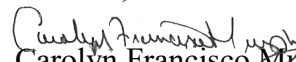
COMMITTEE: Personnel and Compensation

 X INFORMATION
 VOTE


Michele S. Gillen

Director, Administration

Wendy Chu, Director, Human Resources
Preparer/Title


Carolyn Francisco Murphy
General Counsel

RECOMMENDATION:

For information only.

DISCUSSION:

The Authority Accountability and Transparency Act, G.L. c. 29, §29K, (the Transparency Act) became law in July 2011 and required the Executive Office for Administration and Finance (A&F) to adopt regulations governing accountability and transparency for state authorities. As applicable to MWRA, the statute requires review of executive compensation based on an analysis of comparable public and private-sector compensation; and to prepare an annual report of all Authority expenditures including disclosure of salaries of highly compensated employees who earn more than the Governor's salary. It also prohibits the Commonwealth from subsidizing the health insurance, pension, and other post-employment benefits of employees and retirees of authorities that participate in the state retirement system or the Group Insurance Commission (GIC). A&F filed interim emergency regulations in July 2011, and in 2013, A&F promulgated the permanent regulations.

The final regulations:

- Define the statutory term "executive" as the authority's chief executive officer, chief financial officer, general counsel and others as determined by the authority's compensation committee.
- Define "highly compensated employees," whose compensation is reported in the annual financial report, as those whose salary exceeds that of the Governor.
- Define "meet independently of management" to exclude authority managers from statutorily required meetings of the authority's audit and compensation committees.

- Implement the benefits anti-subsidy statute, by requiring each state authority that participates in the state retirement system or the GIC to:
 - contribute the employer share of the cost attributable to that authority of the state retirement system (as determined by the PERAC actuary), and of the state group insurance system (as determined by the GIC);
 - be responsible for the full actuarial value of its liabilities as determined no less often than every 3 years by PERAC and the GIC after consulting A&F, the State Treasurer, and the State Board of Retirement.

The Board took several steps in order to comply with the Transparency Act and the emergency regulations: the Board created the Administration, Finance and Audit Committee, as well as the Personnel and Compensation Committee; made adjustments to the sick leave buy back benefit for executives; and made certain minor adjustments to existing employment contracts. From 2012 to 2024 the Personnel and Compensation Committee (or the entire Board as a committee of the whole) met independently of management as required by the regulations. To facilitate this year's review, analyses of comparable salaries are included with this staff summary. Neither MWRA Board members nor the Administration, Finance and Audit Committee are required to meet independently with respect to the audited financials of the Authority because the statute carves out an exception for state authorities that are otherwise required to retain an outside independent audit firm.

BUDGET/FISCAL IMPACT:

The passage and implementation of Section 29K of Chapter 29 of the Massachusetts General Laws will not have any impact upon either the FY26 CEB or CIP.

ATTACHMENTS:

- | | |
|---------------|--|
| Attachment A: | Summary of Compensation Data for State Agencies, Authorities, Non-Profit Organizations and Private Companies |
| Attachment B: | Survey of Comparable National Water/Wastewater Utilities |
| Attachment C: | American Water Works Association – 2024 Water Utility Survey |

Attachment A

Summary of Compensation Data for State Agencies, Authorities, Non-Profit and Private Companies

June 2025

MWRA Position:	Executive Director			
Organization	Sector	Title	Reporting Period	Annual Salary
Public Service of New Hampshire, an Eversource Energy company	Private Utility	President and CEO	2025	\$1,384,770
Citizens Energy, Inc.	Non-Profit	Chief Executive Officer	2023	\$885,511
Boston Foundation, Inc.	Non-Profit	President and CEO	2023	\$746,956
Greater Boston Food Bank, Inc.	Non-Profit	President and CEO	2023	\$502,029
City Year, Inc.	Non-Profit	Chief Executive Officer	2023	\$486,627
Massachusetts Bay Transit Authority (MBTA)	State	General Manager	2025	\$477,050
Massachusetts Port Authority (Massport)	Quasi Public	Chief Executive Officer/Director	2025	\$420,000
Massachusetts Convention Center Authority	Quasi Public	Executive Director	2024	\$330,013
Conservation Law Foundation	Non-Profit	President	2023	\$310,481
Massachusetts Housing Partnership	Quasi Public	Executive Director	2025	\$296,800
Boston Harbor Now	Non-Profit	President	2023	\$275,434
MWRA	Quasi Public	Executive Director	2024	\$265,066
Commonwealth of Massachusetts	State	Treasurer	2025	\$261,694
Commonwealth Health Insurance Connector Authority	Quasi Public	Executive Director	2025	\$256,969
Commonwealth of Massachusetts	State	State Auditor	2025	\$255,504
Commonwealth of Massachusetts	State	Governor	2025	\$243,493
Commonwealth of Massachusetts	State	Attorney General	2025	\$222,639
Massachusetts Department of Transportation (MASSDOT)	State	Secretary , MassDOT	2025	\$202,447

Attachment A

Summary of Compensation Data for State Agencies, Authorities, Non-Profit and Private Companies

June 2025

Commonwealth of Massachusetts	State	Secretary of State	2025	\$202,427
Massachusetts Department of Revenue (DOR)	State	Commissioner of Revenue	2025	\$201,965
Save the Harbor/Save the Bay	Non-Profit	Executive Director	2023	\$129,606

Summary of Compensation Data for State Agencies, Authorities, Non-Profit and Private Companies

June 2025

MWRA Position:	Chief Operating Officer			
Organization	Sector	Title	Reporting Period	Annual Salary
Public Service of New Hampshire, an Eversource Energy company	Private Utility	Executive Vice President/Chief Operating Officer	2025	\$850,002
Greater Boston Food Bank, Inc.	Non-Profit	Chief Operating Officer	2023	\$363,346
City Year, Inc.	Non-Profit	Chief Strategy Officer	2023	\$359,864
Massachusetts Port Authority (Massport)	Quasi Public	Director, Capitol Programs & Environmental Affairs	2025	\$345,560
Massachusetts Bay Transit Authority (MBTA)	State	Chief Operating Officer	2025	\$303,850
Massachusetts Housing Partnership	Quasi Public	Managing Director	2025	\$261,700
Commonwealth Health Insurance Connector Authority	Quasi Public	Deputy Executive Director and Chief Operating Officer	2025	\$239,200
MWRA	Quasi Public	Chief Operating Officer	2024	\$227,629
Massachusetts Convention Center Authority	Quasi Public	General Manager	2024	\$202,342
Massachusetts Department of Transportation (MASSDOT)	State	Deputy Administrator and Chief Engineer	2025	\$198,022
Boston Harbor Now	Non-Profit	Vice President, Park Partnerships and Operations	2023	\$126,826
Conservation Law Foundation	Non-Profit	No match		
Citizens Energy, Inc.	Non-Profit	No Match		
Save the Harbor/Save the Bay	Non-Profit	No Match		
Boston Foundation, Inc.	Non-Profit	No Match		

Attachment A

Summary of Compensation Data for State Agencies, Authorities, Non-Profit and Private Companies

June 2025

MWRA Position:	Director, Finance			
Organization	Sector	Title	Reporting Period	Annual Salary
Public Service of New Hampshire, an Eversource Energy company	Private Utility	Executive Vice President & CFO	2025	\$826,925
Citizens Energy, Inc.	Non-Profit	Chief Financial Officer	2023	\$595,869
Boston Foundation, Inc.	Non-Profit	Chief Financial Officer and Treasurer	2023	\$400,440
City Year, Inc.	Non-Profit	Chief Financial and Administrative Officer	2023	\$313,948
Greater Boston Food Bank, Inc.	Non-Profit	Chief Financial Officer	2023	\$300,989
Massachusetts Port Authority (Massport)	Quasi Public	Deputy Director, Admin & Finance	2025	\$270,474
Massachusetts Bay Transit Authority (MBTA)	State	Chief Financial Officer	2025	\$254,616
Massachusetts Housing Partnership	Quasi Public	Chief Financial & Administrative Officer	2025	\$229,500
Commonwealth Health Insurance Connector Authority	Quasi Public	Chief Financial Officer	2025	\$214,968
MWRA	Quasi Public	Director, Finance	2025	\$203,657
Massachusetts Convention Center Authority	Quasi Public	Interim Chief Financial Officer	2024	\$202,851
Massachusetts Department of Transportation (MASSDOT)	State	Chief Financial Officer	2025	\$181,730
Massachusetts Department of Revenue (DOR)	State	Chief Financial Officer	2025	\$176,304
Conservation Law Foundation	Non-Profit	Chief Financial Officer	2023	\$169,272
Boston Harbor Now	Non-Profit	Director of Finance	2022	not available
Save the Harbor/Save the Bay	Non-Profit	No Match		

Attachment A

Summary of Compensation Data for State Agencies, Authorities, Non-Profit and Private Companies

June 2025

MWRA Position:	General Counsel			
Organization	Sector	Title	Reporting Period	Annual Salary
Public Service of New Hampshire, an Eversource Energy company	Private Utility	Executive Vice President and General Counsel	2025	\$727,156
Massachusetts Port Authority (Massport)	Quasi Public	Chief Legal Counsel	2025	\$347,680
City Year, Inc.	Non-Profit	Co-Clerk and General Counsel	2023	\$289,824
Massachusetts Bay Transit Authority (MBTA) and Massachusetts Department of Transportation (MassDOT)	State	Chief Counsel MBTA/Mass DOT	2025	\$226,600
Massachusetts Housing Partnership	Quasi Public	General Counsel	2025	\$224,000
Commonwealth Health Insurance Connector Authority	Quasi Public	General Counsel	2025	\$209,456
MWRA	Quasi Public	General Counsel	2025	\$203,657
Massachusetts Convention Center Authority	Quasi Public	General Counsel	2024	\$203,133
Massachusetts Department of Revenue (DOR)	State	General Counsel	2025	\$188,127
Conservation Law Foundation	Non-Profit	Vice President, Senior Counsel	2023	\$171,050
Boston Foundation, Inc.	Non-Profit	No match		
Greater Boston Food Bank, Inc.	Non-Profit	No match		
Citizens Energy, Inc.	Non-Profit	No Match		
Save the Harbor/Save the Bay	Non-Profit	No match		
Boston Harbor Now	Non-Profit	No match		

Attachment A

Summary of Compensation Data for State Agencies, Authorities, Non-Profit and Private Companies

June 2025

MWRA Position:	Director, Administration			
Organization	Sector	Title	Reporting Period	Annual Salary
Massachusetts Port Authority (Massport)	Quasi Public	Director Administration & Finance/Sec-Treasurer	2025	\$386,210
City Year, Inc.	Non-Profit	Chief Fiscal and Administrative Officer	2024	\$297,666
Massachusetts Bay Transit Authority (MBTA)	State	Chief Administrative Officer	2025	\$296,180
Massachusetts Housing Partnership	Quasi Public	Chief Financial and Administrative Officer	2025	\$229,500
MWRA	Quasi Public	Director, Administration	2025	\$203,657
Massachusetts Department of Transportation (MASSDOT)	State	Chief Administrative Officer	2025	\$189,491
Massachusetts Department of Revenue (DOR)	State	Deputy Commissioner, Administrative Affairs	2025	\$166,324

Executive Director										
Organization	Location	Operating Budget	# Employees	Population Served	Title	2025 Base Salary	2025 Car Allowance	2025 Deferred Comp	2025 Bonus	2025 Employment Contract
Fairfax Water	Fairfax, VA	\$105.24 million	475	2.5 million	General Manager	\$338,525	car provided	\$17,000 can be taken as a bonus	\$17,000 can be taken as deferred comp	Yes
Metropolitan Water District of Southern California	Los Angeles, CA	Nearly \$2 billion annual	Budgeted for 1929	19 million	General Manager	\$494,998	\$700	4.5% 401k match	\$0	Yes
WSSC Water (formerly known as Washington Suburban Sanitary Commission)	Laurel, MD	\$931.2 million	1,613	1.9 million	General Manager/CEO	\$351,350	\$12,000	\$25,000	\$11,315	Yes
Seattle Public Utilities *	Seattle, WA	\$996 million	1,473	1.6 million	General Manager/CEO	\$360,485	\$0	\$0	\$0	No
East Bay Municipal Utility District	Oakland, CA	\$812.7 Million	2,000	1.4 Million	General Manager	\$336,768	\$0	\$0	\$6,735	Yes
					Average Salary	\$376,425				
Massachusetts Water Resources Authority (MWRA)	Boston, MA	\$900.6 million	1,070	3.1 million	MWRA Executive Director	\$265,066	included in salary			
Chief Operating Officer										
Organization	Location	Operating Budget	# Employees	Population Served	Title	2025 Base Salary	2025 Car Allowance	2025 Deferred Comp	2025 Bonus	2025 Employment Contract
Fairfax Water	Fairfax, VA	\$105.24 million	475	2.5 million	Deputy General Manager	\$305,000	car provided	\$12,000	\$12,000	Yes
Metropolitan Water District of Southern California	Los Angeles, CA	Nearly \$2 billion annual	Budgeted for 1929	19 million	Assistant General Manager/ Chief Operating Officer	\$294,174-\$402,064	\$700	4.5% 401k match	\$0	No - vacant
WSSC Water (formerly known as Washington Suburban Sanitary Commission)	Laurel, MD	\$931.2 million	1,613	1.9 million	Deputy General Manager for Operations	\$300,196	\$8,000	\$0	\$0	Yes
Seattle Public Utilities *	Seattle, WA	\$996 million	1,473	1.6 million	Chief of Staff					
East Bay Municipal Utility District	Oakland, CA	\$812.7 Million	2,000	1.4 Million	Director, Operations & Maintenance	\$336,768	\$0	\$0	\$6,735	No
					Average Salary	\$313,988				
Massachusetts Water Resources Authority (MWRA)	Boston, MA	\$900.6 million	1,070	3.1 million	MWRA Chief Operating Officer	\$227,629				

Director Finance										
Organization	Location	Operating Budget	# Employees	Population Served	Title	2025 Base Salary	2025 Car Allowance	2025 Deferred Comp	2025 Bonus	2025 Employment Contract
Fairfax Water	Fairfax, VA	\$105.24 million	475	2.5 million	Director, Finance	\$246,326	\$0	\$0	\$0	No
Metropolitan Water District of Southern California	Los Angeles, CA	Nearly \$2 billion annual	Budgeted for 1929	19 million	Assistant General Manager/ Chief Financial Officer	\$391,269	\$700	4.5% 401k match	\$0	No
WSSC Water (formerly known as Washington Suburban Sanitary Commission)	Laurel, MD	\$931.2 million	1,613	1.9 million	Chief Financial Officer	\$287,503	\$3,000	\$0	\$0	Yes
Seattle Public Utilities *	Seattle, WA	\$996 million	1,473	1.6 million	Chief Financial Officer/Deputy Director of Financial and Risk Services	\$261,622	\$0	\$0	\$0	No
East Bay Municipal Utility District	Oakland, CA	\$812.7 Million	2,000	1.4 Million	Director, Finance	\$321,864	\$0	\$0	\$5,146	No
					Average Salary	\$301,717				
Massachusetts Water Resources Authority (MWRA)	Boston, MA	\$900.6 million	1,070	3.1 million	MWRA Director, Finance	\$203,657				
General Counsel										
Organization	Location	Operating Budget	# Employees	Population Served	Title	2025 Base Salary	2025 Car Allowance	2025 Deferred Comp	2025 Bonus	2025 Employment Contract
Fairfax Water	Fairfax, Virginia	\$105.24 million	439	2.5 million	No Match					
Metropolitan Water District of Southern California	Los Angeles, CA	Nearly \$2 billion annual	Budgeted for 1929	19 million	General Counsel	\$411,174	\$700	4.5% 401k match	\$0	No
WSSC Water (formerly known as Washington Suburban Sanitary Commission)	Laurel, MD	\$931.2 million	1,613	1.9 million	General Counsel (now vacant)	\$291,037	\$3,000	\$0	\$0	Yes
Seattle Public Utilities*	Seattle, WA	\$996 million	1,473	1.6 million	No Match (uses city legal services)					
East Bay Municipal Utility District	Oakland, CA	\$812.7 Million	2,000	1.4 Million	General Counsel	\$314,676	\$0	\$0	\$0	Yes
					Average Salary	\$338,962				
Massachusetts Water Resources Authority (MWRA)	Boston, MA	\$900.6 million	1,070	3.1 million	MWRA General Counsel	\$203,657				

Attachment B
 MWRA Survey of Comparable National Water/Wastewater
 Utilities - June 2025

Chief Administrative Officer										
Organization	Location	Operating Budget	# Employees	Population Served	Title	2025 Base Salary	2025 Car Allowance	2025 Deferred Comp	2025 Bonus	2025 Employment Contract
Fairfax Water	Fairfax, Virginia	\$105.24 million	439	2.5 million	Director of Administration	\$235,398	\$0	\$0	\$0	No
Metropolitan Water District of Southern California	Los Angeles, CA	Nearly \$2 billion annual	Budgeted for 1929	19 million	No match					
WSSC Water (formerly known as Washington Suburban Sanitary Commission)	Laurel, MD	\$931.2 million	1,613	1.9 million	Deputy General Manager, External Affairs	\$285,000	\$8,000	\$0	\$0	Yes
Seattle Public Utilities *	Seattle, WA	\$996 million	1,473	1.6 million	No match					
East Bay Municipal Utility District	Oakland, CA	\$812.7 Million	2,000	1.4 Million	No match					
					Average Salary	\$260,199				
Massachusetts Water Resources Authority (MWRA)	Boston, MA	\$900.6 million	1,070	3.1 million	MWRA Director, Administration	\$203,657				
* Seattle data retrieved from City of Seattle Open Data Portal based on prior job matches. https://data.seattle.gov/										

Survey Position:	Top Executive				
MWRA Position:	Executive Director				
Survey Scope:	ALL utilities serving a population in excess of 1,000,000				
	# of Utilities	# of Employees	50th Percentile Salary	Average Salary	MWRA Salary
	25	25	\$319,295	\$368,379	\$265,066
Survey Scope:	All <u>water</u> utilities serving a population in excess of 1,000,000				
	# of Utilities	# of Employees	50th Percentile Salary	Average Salary	MWRA Salary
	6	6	\$367,843	\$348,692	\$265,066
Survey Scope:	All <u>water/wastewater</u> utilities serving a population in excess of 1,000,000				
	# of Utilities	# of Employees	50th Percentile Salary	Average Salary	MWRA Salary
	19	19	\$292,837	\$374,596	\$265,066

Survey Position:	Top Operations and Maintenance Executive				
MWRA Position:	Chief Operating Officer				
Survey Scope:	ALL utilities serving a population in excess of 1,000,000				
	# of Utilities	# of Employees	50th Percentile Salary	Average Salary	MWRA Salary
	19	22	\$220,560	\$221,756	\$227,629
Survey Scope:	All <u>water</u> utilities serving a population in excess of 1,000,000				
	# of Utilities	# of Employees	50th Percentile Salary	Average Salary	MWRA Salary
	5	5	\$240,906	\$221,235	\$227,629
Survey Scope:	All <u>water/wastewater</u> utilities serving a population in excess of 1,000,000				
	# of Utilities	# of Employees	50th Percentile Salary	Average Salary	MWRA Salary
	14	17	\$219,330	\$221,943	\$227,629

Survey Position:	Top Finance Executive				
MWRA Position:	Director, Finance				
Survey Scope:	ALL utilities serving a population in excess of 1,000,000				
	# of Utilities	# of Employees	50th Percentile Salary	Average Salary	MWRA Salary
	21	22	\$220,800	\$248,606	\$203,657
Survey Scope:	All <u>water</u> utilities serving a population in excess of 1,000,000				
	# of Utilities	# of Employees	50th Percentile Salary	Average Salary	MWRA Salary
	6	6	\$244,536	\$240,991	\$203,657
Survey Scope:	All <u>water/wastewater</u> utilities serving a population in excess of 1,000,000				
	# of Utilities	# of Employees	50th Percentile Salary	Average Salary	MWRA Salary
	15	16	\$220,800	\$251,652	\$203,657

Survey Position:	Top Legal Executive				
MWRA Position:	General Counsel				
Survey Scope:	ALL utilities serving a population in excess of 1,000,000				
	# of Utilities	# of Employees	50th Percentile Salary	Average Salary	MWRA Salary
	17	17	\$268,426	\$269,452	\$203,657
Survey Scope:	All <u>water</u> utilities serving a population in excess of 1,000,000				
	# of Utilities	# of Employees	50th Percentile Salary	Average Salary	MWRA Salary
	4	4	insufficient data	insufficient data	\$203,657
Survey Scope:	All <u>water/wastewater</u> utilities serving a population in excess of 1,000,000				
	# of Utilities	# of Employees	50th Percentile Salary	Average Salary	MWRA Salary
	13	13	\$268,426	\$268,366	\$203,657

Survey Position:	Top Administration Executive				
MWRA Position:	Director, Administration				
Survey Scope:	ALL utilities serving a population in excess of 1,000,000				
	# of Utilities	# of Employees	50th Percentile Salary	Average Salary	MWRA Salary
	13	14	\$212,697	\$210,551	\$203,657
Survey Scope:	All water utilities serving a population in excess of 1,000,000				
	# of Utilities	# of Employees	50th Percentile Salary	Average Salary	MWRA Salary
	1	1	insufficient data	insufficient data	\$203,657
Survey Scope:	All water/wastewater utilities serving a population in excess of 1,000,000				
	# of Utilities	# of Employees	50th Percentile Salary	Average Salary	MWRA Salary
	12	13	\$207,800	\$198,833	\$203,657



May 27, 2025

Secretary Rebecca Tepper
Executive Office of Energy and Environmental Affairs
Chair, Massachusetts Water Resources Authority (MWRA) Board of Directors

Dear Secretary Tepper and Members of the MWRA Board of Directors,

To commemorate the nearly 100-year anniversaries of the passage of the *Ware River Act (1926)* and the *Swift River Act (1927)* which sealed the fate of our region, we write to you as community members in the Quabbin watershed, representing watershed communities.

Every day our towns and our neighbors provide environmental stewardship — largely through volunteer labor — on which the MWRA relies. Our zoning and environmental conservation practices, articulated in law and regulation, are based on ensuring water quality protection for our communities and for the Quabbin.

The east and west branches of the Swift River, the Ware River, and the surrounding tributaries are protected from development so that as they flow into the Quabbin, water quality is preserved.

Every day of the year, for 87 years, our towns have stewarded the water that you sell, but not to us. Our communities have no access, even though we face significant potable water concerns of our own.

Expansion of the MWRA water system is a profitable enterprise in every way imaginable.

As economic growth and residential development continue in the metro Boston area and beyond, our towns remain small, our budgets stretched way too thin — without commercial or industrial development.

The ability to sell water to communities with public well contamination or to large multi-use developments on the South Shore is made possible by the existence and preservation of high quality Quabbin water. There is an expectation that this water will always be available. When there is a declared statewide drought, and our communities are conserving water, the MWRA allows all of its full water users to continue using Quabbin water for outdoor watering. Western Massachusetts streams can run dry, river health can decline, and Quabbin reservoir levels can decrease, but clean water continues to be transported and treated each day to eastern communities.

Our community voices are woefully *underrepresented* on *both* the MWRA Board of Directors and Advisory Board. The ability of the MWRA to continue selling Quabbin water demands the acknowledgement that the Quabbin watershed towns are an essential partner in preserving this resource for the future. **It also underscores that we must receive just recompense for our work and sacrifice.**

Our Select Boards, planning commissions, public health boards, conservation commissions, and more all do their part — and have, again, for 87 years.

The MWRA will continue to maintain the infrastructure to move and treat the water, and the Department of Conservation & Recreation (DCR) will continue to monitor public use of the watershed. Our towns that surround the Quabbin will continue, every day, to protect this land and water for the years ahead.

The following are remarks from town officials and individuals from Quabbin watershed towns which help to illustrate the complexities and sacrifices our communities make:

Bob Agoglia, Pelham Select Board Chair

Pelham's 1,341 residents have consistently supported restrictions in zoning and other forms of regulation to protect the quality of water for private wells and watersheds, including of course, the Quabbin Reservoir. The volunteers who serve on our boards and committees have committed many hours to creating and enforcing these protections year after year. Working together with the other Quabbin Reservoir bordering towns and the MWRA we have helped to maintain the pristine quality of the water that millions of people in eastern Massachusetts depend on. In addition, Pelham has had to forgo opportunities for growth that could enhance our financial picture because many acres of desirable land are protected in the Quabbin watershed. These

significant contributions should be recognized and valued by the MWRA. One important way to acknowledge what we contribute is to dedicate funding in a fair and equitable manner to support the bordering towns.

Judith Eiseman, Pelham Planning Board Chair

Each of our towns has issues that result in the need for help with finances. Pelham, for example, recognized decades ago that its unique geological situation required action to protect the water resources within its own borders for our own private wells but also because Pelham is watershed for Shutesbury, Amherst, Belchertown, Springfield, and the Quabbin. Creating a Water Supply Protection Area that covers the entire town prevented some sorts of business as well as large scale development from happening here. Protecting our residents' as well as other towns' water has resulted in higher taxes but not necessarily sufficient revenue to pay our public employees for highway, police, and fire protection that they deserve. All of this is a good thing for the environment and for water supply but goes unacknowledged by all the beneficiaries of our forward thinking and economic sacrifice.

Rita Farrell, Shutesbury Select Board Co-Chair, and Eric Stocker, Shutesbury Select Board Member

Shutesbury is a town that borders the Quabbin Reservoir. We have a population of just over 1700 people. Approximately 30% of our land is owned and controlled by the Quabbin. We have no municipal water supply and have worked diligently over the last two decades to adopt strict wetlands and watershed protections that benefit not only our town residents but also our Quabbin neighbors. Four years ago "forever chemical" polyfluoroalkyl substances (PFAS) were detected in wells in the center of town as a result of our local Fire Department using foam containing PFAS for putting out "practice" fires. This seemingly widespread, innocent practice has contaminated about 80 wells in Shutesbury. As of this writing, our small town has had to spend nearly \$700,000 to temporarily mediate the situation. These costs are ongoing as we are required to do quarterly testing which is expensive and time consuming. It is within the realm of possibility that we will eventually need to install a municipal water system to at least part of the town at a cost of millions of dollars. It is ironic that one of the watershed towns that has worked for decades to protect the water for our fellow citizens from the eastern part of the Commonwealth will go broke trying to keep water for its own townspeople potable.

Susan Cloutier, Rick Taupier, and Mailande DeWitt, New Salem Select Board Members

We in New Salem agree that our Quabbin watershed towns have carried out significant stewardship responsibilities beyond the limits of the watershed owned by the Commonwealth. We protect the water from degradation through zoning, wetlands protection, and placement of land under development restrictions, further limiting tax revenues. Providing that safe landscape beyond the limits of the State-owned watershed ensures clean drinking water for eastern Massachusetts.

Boston and surrounding towns that take water from Quabbin are towns with a tax base that provides funds for well-maintained town buildings and grounds, enough money to pay employees competitive salaries, and maintain roads adequate to local needs. Towns that provide that water are forced to survive with few employees and with volunteers without whom that stewardship would not occur. Our actions enable the ecosystem services of forests and fields to keep the Quabbin waters clean. We give up the additional revenues of businesses or housing density that would bring more revenue but could impact water quality. We seek compensatory support from the State for our many years of stewardship so that we too can enjoy the quality of life that comes from a well maintained municipality.

Susan Dougherty, Petersham Select Board Chair

The Town of Petersham is almost entirely within the Quabbin Reservoir Watershed with significant conservation efforts in place to safeguard the water quality. With such a large portion of the town now covered by water (approximately 20%) or under conservation mandates, the town struggles to provide adequate services for residents due to a decreased tax base. In essence, the town relies on PILOT payments in order to preserve basic services such as fire protection, policing, road maintenance, and schooling. Our Conservation Commission, which enforces Wetlands Protection Act regulations (amongst other duties), is entirely unpaid. The Town of Petersham seeks financial support from the State and MWRA in order to continue to safeguard this valuable resource and provide a safe environment for our community.

Jane Peirce, Orange Select Board Member

The Town of Orange enforces strict protection of the watershed land within our boundaries, particularly in the area of Lake Mattawa. We have highly efficient, 24/7

Advanced Life Support (ALS) fire and police departments, both of which ensure optimal response to emergencies in Orange and surrounding watershed towns. We are mindful of resource protection in our planning, zoning, open space, and recreation strategies. Meanwhile, the challenges facing our town are great, including the need for critical funding to upgrade our wastewater infrastructure and wastewater treatment plant.

As I write, an unnamed branch of the Swift River runs through my woods, past blooming lady slippers and skunk cabbage and rolling onward through cool green forest until it reaches the mighty Quabbin. My dad was of the sixth generation of Peirces to live in the Swift River Valley. He and his parents were among the very last to leave their beloved home in Greenwich. So many of us can tell similar stories about how our families were uprooted to create a water supply for Boston. We ask for acknowledgement of that sacrifice, and just recompense for our contribution to clean water.

William Tinker, Hardwick Select Board Vice Chair

For nearly a century, the towns surrounding the Quabbin Reservoir — including Hardwick — have sacrificed land, economic opportunity, and essential services to safeguard this vital resource. Yet despite their stewardship, these communities receive little support from the Commonwealth. For 84 years, Hardwick and neighboring towns have shouldered the burden of maintaining one of the cleanest water supplies in the country — without fair compensation, recognition, or relief. The Commonwealth has drawn billions of gallons from our lands while the communities that protect it are left struggling. Our residents act as unpaid guardians of the Quabbin, preserving its purity for millions of others.

Hardwick is a working community with Revolutionary roots and generations of farmers and families who've honored our duty to the Quabbin. But the Commonwealth has forgotten us. Our community has been hollowed out — our ambulance service is gone; our police station is in another town; we have no hospital, emergency care center, or senior center; our roads crumble; and our infrastructure fails.

Recently, Hardwick was offered \$2 million annually to host a 150-acre regional landfill just miles from the Quabbin. A clear threat to the reservoir. We stood up and said no — even though Boston had no idea we were being asked to make that choice. But we're broke. What happens when the next offer is \$5 million or \$10 million? What happens when the weight of generational neglect outweighs principle?

Bill Zinni, Hardwick Conservation Commission Chair, and Erik Fleming, Hardwick Planning Board Member

The Town of Hardwick stands with our neighboring Quabbin Reservoir border towns, in expressing continuing concern for fair compensation, for the custodial responsibility of ensuring future water quality of this critical water supply for eastern Massachusetts. The water that fills the Quabbin runs off adjacent Town land, and its quality depends on land use activities that are reviewed and permitted within the Towns. Hardwick hosts over 5,900 acres of Quabbin watershed lands, including lands under state control, private ownership within the watershed boundary, and over 1,200 acres of submerged Quabbin bottom for which no compensation is received. The Town's PILOT payment from the Division of Water Supply Protection for slightly over 4,700 acres is only \$24/acre, and the Town continues to forgo property tax it would collect if the Division land were in private ownership. The Watershed Protection Act also rightly places additional regulations on use of private lands in proximity to tributaries that flow into the reservoir, also limiting land uses and local tax revenues. Our towns are subjected to opportunity costs not experienced elsewhere in the Commonwealth.

It is worth noting that undeveloped farm and forest land in the border towns is currently experiencing increasing pressure for subdivision and unplanned development, putting Quabbin water quality at increasingly greater risk over time. The current purity of the water requires little treatment and related expense, but this isn't guaranteed and future treatment could become necessary. Hardwick's Select Board, Planning Board, Board of Health, Conservation Commission and Building Inspector are mainly volunteer or limited-time positions. As such, we have an increasingly hard burden keeping up with project review to administer zoning and Wetland Protection Act regulations and building codes. Hardwick residents and officials hope to continue this important stewardship and custodial role, but we ask that consideration be given to additional financial support to make it possible.

Steven J. Williams, Belchertown Town Manager

The MWRA's feasibility study, designed primarily for MetroWest, North Shore, and South Shore communities, fails to address the distinct geographic, demographic, and stewardship roles of Quabbin watershed towns. Our communities play a vital role in protecting the water supply for millions, yet our unique challenges and contributions remain largely unrecognized. The study also lacked sufficient engagement, offering only minimal opportunities for local officials and volunteers—many of whom could have provided valuable insight—to participate meaningfully. Additionally, the proposed project designs overlook existing infrastructure, exclude major regional stakeholders like Amherst, and do not reflect the realities of towns such as Belchertown, which forfeits an

estimated \$9.5 million annually in potential tax revenue to preserve the watershed. Despite these sacrifices, there is no discussion of fair compensation or recognition. For the study to be effective and equitable, it must include a more localized approach, comprehensive engagement, and appropriate acknowledgment of the financial and environmental burdens borne by Quabbin communities.

Stuart Beckley, Ware Town Manager

The Town of Ware through its leaders, regulators and citizens has long honored the importance of the history, the ecology and the water supply of the Quabbin Reservoir. The loss of neighboring communities and displacement of families remains in Ware residents' thoughts and actions. The Town has invested greatly in planning, zoning, and regulations such as stormwater protections that enhance the protection provided by the Quabbin reservation. Quabbin is part of the quality of life for this region, but that quality presents some limits on the ability of the region's communities to provide services and address infrastructure. For example, Ware's water supply has iron and manganese concerns that, along with the need to plan for PFAS, will ultimately require the construction of a treatment plant with an estimated cost of over \$30 million. The Town had conducted a study on the cost of connecting to MWRA's system. Several years ago that cost was \$25 million. The local environmental and historical stewardship given for the protection of the Quabbin resource should be considered as the region's towns with less means are faced with mounting costs and decreasing ability to meet local service needs.

We all look forward to continued and productive conversation to achieve much greater regional equity, just recompense, and mutual respect.

Regards,

Bob Agoglia, Pelham Select Board Chair
Stuart Beckley, Ware Town Manager
Susan Cloutier, New Salem Select Board Chair
Lexi Dewey, Pelham
Mailande DeWitt, New Salem Select Board Member
Susan Dougherty, Petersham Select Board Chair
Judith Eiseman, Pelham Planning Board Chair
Rita Farrell, Shutesbury Select Board Co-Chair
Erik Fleming, Hardwick Planning Board Member

Jane Peirce, Orange Select Board Member
Eric Stocker, Shutesbury Select Board Member
Rick Taupier, New Salem Select Board Member
William Tinker, Hardwick Select Board Vice Chair
Ware Select Board
Steven J. Williams, Belchertown Town Manager
Bill Zinni, Hardwick Conservation Commission Chair

cc:

Governor Maura Healey
Lieutenant Governor Kim Driscoll
Kristen Elechko, Director, Western Massachusetts Office
Anne Gobi, Director, Rural Affairs