



# 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  
Fax: (617) 788-4899  
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Date: Wednesday, December 10, 2025  
Time: 1:00pm  
Location: MWRA Administration Facility, Board Room 2C/2D  
2 Griffin Way, Chelsea, MA 02150  
Photo ID required for entry.  
The meeting will also be available via Webex.

### Webex meeting link (registration required)

<https://mwra.webex.com/weblink/register/r0fc2315b7a7a562026fb53bb0109de5a>

Meeting number: 2332 524 0928

Password: 121025

## AGENDA

- I. **APPROVAL OF MINUTES**
- II. **REPORT OF THE CHAIR**
- III. **REPORT OF THE EXECUTIVE DIRECTOR**
- IV. **ADMINISTRATION, FINANCE AND AUDIT**
  - A. **Information**
    1. Delegated Authority Report – November 2025
  - B. **Approvals**
    1. Bond Defeasance of Future Debt Service
- V. **WASTEWATER POLICY AND OVERSIGHT**
  - A. **Contract Awards**
    1. Agency-Wide Technical Assistance Consulting Services, CDM Smith, Inc., Contract 8062 and Hazen and Sawyer, P.C., Contract 8063
    2. Wind Turbine No. 1 Replacement - Deer Island Treatment Plant: O'Connor Corporation, Contract 8148
  - B. **Contract Amendment/Change Orders**
    1. Harbor and Outfall Monitoring, Benthic, Fish, and Shellfish Monitoring: Normandeau Associates, Inc., Contract OP-401B, Amendment 4
- VI. **WATER POLICY AND OVERSIGHT**
  - A. **Contract Awards**
    1. Shaft L Interconnection Design, Engineering Services During Construction and Resident Engineering Services: Jacobs Associates d/b/a Delve Underground, Contract 8080

**VI. WATER POLICY AND OVERSIGHT (Continued)****B. Contract Amendments/Change Orders**

1. Quabbin Maintenance Building Design and Engineering Services During Construction: The Robinson Green Beretta Corporation, Contract 7677, Amendment 3

**VII. PERSONNEL AND COMPENSATION****A. Approvals**

1. PCR Amendments – December 2025
2. FY26 and FY27 Non-union Compensation, Amendment of Employment Contract of the Chief Operating Officer, and Non-union Manager Vacation Accrual

**VIII. CORRESPONDENCE TO THE BOARD****A. Correspondence regarding the Draft Updated CSO Control Plan**

- November 17, 2025 emails from Edward Harper; Katharine Lange
- November 19, 2025 email from Robyn Parker
- November 22, 2025 email from Michael McCord, on behalf of the members of Boston Green Action
- December 3, 2025 joint letter from the Charles River Watershed Association and Mystic River Watershed Association
- December 4, 2025 letter from Save the Alewife Brook
- Additional correspondence

**IX. OTHER BUSINESS****X. EXECUTIVE SESSION**

- i. Approval of the November 19, 2025 Executive Session Minutes

**A. Litigation**

To discuss strategy with respect to litigation:

1. *U.S. v. M.D.C., et al.*, USDC (Mass) No. 85-0489-RGS (Boston Harbor Case)

**B. Real Estate**

1. MWRA Contract 7216/7217-Interceptor Renewal No. 7 Malden-Melrose (Sections 37/41/42/49/54/65): Approval of Order of Taking of Temporary Easements

**XI. ADJOURNMENT**

## MASSACHUSETTS WATER RESOURCES AUTHORITY

Meeting of the Board of Directors

November 19, 2025

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A meeting of the Massachusetts Water Resources Authority (MWRA) Board of Directors was held on November 19, 2025 at MWRA Headquarters at Deer Island, Boston and via remote participation.

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

MWRA Executive Director Frederick Laskey attended at the Chelsea Administration Facility. General Counsel Carolyn Francisco Murphy; Chief Operating Officer Kathleen Murtagh; Deputy Chief Operating Officers Stephen Cullen and Rebecca Weidman; Director of Finance Thomas Durkin; Director of Administration Michele Gillen; ENQUAL Director David Wu; Wastewater Director Ethan Wenger; Maintenance Manager William Carter; Chief Engineer Brian Kubaska; Project Manager Malcolm Ragan; Planning and Sustainability Director Stephen Estes-Smargiassi; Waterworks Director Valerie Moran; Budget Director Michael Cole; Environmental and Regulatory Affairs Director Colleen Rizzi; 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.

Danielle Burney, EEA, attended at MWRA Headquarters and Matt Romero, MWRA Advisory Board, attended remotely.

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 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 OCTOBER 22 AND 29, 2025 MINUTES

**A motion was duly made and seconded to approve the minutes of the Board of Directors' meetings of October 22 and 29, 2025.**

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

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

<u>Yes</u>	<u>No</u>	<u>Abstain</u>
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Peña		
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Swett		
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Taverna		
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	J. Walsh	
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P. Walsh		
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Wolowicz		
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(ref. I)

#### REPORT OF THE CHAIR

Secretary Tepper thanked staff for developing October 22 and 29, 2025 meeting materials and information on the Draft Updated Combined Sewer Overflow Control Plan (Draft CSO Plan) for the Board's review and consideration. She reported that she had met with interested organizations and members of the public since October 29 to discuss the matter. Chair Tepper noted that she has heard the stakeholders' questions, thoughts and concerns on the Draft CSO Plan and agrees the Board needs more time to consider the issue. She advised it would be prudent to postpone the vote on the Draft CSO Plan that was originally scheduled for this meeting and advance the plan to regulators after a future vote. The Chair remarked that the course charted through this plan will have a generational impact for the water bodies, MWRA ratepayers and millions of people, and is a monumental decision of great weight and responsibility. Finally, Chair Tepper expressed appreciation for the postponement of the vote to ensure time for further review and questions. (ref. II)

#### REPORT OF THE EXECUTIVE DIRECTOR

Mr. Laskey reported that on Monday, November 17, 2025 MWRA and the cities of Cambridge and Somerville received a letter from Mass. DEP regarding the Draft CSO Plan. He noted the letter expressed that DEP is concerned about the recommended alternatives presented at the October 29 Board meeting; recognizes that reevaluating alternatives will take additional effort; and expressed willingness to work with the parties to allow additional time. Mr. Laskey advised that MWRA appreciates DEP's partnership and understands that parties are on the same page working to improve water quality for the Charles and Mystic Rivers and Alewife Brook. Mr. Laskey relayed that staff would immediately reach out to DEP to identify next steps; put together a reasonable timeline to accomplish the work; and update the Board at the December 10, 2025 meeting.

With respect to the DEP letter, Mr. Foti recommended requesting more than 30 days for the development, review and recommendation of additional CSO alternatives. Mr. Laskey acknowledged this suggestion. Mr. Foti discussed the large number of emails and phone calls Board Members had received about the Draft CSO Plan. Chair Tepper recognized Mr. Foti's remarks and noted the original date of required submittal to DEP was December 31, 2025.

Next, Mr. Laskey reported the Annual Independent audit for FY 2025 had no findings and BWSC won the "New England's Best" drinking water taste test at the New England Water Works Association conference. He also briefly updated the Board on the Wachusett Lower Gatehouse flow testing project, which is nearly complete. Finally, Mr. Laskey noted that staff had recently held its annual Veterans Day event. (ref. III)

Due to a technical issue with Administration, Finance and Audit Vice-Chair Vitale's Webex connection, the Board moved to Wastewater Policy and Oversight items.

#### WASTEWATER POLICY AND OVERSIGHT

##### Contract Awards

Modeling Massachusetts Bay Water Quality: Four Peaks Environmental Science & Data Solutions LLC, Contract OP-499

**A motion was duly made and seconded to approve the recommendation of the Selection Committee to award Contract OP-499, Modeling Massachusetts Bay Water Quality, to Four Peaks Environmental Science & Data Solutions LLC in the amount of \$190,509.84 for a contract term of 48 months from the Notice to Proceed.**

David Wu, MWRA ENQUAL Director, presented background in support of a proposed contract for the Bays Eutrophication model (BEM) for monitoring water quality in Massachusetts Bay that is updated, maintained and run annually as required by the current Deer Island Treatment Plant (DITP) NPDES permit. He noted the Draft NPDES permit issued in 2023 does not include the model run requirement; however, until a final permit is issued, the model run requirement remains in force; and the latest model run (2024) continued to show no environmental impacts from the DITP outfall.

Next, Mr. Wu reviewed the procurement results for the proposed contract. He noted the bid price for the incumbent contractor, Deltares USA, Inc. (Deltares USA) was incorrectly listed in the Staff Summary, and confirmed the bid presented on Slide 12 for this meeting (\$263,025.61) is correct. He explained the Staff Summary's bid price erroneously included costs for additional out-of-scope work. Finally, Mr. Wu discussed the qualifications of the recommended bidder, Four Peaks Environmental Science & Data Solutions LLC (Four Peaks).

(Mr. Vitale rejoined the meeting during the presentation.)

Mr. Taverna asked if staff are confident in Four Peaks' ability to perform the work for its bid price. Mr. Wu responded in the affirmative, noting that Four Peaks was the subcontractor for the incumbent contractor, and their work was excellent. In response to an additional question from Mr. Taverna, Mr. Wu relayed that Four Peaks' proposed staff and key personnel were very helpful.

In response to a question from Chair Tepper, Mr. Wu explained that per his understanding, the proposed contract with Four Peaks could be terminated early if the model runs are not required by a Final NPDES permit. General Counsel Francisco Murphy noted her understanding that the contract could be terminated and costs to date paid if applicable.

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

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

<u>Yes</u>	<u>No</u>	<u>Abstain</u>
Swett		
Taverna		
J. Walsh		
P. Walsh		
Wolowicz		

(ref. V A.1)

Contract Amendments/Change Orders

Boiler and Water Heater Service: American Refrigeration Company, LLC, Contract OP-463, Change Order 2

**A motion was duly made and seconded to authorize the Executive Director, on behalf of the Authority, to approve Change Order No 2 to Contract OP-463, Boiler and Water Heater Service, with American Refrigeration Company, LLC for a not-to-exceed amount of \$248,000, increasing the contract amount from \$707,650 to \$955,650, 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 OP-463 in an amount not-to-exceed the aggregate of \$150,000 in accordance with the Management Policies and Procedures of the Board of Directors.**

Ethan Wenger, MWRA Wastewater Director, outlined how MWRA uses outside contracts for some maintenance tasks that require special expertise.

Next, William Carter, MWRA Maintenance Manager, reviewed the scope and cost of an existing boiler and heater service contract with American Refrigeration Company, LLC, and explained that staff sought Change Order 2 for unforeseen repairs required for the upcoming heating season, as detailed in the Staff Summary and presentation for this meeting. Mr. Carter also presented a table summarizing the costs and durations of the original contract and change orders to date, including proposed Change Order 2.

(Mr. Vitale briefly left and returned to the meeting during the presentation due to a Webex connection issue).

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

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

Yes

No

Abstain

Wolowicz

(ref. V A.2)

#### ADMINISTRATION, FINANCE AND AUDIT

##### Information

##### Delegated Authority Report – October 2025

Mr. Vitale invited Board Members' questions about the October 2025 Delegated Authority Report.

Mr. Taverna requested more information about the nature of required code adjustments under Report Item C-1, *Shaft 5 Building Improvements*. Mr. Laskey explained that Item C-1 addresses requirements such as for electrical upgrades, safety and masonry. MWRA Chief Engineer Brian Kubaska noted that the code adjustments required changes to contract drawings and that staff would provide more detailed information at a later date. Mr. Laskey added that plumbing code changes were likely included.

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

##### FY2026 First Quarter Orange Notebook

Malcolm Ragan, Project Manager, Planning, presented highlights of the FY2026 First Quarter (FY26 Q1) Orange Notebook as detailed in the Staff Summary and presentation slides for this meeting. He discussed the effect of ongoing drought conditions on the Quabbin Reservoir's storage volumes and DITP Wastewater flows. He also noted the Quabbin dipped below normal status for several days at the end of October and is now within normal operating range.

Mr. Ragan then reported a FY26 Q1 increase in MWRA water distribution system total coliform positives versus Q1 in FY25,, adding that positive samples do not suggest regulatory violations or a public health concern. He explained community sampling results could be influenced by local pipe and storage conditions and are not necessarily indicative of MWRA water quality. He also described ongoing sampling support programs for customer communities.

Finally, Mr. Ragan discussed two FY26 Q1 NPDES violations for average monthly recoverable copper at the Clinton Wastewater Treatment Plant, attributable to less diluted flows from homes during periods of low precipitation.

Mr. Taverna asked if FY26 Q1's total coliform positives could have been due to sampler error. MWRA Director of Planning and Sustainability Stephen Estes-Smargiassi described MWRA's measures to reduce the likelihood for error such as community sampler training protocols and explained that the Q1 total coliform positives were more related to the interannual variability of water quality leaving the reservoir, temperature, and community storage tank management; and that the potential for sampling error is a more common factor in E.coli positives.

In response to a question from Mr. Pappastergion, Mr. Estes-Smargiassi affirmed that MWRA tracks, maintains and makes recommendations on the sampling data that communities submit to DEP, including recommendations on system operations and sampling locations. Mr. Pappastergion noted that a significant number of FY26 Q1 total coliform hits occurred in one month. Mr. Estes-

Smargiassi explained that total coliform hits typically rise in the late summer, attributable to storage tank issues related to water temperature and reduced flows. Valerie Moran, MWRA Waterworks Director, added that some of the total coliform hits for summer 2025 were associated with samples taken at schools with inactive water facilities due to seasonal closures. Mr. Estes-Smargiassi noted that staff had recently met with DEP to review the FY26 Q1 total coliform data and steps for remediation and prevention.

In response to a question from Mr. Jack Walsh, Mr. Estes-Smargiassi explained that total coliform levels are typically lower during the winter through early spring, with more frequent, sporadic hits in early summer that increase as the water continues to warm, and levels can vary yearly based on the interannual variability of the amount of organic material in the reservoirs' reactivity. He relayed that the total coliform results for FY26 Q1 do not represent a dramatic change from the 8-10 year pattern.

Mr. Taverna inquired about reported staff FY25 Q1 vacancies for water distribution pipeline leak surveying and asked if MWRA outsources these operations. Ms. Moran explained that leak detection surveys for MWRA's water system are not outsourced; it has been challenging to recruit and retain leak survey staff due to night work requirements; it has been an especially challenging year for leak survey staffing due to employee leaves; and staffing levels are getting back on track.

Hearing no further questions of discussion from the Board, Mr. Vitale moved to the next Information Item. (rev IV A.2)

#### FY26 Financial Update and Summary through October 2025

Michael Cole, MWRA Budget Director, reviewed financial highlights through October 2025 as presented in the Staff Summary for this meeting. He reported an \$8.6 million Current Expense Budget (CEB) variance, which represents a slight improvement over the same time last year. He noted a variance of 91 FTEs through October that impacted spending on wages and salaries and health insurance; a continuing trend of higher utility costs, especially for electricity at DITP; and some improvement in Watershed Protection spending.

Mr. Cole reported that the Capital Improvement Plan (CIP) was approximately 29% under planned spending on a gross basis through October; however, the CIP was only 12% underspent after accounting for non-project spending such as for the Community Loan Program. He noted that October year to date spending represented an improvement over FY25, and the budget is progressing well overall. Finally, Mr. Cole relayed that staff are working to develop projections for FY27 and beyond, and staff plan to present on the FY27 budget at the January Board meeting.

Hearing no discussion or questions from the Board, Chair Tepper moved to Water Policy and Oversight items. (ref. IV A.3)

#### WATER POLICY AND OVERSIGHT

##### Information

##### Update on Lead and Copper Rule Compliance – Fall 2025

Mr. Estes-Smargiassi provided background on MWRA's Lead and Copper Rule Sampling Program, including its purpose and use of sampling sites at worst-case homes. He discussed the 90% lead levels in MWRA's fully-supplied communities for June 1992 through September 2025, and noted



that the results of the most recent lead and copper sampling round (Fall 2025) were 5.9 parts per billion, under the Action Level of 15, all as detailed in the Staff Summary and presentation for this meeting.

Mr. Estes-Smargiassi reported that three communities (Boston, Malden and Medford) were individually over the Lead Action Level (LAL) this sampling round. He described federally-required community response actions for these municipalities, such as public notices, continued local lead service lines replacement, and additional sampling next year.

He noted that out of 594 total samples taken for the Fall 2025 sampling round, only 18 (including 16 from homes with lead service lines) were over the LAL; further, 90% of samples over the LAL during the past 10 years were taken from homes with lead service lines.

Mr. Estes-Smargiassi then outlined the process for assessing community sites with elevated lead samples and presented test results of that portion of the sampling pool with lead service lines and those with lead solder. He noted that 90<sup>th</sup> percentile results are significantly lower for sites with no lead service lines. He also discussed the progress, findings and requirements of the ongoing community lead service line inventory and presented a progress update on the MWRA Lead Loan Program. Finally, he relayed that the Town of Belmont recently reported it has only one lead service line remaining and will continue to encourage the property owner to replace it.

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

#### Approvals

##### Emergency Water Supply Agreement with the Town of Wayland

**A motion was duly made and seconded to authorize the Executive Director, on behalf of the Authority, and contingent upon approval of the MWRA Advisory Board, to execute an Emergency Water Supply Agreement with the Town of Wayland for a period of up to six months, substantially in the form set forth in Attachment A of the November 19, 2025 Staff Summary presented and filed with the records of this meeting.**

Collen Rizzi, MWRA Environmental and Regulatory Affairs Director, outlined the reasons and terms of a proposed emergency Water Supply Agreement (WSA) with the Town of Wayland as detailed in the Staff Summary for this meeting. She explained that MWRA had approved the Town's November 5, 2025 request for a short-term emergency activation; staff are now recommending a six-month emergency water supply contract; this is Wayland's third request for activation; and, the Town is actively pursuing admission to the MWRA water system, which is currently in the MEPA process.

Mr. Taverna asked if Wayland could apply for additional emergency WSAs when the proposed agreement expires. Ms. Rizzi responded in the affirmative, noting that additional agreements would require approval from the MWRA Board of Directors and MWRA Advisory Board.

Chair Tepper asked if there was any further questions 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

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

Pappastergion

Peña

Swett

Taverna

Vitale

J. Walsh

P. Walsh

Wolowicz

(ref. VI A.2)

PERSONNEL AND COMPENSATIONApprovalsNovember 2025 PCR Amendments

**A motion was duly made and seconded to approve amendments to the Position Control Register (PCR) as presented in the November 19, 2025 Staff Summary and filed with the records of this meeting.**

Wendy Chu, MWRA Human Resources Director, requested Board approval for three Position Control Register (PCR) amendments, including an employee reclassification in the Human Resources department; and salary adjustments related to salary collisions in the Safety and Toxic Reduction and Control departments, as presented in the Staff Summary.

There was brief discussion with questions and answers about MWRA's process for calculating Unit 9 position pay adjustments to alleviate salary collisions.

Chair Tepper asked if there was any further questions or discussion 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>
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Tepper

Foti

Pappastergion

Peña

Swett

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Vitale

J. Walsh

P. Walsh

Wolowicz

(ref. VII A.1)

Appointment of Manager, Workplace Investigations

**A motion was duly made and seconded to approve the appointment of Mr. Michael Guarin 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 job responsibilities of the Manager of Workplace Investigations, the advertisement and selection process for this position, and the recommended candidate's work experience and qualifications.

There was brief, general discussion with questions and answers about the applicant pool for this position, which included no internal staff.

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

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

(ref. VII A.2)

CORRESPONDENCE TO THE BOARD

Chair Tepper announced that the Board of Directors had received numerous correspondence regarding the Draft CSO Plan, which is included in the materials for this meeting and posted on MWRA's website; and, in addition to formal Correspondence to the Board, the Assistant to the Board of Directors, individual Board members and staff also received many emails related to the Draft CSO Plan. She relayed that the correspondence and emails would not be listed individually in the interest of time; however, their receipt has been noted, and the interest and outreach on this matter is appreciated. (ref. VIII)

OTHER BUSINESS

Mr. Laskey briefly mentioned that Board Member Flanagan's absence was due to recovery from a successful, routine medical procedure. (ref. IX)

TO CONCLUDE OPEN SESSION AND ENTER EXECUTIVE SESSION

Having no further business in Open Session, the Chair then moved to conclude Open Session and enter into Executive Session to discuss Real Estate and Litigation, since Open Session may have a detrimental effect on the negotiating and litigating positions of the Authority. She announced the planned topics for Executive Session: a watershed land acquisition; Massachusetts Natural Fertilizer Co., Inc. claims including Superior Court cases: *Mass Natural et. al., v. MWRA et. al., No. 2585-CV-00439 and Brasili v. Newark Group et. al., No. 2585-CV-00370*; and, the federal court Boston Harbor case, No. 85-0489-RGS. Chair Tepper announced that the Board would not return

to Open Session after the conclusion of Executive Session.

**A motion was duly made and seconded to conclude Open Session and enter Executive Session for the purposes outlined.**

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:

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

Voted: to conclude Open Session and enter Executive Session.

The Open Session concluded at 1:54pm.

\*\*\* EXECUTIVE SESSION \*\*\*

The meeting entered Executive Session at 1:55pm and adjourned at 3:00pm.

Approved: December 10, 2025

Attest:

\_\_\_\_\_  
Brian Peña, Secretary

LIST OF DOCUMENTS AND EXHIBITS USED

- Draft Minutes of the October 22 and 29, 2025 MWRA Board of Directors Meeting (ref. I)
- Presentation Slide: Wachusett Reservoir Lower Gatehouse Valve Testing (ref. III)

- November 19, 2025 Staff Summary and Presentation – Modeling Massachusetts Bay Water Quality: Four Peaks Environmental Science & Data Solutions LLC, Contract OP-499 (ref. V A.1)
- November 19, 2025 Staff Summary and Presentation – Boiler and Water Heater Service: American Refrigeration Company, LLC, Contract OP-463, Change Order 2 (ref. V B.1)
- November 19, 2025 Staff Summary: Delegated Authority Report – October 2025 (ref. IV A.1)
- November 19, 2025 Staff Summary and Presentation: FY2026 First Quarter Orange Notebook (ref. IV A.2)
- November 19, 2025 Staff Summary and Presentation – FY26 Financial Update and Summary through October 2025 (ref. IV. A.3)
- November 19, 2025 Staff Summary and Presentation – Update on Lead and Copper Rule Compliance – Fall 2025 (ref. VI A.2)
- November 19, 2025 Staff Summary – Emergency Water Supply Agreement with the Town of Wayland (ref. VI B.1)
- November 19, 2025 Staff Summary – November 2025 PCR Amendments (ref. VII A.1)
- November 19, 2025 Staff Summary – Appointment of Manager, Workplace Investigations (ref. VII A.2)

## STAFF SUMMARY

**TO:** Board of Directors  
**FROM:** Frederick A. Laskey, Executive Director  
**DATE:** December 10, 2025  
**SUBJECT:** Delegated Authority Report – November 2025




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**COMMITTEE:** Administration, Finance & Audit

X INFORMATION  
\_\_\_\_ VOTE

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

  
Michele S. Gillen  
Director, Administration  
Douglas J. Rice  
Director of Procurement

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### RECOMMENDATION:

For information only. Attached is a listing of actions taken by the Executive Director under delegated authority for the period November 1-30, 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 November 1 – 30, 2025

No.	Date of Award	Title and Explanation	Contract	Amend/CO	Company	Value
C-1	11/04/25	<b>Hydraulic Equipment Service</b> Award of a contract to the lowest responsive bidder for annual maintenance and inspection, non-emergency and emergency repair services for hydraulic system at various MWRA facilities for a term of 1,095 calendar days.	OP-496	Award	R. Zoppo Corp,	\$801,500.00
C-2	11/07/25	<b>Installation of Energy Efficiency Projects at Quincy, Squantum and Braintree-Weymouth Pump Stations</b> Award of energy efficient contract to National Grid prequalified vendor for the installation of energy efficient projects at Quincy, Squantum and Braintree-Weymouth Pump Stations for a term of 120 calendar days	OP-507	Award	World Energy Services, LLC	\$61,141.33
C-3	11/07/25	<b>Pipe Bridge, Inspections, Structural Assessments and Recommendations</b> Award of a contract to highest ranked proposer to provide information about the condition and capacity of the MWRA's pipe bridges and provide baseline structural analyses for each of the seven pipe bridges to create future maintenance schedule of anticipated repairs and eventual replacement of the pipe bridges; provide coordination and permitting with MBTA and MassDOT, inspection and structural analyses services and associated reports for a term of 24 months.	8137	Award	Green International Affiliates, Inc,	\$757,837.10
C-4.	11/17/25	<b>Installation of Air Source Heat Pumps at Spring Street Pumping Station</b> Award of an energy efficient contract to an Eversource prequalified vendor for the installation of air source heat pumps at Spring Street Pumping Station for a term 180 calendar days.	OP-508	Award	Guardian Energy Management Solutions, LLC	\$299,764.00



**Purchasing Delegated Authority Items November 1-30, 2025**

<b>No.</b>	<b>Date of Award</b>	<b>Title and Explanation</b>	<b>Company</b>	<b>Value</b>
P-1	11/4/25	<b>One-Year Purchase Order Contract for Temporary Flow Monitoring and Data Collection</b> Comparative testing at up to 30 key wastewater flow meter locations using temporary wastewater flow meters. This testing is used to validate the data generated from MWRA's metering system.	EST Associates, Inc.	\$161,048.50
P-2	11/4/25	<b>Sole Source Purchase Order for Two Eaton Variable Frequency Drive Inverters</b> Purchase of spare Variable Frequency Drive (VFD) inverters for the Winthrop Terminal Facility Headworks and the North Main Pump Station. Eaton Corporation has been identified as the manufacturer and sole source provider for Eaton VFDs and VFD replacement parts. The Director of Procurement has approved the sole source nature of this procurement	Eaton Corporation	\$490,095.00
P-3	11/7/25	<b>Purchase Order for Five Uninterruptable Power Supplies</b> Purchase of five uninterruptable power supplies to replace end-of-life units at Deer Island. Installation of the new equipment will be performed by MWRA staff.	Bell Electrical Supply Company, Inc.	\$348,300.00
P-4	11/13/25	<b>Purchase Order for One Year of Maintenance and Support for VMware Workspace ONE Subscriptions—<i>State Contract ITC73</i></b> VMware Workspace ONE subscriptions are used to consolidate multiple endpoint management solutions. This contract will also provide technical support and updates.	Presidio Networked Solutions, LLC	\$127,186.00
P-5	11/13/25	<b>Purchase Order Contract for Four Dell SAN Switches and SANnav Licenses with Five Years of Maintenance and Support—<i>State Contract ITC73</i></b> Purchase of four Dell Brocade SAN switches to replace existing switches at their end of support. This procurement also includes the software required to configure, manage and monitor these SAN Switches, and five years of maintenance and support for both the hardware and software.	Hub Technical Services, LLC	\$218,032.82

## STAFF SUMMARY


**TO:** Board of Directors  
**FROM:** Frederick A. Laskey, Executive Director  
**DATE:** December 10, 2025  
**SUBJECT:** Bond Defeasance of Future Debt Service



**COMMITTEE:** Administration, Finance & Audit

X VOTE  
       INFORMATION

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 staff are recommending the execution of an approximately \$24.5 million defeasance to reduce future year rate increases. The \$24.5 million required for the defeasance is derived from the remaining FY25 positive budget variance and interest earnings on the escrow. These funds will be used to prepay debt service coming due in FY27 through FY30 (\$21.5 million in principal and \$3.0 million in interest). The defeasance of debt, coupled with diligent management of operational expenses, have been the keys to MWRA's ability to keep assessment increases sustainable and predictable.*

### RECOMMENDATION:

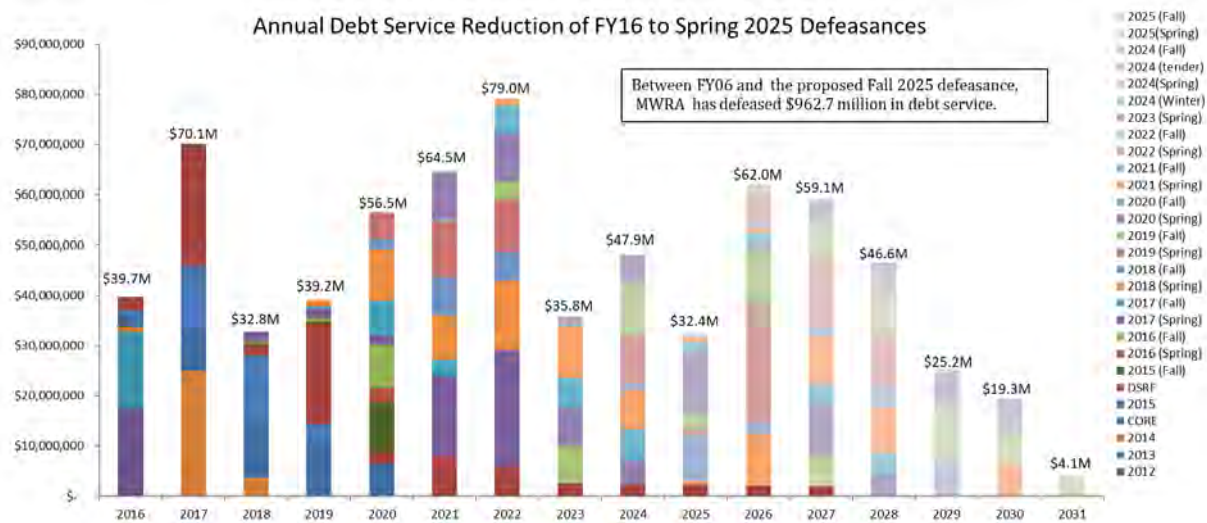
To authorize the Executive Director or his designee, on behalf of the Authority, to enter into, execute and deliver all necessary agreements and other instruments and to take such other actions necessary to effectuate the redemption and defeasance of an aggregate principal amount of \$21,500,000 of outstanding 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 approximately \$24.5 million in the FY27 through FY30 timeframe.

### DISCUSSION:

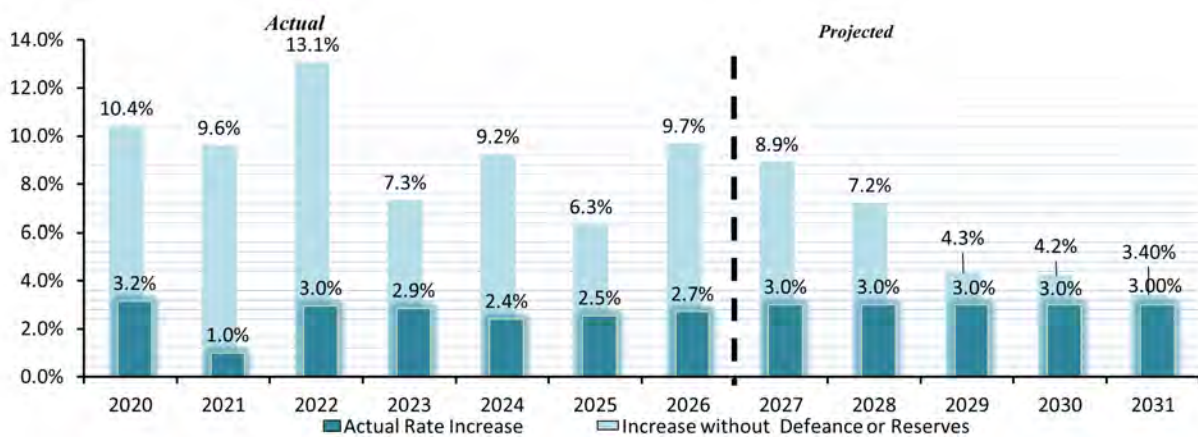
MWRA has approximately \$23.2 million available from the FY25 budget, after the \$1.3 million deposit into the Construction Fund to pay for the additional cost for the Quabbin Administration Building Roof. Staff propose using those available funds and estimated escrow earnings of \$0.5 million to execute a defeasance of outstanding debt. Staff recommend using those funds to complete a defeasance of outstanding bonds for future year debt service savings and to continue to help manage the impact of the assessment pressure particularly on the water utility communities.

MWRA's ongoing use of defeasances has had a significant impact in lowering future debt service payments and limiting annual rate revenue increases. From 2006 through this proposed

transaction, MWRA will have defeased \$901.0 million in debt service to reduce future year rate revenue requirements. The following chart details the multi-year impact of those defeasances.



The application of these defeasances has had a significant impact on rate increases. The chart below shows the estimated rate increase without the application of the defeasances.



Staff reviewed all bonds available to be defeased, and have identified the maturities of the bonds in the following table as the most advantageous defeasance candidates to manage future debt service on both total budget and utility level.

Series	Maturity	Call Date	Principal	Defeasance Cost <sup>1</sup>
2016C	August 1, 2029	August 1, 2026	\$ 7,000,000	\$ 7,000,000
2016C	August 1, 2030	August 1, 2026	\$ 7,000,000	\$ 7,000,000
2019B	August 1, 2028	August 1, 2028	\$ 4,000,000	\$ 4,400,000
2021B	August 1, 2027	August 1, 2027	\$ 3,500,000	\$ 3,675,000
<b>Total</b>			<b>\$ 21,500,000</b>	<b>\$ 22,075,000</b>

(1) Defeasance costs is only anticipated funds from surplus and does not included current year deposits.

The following table details the annual budget savings by fiscal year for the proposed FY25 Fall Defeasance.

Budget Reduction by Fiscal Year				Total CEB Reduction
2027	2028	2029	2030	
\$ 4,575,000	\$ 4,900,000	\$ 7,700,000	\$ 7,350,000	\$ 24,525,000

The proposed defeasance reduces debt service by a total of \$24.5 million between FY27 and FY30. The total debt service reduction attributable to the defeasance is approximately \$2.5 million higher than the defeasance cost because the 2029 and 2030 maturities of the 2016 Series C bonds are callable prior to their maturity dates. The payment of these bonds on the call date will yield interest savings, as a result of paying off the bonds prior to maturity without interest accruing. Since 2006, MWRA has avoided \$50.9 million in interest by defeasing callable bonds. In addition to the interest rate savings, the defeasance also directly targets water utility principal coming due in FY27 to continue to manage the assessment increase pressure on MWRA's water communities.

The funds will be utilized to purchase governmental securities in an amount sufficient to make all future interest and principal payments on the bonds to be defeased, offset by the interest earned on the securities.

The governmental securities purchased will be deposited with an escrow agent (bond trustee). Once established, the escrow is irrevocable, replacing any future debt service payments due for the bonds being escrowed, and therefore reducing the rate revenue requirement. Establishing an escrow reduces debt service requirements for each fiscal year from the time it is executed until the defeased bonds mature or are called.

Establishing an escrow to defease debt requires that MWRA's bond counsel draft an agreement to this effect and an independent verification agent must certify that the funds in the escrow are sufficient to pay the remaining debt service. Bonds that are defeased are not included in the MWRA's debt cap or debt service coverage calculations. Staff will continue to monitor market conditions and the maturities available to be defeased to ensure that the bonds selected provide MWRA with the highest available debt service savings.

#### **BUDGET/FISCAL IMPACT:**

The defeasance of these bonds will decrease the FY27 through FY30 debt service requirement by approximately \$24.5 million. The cost associated with bond counsel and financial advisory services will be paid out of the Treasury Department's professional services budget.

## STAFF SUMMARY

**TO:** Board of Directors  
**FROM:** Frederick A. Laskey, Executive Director  
**DATE:** December 10, 2025  
**SUBJECT:** Agency-Wide Technical Assistance Consulting Services  
CDM Smith, Inc., Contract 8062  
Hazen and Sawyer, P.C., Contract 8063



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**COMMITTEE:** Wastewater Policy & Oversight

     INFORMATION

  X   VOTE



Michele S. Gillen

Director of Administration

Brian L. Kubaska, P.E., Chief Engineer  
Kathleen M. Pearson, Sr. Program Manager  
Preparer/Title



Kathleen M. Murtagh, P.E.

Chief Operating Officer

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### RECOMMENDATION:

To approve the recommendation of the Consultant Selection Committee to award two separate contracts to provide agency-wide technical consulting services, Contract 8062 to CDM Smith, Inc. and Contract 8063 to Hazen and Sawyer, P.C., and to authorize the Executive Director, on behalf of the Authority, to execute said contracts, each in an amount not-to-exceed \$4,500,000 and each for a contract term of 36 months from the Notice to Proceed.

### DISCUSSION:

The purpose of technical assistance consulting contracts is to make available, on a continuing, as needed basis, the services of qualified, professional engineering firms and staff to assist Authority staff on engineering study and design initiatives. The contracts may also provide Engineering Services During Construction (ESDC) and Resident Engineering/Inspection (REI) services. The technical assistance contract consultants are required to have expertise in civil, structural, geotechnical, environmental and sanitary, mechanical and process, heating, ventilation and air conditioning, fire protection, electrical, control systems, and chemical engineering as well as architecture, surveying, corrosion and odor control, permitting, security and cost estimating. These agency-wide technical assistance consulting contracts provide professional services on high-priority or unanticipated projects, and smaller priority projects such as roof and fuel oil tank replacements. These contracts also provide expertise on assignments requiring specialized disciplines that are not cost effective for MWRA to maintain on an in-house basis and ensure that adequate resources are available to quickly respond when emergencies or unanticipated situations arise.

Under each technical assistance consulting contract (TA), task orders are issued for particular assignments. Approval from the Chief Engineer is required for all task orders up to and including \$25,000; from the Deputy Chief Operating Officer for task orders greater than \$25,000 and up to



and including \$50,000; and, from the Chief Operating Officer on any task order greater than \$50,000 and up to and including \$100,000. In the event that a Task Order greater than \$100,000 is needed, the Chief Operating Officer will confer with the Executive Director prior to approval. Under previous TAs, MWRA has issued task orders for a wide variety of assessment, design, and ESDC initiatives including:



Figure 1: Cottage Farm CSO facility Sodium Hypochlorite Tank

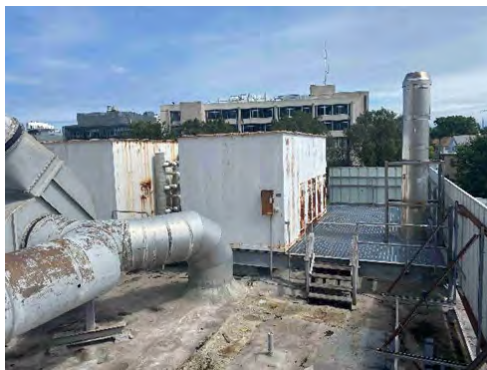


Figure 2: Ward Street Headworks Make-Up Air Handling Units



Figure 3: West Roxbury Tunnel Inspection Plan Development and Condition Assessment

- Sodium Hypochlorite Tanks Repair;
- Ward Street Headworks Make-Up Air Handling Units Replacements;
- Farm Pond Inlet Chamber Repair;
- Walnut Street Bridge Structural Analysis;
- Prison Point CSO Facility EPA Mandated Engine Emissions Performance Testing;
- Prison Point Discharge Pipe;
- Norumbega Covered Storage Tank Cell No. 3 Cleaning;
- Charlestown Pump Station Seawall Repair;
- SCADA CWTP SCADA Design Review;
- Winsor Dam Intake Masonry Repairs;
- Cottage Farm CSO Facility EPA Mandated Engine Emissions Performance Testing;
- Wachusett Reservoir Water Quality Sampling Station;
- West Roxbury Tunnel Inspection Plan Development and Condition Assessment;
- Condition Inspection and Structural Evaluation of Section 88 Water Main Support System on Canton St. MassDOT Bridge Westwood;
- Modifications of Regulator RE-051 Weir Wall and Flow Monitoring Device Installation;
- Lonergan Intake Facility (Shaft 8 Intake Facility) Walkway and Wall Improvements;
- Foss Reservoir Gatehouse Wet Well Internal Masonry Repair; and
- Columbus Park and Ward Street Headworks Interim Roof Repairs Assessment.

Potential future agency-wide TA task orders include the following:

- Exterior Mobile Generator Connections at Six Facilities (Alewife Brook Pump Station, Intermediate High Pump Station, DeLauri Pump Station, Belmont Pump Station, Dudley Road Pump Station and Chemical Building, and the Walnut Hill Chemical Building at the John J. Carroll Water Treatment Plant);
- Prison Point CSO Facility Improvements – Contract 7462 Re-bid Evaluation; and
- Structural Condition Assessment and Evaluation of the Bellevue 1 Standpipe.

## Procurement Process

On September 20, 2025, MWRA issued a one-step Request for Qualifications Statements/Proposals (RFQ/P) that was publicly advertised in the Central Register, Boston Herald, Banner Publications, the Dorchester Reporter, and El Mundo. In addition, just under 200 firms registered as consultants on the MWRA Portal received notice of the RFQ/P through the MWRA Supplier Portal. Forty-one firms reviewed the RFQ/P documents. On October 16, 2025, MWRA received proposals from the following firms: Arcadis U.S., Inc. (Arcadis), CDM Smith, Inc. (CDM), Hazen and Sawyer, P.C. (Hazen), Jacobs Engineering Group Inc. (Jacobs), and Kleinfelder Northeast, Inc. (Kleinfelder). The RFQ/P included the following evaluation criteria and points: Cost - 25 points; Qualifications/Key Personnel - 25 points; Experience/Past Performance on Similar Non-Authority Projects and Past Performance on Authority Projects - 25 points; and Capacity/Organization and Technical/Management Approach - 25 points.

Since the exact scope and estimated labor hours that will ultimately be required under the contracts are currently unknown, staff developed a sample cost exercise designed to compare the costs of the proposers. MWRA provided an approximate total number of hours that may be expended based on the average annual distribution of hours from prior TA contracts and required the proposers to provide average chargeable hourly rates per labor category, including escalation and multipliers incorporating indirect costs and profit. Proposers' submitted rates were inserted into the formula and the results of the cost exercise are shown in Table 1 – Sample Cost Exercise below.

**Table 1 – Sample Cost Exercise**

<b>PROPOSER</b>	<b>SAMPLE COST EXERCISE ESTIMATE</b>
Kleinfelder Northeast, Inc.	\$2,399,484*
Jacobs Engineering Group Inc.	\$2,416,959*
<i>Engineer's Estimate</i>	\$2,419,454
Arcadis U.S., Inc.	\$2,526,234*
CDM Smith, Inc.	\$2,535,648*
Hazen and Sawyer, P.C.	\$2,586,661*

\*Reflects corrections made due to mathematical errors/rounding.

The proposers' sample cost exercise estimates, as noted above, are within -0.8% to 6.9% of the Engineer's Estimate, showing that the proposers' labor, overhead and profit rates were competitive. All five firms requested waivers for direct labor rates over the Authority's stated cap of \$75 dollars per hour for the top key personnel including the Principals, Project Managers, and some Senior Engineers. The firms had appropriate comprehensive hourly rates for their other staff.

The five voting members on the Selection Committee reviewed, scored and ranked the proposals as shown in Table 2- Proposals Rankings:

**Table 2 – Proposals Ranking**

<b>PROPOSER</b>	<b>TOTAL POINTS</b>	<b>FINAL RANKING</b>
<b>CDM Smith, Inc.</b>	<b>412.00</b>	<b>1</b>
<b>Hazen and Sawyer, P.C.</b>	<b>381.25</b>	<b>2</b>
Jacobs Engineering Group Inc.	389.25	3
Kleinfelder Northeast, Inc.	363.75	4
Arcadis U.S., Inc.	332.00	5

CDM was ranked first by the Selection Committee, having received the highest number of points. CDM had the fourth lowest price in the cost exercise, which was 4.8% more than the Engineer's Estimate. While CDM's estimated costs were not the lowest, its scores on other criteria gave it higher points and a better overall rank. CDM's proposed key personnel have excellent qualifications and extensive relevant experience, including working for MWRA on several TAs. CDM held MWRA Agency-Wide Technical Assistance Consulting Services Contract 7692 from 2020 to 2023. CDM holds one of the current Technical Assistance Consulting Services contracts for the John J. Carroll Water Treatment Plant and one of the current Technical Assistance Consulting Services contracts for Deer Island Wastewater Treatment Plant. CDM's internal and external references for current and past TAs, on other Authority and non-Authority projects were all highly rated. CDM illustrated that it has the capacity to support the work of this contract by showing its deep bench of staff, including task managers. The firm demonstrated a clear understanding of MWRA processes, including evaluation of alternatives, emphasis on communication and efficiency, the importance of quality assurance/quality control, and management and execution of short notice assignments. CDM's proposal included a stronger technical approach compared to the other firms.

Hazen was ranked second by the Selection Committee and received the second highest number of points. Hazen had the highest price in the cost exercise, which was 6.9% more than the Engineer's Estimate. Hazen proposed the lowest profit factor for design at 10%. Hazen's proposed organization and management approach was very good and has been effective on previous MWRA TAs. Key personnel have good qualifications and extensive relevant experience. The Project Manager ensured that all task orders on the previous MWRA Agency-Wide Technical Assistance Consulting Services Contract 7990 were delivered at or under budget, allowing MWRA to repurpose funds for other task orders. Hazen has held five MWRA Agency-Wide Technical Assistance Consulting Services contracts over the past 11-years, including Contracts 7456, 7497, 7498, 7691, and 7990. Hazen holds one of the current Technical Assistance Consulting Services contracts for the John J. Carroll Water Treatment Plant and one of the current Technical Assistance Consulting Services contracts for the Deer Island Wastewater Treatment Plant. Hazen's external and internal reference checks for current and past TAs were excellent. Hazen has the capacity to support the work of this contract. In its proposal, Hazen demonstrated a clear understanding of the process, including an evaluation of alternatives, emphasis on communication and efficiency, the importance of quality assurance/quality control, and management and execution of short notice assignments. Hazen also had a strong technical approach compared to Jacobs, Kleinfelder and Arcadis.



Jacobs was ranked third by the Selection Committee. Jacobs had the second lowest price in the cost exercise, which was 0.1% lower than the Engineer's Estimate. Jacobs had high direct labor rates, but a low escalation rate at 3% and an overhead cost rate under 100%, which were very competitive. Jacobs requested more salary rate cap waivers than the other firms, which included the Principal, Project Manager, nine Senior Engineers and two Project Engineers. Jacobs key personnel have good qualifications and experience. Jacobs has not worked on a MWRA Technical Assistance Consulting Services contract in the past, but played a key role in the design of the UV system for the John J. Carroll Water Treatment Plant. Jacobs received very good to excellent external reviews from references in the New England region. Jacobs has one internal MWRA review that was low.

Kleinfelder's proposal was ranked fourth by the Selection Committee. Kleinfelder had the lowest price in the cost exercise, which was 0.8% lower than the Engineer's Estimate. Kleinfelder has held two MWRA Agency-Wide Technical Assistance Consulting Services Contracts 7604 and 7991 over the past six years and the MWRA Agency-Wide Resident Engineer/Inspector Services Contract 7629. The internal reviews from references concerning experience and past performance on Authority projects, as well as external reviews from references for projects, were very good. While Kleinfelder's proposed key personnel have good qualifications and extensive relevant experience, its proposed Capacity/Organization and Technical/Management Approach were not as strong as the top two ranked proposers.

Arcadis was ranked fifth by the Selection Committee. Arcadis had the third lowest price in the cost exercise, which was 4.4% higher than the Engineer's Estimate. Arcadis had the lowest profit factor for design at 10% and a low escalation rate at 3%. Arcadis has not worked on a MWRA TA in the past. It currently serves as prime consultant on MWRA's SCADA upgrade and as a subconsultant on the Nut Island Headworks Odor Control Project. The external reviews from references were very good, but the internal reviews from references rated the firm lower. Key personnel have good qualifications and extensive relevant experience.

The cost proposals submitted by all firms were competitive based on the cost exercise shown in Table 1 above. While all firms proposed good key personnel on their teams, CDM's and Hazen's team scored higher than the other firms. CDM's proposal scored highest in Experience/Past Performance on Similar Non-Authority Projects and Past Performance on Authority Projects, and Capacity/Organization and Technical/Management Approach followed by Hazen. Based on final rankings, and for the reasons set forth above, the Selection Committee recommends the award of Contract 8062 to CDM Smith, Inc. and Contract 8063 to Hazen and Sawyer, P.C., each in an amount not to exceed \$4,500,000 and for a contract term of 36 months from the Notice to Proceed.

#### **BUDGET/FISCAL IMPACT:**

The FY26 Capital Improvement Program includes a budget of \$2,500,000 each for Agency-Wide Technical Assistance Consulting Services Contracts 8062 and 8063. Any difference will be absorbed within the five-year CIP spending cap. The FY27 draft Proposed CIP will include \$4,500,000 each for these contracts with the extended contract duration.

**MBE/WBE PARTICIPATION:**

Due to the specialized and uncertain nature of this work, no minimum MBE or WBE participation requirements were established for these contracts.

## STAFF SUMMARY

**TO:** Board of Directors  
**FROM:** Frederick A. Laskey, Executive Director  
**DATE:** December 10, 2025  
**SUBJECT:** Wind Turbine No. 1 Replacement, Deer Island Treatment Plant  
O'Connor Corporation  
Contract 8148



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**COMMITTEE:** Wastewater Policy and Oversight

\_\_\_\_ INFORMATION

X VOTE



Michele S. Gillen

Director of Administration

Chad Whiting, Director, Deer Island Treatment Plant  
Richard Adams, Manager, Engineering Services  
Preparer/Title



Kathleen M. Murtagh, P.E.

Chief Operating Officer

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### RECOMMENDATION:

That the Executive Director, on behalf of the Authority, approve the award of Contract 8148, Wind Turbine No. 1 Replacement, Deer Island Treatment Plant, to the lowest responsible and eligible bidder, O'Connor Corporation, and to execute said contract in the not-to-exceed amount of \$3,818,617, for a contract term of 420 calendar days.

### DISCUSSION:

The MWRA has a long-standing commitment to renewable energy, efficiency and greenhouse gas reduction. These efforts align with statewide climate policies, including the Commonwealth's Clean Energy and Climate Plan for 2050 and Massachusetts Executive Order 594. MWRA continues with energy and sustainability efforts, as well as maintenance of existing energy infrastructure.

MWRA has optimized siting and installed wind turbines at two locations, with two turbines at Deer Island and one at the DeLauri Pump Station in Charlestown. However, due to site constraints and lower wind resources at many MWRA facilities, opportunities for large scale wind turbine installations are limited.



Deer Island had two 600 kW wind turbines located in the south parking lot. The turbines were commissioned in November 2009 and were placed into operation in April 2010. On May 29, 2023, Wind Turbine No. 1 experienced a catastrophic failure and remains out of service. The failure resulted in substantial damage in the nacelle (cover housing on top of the tower) with equipment

broken from mountings and the hub rotor and blades separated from the nacelle, and the nacelle leaning forward from its normal vertical position with numerous retaining bolts snapped.

Contract 8148 includes the replacement of the original failed Wind Turbine No. 1 with a completely refurbished nacelle, new power cables between the turbine transformer and the base of the tower, and a new tower. Third party testing was conducted and the results indicate that the existing anchoring system and concrete foundation were unaffected by the turbine failure and can be reused. The ability to reuse the existing foundation and anchor points allows for the replacement of the turbine without new permitting requirements.

### **Procurement Process**

Contract 8148 was advertised in the Central Register, Boston Herald, Banner Publications, El Mundo, COMMBUYS and the Dorchester Reporter, and bid in accordance with Chapter 30 of the Massachusetts General Laws. In addition, the bid documents were made available for public downloading on MWRA's e-procurement system (Event 6419). A site visit was held on October 15, 2025, and a bid opening was held on November 14, 2025, with the following result:

<b>BIDDER</b>	<b>BID PRICE</b>
O'Connor Corporation	\$3,818,617
Engineer's Estimate	\$3,800,000

O'Connor Corporation's bid price is approximately 0.5% higher than the Engineer's Estimate. Staff interviewed representatives of O'Connor Corporation who were directly responsible for the development of the bid package. O'Connor Corporation's staff confirmed they understood the scope of the specifications and that the bid price was complete and as specified.

O'Connor Corporation is the current contractor for the Thermal Power Plant Maintenance Contract OP-464 for Deer Island. O'Connor Corporation is the existing combustion turbine maintenance contractor and has also been awarded the past three contracts. MWRA staff have been very satisfied with the contractor's past performance on the previous maintenance contracts and noted that it carries the required experienced technical staff and management to successfully complete this project. O'Connor Corporation is very familiar with the Deer Island facility and MWRA's procedures for accessing and performing work on the wind turbine generators.

O'Connor Corporation's references and OSHA records were checked and found to be favorable. Staff reviewed O'Connor Corporation's bid, and have determined that it is reasonable and complete, and it meets all of the requirements of the specifications, including the payment of prevailing wages as required. Staff have determined that O'Connor Corporation possesses the skill, ability and integrity necessary to perform the work under this contract and is qualified to do so. Therefore, staff recommend the award of this contract to O'Connor Corporation as the lowest responsible and eligible bidder.

**BUDGET/FISCAL IMPACTS:**

The FY26 CIP includes \$4,500,000 for Contract 8148. The proposed contract award amount is \$3,818,617. MWRA also plans on using Climate Mitigation Trust grant funds to reimburse eligible project costs.

**MBE/WBE PARTICIPATION:**

The minimum MBE and WBE participation requirements for this contract are 7.24% and 3.6% respectively. O'Connor Corporation submitted a partial waiver request for MBE participation. After reviewing the bid and the partial waiver request, the Affirmative Action and Compliance Unit has approved the partial waiver.

## STAFF SUMMARY

**TO:** Board of Directors  
**FROM:** Frederick A. Laskey, Executive Director  
**DATE:** December 10, 2025  
**SUBJECT:** Harbor and Outfall Monitoring, Benthic, Fish, and Shellfish Monitoring  
Contract OP-401B, Amendment 4  
Normandeau Associates, Inc.




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**COMMITTEE:** Wastewater Policy & Oversight

       INFORMATION  
  X   VOTE

Rebecca Weidman, Deputy Chief Operating Officer  
David Wu, Director, Environmental Quality  
Christopher Goodwin, Program Manager  
Preparer/Title

  
Kathleen M. Murtagh, P.E.  
Chief Operating Officer

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### RECOMMENDATION:

To authorize the Executive Director, on behalf of the Authority, to approve Amendment 4 to Contract OP-401B, Harbor and Outfall Monitoring, Benthic, Fish and Shellfish Monitoring, with Normandeau Associates, Inc. to increase the contract amount by \$618,262.12 from \$2,986,842.61 to \$3,605,104.73 and to increase the contract term by one year from October 31, 2026 to October 31, 2027.

### DISCUSSION:

The Deer Island Treatment Plant's outfall discharges into Massachusetts Bay. Environmental monitoring of the Bay is a component of Deer Island's NPDES discharge permit issued in 2000 and is therefore legally required and enforceable. The monitoring plan is structured around a set of specific, testable monitoring questions addressing various aspects of the Bay ecosystem. Monitoring is conducted under two contracts – one for water column monitoring, currently held by Battelle Memorial Institute, and one for benthic, fish and shellfish monitoring with Normandeau Associates, Inc. The benthic, fish, and shellfish monitoring includes monitoring seafloor communities in Massachusetts Bay and Boston Harbor, a video survey of the seafloor near the outfall, and collection and testing of flounder, mussels, and lobster from several locations in Boston Harbor and Massachusetts Bay. MWRA's monitoring has answered a number of the original questions and has shown that the outfall has had minimal impact on the environmental health of the Bay.

In May 2023, EPA issued a draft NPDES permit for Deer Island, which removed the benthic, fish, and shellfish monitoring requirements. The water column monitoring elements were retained, and the Board approved a new 48-month contract for water column monitoring at the November 2023 Board Meeting.

The timing of the draft permit becoming a final permit is uncertain. MWRA, along with other parties, submitted comments on the draft permit in November 2023. EPA's timeline for responding

to comments and issuing a final permit is unclear. Until EPA finalizes and issues a new permit, the current permit requirements remain in force. This amendment is to cover the upcoming season of required benthic, fish, and shellfish monitoring and reporting pursuant to the current permit.

The original contract included three years of field data collection (2020, 2021, and 2022), and one “wrap-up” year to conclude data analysis work and report writing (2023). Amendments 1, 2 and 3 added additional field work in 2023, 2024 and 2025, and moved the “wrap-up” year to 2026. Amendment 4 will add another field work year (2026) and move the “wrap-up” year to 2027, therefore meeting the monitoring requirements in the current NPDES permit for another year.

The original contract was awarded in November 2019, and Amendment 1 was approved in November 2022, Amendment 2 was approved in February 2024, and Amendment 3 was approved in December 2024. The cost of Amendment 4 is 26% more than Amendment 3, because 2026 monitoring includes permit-required hard bottom monitoring that occurs every three years. For tasks that are consistent between Amendments 3 and 4, the cost escalation is 5.9%. Staff believe this cost escalation is reasonable. Details of Amendment 4 follow.

Additional Project Management \$58,127.00

Amendment 4 requires additional project management that includes setup for the additional work, as well as additional monthly progress meetings and quarterly quality assurance/quality control reports in 2026 and 2027.

Benthic, Fish and Shellfish Surveys and Survey Data Management \$372,132.42

The core of Contract OP-401B is the benthic, flounder, lobster, and mussel surveys in Boston Harbor and Massachusetts Bay. The 2000 permit requires annual analysis of flounder health and benthic habitat near the outfall. Those surveys will need to be completed in 2026. There is also a requirement for camera-based monitoring of hard-bottom habitat near the outfall every third year. Amendment 4 will add those surveys for calendar year 2026 with the requisite time for testing, data review, and data management. Normandeau’s subcontractors are responsible for most of the data analysis. Management of the collected data is also included in this cost.

Task Order Allocation \$75,000.00

Contract OP-401B has traditionally included a yearly allocation of funds for task order work. The original contract included \$75,000 per year for the field work years, and Amendment 4 continues that funding with \$75,000 for 2026.

Analysis and Reporting \$113,002.70

Contract OP-401B also includes several subtasks for writing technical reports for submission to EPA and MassDEP, and posting on MWRA’s website. As Amendment 4 extends sample collection into 2026, Normandeau will write reports on 2026 data in 2027. This sum includes funding for the 2026 annual technical workshop.

### Contract Summary

	<u>Amount</u>	<u>Time</u>	<u>Dated</u>
Contract Amount:	\$1,399,332.30	46 months	2/10/20
Amendment 1:	\$541,480.10	12 months	4/7/23
Amendment 2:	\$557,230.94	12 months	4/17/24
Amendment 3:	\$488,799.27	12 months	1/27/25
Amendment 4:	<u>\$618,262.12</u>	<u>12 months</u>	Pending
Adjusted Contract:	\$3,605,104.73	94 months	

### **BUDGET/FISCAL IMPACTS:**

Adequate funding is included in the FY26 and draft Proposed FY27 Current Expense Budgets under 22500-10602. Appropriate funding will be included in subsequent CEB requests.

### **MBE/WBE PARTICIPATION:**

AACU established a zero percent MBE or WBE participation requirement for this contract, and this remains unchanged for this amendment.



## STAFF SUMMARY

**TO:** Board of Directors  
**FROM:** Frederick A. Laskey, Executive Director  
**DATE:** December 10, 2025  
**SUBJECT:** Shaft L Interconnection Design, Engineering Services During Construction, and Resident Engineering Services  
Contract 8080  
Jacobs Associates d/b/a Delve Underground

*Frederick A. Laskey*

**COMMITTEE:** Water Policy and Oversight

       INFORMATION

  X   VOTE

*Michele S. Gillen*  
Michele S. Gillen

Director of Administration

*Kathleen M. Murtagh*  
Kathleen M. Murtagh, P.E.  
Chief Operating Officer

Brian L. Kubaska, P.E., Chief Engineer  
Kellie K. Stevens, P.E., Program Manager  
Preparer/Title

## RECOMMENDATION:

To approve the recommendation of the Consultant Selection Committee to award Contract 8080, Shaft L Interconnection Design, Engineering Services During Construction and Resident Engineering Services, to Jacobs Associates d/b/a Delve Underground, and to authorize the Executive Director, on behalf of the Authority, to execute said contract in an amount not-to-exceed \$2,986,210 for a contract term of 63 months from the Notice to Proceed.

## DISCUSSION:



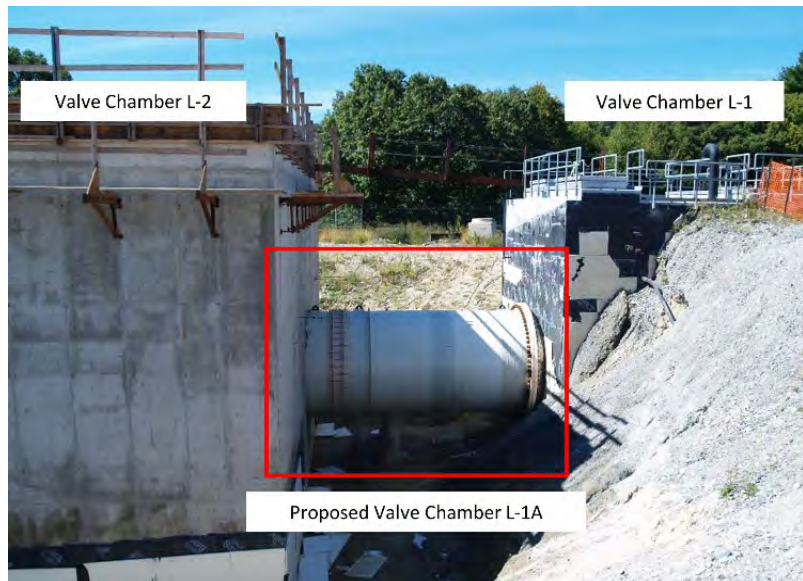
Figure 1: Shaft L Location

MWRA recently evaluated the potential for expansion of its water system to communities located in the Ipswich River Basin, South Shore, MetroWest and Quabbin Watershed through Water System Expansion Feasibility Studies. The MetroWest Study identified a potential demand of 34.2 mgd for 14 MetroWest communities that could be supplied via a 54-inch diameter interconnection at Shaft L in Framingham, shown in Figure 1.

Because the Town of Wayland is actively pursuing a connection to the MWRA system, Hazen and Sawyer, P.C. was tasked to evaluate the feasibility of constructing a 54-inch diameter interconnection at Shaft L via a task order under MWRA Technical Assistance Contract 7713.

The Study confirmed that a 54-inch diameter interconnection is feasible and could supply water from both the Hultman Aqueduct and MetroWest Water Supply Tunnel, while also maintaining current operational functions. The recommended alternative includes construction of a 54-inch diameter interconnection in a new valve chamber between existing valve chambers L-1 and L-2 (shown in Figure 2 during construction in 2021) with a piping/valve configuration that meets the project objectives.

Contract 8080 will provide design, engineering services during construction and resident engineering services for the 54-inch interconnection at Shaft L. The project design will provide contract documents for a single construction contract to be publicly bid in accordance with G.L. c.30, §39M. The contract duration of 63 months includes: design and bidding services, estimated to take 27 months from the Notice to Proceed date; the construction phase, estimated to take 24 months; and a 12-month warranty period.



*Figure 2: Proposed Valve Chamber Location*

## **Procurement Process**

On July 16, 2025, MWRA issued a one-step Request for Qualifications Statements/Proposals (RFQ/P) that was publicly advertised in the Central Register, Boston Herald, Banner Publications, Dorchester Reporter, and El Mundo. In addition, automated notice of the RFQ/P was sent to registered firms through the MWRA Supplier Portal, and an email notice was sent directly to 62 firms. A total of 34 firms requested the RFQ/P documents, at least seven of which were potential prime consultants.

The RFQ/P included the following evaluation criteria: Cost (25 points); Qualifications and Key Personnel (25 points); Technical Approach, Capacity/Organization and Management Approach (25 points) Experience/Past Performance on Similar Non-Authority Projects and Past Performance on Authority Projects (22 points); and, MBE/WBE Participation (3 points).

A pre-proposal meeting and site visit were held on July 24, 2025 and were attended by three firms: Jacobs Associates d/b/a Delve Underground, Weston & Sampson Engineers, Inc. and WSP USA, Inc. On September 5, 2025, MWRA received one proposal from Delve Underground with Weston & Sampson as a subconsultant. Staff conducted outreach to five potential prime consulting firms to gain an understanding of why they chose not to submit a proposal. The feedback from several firms was that they were tracking other upcoming projects with MWRA and chose to reserve staffing capacity for those future opportunities. Other firms relayed they lacked requisite experience and staff availability, or that the work was specialized and would require numerous subconsultants to meet the project team requirements as outlined in the RFQ/P.

The Selection Committee met on September 29, 2025 to evaluate and score the proposal. The following table represents the cost and level of effort proposed:

<b>Firm</b>	<b>Proposed Contract Cost</b>	<b>Level of Effort</b>
*Delve Underground	\$3,472,377	16,335 hours
<i>Engineer's Estimate</i>	\$2,270,000	12,297 hours

\*Contract cost and level of effort were adjusted by MWRA to match the Predetermined Level of Effort of 1,600 as stated in the project's scope of work. Further adjustments were subsequently made as a result of discussions with staff as set forth below.

Delve Underground's cost proposal was \$1,202,377, or 53%, higher than the Engineer's Estimate, and the proposed level of effort was 4,038 hours, or 33%, more than the Engineer's Estimate. Delve Underground's proposed cost and level of effort far exceeded the Engineer's Estimate and did not appear commensurate with the proposed scope of work. MWRA staff met with Delve Underground on October 30, 2025, to discuss its price proposal. The objective of the meeting was to confirm Delve Underground's understanding of the scope of work and identify potential opportunities for cost savings by right-sizing Delve Underground's level of effort without a reduction in contract scope. Delve Underground was amenable to discussing budget reductions and presented a revised cost proposal to MWRA staff at a follow-up meeting on November 7, 2025. Delve Underground suggested a budget reduction of \$486,167, which was primarily achieved by removing activities not required to meet the scope of work and reducing the proposed number of design drawings to better match the project requirements. Delve Underground's revised cost proposal was \$2,986,210, which is \$716,210, or 32% more than the Engineer's Estimate. The primary reason Delve's updated cost proposal is higher than the Engineer's Estimate is due to their higher average hourly rate, which reflects the actual hourly rates of staff proposed to work on the project compared to the general hourly rate included in the Engineer's Estimate. Delve Underground's new level of effort is 13,330 hours, or 8% more than the Engineer's Estimate, which is more commensurate with the Engineer's Estimate. Staff determined that Delve Underground's updated cost proposal and level of effort for the work involved are reasonable and within industry standards.

Delve Underground provided examples of relevant projects with comparable scope and size, and references for these projects were very good, with all indicating that they would rehire the firm. The qualifications of the proposed key personnel are excellent and include an experienced team for the key technical roles for the project. Further, Delve Underground proposed a project manager with valuable experience related to large diameter pipelines and valve chamber design. In addition, Delve Underground is currently working with the MWRA providing geotechnical support services on the Metropolitan Water Tunnel Program (Contract 7557). Weston & Sampson is partnered with Delve Underground for Contract 8080, which augments the project team's experience working with MWRA. Lastly, Delve Underground's proposal exceeds MWRA's MBE participation requirement and met its WBE participation requirement. For the foregoing reasons, the Selection Committee recommends the award of Contract 8080 to Jacobs Associates d/b/a Delve Underground in the amount of \$2,986,210 and for a contract term of 63 months from the Notice to Proceed.

## **BUDGET/FISCAL IMPACTS:**

The FY26 CIP includes a total of \$2,070,000 for Contract 8080. The contract award is \$2,986,210, or \$916,210 over the CIP amount. This amount will be absorbed within the five-year CIP spending cap.

**MBE/WBE PARTICIPATION:**

The minimum MBE and WBE participation requirements for this contract are 7.18% and 5.77% respectively. Delve Underground has committed to 11.2% MBE and 5.8% WBE participation.

## STAFF SUMMARY


**TO:** Board of Directors  
**FROM:** Frederick A. Laskey, Executive Director  
**DATE:** December 10, 2025  
**SUBJECT:** Quabbin Maintenance Building  
 Design and Engineering Services During Construction  
 The Robinson Green Beretta Corporation  
 Contract 7677, Amendment 3



**COMMITTEE:** Water Policy & Oversight

       INFORMATION  
  X   VOTE

Brian L. Kubaska, P.E., Chief Engineer  
 Geetha Mathiyalakan, P.E., Program Manager  
 Preparer/Title

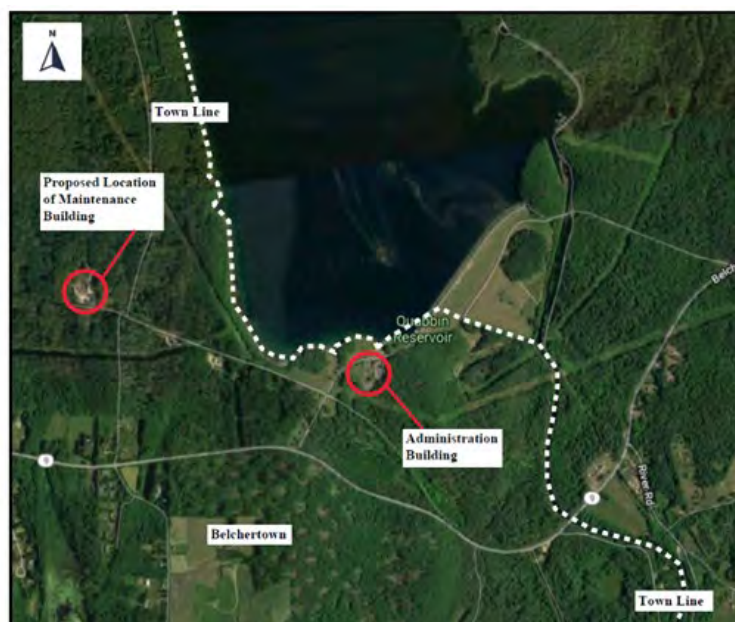
  
 Kathleen M. Murtagh, P.E.  
 Chief Operating Officer

### RECOMMENDATION:

To authorize the Executive Director, on behalf of the Authority, to approve Amendment 3 to Contract 7677, Quabbin Maintenance Building Design and Engineering Services During Construction, with The Robinson Green Beretta Corporation, extending the contract term by nine months, from December 17, 2025 to September 17, 2026, with no increase in contract price.

### DISCUSSION:

On March 17, 2021, the Board approved the award of Contract 7677 to The Robinson Green Beretta Corporation (RGB) to provide design and engineering services during construction for a new Quabbin Maintenance Building.



The proposed Department of Conservation and Recreation (DCR) Quabbin Maintenance Building will be a pre-engineered metal garage, located just north of two existing DCR buildings at the partially cleared site at 251 Blue Meadow Road in Belchertown. The proposed location is approximately 0.7 miles west of the Blue Meadow Road and Winsor Dam Road intersection near the southern end of Quabbin Reservoir.

The proposed new maintenance building will provide 8,800 square feet of floor area for vehicle fleet maintenance staff and equipment.

The project includes construction of a separate water building with 800 square feet of floor area to connect with the water supply well on the south side of the site and provide the potable water treatment and fire protection systems to the new maintenance building on the north side of the site. The new maintenance building includes office space, three maintenance bays for oversized vehicles and heavy equipment, one vehicle wash bay, and connects with the water building on the south to provide the fire protection system, and a potable water treatment system. The proposed site work includes installation of heavy-duty pavement for equipment parking, proposed plumbing site work for the wash bay area, including oil water separator tanks and tight tanks with alarms, a connection to the existing onsite wastewater septic system and new utilities including telecommunications.

### **Prior Amendments**

Amendment 1 was issued for additional time and effort for evaluation, permitting, and design to add a second water supply source as well as preparing a design that accommodates the more difficult site conditions than anticipated, including ground water, ledge and slope conditions. Amendment 2 granted an additional six months of time, at no additional cost, to finalize the design documents and complete bidding; however, that time extension was not adequate to complete the bid phase services as originally anticipated.

### **This Amendment**

Proposed Amendment 3 will increase the contract term by nine months to September 17, 2026, allowing the consultant to complete the remaining bid phase services. Amendment 2 anticipated bidding services would be completed by December 2025; however, with seven categories of filed sub-bids, finalizing bid documents has taken longer than the six-month time extension approved under Amendment 2.

Bid documents for this contract are planned to be finalized in December 2025. However, due to the Authority's upcoming Lawson upgrade, which will impact the procurement portal, all contract procurements must be completed by the end of January 2026 to accommodate the system cutover. Based on this timing, it will not be possible to receive filed sub bids and general bids in sufficient time. Therefore, staff will need to postpone advertising construction Contract 7577 until after the upgrade is in place which is anticipated to be in February 2026.

Award of Construction Contract 7577 is anticipated to be presented for Board of Directors' approval by June 2026, followed by a Notice to Proceed in Summer 2026, with Substantial Completion expected in Spring 2028. Upon completion of the remaining bidding services as proposed under Amendment 3, the construction schedule will be set and at that point a future amendment will be presented to the Board of Directors to propose continuing RGB's services through the 18-month construction duration and the 12-month warranty period. This future amendment will propose additional cost for project management and labor escalation and an extension of approximately 30 months to reach the end of the warranty period.

**CONTRACT SUMMARY:**

	<b>AMOUNT</b>	<b>TIME</b>	<b>DATED</b>
Original Contract	\$1,318,278	43 months	5/20/2021
Amendment 1*	\$325,165	6 months	1/2/2025
Amendment 2*	\$0	6 months	6/11/2025
<u>Amendment 3</u>	<u>\$0</u>	<u>9 months</u>	<u>Pending</u>
Amended Contract	\$1,643,443	64 months	
* Approved under delegated authority			

**BUDGET/FISCAL IMPACTS:**

Amendment 3 is for a time extension only and has no budgetary impact.

**MBE/WBE PARTICIPATION:**

There were no MBE/WBE participation requirements established for this contract due to the limited opportunities for subcontracting.



## STAFF SUMMARY

**TO:** Board of Director  
**FROM:** Frederick A Laskey, Executive Director  
**DATE:** December 10, 2025  
**SUBJECT:** December 2025 PCR Amendments

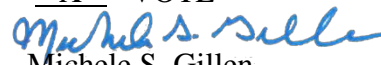


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**COMMITTEE:** Personnel and Compensation

Wendy Chu, Director of Human Resources  
Preparer/Title

       INFORMATION  
  X   VOTE

  
Michele S. Gillen  
Director, Administration

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### RECOMMENDATION:

To approve amendments 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.

### December 2025 PCR Amendments

There are six PCR Amendments this month.

#### Organizational Changes:

1. Creation of one Deputy General Counsel position in the Law Division (Non-Union Manager, Grade 16) to meet staffing needs.
2. Creation of one Program Manager, Industrial Treatment Systems and Data position in the Operations Division, TRAC Department (Unit 9, Grade 29) to meet staffing needs.
3. Title and grade change to one vacant position in the Operations Division, Meter Data Department from a Project Manager, Meter Data (Unit 6, Grade 11) to Data Analyst, Meter Data (Unit 6, Grade 8) to better meet staffing needs.
4. Creation of three Senior Laboratory Technician positions in the Operations Division, Laboratory Services Department (Unit 9, Grade 15) to meet long-term staffing needs.



**BUDGET/FISCAL IMPACT:**

The maximum annualized budget impact of the PCR amendment will be a maximum cost of \$587,560. Staff will ensure that the costs associated with the PCR amendment will not result in spending over the approved FY26 Budget.

**ATTACHMENTS:**

Job Descriptions

MASSACHUSETTS WATER RESOURCES AUTHORITY  
POSITION CONTROL REGISTER AMENDMENTS  
FISCAL YEAR 2026

PCR AMENDMENTS REQUIRING BOARD APPROVAL - December 10, 2025																	
Number	Current PCR #	V/F	Type	Current Title	UN	GR	Amended Title	UN	GR	Current/Budget Salary	Estimated New Salary		Estimated Annual \$ Impact		Reason For Amendment		
B11	Law Department TBD	N/A	N/A	N/A	N/A	N/A	Deputy General Counsel	NU	16	\$0	\$147,389	-	\$216,116	\$147,389	-	\$216,116	Creating a new position to meet a staffing need,
B12	Operations TRAC Dept TBD	N/A	N/A	N/A	N/A	N/A	Program Manager, Industrial Treatment Systems and Data	9	29	\$0	\$111,917	-	\$156,741	\$111,917	-	\$156,741	Creating a new position to meet a staffing need,
B13	Operations Meter Data TBD	V	T,G	Project Manager, Meter Data	6	11	Data Analyst, Meter Data	6	8	\$129,233	\$65,967	-	\$97,018	-\$63,266	-	-\$32,215	Title change to better meet staffing needs.
B14	Operations Laboratory Services TBD	N/A	N/A	N/A	N/A	N/A	Senior Laboratory Technician	9	15	\$0	\$59,911	-	\$82,306	\$59,911	-	\$82,306	Creating a new position to meet a staffing need,
B15	Operations Laboratory Services TBD	N/A	N/A	N/A	N/A	N/A	Senior Laboratory Technician	9	15	\$0	\$59,911	-	\$82,306	\$59,911	-	\$82,306	Creating a new position to meet a staffing need,
B16	Operations Laboratory Services TBD	N/A	N/A	N/A	N/A	N/A	Senior Laboratory Technician	9	15	\$0	\$59,911	-	\$82,306	\$59,911	-	\$82,306	Creating a new position to meet a staffing need,
			BOARD TOTAL = 6 TOTAL: \$375,773 - \$587,560														

**MWRA  
POSITION DESCRIPTION**

**POSITION:** Deputy General Counsel

**DIVISION:** Law

**DEPARTMENT:** Law

**BASIC PURPOSE:**

Assists in the management of the legal affairs of the Authority, including providing legal advice and representation to the Board of Directors, the Executive Director, and the management and operational staff in a timely and competent manner.

**SUPERVISION RECEIVED:**

Works under the general supervision of the General Counsel.

**SUPERVISION EXERCISED:**

Assists with the supervision of Associate General Counsels and other Law Division staff.

**ESSENTIAL DUTIES AND RESPONSIBILITIES:**

- Provides timely and competent legal advice, counsel and representation concerning the powers, responsibilities, duties and activities of the Authority.
- Researches and provides advice and counsel on federal, state and local laws, regulations, case law etc. Interprets and provides legal advice and counsel on the Authority's Enabling Act.
- Reviews, analyzes, and provides advice and counsel concerning transactions, contracts, agreements, legal documents and claims.
- Conducts legal research as required. Prepares legal memoranda and documents.
- Supports and provides assistance to the General Counsel in overseeing the legal affairs of the Authority.
- Assists with the management of the Law Division including personnel hiring, supervision and evaluation, budgeting, resource acquisition, program, and systems development.
- Represents or supervises the representation of the Authority in litigation and administrative proceedings conducted on behalf of or against the Authority as well as in interagency and intergovernmental matters.
- Manages outside counsel, as needed and/or directed by the General Counsel. Reviews, interprets and provides advice and counsel concerning legislative and regulatory matters.
- Assists in the Authority's long-term and project planning from a legal and regulatory perspective.
- Assists in the development and enforcement of regulatory programs for the Authority.

- Serves as liaison to federal, state, and local agencies and organizations, and municipalities, as needed and/or directed by the General Counsel.
- Acts as the General Counsel in his/her absence when requested.
- Assists with the administration and conduct of the Board of Directors' meetings.
- Serves on MWRA committees as directed by the General Counsel.
- Assists with the management of the department in a manner that is consistent with MWRA's goals of Diversity, Equity, and Inclusion.

#### **SECONDARY DUTIES:**

- Performs other related duties as required.

#### **MINIMUM QUALIFICATIONS:**

##### **Education and Experience:**

- Bachelor's degree in any field.
- Juris Doctor from an accredited law school.
- At least ten (10) years of legal experience as a practicing attorney.
- Understanding of relevant areas of law such as: litigation, environmental, public procurement, construction, contracts, and/or labor and employment.
- At least five years of managerial or supervisory experience, preferably managing or supervising other attorneys.

##### **Necessary Knowledge, Skills and Abilities:**

- Demonstrated ability to work directly with and serve as a trusted counsel to senior leadership.
- Demonstrated ability to review and analyze complex matters and information and clearly articulate conclusions, recommendations and rationale.
- Well-organized and detail oriented.
- Demonstrated ability to independently manage and successfully prioritize numerous assignments and matters under deadline pressure.
- Demonstrated ability to work on and manage a wide range of legal matters.
- Strong problem-solving and risk assessment skills.
- Strong supervisory skills. Demonstrated ability to manage and motivate other attorneys and staff

and to work collaboratively with all members of the Law Division.

- Excellent analytical, research, interpersonal, and oral and written communication skills.
- Experience working with government clients and/or on public law matters.
- Experience drafting, reviewing and negotiating legal documents.

**SPECIAL REQUIREMENTS:**

Admission in good standing to the bar to practice law in Massachusetts.

A valid Massachusetts Class D Motor Vehicle Operator's license or equivalent license from an adjacent state.

Must be available for occasional work on nights and weekends as needed.

**TOOLS AND EQUIPMENT USED:**

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

Position may be eligible for up to 50% telework.

December 2025

**MWRA  
POSITION DESCRIPTION**

**POSITION:** Program Manager, Industrial Treatment Systems and Data

**DIVISION:** Operations

**DEPARTMENT:** TRAC

**BASIC PURPOSE:**

Manages all aspects of TRAC's industrial pretreatment management system software program, including the data coming in from outside systems. Serves as primary internal and regulatory contact for pretreatment program management software and data transactions through outside associated software (such as LIMS, CROMERR, WebSMR, EPA-SCS, Lawson/Infor). Supervises professional staff.

**SUPERVISION RECEIVED:**

Reports to the Senior Program Manager, Compliance.

**SUPERVISION EXERCISED:**

Supervises professional and administrative technical and data management staff.

**ESSENTIAL DUTIES AND RESPONSIBILITIES:**

- Manages and supervises TRAC's data management group and Project Manager, PIMS. Defines, prioritizes, schedules and assigns projects. Forecasts and plans TRAC's management system upgrades, enhancements, and requirements.
- Works with the MIS Department to oversee TRAC's industrial pretreatment management system consultants and ensures TRAC's information system needs are articulated and understood.
- Develops, recommends and maintains long-range strategic plan for initiatives supporting information system applications.
- Develops, recommends and implements policies and procedures related to the maintenance of departmental information systems. Oversees development, review, and management of management systems task orders.
- Develops and implements automated procedures for downloading and formatting data from the database for routine and ad-hoc reports and graphics production, using various tools such as Oracle, MySQL, or Microsoft SQL Server, Excel, and/or other commercial packages.
- Leads and coordinates TRAC's industrial pretreatment management system upgrades, migrations, and software development, from planning to completion.
- Provides technical guidance, documentation, and training to TRAC staff.
- Works with the 8(m) permitting group to develop procedures and train staff to add permittees and

attach permits into the management system.

- Develops and prepares regular and ad hoc informational reports for Authority management and staff, the regulatory community and the general public.
- Manages/oversees the submittal of data associated with the Industrial Pretreatment Program's Annual Report.
- Identifies and resolves database issues, troubleshoots problems, and provides technical support to users.
- Manages the development and auditing of departmental data entry and validation procedures.
- Drafts reports, memoranda, and other documents.
- Supervises staff and manages resources to develop information technology and data policies.
- Conducts interviews and makes hiring recommendations, approves time sheets, reports disciplinary issues to manager as appropriate, prepares staff performance evaluations and budget preparations.

**SECONDARY DUTIES:**

- Participates actively in TRAC multi-disciplinary work groups.
- Performs other related duties as required.

**MINIMUM QUALIFICATIONS:**

Education and Experience:

- Bachelor's degree in engineering, science, computer science, data science or other related field; and
- Knowledge of environmental regulatory issues, policies, and practices related to industrial wastewater treatment and discharge, as acquired through at least seven (7) years of project management, application development or database management experience, of which 3 years should be in a supervisory or project management capacity; or
- Any equivalent combination of education or experience.

Necessary Knowledge, Skills and Abilities:

- Knowledge of the use, development, maintenance and management of complex computer-based information systems as a tool for supporting compliance/enforcement program.
- Demonstrated ability in a variety of computing environments, particularly Oracle Discoverer, structured query language (SQL) or Microsoft Access.

- Knowledge of MWRA's PIMS, LIMS and geographic information systems preferred. Demonstrated proficiency in Microsoft Office Suite and videoconference applications.
- Ability to plan and implement programs.
- Demonstrated effectiveness working across organizational boundaries and with persons at all levels in an organization.
- Strong written and oral communication skills.

#### **SPECIAL REQUIREMENTS:**

A valid Massachusetts Driver's license (or one from an adjacent state) is preferred.

#### **TOOLS AND EQUIPMENT USED:**

Office machines as normally associated with professional office environment, including but not limited to the use of telephones, personal computers, word processing and other software, 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 the job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the essential functions 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 sit, and talk or hear. The employee is occasionally required to stand, and walk.

The employee must regularly lift and/or move up to 10 pounds, occasionally lift and/or move up to 50 pounds. Specific vision abilities required by this job include close vision, distance 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 a moderately quiet in office setting.

**December 2025**



**MWRA  
POSITION DESCRIPTION**

**POSITION:** Project Manager, Meter Data

**PCR#:** 5843012

**DIVISION:** Operations

**DEPARTMENT:** Operations Support

**BASIC PURPOSE:**

Manages and supervises the development, operation and maintenance of various MWRA field data collection systems and associated databases. Ensures real time and historically accurate and reliable data availability for revenue, operations, engineering, and alarm purposes. Required to be part of an on-call rotation for emergencies 24 hours a day, 7 days a week.

**SUPERVISION RECEIVED:**

Works under the general supervision of the Program Manager, Meter Data & Engineering.

**SUPERVISION EXERCISED:**

Exercises direction supervision of the Statistical Supervisor, Meter Data and indirect supervision of the Data Analyst, Meter Data.

**ESSENTIAL DUTIES AND RESPONSIBILITIES:**

- Manages and maintains water, wastewater meter and instrument databases that store all collected data.
- Provides statistical analysis and analytical support for all data collected. Uses principles of QA/QC to monitor ongoing data quality pertaining to water and wastewater metering.
- Assists with and/or Programs water and wastewater data loggers.
- Coordinates with MIS in the ongoing maintenance, upgrade and system health of the metering system hardware/software.
- Provides training and operational assistance to users of the metering software, including Water and Transport OCC's, Field Operations and Planning staffs, and in-house Metering and Monitoring personnel.

- Develops and maintains systems to monitor the status of the metering system for Transport and Water alarm notification. Repairs interruptions to the alarm notification services.
- Maintains a record of all site settings including alarm set points in the meter or other relevant data systems. Analyzes patterns of alarm call-ins and recommends adjustments to set points and/or maintenance to improve system performance.
- Develops new field applications for existing data loggers. Evaluates and makes recommendations on new monitoring, data storage and communication technologies to improve meter reliability or expanded capabilities. Deploys and/or directs deployment of such new technologies when acquired.
- Prepares weekly, monthly and annual reports on revenue data collection and meter performance. Demonstrates accountability of revenue data by keeping an archive of maintenance records as well as other tools.
- Develops reports tailored for various groups and individuals to extract data from relevant meter databases with minimal effort.
- Initiates work orders for Meter Maintenance staff and/or SCADA staff in maintaining the data measuring and data logging devices in the field. Initiates and prioritizes corrective maintenance work orders, and authorizes their closure upon completion.
- Utilizes and updates a system of data base tools to track meter performance and identify areas of needed correction or improvement. Implements improvements where appropriate.
- Assists SCADA and Process Control personnel from Water and Transport on matters of mutual responsibility.

### **SECONDARY DUTIES:**

- Performs other related duties as required.

### **MINIMUM QUALIFICATIONS:**

#### Education and Experience:

- (A) A BS in statistical analysis, engineering, computer science, mathematics or related discipline or equivalent; and
- (B) Three (3) to six (6) years of experience in telemetry (wired and wireless) data logging equipment, data storage systems and management of large databases; of which at least three years include supervisory experience; or
- (C) Any equivalent combination of education or experience.

#### Necessary Knowledge, Skills and Abilities:

- (A) Thorough knowledge of Telog and Teloggers software, PCs, Windows, MS SQL and Access databases, Crystal Reports and other software programs (Microsoft Suite preferred).
- (B) Working knowledge of visual basic preferred.
- (C) Demonstrated QA/QC and analytical skills required.
- (D) Demonstrated decision-making ability.
- (E) Demonstrated verbal and written skills required.
- (F) Familiarity with electrical/electronic and hydraulic practices.

### **SPECIAL REQUIREMENTS:**

A valid Massachusetts Class D Motor Vehicle Operator's License.

### **TOOLS AND EQUIPMENT USED:**

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

Use of multimeters and ability to connect programming or other cables to interface computer and datalogging 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 essential functions.

While performing the duties of this job, 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 frequently required to sit, talk or hear. The employee is occasionally required to stand and walk, stoop, kneel, crouch or crawl, taste or smell.

There are no requirements that weight is lifted or force is exerted in the performance of this job, although the employee will have the opportunity to participate in field activities that involve lifting weight or exerting force. Specific vision abilities required by this job include close vision, color vision, distance 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 loud in field settings and moderately quiet in an office setting.

**July 2022**

**MWRA  
POSITION DESCRIPTION**

**POSITION:** Data Analyst, Meter Data

**PCR#:**

**DIVISION:** Operations

**DEPARTMENT:** Meter Data

**BASIC PURPOSE:**

Provides computerized operational functions of the MWRA's Wastewater/Water metering system (including collection, storage and analysis of flow data) to ensure accurate and reliable community wastewater/water flow rate basis data. Also, produces flow data reports for wastewater/water meter data users.

**SUPERVISION RECEIVED:**

Works under the direct supervision of the Statistical Supervisor, Meter Data.

**SUPERVISION EXERCISED:**

None.

**ESSENTIAL DUTIES AND RESPONSIBILITIES:**

- Collects, stores, and analyzes flow data for the MWRA's wastewater/water metering system.
- Works with meter maintenance crews in the troubleshooting, repair and calibration of wastewater/water metering equipment.
- Programs computers, laptops, and other equipment utilizing specialized metering software to enable electronic collection and retrieval of wastewater/water flow data.
- Performs computerized diagnostic and statistical functions using wastewater/water metering system software, makes assessments regarding meter maintenance needs and coordinates scheduling of meter maintenance using the MWRA's asset management software package.
- Maintains wastewater/water meter databases, activity journal and assists in the preparation of meter data analyses and report preparation.
- Participates in the development of new systems as needed to enhance wastewater/water flow

data management capabilities.

**SECONDARY DUTIES:**

- Performs related duties as required.

**MINIMUM QUALIFICATIONS:**

Education and Experience:

- (A) A Bachelor's degree in any technical or analytical field such as math, business, accounting or management required; and
- (B) One (1) to three (3) years experience performing data or statistical analyses using spreadsheet, database, CMM or other computer software applications; or
- (C) Any equivalent combination of education and experience.

Necessary Knowledge, Skills and Abilities:

- (A) Excellent interpersonal, oral and written communication skills.
- (B) Ability to work with minimal supervision.
- (C) Ability to understand and follow written and oral instructions.
- (D) Ability to manage, query and analyze data in spreadsheet applications such as MS Excel. Relational database/SQL knowledge preferred.
- (E) Experience with SQL and one object-oriented computer language (R, Python, Visual Basic, etc.) preferred.

**SPECIAL REQUIREMENTS:**

None.

**TOOLS AND EQUIPMENT USED:**

Office machines 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, including office equipment, or controls and reach with hands and arms. The employee frequently is required to sit, and talk or hear. The employee is occasionally required to walk, stand, climb or balance, stoop, kneel, crouch or crawl, taste or smell.

The employee must frequently lift and/or move up to 25 pounds and occasionally lift and/or move up to 50 pounds. Specific vision abilities required by this job include close vision, color 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 occasionally works in various field settings and in an office environment.

The noise level in the field setting is moderately loud and the office setting is moderately quiet.

**May 2023**

**MWRA  
POSITION DESCRIPTION**

**POSITION:** Senior Laboratory Technician

**DIVISION:** Operations

**DEPARTMENT:** Laboratory Services

**BASIC PURPOSE:**

Performs routine tests, using prescribed procedures, on water, air, and wastewater. Performs routine duties to assist scientists, including the compilation and preparation of data and the operation and maintenance of laboratory equipment.

**SUPERVISION RECEIVED:**

Works under the general supervision of the Laboratory Supervisor II or Laboratory Supervisor III.

**SUPERVISION EXERCISED:**

None.

**ESSENTIAL DUTIES AND RESPONSIBILITIES:**

- Performs routine chemical and microbiological analyses and tests and operates all related equipment, assuring adherence to Standard Operating Procedures (SOPs). Performs set-ups of more complex analytical equipment and instrumentation, also in accordance with Standard Operating Procedures (SOPs).
- Operates equipment to perform established testing procedures in accordance with SOPs.
- Assists higher level staff in chemical or biological analyses.
- Prepares standard solution reagents, media, and related materials to use in testing.
- Monitors the performance of, and performs routine calibration and maintenance duties, on laboratory instruments and equipment. Performs minor adjustments or repairs. Reports equipment malfunctions or other problems to supervisor.
- Performs checks to assure that the gathering of samples is in accordance with SOPs.
- Performs checks/edits to assure the accuracy to test data.
- Reviews reports, identifies discrepancies, and suggests or takes corrective action.
- Operates computer data terminal/personal computers to enter data into the LIMS system.
- Assures the accurate calculations, computation, compilation, summarization/tabulation of test data. Utilizes standard applications software summarization/tabulation of test data. Utilizes standard applications software package to prepare accurate statistical and graphic reports and displays as instructed. Modifies report formats using software as instructed.



- Monitors the supply of materials and supplies against established quantities, and informs supervisor of low levels as necessary to maintain adequate stock. Performs duties to take inventories of supplies and equipment.

### **SECONDARY DUTIES:**

- Cleans and maintains assigned work area and follows procedures to ensure safety and avoid accidents and injuries.
- Performs related duties as required.

### **MINIMUM QUALIFICATIONS:**

#### Education and Experience:

- (A) Bachelor's degree in chemistry, biology, environmental science or a related field, including eight college credits in Chemistry or
- (B) An Associate's degree in chemistry, biology, environmental science or related field including eight college credits in Chemistry and two (2) years experience of related environmental laboratory experience;
- (C) Any equivalent combination of education and experience.

#### Necessary Knowledge, Skills and Abilities:

- (A) Familiarity with basic laboratory testing procedures, the operations, calibration and maintenance of basic laboratory equipment and instrumentation.
- (B) Knowledge of techniques used for the accurate handling of data.
- (C) Skill in the use of special application software.

### **SPECIAL REQUIREMENTS:**

A valid Massachusetts Motor Vehicle Operators License.

Required to be available for standby duty and in an on call rotation pool.

### **TOOLS AND EQUIPMENT USED:**

Laboratory 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 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 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.

**May 2023**

## STAFF SUMMARY

**TO:** Board of Directors  
**FROM:** Frederick A. Laskey, Executive Director  
**DATE:** December 10, 2025  
**SUBJECT:** FY26 and FY27 Non-union Compensation, Amendment of Employment Contract of the Chief Operating Officer, and Non-union Manager Vacation Accrual



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**COMMITTEE:** Personnel and Compensation

  X   VOTE  
      INFORMATION

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*At the March 19 and April 16, 2025, Board of Directors' meetings the Board ratified three-year contracts for the Authority's five bargaining units. Those contracts include across-the-board salary increases spread over the life of the contract as well as certain new and modified benefits. At the April 16, 2025, Board of Directors' meeting, the Board also approved an extension of certain non-monetary benefits to non-union managers. It is now recommended to adjust salaries for non-union managers, including the Chief Operating Officer, consistent with adjustments that will be provided to bargaining unit personnel in January and June 2026 under their collective bargaining agreements. It is further recommended that non-union managers be allowed to apply all prior relevant work experience as creditable service for vacation accrual purposes.*

### RECOMMENDATION:

To authorize the Executive Director, on behalf of the Authority, to implement:

- (i) for eligible non-union managers a 2% across-the-board compensation adjustment effective January 3, 2026 and a 2% across-the-board compensation adjustment effective June 27, 2026;
- (ii) for Kathleen M. Murtagh, Chief Operating Officer, a 2% compensation adjustment effective January 3, 2026 and a 2% compensation adjustment effective June 27, 2026; and
- (iii) to approve a revision to the non-union manager salary ranges for FY26 and FY27 as presented in Attachment A to this Staff Summary.

Further, for non-union managers, that all prior relevant employment experience, in all employment sectors, be applied as creditable service for vacation accrual purposes only and to authorize the Executive Director, on behalf of the Authority, to implement such benefit, as further detailed in this Staff Summary.

## **DISCUSSION:**

Under this proposal, MWRA non-union managers will receive an across-the-board salary adjustment of 2% in the first full pay period in January 2026 and an across-the-board salary adjustment of 2% in the first full pay period of FY27. Eligible personnel for these adjustments are current employees in a non-union manager role. The adjustment does not apply to the Executive Director with whom the Authority maintains an individual employment contract.

Kathleen M. Murtagh serves as the Chief Operating Officer under a three-year employment agreement with the Authority that commenced in June 2025. Prior to her current role she served as the Director of the Tunnel Redundancy Program, also under an employment contract. The Executive Director reviews Ms. Murtagh's performance. The Executive Director conducted a review of Ms. Murtagh's performance over the last year (covering both her prior and current role) and has rated her performance "Excellent". The Executive Director recommends that Ms. Murtagh's compensation be adjusted consistent with other non-union managers – a salary adjustment of 2% in the first full pay period in January 2026 and a salary adjustment of 2% in the first full pay period of FY27.

At the April 16, 2025 meeting, the Board approved a change to allow non-union managers to apply prior *public* service as creditable service for vacation accrual purposes only. This applied to previous full-time employment at a Massachusetts public employer, including a state agency, state or local authority, Higher Education, legislature, municipality, county, governor or lieutenant governor's office, executive office, judicial branch, district attorney's office, or constitutional office, or previous full-time employment in a contract position at the MWRA provided there has not been any break in service of three years or more between the prior service and employment at the MWRA. It is now recommended that the Board approve, for non-union managers, that all prior relevant employment experience, *in all employment sectors*, be applied as creditable service for vacation accrual purposes only, including work for all private and public employers. Such experience must be full-time and will be credited on the basis of one year of experience for one year of creditable service. This is consistent with the Commonwealth of Massachusetts' vacation accrual policy for its non-union managers.

## **BUDGET/FISCAL IMPACT**

These adjustments for non-union managers will result in a total cost of approximately \$239,529 for FY26 and an additional \$244,320 for FY27. Sufficient funding is included in the FY26 Current Expense Budget, and the additional for FY27 will be requested in the FY27 Proposed Current Expense Budget.

## **Attachment A**

### **FY26 Proposed Non-Union Salary Ranges effective January 3, 2026**

<b>Grade</b>	<b>Minimum</b>	<b>Maximum</b>
13	\$105,495.80	\$164,074.13
14	\$118,717.03	\$180,420.05
15	\$133,644.19	\$199,714.94
16	\$150,337.58	\$220,437.77
17	\$169,199.76	\$237,295.07
18	\$160,498.02	\$305,781.13
20	\$157,344.96	\$314,687.38

### **FY27 Proposed Non-Union Salary Ranges effective June 27, 2026**

<b>Grade</b>	<b>Minimum</b>	<b>Maximum</b>
13	\$107,605.72	\$167,355.62
14	\$121,091.37	\$184,028.45
15	\$136,317.07	\$203,709.24
16	\$153,344.34	\$224,846.53
17	\$172,583.76	\$242,040.97
18	\$163,707.98	\$311,896.75
20	\$160,491.86	\$320,981.12



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[EXTERNAL] Webform submission from: Contact Us > Content rows > Row component

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From MWRA <no-reply@web-response.com>

Date Mon 11/17/2025 3:55 PM

To MWRA, Ask <Ask.MWRA@mwra.com>

**[EXTERNAL]: This is an external email. Do not click on links or attachments if sender is unknown or if the email is unexpected.**

Submitted on Mon, 11/17/2025 - 3:54pm

Submitted by: Anonymous

Submitted values are:

**Name**

Edward Harper

**Email**

[ed.harper212@gmail.com](mailto:ed.harper212@gmail.com)

**Phone Number**

[617-642-1632](tel:617-642-1632)

**Subject**

MWRA CSO / sewage discharge into Charles River

**Comment or Question**

Hi,

This is a message to the Board of Directors of the MWRA.

I am a Boston resident and a frequent walker on the Charles River Esplanade and member of Community Boating, I am horrified that the MWRA is considering abandoning plans to restrict sewage discharge into the Charles River. These "CSO" Combined Sewage Overflow events are harmful to people, pets and the natural environment. This summer I volunteered at Community Boating (CBI) as an assistant windsurfing instructor, this is a way to give back and introduce people to water sports in the heart of our wonderful city - however, the season was cut short in mid-July due to water quality problems that persisted until late October. The Cyanobacteria bloom was caused in part due to excess organic matter (sewage) in the water. I'm writing to ask you and the whole MWRA board to oppose sewage discharge into the Charles that poses a health hazard to Boston Residents. I urge you to continue the great progress toward cleaning the water of the Charles River. I'm happy to discuss or act

as a voice of the people impacted by CSO / sewage discharge events.  
thank you,  
Ed

**I would like a copy of my submission sent to my email**

No

**Check box element**

No

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**[EXTERNAL] Please reject MWRA's CSO plan.**

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**From** Katharine Lange <katharinelange55@gmail.com>

**Date** Mon 11/17/2025 2:40 PM

**To** MacDougall, Kristin <Kristin.MacDougall@mwra.com>; MWRA, Ask <Ask.MWRA@mwra.com>; Hall, Jeremy <Jeremy.Hall@mwra.com>

You don't often get email from katharinelange55@gmail.com. [Learn why this is important](#)

**[EXTERNAL]: This is an external email. Do not click on links or attachments if sender is unknown or if the email is unexpected.**

Dear MWRA Board of Directors,

My name is Katharine, and I live in Somerville.

I am writing to you about the recent recommendation from MWRA staff that would allow higher levels of sewage discharges into the Mystic River. I strongly urge you to reject this recommendation.

As someone without a car, my options for swimming on hot days are few & far between. The city has a few pools, but they are crowded in the summer and are just not the same as swimming outside. I dream of a day when I can swim in the Charles or the Mystic, and the wait for that day will only be prolonged by approving the MWRA's proposal to allow more sewage into our waterways.

We deserve a better plan.

Please be bold and try to build us a beautiful CSO-free future. Thank you for your time and consideration.

Katharine Lange  
167 Lowell Street  
Somerville, MA



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**[EXTERNAL] Reject MWRA's CSO Proposal for the Mystic, Alewife, and Charles on Nov. 19**

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**From** R Parker <chardon2931reg@gmail.com>

**Date** Wed 11/19/2025 10:41 AM

**To** MacDougall, Kristin <Kristin.MacDougall@mwra.com>

**Cc** MWRA, Ask <Ask.MWRA@mwra.com>; Hall, Jeremy <Jeremy.Hall@mwra.com>; env.internet@mass.gov <env.internet@mass.gov>

[You don't often get email from chardon2931reg@gmail.com. Learn why this is important at <https://aka.ms/LearnAboutSenderIdentification> ]

[EXTERNAL]: This is an external email. Do not click on links or attachments if sender is unknown or if the email is unexpected.

Dear MWRA Board of Directors,

My name is Robyn, and I am a resident of Medford, Massachusetts.

I am writing to you about the recent recommendation from MWRA staff that would allow higher levels of sewage discharges into the Mystic River in the future. As a concerned citizen who cares about the health of the Mystic River watershed, I strongly urge you to reject this recommendation.

I regularly walk along on the Mystic River multiple times a week on the Alewife Brook path. The smell that wrecks from the pond is sometime unbearable.

I am dismayed to see that city and MWRA staff are recommending a plan for the Mystic River and Alewife Brook that would not only reduce the least amount of sewage discharges into the Mystic River, but would allow the increase in the volume of discharges in coming years, thanks to the larger storms from climate change. We need a better plan than this — one that targets the highest level of CSO control.

Moreover, I also expect greater transparency in this process, so the public has a real opportunity to weigh in on the investments needed to ensure clean, healthy waterways for future generations.

Sincerely,  
Robyn Parker

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**[EXTERNAL] Webform submission from: Contact Us > Content rows > Row component**

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From MWRA <no-reply@web-response.com>

Date Sat 11/22/2025 6:37 PM

To MWRA, Ask <Ask.MWRA@mwra.com>

**[EXTERNAL]: This is an external email. Do not click on links or attachments if sender is unknown or if the email is unexpected.**

Submitted on Sat, 11/22/2025 - 6:37pm

Submitted by: Anonymous

Submitted values are:

**Name**

Michael McCord

**Email**

[mmccord@learningproject.org](mailto:mmccord@learningproject.org)

**Phone Number**

[6172274265](tel:6172274265)

**Subject**

The Proposal to dump even more sewage into the Charles River

**Comment or Question**

Dear MWRA Executive Director Laskey and Members of the Board:

I write on behalf of members of Boston Green Action.

While we were appalled by the recent proposal to release even more sewage into the Charles and extremely grateful that the idea has been tabled by the Board, tabling it is not good enough. The very notion that such action is acceptable should be unanimously rejected and in its place serious plans immediately developed to prevent-- in the near term and not decades hence--any sewage or other toxic substances from being released into the Charles River or into any of its tributaries under your authority. It's already been too long; lets get to that task in earnest.

Thank you for listening to our Committee's deep concern.

Michael McCord  
Chair  
Boston Green Action

**I would like a copy of my submission sent to my email**

Yes

**Check box element**

No



December 3, 2025

Rebecca Tepper  
Secretary  
Executive Office of Energy and Environmental Affairs

Kathleen Baskin  
Assistant Commissioner  
Department of Environmental Protection  
100 Cambridge Street, Suite 1020  
Boston, Massachusetts 02114

Dear Secretary Tepper and Assistant Commissioner Baskin:

We are writing on behalf of the Mystic and Charles River Watershed Associations (MyRWA and CRWA) and our many members to thank the Department of Environmental Protection for your letter to the parties drafting the Updated Long-term Control Plan for CSOs on the Charles River, Mystic River, and Alewife Brook.

You made it clear that the “preferred alternatives” presented in their current proposal are inadequate, and you demanded more ambitious plans.

We have long held that *elimination* of CSOs in the Mystic and Charles is necessary to protect public health and the resilience of the rivers’ ecosystems as climate change brings heavier and more frequent rainstorms. This was successfully accomplished in many areas in South Boston during the current Long Term Control Plan. The initial recommended proposals for the Charles, Mystic, and Alewife fell spectacularly short of this.

We ask EEA and DEP to affirm their commitment to the following principles:

- 1) **Eliminating CSOs in the Charles and Mystic watersheds should be the presumptive goal** of the engineers designing solutions. The MWRA, Cambridge, and Somerville project teams should present viable plans for elimination, estimate their costs, evaluate their benefits, and propose financial strategies for paying for those plans. If necessary, the parties should engage new engineers with experience in creating CSO solutions and infrastructure financing experts. In the words of the letter from DEP to the parties, they should present proposals for the “highest feasible level of CSO control.” This is in line with state goals around climate resilience, biodiversity enhancement, and environmental justice, equity and collaboration.
- 2) **The public and political leaders must have a meaningful opportunity to evaluate the proposed alternatives to ensure that the significant benefits associated with the elimination of CSOs are accounted for, and not just the financial costs.** Many alternatives under consideration are technically challenging and costly, but the elimination of CSOs in the

watersheds is worth the investment because it offers potentially transformational benefits to the region in terms of its economy, public health, and quality of life. These benefits likely dwarf the cost of any of the alternatives. The process must, therefore, allow for a full and open evaluation of the potential return on investment associated with CSO elimination, rather than a narrow review that looks only at the cost of the infrastructure projects and the reduction in CSOs.

3) **Reclassification to class B-CSO for any of these water bodies must be off the table.**

4) **Public engagement and transparency.** This process has lacked transparency from the beginning. CRWA has previously provided detailed accounts of where public participation requirements fell short or were not met. **We are requesting that DEP commit to meeting with our groups and other environmental allies on a monthly basis** as you now currently meet with teams from MWRA, Cambridge and Somerville to ensure past errors are not repeated. **We request these meetings begin immediately** and run through the publication of a final Updated Long Term Control Plan.

We are not asking for new technical analysis of additional levels of control, but rather that plans for complete elimination be prioritized and fleshed out first. (For example, this could be separation to the maximum extent possible plus micro-tunnel storage, or other more comprehensive solutions that have not been offered but we know exist, from the numerous cities around the country and the world who have solved their CSO problems.) This revision to the draft proposal should not take longer than 30 days as specified in the DEP letter.

We also ask that you require the project teams to provide answers to these important questions:

- **Provide estimates about what future CSO volumes will be under any proposed plans short of complete elimination in order to assess their benefits properly.** Each of the proposed alternatives **guarantees** that there will be CSOs in all three water bodies in the future. The question that the public deserves an answer to is: how much sewage will be released under each of these alternatives in various rainfall scenarios? Specifically, the originally proposed plan for the Alewife aims at “Zero CSOs in Typical Year.” But *by definition*, many years will have greater and more intense precipitation than a “typical year.” The “Zero CSOs in a Typical Year” language masks the fact that over a longer time period the average number of CSOs per year will NOT be zero. We need to know what modeling predicts to be the average number of CSO activations and volumes over a 10-year period under 2050 conditions. Otherwise we cannot know whether we are keeping up with climate change or falling behind. In reality there is a risk that releases in the Alewife in 2050 under that proposed alternative would be greater than they are today. In the Charles River system, the totals shared are also misleading due to the exclusion of volume estimates for BOS046. BOS046 is unfortunately not included in the updated LTCP we will be in touch with you about this site in the future), the true impact of CSOs on the Charles cannot be known and evaluated without including overflows volumes for all site on the Charles mainstem *and* BOS046 for multiple rainfall scenarios. By predicting volumes of CSO releases for each of the Alternatives under all rainfall scenarios, the project teams would provide a set of metrics that allow more direct comparison of costs and benefits at different levels of control—for example, estimated cost per gallon of CSO avoided. EEA should demand this work of the project teams.
- **What is a full accounting of the benefits of complete elimination, including public health?** On September 30th, the Cambridge City Council passed the following motion: “That the City Manager be and hereby is requested to work with relevant City departments and the recently formed coalition to consider options including consideration of costs and benefits to meet a 2050 25 year storm level of control of CSOs, update regulations for private development of stormwater, use of green infrastructure, and improve meaningful public outreach regarding

ongoing sewer and stormwater investments, including the creation of a Combined Sewer Overflow Commission.” In line with this community priority, DEP should require the parties to conduct a thorough cost-benefit analysis of CSO control in these watersheds similar to those conducted by other nearby cities such as Philadelphia and New York City. These have become common in CSO planning and selecting the appropriate path forward is only appropriate and possible once this information is available and shared with the public. We acknowledge this may not be possible within 30 days and are open to a longer timeline to accommodate this.

- **Include small-scale, full treatment in the proposed solutions at Alewife Brook.** Alewife Brook is the site of the largest completely **untreated** CSO releases in any river or stream in greater Boston, and all tools should be brought to bear to address the public health threat of this pollution under all proposals. In any solution that allows CSO releases in the Alewife under any circumstances, full treatment should be part of the solution.
- Reexamine the approach to green stormwater infrastructure and specifically direct MWRA to seriously investigate the use of GSI to reduce CSOs and flooding. In NYC, they are a few years away from achieving a total citywide reduction in CSO volume of 1.67 billion gallons per year (BGY) from managing stormwater equivalent to one inch of rainfall on 10% of available impervious surfaces in the City’s combined sewer areas.

As the regional organizations most active in water quality issues in greater Boston (each of us advocating for water quality for more than 50 years), we have serious concerns around the presentation of information on water quality impacts and the shocking dearth of information on public health impacts. There is abundant evidence that **the water quality impairments and public health threats caused by CSOs are fundamentally different from the impairments caused by chronic stormwater inputs**. The public health threat posed by CSOs and the concentration of pollutants in CSO discharge are orders of magnitude higher than those of stormwater. We know that virulent pathogens of human origin exist in untreated (and treated) CSO releases. There is a new body of evidence that sheer proximity to CSOs increases the risk of illness to residents. Any regulatory standard that puts stormwater *E. coli* measurements (already subject to MS4 remediation) and untreated CSO discharge on the same footing is out of date and verges on purposely misleading the public. A true public health assessment of continuing CSOs in these beloved, and well-utilized rivers must be part of any plan that proposes continuing CSO discharges.

Fundamentally, we believe that **the Commonwealth should invest more in the solutions at Alewife Brook and the Mystic and Charles Rivers, either through MWRA or through appropriation by the Legislature**. Currently, Cambridge and Somerville are responsible for roughly two-thirds of proposed costs in the Mystic and Alewife. We believe that the state should commit more resources to finish the last unfinished chapter of the Cleanup of Boston Harbor, a project shown to have benefits that far outweighed the financial costs. The Mystic, Alewife, and Charles run through the most iconic urban spaces in Massachusetts. And they are resources used by a huge number of people in some of the most densely populated cities in the Commonwealth. This is a regional water quality and public health issue, not a local one, and deserves more state-level investment.

Thank you for your attention, and we look forward to a robust public discussion of priorities, costs, and project details in 2026.

Sincerely,

A handwritten signature in cursive script, reading "Emily Norton".

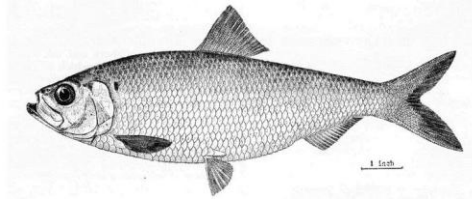
Emily Norton  
Executive Director  
Charles River Watershed Association

A handwritten signature in cursive script, reading "Patrick Herron".

Patrick Herron  
Executive Director  
Mystic River Watershed Association

Cc: MWRA Board of Directors  
Fred Laskey, MWRA  
Todd Borci, USEPA  
Ken Moraff, USEPA  
Eric Worrall, Regional Director, MassDEP Northeast Regional Office  
Kathy Murtagh, MWRA  
Brian Kubaska, MWRA  
Richard Raiche, City of Somerville  
Lucica Hiller, City of Cambridge  
Vandana Rao, MA-EEA

# Save the Alewife Brook



Environmental Health is Community Health

12/04/2025

The Honorable Rebecca Tepper,  
Secretary Executive Office of Energy and Environmental Affairs  
100 Cambridge Street, Suite 900  
Boston, MA 02114

MWRA Board of Directors  
c/o Frederick Laskey, Executive Director  
Massachusetts Water Resources Authority  
100 First Avenue  
Charlestown, MA 02129

Dear Secretary Tepper and Members of the MWRA Board of Directors:

Under Executive Director Fred Laskey's leadership since 2001, MWRA's strong finances have created a once-in-a-generation funding opportunity to finish the job and end sewage pollution in the Charles, Mystic, and Alewife—without increasing rates for the families and businesses that use the regional sewer system. This is something to be genuinely grateful for.

Between 2024 and 2031, MWRA will finish paying off about \$2.1 billion in long-term bonds. Each year, the Authority pays down around \$250–\$290 million of this debt. Because this old debt is coming off the books, **MWRA will be able to issue around \$2.1 billion in new bonds without raising water and sewer rates for households and businesses.** This is happening just in time to fund sewage pollution elimination projects for Alewife Brook and the Charles and Mystic rivers.

At the October 22nd MWRA Board of Directors meeting, Mr. Laskey announced that MWRA's Subordinate Bonds Credit Rating has been upgraded, proof of MWRA's strong fiscal position. Since MWRA's credit rating has been upgraded, MWRA is able to issue more bond debt at better rates. Those savings mean larger investments can be made on infrastructure projects— e.g., sewer separation, green stormwater infrastructure, storage tanks, dredging, and improvements at the Deer Island Wastewater Treatment Plant.



# Save the Alewife Brook

Environmental Health is Community Health

Households and businesses in the Greater Boston area have invested billions of dollars to clean up Boston Harbor and dramatically reduce sewage pollution. The numbers show that this investment has left MWRA financially strong. Thanks to expiring debt and improved credit ratings, MWRA can now afford to finance and finish the Boston Harbor Cleanup, including completing the final work on the Charles, Mystic, and Alewife to virtually end Combined Sewer Overflow sewage pollution.

Being grateful for MWRA in this moment means not only appreciating what it has accomplished in cleaning up Boston Harbor, but also recognizing the sound financial decisions that have been made which now enable the virtual elimination of sewage in our rivers.

While it may appear less expensive to dump untreated waste into our waters, this is only so if your analysis excludes health impacts and the burden on the wider community. MWRA is under regulatory and legal obligations, so financing the updated Long Term Combined Sewer Overflow Plan is not discretionary. It is required.

Importantly: people are getting sick. Stop dumping raw sewage into our rivers; instead send it where it belongs – to the wastewater treatment plant.

In 2023 alone, 29 million gallons of untreated sewage were dumped into Alewife Brook. That same year, the brook flooded its banks five times, sending sewage floodwater across state parkland and onto the Alewife Path. We watched children bike through it. We saw parents pushing baby strollers through untreated sewage. This is a public health crisis that impacts our most vulnerable, environmental justice neighborhoods.

Contrary to the materials supplied at recent MWRA Board meetings, there are six active CSO outfalls at Alewife Brook, not four. These pipes dump raw sewage into a densely populated, flood-prone area. MWRA's boast of an "88% reduction" in sewage pollution means nothing here, especially when two outfalls remain out of compliance with the Boston Harbor court case.

And let's be honest: MWRA's claim that "there's no problem 99% of the time" is a cruel joke. One percent of the year equals 88 hours. For those 88 hours, MWRA exposes the public to hazardous, disease-carrying sewage much of which remains in the Brook as foul-smelling sediment that is exposed during dry conditions. The CSOs are making people sick.

This is your opportunity to fix it. Do not fumble. Partner with Cambridge and Somerville to finish the good work that was started decades ago – to end sewage pollution in Alewife Brook.

# Save the Alewife Brook

Environmental Health is Community Health

The original Long Term CSO Control Plan did not achieve virtual elimination. But that Plan achieved closing of 7 CSO outfalls, significant sewer separation, and large green stormwater infrastructure. For the new plan, use the same proven tools: sewer separation, green stormwater infrastructure to clean and attenuate stormwater flows, and engineer the closure of five out of six CSO outfalls (CAM401A, SOM001A, CAM002, CAM401B, CAM001). Design for a 25-year level of storm control at MWR003 – a “virtual” elimination of sewage overflows.

Do not waste decades of ratepayer investments by rolling back progress. Finish the job.

**End sewage pollution at Alewife Brook.**

Sincerely,

*Kristin Anderson*

*David White*

*David Stoff*

*Eugene Benson*

*Ann McDonald*

*George Laite*

*Michael Lonetto*

*Eppa Rixey*

**Save the Alewife Brook**