

**VOTE EXTRACTS**  
**DECEMBER 10, 2025 BOARD OF DIRECTORS' MEETING**

**IV. ADMINISTRATION, FINANCE AND AUDIT**

**B. Approvals**

**1. Bond Defeasance of Future Debt Service**

Voted: 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 \$21,500,000.00 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.

**V. WASTEWATER POLICY AND OVERSIGHT**

**A. Contract Awards**

**1. Agency-Wide Technical Assistance Consulting Services: CDM Smith, Inc., Contract 8062, Hazen and Sawyer, P.C., Contract 8063**

Voted: 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.

**2. Wind Turbine No. 1 Replacement, Deer Island Treatment Plant: O'Connor Corporation, Contract 8148**

Voted: to authorize the Executive Director, on behalf of the Authority, to 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.

**B. Contract Amendments/Change Orders**

**1. Harbor and Outfall Monitoring, Benthic, Fish, and Shellfish Monitoring: Normandeau Associates, Inc., Contract OP-401B, Amendment 4**

Voted: 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.

**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**

Voted: 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.

**B. Contract Amendments/Change Orders****1. Quabbin Maintenance Building: Design and Engineering Services During Construction The Robinson Green Beretta Corporation, Contract 7677, Amendment 3**

Voted: 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.

**VII. PERSONNEL AND COMPENSATION****A. Approvals****1. December 2025 PCR Amendments**

Voted: to approve amendments to the Position Control Register (PCR) as presented in the December 10, 2025 Staff Summary presented and filed with the records of this meeting.

**2. FY26 and FY27 Non-union Compensation, Amendment of Employment Contract of the Chief Operating Officer, and Non-union Manager Vacation Accrual**

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

- 1) 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;
- 2) 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
- 3) to approve a revision to the non-union manager salary ranges for FY26 and FY27 as presented in Attachment A to the December 10, 2025 Staff Summary presented and filed with the records of this meeting.

Further, voted: 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 the December 10, 2025 Staff Summary.