MASSACHUSETTS WATER RESOURCES AUTHORITY

Meeting of the Board of Directors

October 22, 2025

A meeting of the Massachusetts Water Resources Authority (MWRA) Board of Directors was held on October 22, 2025 at MWRA's Administration Facility in Chelsea and via remote participation.

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

MWRA Executive Director Frederick Laskey attended at the Chelsea Administration Facility. General Counsel Carolyn Francisco Murphy; Deputy Chief Operating Officers Stephen Cullen and Rebecca Weidman; Director of Finance Thomas Durkin; Director of Administration Michele Gillen; Deer Island Treatment Plant Director David Duest; Director of Environmental and Regulatory Affairs Colleen Rizzi; Senior Program Manager, Planning Michael O'Keefe; Environmental Quality Director David Wu; Budget Director Michael Cole; Internal Audit Director Claude Cormier; Deputy Finance Director/Treasurer Matthew Horan; Procurement Director Douglas Rice; MIS Director Paula Weadick; Human Resources Director Wendy Chu; Chief of Staff Katherine Ronan; Associate General Counsel Angela Atchue; Technical Support Manager Michael Curtis; and Assistant Secretary Kristin MacDougall were among the staff who also attended at the Chelsea Administration Facility.

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

Chair Tepper called the meeting to order at 1:05pm.

ROLL CALL

MWRA General Counsel Francisco Murphy took roll call of Board members in attendance and announced that Board Members Foti, Swett and Wolowicz 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 was being recorded, and that the agenda and meeting materials were available on MWRA's website.

APPROVAL OF SEPTEMBER 17, 2025 MINUTES

A motion was duly made and seconded to approve the minutes of the Board of Directors' meetings of September 17, 2025.

Documents used for this meeting and cited in these minutes, including meeting materials/staff summaries, presentations, and approved minutes, are posted on MWRA's website. https://www.mwra.com/about-mwra/governance-management/board-directors/archive-agendas-and-minutes

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

Yes	No	Abstain
Tepper		
Foti		
Peña		
Swett		
		Taverna
Vitale		
P. Walsh		
Wolowicz		

(ref. I)

REPORT OF THE CHAIR

Annual Meeting: Election and Appointment of MWRA Officers, and Committee Assignments

Chair Tepper duly moved to designate this October 22, 2025 meeting as the Annual Meeting, which, as provided in the Authority's By-Laws, will be deemed a special meeting of the Board for the purpose of the election of officers.

The Chair also moved to elect Andrew M. Pappastergion as Vice Chairman of the Board; to appoint Brian Peña as Secretary of the Board and Kristin MacDougall and Katherine Ronan as Assistant Secretaries; to appoint Matthew Horan as Treasurer; to appoint William Kibaja and Michael Cole as Assistant Treasurers; and, to ratify the appointments of Board members to standing Committees, as set forth in the October 22, 2025 Staff Summary presented and filed with the records of this meeting. New Committee Chairs will be appointed approximately every two years.

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		
Foti		
Peña		
Swett		
Taverna		
Vitale		
P. Walsh		
Wolowicz		

(ref. II)

REPORT OF THE EXECUTIVE DIRECTOR

MWRA Executive Director Fred Laskey welcomed Emily Norton and Stefan Geller of the Charles River Watershed Association to the meeting. He reported that MWRA's Subordinate Bonds Credit Rating has been upgraded, congratulated staff for a job well done, and highlighted the rating's value to a strong fiscal position.

Mr. Laskey then presented a brief update on the Section 89 Pipeline project in Stoneham, noting it represents a big step forward for MWRA's water system. Next, he expressed concern about DCR discussions regarding using pesticides in the watersheds to combat invasive species and noted he hopes to meet with the Commissioner on this matter.

Finally, Mr. Laskey announced the upcoming retirement of David Duest, MWRA Deer Island Treatment Plant (DITP) Director. Mr. Duest offered remarks, thanking Board Members and colleagues for their support and contributions to MWRA's mission. (ref. III)

EXECUTIVE SESSION

Chair Tepper requested that the Board move into Executive Session to discuss real estate, security and litigation, since discussing such in Open Session could have a detrimental effect on the negotiating, security and litigating positions of the Authority. She announced that the planned topics for Executive Session were a watershed land acquisition; a security briefing; and discussion with respect to litigation for the variance appeals pending at the OADR and Superior Court relating to the Alewife Brook/Upper Mystic and Charles Rivers as well as the federal court Boston Harbor case. She advised that the Board would return to Open Session after the conclusion of Executive Session.

A motion was duly made and seconded to enter Executive Session for these purposes, and to resume Open Session after Executive Session adjournment.

General Counsel Francisco Murphy reminded Board members that under the Open Meeting Law members who were participating remotely in Executive Session must state that no other person is present or able to hear the discussion at their remote location. A response of "yes" to the Roll Call to enter Executive Session when their name was called would also be deemed their statement that no other person was present at their remote location or able to hear the Executive Session discussion.

Upon the motion duly made and seconded, a roll call vote was taken in which the members were recorded as follows:

Yes	No	Abstain
Tepper		
Foti		
Peña		
Swett		

Yes	No	Abstain
Taverna		
Vitale		
P. Walsh		
Wolowicz		

Voted: to enter Executive Session, and to resume Open Session after Executive Session adjournment.

*** EXECUTIVE SESSION ***

The meeting entered Executive Session at 1:15pm and adjourned at 1:49pm.

(Mr. Pappastergion joined the meeting during Executive Session)

*** CONTINUATION OF OPEN SESSION ***

WASTEWATER POLICY AND OVERSIGHT

Information

Public Engagement and Involvement for Development of the Draft Updated CSO Control Plan

Michael O'Keefe, MWRA Program Manager, Planning, discussed ongoing public engagement and involvement activities in support of the development of the Draft Updated Combined Sewer Control (CSO) Plan undertaken by MWRA and the Cities of Cambridge and Somerville ("Partners") as detailed in the Staff Summary and presentation slides for this meeting.

Mr. O'Keefe relayed the project Partners' efforts to address the concerns of a wide range of stakeholders who stood to be impacted by the Updated CSO Control Plan, such as receiving water users, project abutters, and ratepayers. He described an ongoing series of public meetings; continued meetings with watershed groups; and outreach to environmental justice populations.

Mr. O'Keefe reviewed the next steps for the Draft Updated CSO Control Plan, including submittal to EPA and DEP by December 31, 2025; a subsequent regulatory review and comment period; and a public meeting and hearing. He noted that staff had given an informational presentation on CSOs to Board members on September 17, 2025 (ref. V.A) and were planning an October 29 Board of Directors' meeting to discuss the Partners' recommended alternatives.

Mr. Peña suggested using alternative platforms for public engagement.

Hearing no further discussion or questions from the Board, Committee Chair Patrick Walsh moved to the next Information item. (ref. V A.1)

2024 Deer Island Outfall Monitoring Overview

David Wu, MWRA Environmental Quality Director, reviewed MWRA's Outfall Monitoring results for Massachusetts Bay in 2024 as presented in the Staff Summary and slides for this meeting. He provided background and an overview of the Outfall Monitoring Program, and key results for effluent, water column, benthic soft bottom communities, and fish and shellfish.

Mr. Wu also discussed the Outfall Contingency Plan and threshold exceedances in 2024 and 2025. He noted that the 2024 caution-level exceedance for effluent nitrogen was under investigation; the 2025 exceedance for *Alexandrium* ("red tide") has been determined to be the result of natural occurrence; and a June 2025 toxicity test failure is a likely outlier, as samples taken in July, August and September met permit limits; however, staff continue to monitor.

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

MWRA Industrial Waste Report #41: Industrial Pretreatment Program Annual Report to EPA for FY25

Matthew Dam, MWRA TRAC Director, presented an overview of the Annual Industrial Waste Report for Fiscal Year (FY) 2025, as detailed in the Staff Summary and slides for this meeting. He discussed EPA's Pretreatment Annual Report requirements including report submission through a new electronic portal. He summarized the FY25 Report and highlighted the reassessment of technically based industrial discharge limits (local limits). He noted the reassessment is expected to be complete within six months, and any resulting recommended changes to local limits would require regulatory approval.

In response to a question from Mr. Taverna, Mr. Dam explained that Industrial Pretreatment Program permit fees are subject to regulation; are set to rise by 3% every fiscal year; and the current fee schedule extends through FY29. There was brief discussion about the processes for enforcing MWRA permit violations and reporting to EPA.

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

ADMINISTRATION, FINANCE AND AUDIT

Information

Delegated Authority Report – September 2025

Committee Vice-Chair Vitale invited Board Members' questions about the September 2025 Delegated Authority Report.

Hearing none, he moved to the next Information Item. (rev VI A.1)

<u>FY26 Financial Update and Summary through September 2025</u>
Michael Cole, MWRA Budget Director, summarized financial highlights for the first quarter of FY26, as presented in the Staff Summary for this meeting. He reported on the Current Expense Budget (CEB) variance, which is consistent with FY25 levels, and noted that variance drivers such as wages and salaries, fringe benefits and watershed reimbursements have carried over from FY25. He also discussed the Capital Improvement Program (CIP) variance, reporting that it has improved over the last year.

Mr. Vitale inquired about the allocation of employee insurance premium costs. Mr. Cole relayed that new employees contribute 25% of the cost with a subset of longer-term employees paying 20%; he advised that staff would follow up with more details about life and dental insurance premium allocations. [Staff provided follow-up during the PCR Amendments discussion later in this meeting (ref. VII A.1].

Mr. Vitale requested more information about FY26 overspending for maintenance. Mr. Cole explained that it is mostly attributable to timing, and staff expect the variance to smooth out over the fiscal year.

In response to an additional question from Mr. Vitale, Mr. Cole relayed that higher Eversource Energy pricing noted in the Staff Summary was associated with peak rates; however, he could not provide exact figures at this time.

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

<u>Internal Audit Department Activities Report – FY2025</u>
Claude Cormier, MWRA Internal Audit Director, reported on FY25 Internal Audit Department Activities as detailed in the Staff Summary. He provided background on the Internal Audit Department, highlighted the results of some internal audits and summarized management advisory services recommendations.

There was discussion with questions and answers about reporting, recommendation and follow-up procedures for management advisory services.

In response to Mr. Vitale's questions regarding MWRA's fringe benefit rate and indirect overhead rates for the Authority's Engineering and Operations Departments, Mr. Cormier advised that staff provide this information at a later date.

At Mr. Vitale's request, Matthew Horan, Deputy Finance Director and Treasurer, provided more information about the recent bond transaction that Mr. Laskey mentioned in his Report (ref. III).

In response to questions from Mr. Pappastergion, Mr. Cormier relayed that staff expect to complete an audit on the Chelsea lease during the second quarter of FY26 and would present the results to Board members.

There was discussion with questions and answers about consulting fee processes and findings.

Hearing no further discussion or questions from the Board, Mr. Vitale moved to the next Contract Amendments/Change Orders. (ref. VI A.3)

<u>Contract Amendments/Change Orders</u>
<u>Automated Vehicle Locator Tracking System (AVL): Insight Mobile Data, Inc., Contract VEH116, Amendment 2</u>
A motion was duly made and seconded to authorize the Executive Director, on behalf of the Authority, to approve Amendment 2 to Contract WRA-5027, Automated Vehicle Locator Tracking System, with Insight Mobile Data, Inc., increasing the contract amount by $289,434.60 from $449,348.10 to $738,782.70 and extending the contract term by three years, from November 29, 2025 to November 28, 2028.

Douglas Rice, MWRA Procurement Director, provided background on an existing Automated Vehicle Locator Tracking System (AVL) contract with Insight Mobile Data, Inc., as detailed in the Staff Summary. He requested Board approval to increase the contract amount and extend the contract by three years.

Mr. Peña asked why staff were seeking a 36-month amendment rather than procuring a new contract. Mr. Rice explained that the initial three-year contract had no option to renew; last year delegated authority extended the contract for 11-months; and staff believe an amendment is in MWRA's best interest because the existing AVL hardware is still operational. Mr. Pena further inquired whether changes to standard contract language can be made by way of amendment. Mr. Rice responded in the affirmative.

In response to a question from Mr. Vitale concerning preventative maintenance, Mr. Rice advised that he did not believe this AVL system could create work orders from this program. Mr. Vitale asked if the system has cameras, and if so had MWRA evaluated the use of cameras in fleet vehicles. Michele Gillen, MWRA Director of Administration responded that cameras in vehicles had not been contemplated, and doing so would require union negotiations similar to those regarding use of AVL as a secondary investigation tool.

Mr. Vitale asked if MWRA's AVL system was connected to Verizon services. Paula Weadick, MWRA MIS Director, explained that a prior AVL contract used a Verizon solution, but this procurement through the state blanket contract had two vendors on it, but such does not include Verizon.

(Mr. Taverna left and returned to the meeting during the discussion.)

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

Yes	No	Abstain
Tepper		
Foti		
Pappastergion		
Peña		
Swett		
Taverna		
Vitale		
P. Walsh		
Wolowicz		

(ref. VI B.1)

PERSONNEL AND COMPENSATION

Approvals

October 2025 PCR Amendments

A motion was duly made and seconded to approve amendments to the Position Control Register (PCR) as presented in the October 22, 2025 Staff Summary and filed with the records of this meeting.

Referring to an earlier question asked by Mr. Vitale during the Financial Update and Summary discussion (ref. VII A.2) Wendy Chu, MWRA Human Resources Director, relayed that MWRA pays 80% of health and basic life insurance costs for employees hired before July 1, 2003, and 75% for those hired after that date. She added that MWRA does not differentiate payment allocations for dental insurance.

Ms. Chu then requested Board approval for a title and grade change in the Operations Division to ensure internal pay equity per union agreement, as presented in the Staff Summary.

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		
Foti		
Pappastergion		
Peña		
Swett		
Taverna		

Yes	No	Abstain
Vitale		
P. Walsh		
Wolowicz		

(ref. P&C A.1)

Appointment of Manager, Benefits & HRIS

A motion was duly made and seconded to approve the appointment of Ms. Tara Taylor to the position of Manager, Benefits & HRIS (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 explained that this position will fill a vacancy due to an upcoming retirement. She described the position's work responsibilities; the job posting and selection process; and the recommended candidate's experience and qualifications as detailed in the Staff Summary.

There was brief discussion about the use of the phrase "any equivalent combination of education and experience" on job postings.

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

Yes	No	Abstain
Tepper		
Foti		
Pappastergion		
Peña		
Swett		
Taverna		
Vitale		
P. Walsh		
Wolowicz		

(ref. P&C A.1)

CORRESPONDENCE TO THE BOARD

There was no Correspondence to the Board (ref. VIII)

OTHER BUSINESS

There was no Other Business. (ref. IX)

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:

Yes	No	Abstain
Tepper		
Foti		
Pappastergion		
Peña		
Swett		
Taverna		
Vitale		
P. Walsh		
Wolowicz		

(ref. X)

The meeting adjourned at 2:45pm.

Approved: November 19, 2025

Attest: Kristin MacDougall for

Brian Peña, Secretary

LIST OF DOCUMENTS AND EXHIBITS USED

- Draft Minutes of the October 22, 2025 MWRA Board of Directors Meeting (ref. I)
- October 22, 2025 Staff Summary – Annual Meeting: Election and Appointment of MWRA Officers, and Committee Assignments (ref. II.A)
- Presentation – Northern Intermediate High Redundancy Update (ref. III)
- October 22, 2025 Staff Summary and Presentation – Public Engagement and Involvement for Development of the Draft Updated CSO Control Plan (ref. V A.1)
- October 22, 2025 Staff Summary and Presentation – 2024 Deer Island Outfall Monitoring Overview (ref. V A.2)
- October 22, 2025 Staff Summary and Presentation – MWRA Industrial Waste Report #41: Industrial Pretreatment Program Annual Report to EPA for FY25 (ref. V A.3)
- October 22, 2025 Staff Summary – Delegated Authority Report – September 2025 (ref. VI A.1)
- October 22, 2025 Staff Summary and Presentation – FY26 Financial Update and Summary through September (ref. VI A.2)

- October 22, 2025 Staff Summary and Presentation – Internal Audit Department Activities Report – FY2025 (ref. VI A.3)
- October 22, 2025 Staff Summary – Automated Vehicle Locator Tracking System (AVL) Insight Mobile Data, Inc. Contract VEH116, Amendment 2 (ref. VI B.1)
- October 22, 2025 Staff Summary – October 2025 PCR Amendments (ref. VIII A.1)
- October 22, 2025 Staff Summary – Appointment of Manager, Benefits & HRIS (ref VII. A.2)