

MASSACHUSETTS WATER RESOURCES AUTHORITY

Meeting of the Board of Directors

February 25, 2026

A meeting of the Massachusetts Water Resources Authority (MWRA) Board of Directors was held on February 25, 2026 at MWRA Headquarters at Deer Island, Boston, and via remote participation.

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

MWRA Executive Director Frederick Laskey; General Counsel Carolyn Francisco Murphy; Chief Operating Officer Kathleen Murtagh, Deputy Chief Operating Officers Stephen Cullen and Rebecca Weidman; Finance Director Thomas Durkin; Environmental and Regulatory Affairs Director Colleen Rizzi; Deputy Finance Director/Treasurer Matthew Horan; Chief Engineer Brian Kubaska; Deer Island Treatment Plant Director Chad Whiting; Deer Island Engineering Services Manager Richard Adams; Procurement Director Douglas Rice; Project Manager Malcom Regan; Budget Director Michael Cole; Senior Program Manager Kathleen Pearson; Human Resources Director Wendy Chu; Public Affairs Director Sean Navin; Associate General Counsel Angela Atchue; Chief of Staff Katie Ronan; Technical Support Manager Michael Curtis; and Assistant Secretary Kristin MacDougall were among the staff in attendance at MWRA Headquarters.

Vandana Rao, EEA, attended remotely, and Danielle Burney, EEA, attended at MWRA Headquarters. Matt Romero and Richard Raiche, MWRA Advisory Board, attended at MWRA Headquarters.

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 Messrs. Peña and Taverna and Ms. Wolowicz were participating remotely. The Chair announced that the meeting was being held at MWRA Headquarters and virtually, via a link posted on MWRA's website. She added that the meeting was being recorded, and the agenda and meeting materials were available on MWRA's website.

APPROVAL OF JANUARY 14 AND FEBRUARY 4, 2026 MINUTES

A motion was duly made and seconded to approve the minutes of the Board of Directors' January 14 and February 4, 2026 meetings.

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

<u>Yes</u>	<u>No</u>	<u>Abstain</u>
Tepper		
Flanagan		
Pappastergion		
Peña		
Swett		

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

(ref. I)

REPORT OF THE EXECUTIVE DIRECTOR

MWRA Executive Director Fred Laskey reported on MWRA's response to recent significant snowstorms, including providing aid for the Town of Winthrop. Mr. Flanagan noted that there were seven water main breaks in Winthrop during the February 23, 2026 storm, and low tide was a mitigating factor for repairs. Chair Tepper thanked the response team.

Next, Mr. Laskey discussed the statewide drought and the benefits of snowfall for recharging aquifers. Finally, he announced that electric vehicle (EV) chargers are now in place at MWRA's facilities in Chelsea and Southborough and presented a photo of MWRA charging stations.

In response to a question from Chair Tepper, MWRA Deputy Chief Operating Officer Rebecca Weidman explained that a total of 20 dual port chargers were installed for employee use, with 30 plugs available in Chelsea and 10 in Southborough. She added that five dual-port DC fast chargers were available for fleet vehicles, and staff hope to install additional chargers for employee use at Deer Island this summer. Chair Tepper encouraged MWRA staff to use the EV chargers. (ref. III)

WASTEWATER POLICY AND OVERSIGHT

Approvals

Submission of Draft Updated CSO Control Plan, Alewife Brook/Upper Mystic River and Lower Charles River/Charles Basins

A motion was duly made and seconded that the Board authorize staff to complete and submit a Draft Updated CSO Control Plan consistent with the recommendations included in the February 4, 2026 Staff Summary and Board of Directors' meeting, and as further summarized in the February 25, 2026 Staff Summary presented for this meeting, to MassDEP and EPA by April 30, 2026 in accordance with MassDEP's Water Quality Standard Variances for the Alewife Brook/Upper Mystic River and Lower Charles River/Charles Basins.

Colleen Rizzi, MWRA Director, Environmental and Regulatory Affairs, presented on the Draft Updated CSO Control Plan ("Draft Plan") for Alewife Brook/Upper Mystic River and Lower Charles River/Charles River Basins ("variance waters") as included in the February 4, 2026 Board Meeting and materials and further discussed in the Staff Summary and PowerPoint presentation slides ("slides") for this meeting.

Ms. Rizzi corrected figures shown on meeting Slides 30 and 76 that were presented at the February 4, 2026 Board meeting (ref I A.1), noting that a data export error caused a miscount of the sewer separation acreage in Cambridge for Charles River Alternative 7 ("7.CR"). She highlighted the incorrect figure (4,400 acres) and explained that the inaccuracy was limited to summaries of acreage used for presentation purposes and was not factored into technical analysis or modeling. She noted the correct figure (3,600 acres) had reduced 7.CR's estimated cost from \$4.5 billion to \$4.3 billion; project costs

could potentially be refined over time; and the error had no impact on the project team's recommendation. Finally, Ms. Rizzi outlined the next steps for Draft Plan review and approval.

There was brief general discussion with questions and answers about the regulatory review/approval process for the Draft Plan and potential appeals of final determinations that could possibly involve a court path.

Mr. Taverna asked where the Draft Plan stands with respect to Green Storm Water Infrastructure (GSI). Ms. Rizzi explained that the CSO communities plan to incorporate GSI where possible into designs for sewer separation projects, which align well with GSI.

Mr. Taverna then asked which MWRA projects staff anticipate needing to cut or delay to fund the Plan. MWRA Deputy Finance Director/Treasurer Matthew Horan relayed that this has not yet been determined; in ten years approximately \$5 billion of MWRA's estimated \$6 billion Capital Improvement Program (CIP) is expected to be earmarked for important asset protection projects; and operating cost cuts could be necessary in the future.

Mr. Swett thanked staff for their work to improve the Draft Plan since it was first presented, and for providing responses to Board members' questions in the Staff Summary, including those regarding the recommended CSO alternatives' adaptability. He acknowledged that staff were presenting a base plan that could be adjusted in the future if actual climate change impacts exceed current estimates, and encouraged staff to continue emphasizing adaptability as the Plan progresses. Ms. Rizzi relayed that opportunities to optimize the Plan were likely to arise as it develops further.

Mr. Pappastergion echoed Mr. Swett's remarks and expressed support for approving the Draft Plan for submittal. Mr. Laskey thanked staff and Board members for their contributions.

In response to a question from Chair Tepper, MWRA Chief Engineer Brian Kubaska referred to a chart listing anticipated CSO discharge volumes across levels of control on page 15 of the Staff Summary and noted the figures for treated and untreated discharge volumes. In response to the Chair's follow-up question, Mr. Kubaska explained that existing variance water CSO outfalls would serve as relief points if the sewer system's capacity were exceeded.

Chair Tepper asked how long a CSO discharge could be expected to impact its receiving water under the Draft Plan. Mr. Kubaska explained that the durations would vary by water body; for example, water quality modeling for the Draft Plan indicates that a CSO discharge to the Charles River during the biggest storm in a typical year would cause bacterial concentrations to exceed swimming standards for a period of up to six hours. He noted that water moves relatively quickly through Alewife Brook and tends to stagnate as it flows to the Upper Mystic, and the waters between Alewife Brook and the Upper Mystic could be impacted for less than 24 hours. The Chair asked if the impacts would be similar in the case of a second storm in the same typical year. Mr. Kubaska responded in the affirmative and explained that some storm-related water quality impacts would occur in the variance waters even if there were zero CSO discharges.

Chair Tepper requested estimated timelines for seeing benefits of the Draft Plan. Ms. Rizzi provided some examples such as storage tanks (benefits upon completion) and sewer separation (incremental benefits as work progresses).

Mr. Vitale remarked that in his view, sewer separation in the Back Bay would be a very complex undertaking. Mr. Pappastergion noted BWSC has its own NPDES Permit, and that Boston is performing its own work separate from MWRA's proposed work under the Draft Plan, and that all of that is in addition financially to rate payers, and Mr. Vitale expressed agreement.

Secretary Tepper thanked the Board for their time working on this important matter, which resulted in an improved Draft Plan, and acknowledged the project team's dedication, work, thoughts, analysis and efforts to develop and present it to the public and the Board. She relayed that she and the Board are proud of the strides that MWRA has made over the last 40 years, including reducing 88% of CSOs and treating 94% of the remaining flows; noted that there is more work to be done, and described the challenge of finding a practical solution to address the remaining CSOs while protecting water quality, public health and taking into consideration affordability and climate change.

Chair Tepper expressed appreciation for the Draft Plan's incorporation of future climate change modeling through the year 2050, noting that this novel approach demonstrates forward thinking and affords confidence in the accuracy of the Plan's predicted performance. She recognized that the project team took the limited CSO option off the table and only considered alternatives that would result in at least zero CSOs in a typical year in response to public feedback, adding that in her view zero CSOs in a typical year is a more appropriate starting point. She further noted staff's practical approach to neighborhood impacts, the scope and scale of construction, timelines and long-term costs.

The Chair also acknowledged that CSO control is not the only major investment that MWRA and its member communities must make over the next decade and noted that factors must be balanced against the long-term benefits of investing in clean water. She acknowledged that no one at this meeting or in the wider community doesn't want to have healthy rivers that can be enjoyed for decades to come, and that everyone involved in this discussion wants to be good stewards and call the watersheds home.

Secretary Tepper emphasized that CSO control is an ongoing process and Board approval to submit the Draft Updated CSO Control Plan would mark the beginning of a careful and deliberate effort. She described the next phase of the Plan's development, including completion and submission of the Draft Plan by April 30 and a transparent and stringent review and public comment process. Lastly, Chair Tepper thanked the members of the public and watershed advocacy groups for their feedback, which has strengthened the Plan, and noted that their voices will continue to be an important part of the decision-making process.

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		
Flanagan		
Pappastergion		
Peña		
Swett		
Taverna		
Vitale		

Yes No Abstain

J. Walsh

P. Walsh

Wolowicz

(ref. IV A.1)

Contract Amendments/Change Orders

Deer Island Treatment Plant Eastern Seawall and Shoreline Protection Remediation – Design, Engineering Services During Construction, and Resident Engineering: Green International Affiliates, Inc., Contract 6723, Amendment 1

A motion was duly made and seconded to authorize the Executive Director, on behalf of the Authority, to approve Amendment 1 to Contract 6723, Deer Island Treatment Plant Eastern Seawall and Shoreline Protection Remediation, with Green International Affiliates, Inc. for a not-to-exceed amount of \$431,617.52, increasing the contract amount from \$2,600,472.63 to \$3,032,090.15, and to increase the contract term by 36 months, from March 3, 2026 to March 3, 2029.

Chad Whiting, MWRA Deer Island Treatment Plant Director, reviewed the purpose of the Deer Island Treatment Plant (DITP) Eastern Seawall and Shoreline Protection Remediation project (“Shoreline Protection Project”).

Next, Richard Adams, MWRA Deer Island Engineering Services Manager, presented background on the DITP shoreline protection system, including its location, components and characteristics. He discussed the original terms and scope of the existing contract with Green International Affiliates, Inc., and presented photos of existing conditions. He also discussed the reasons for proposed contract Amendment 1, including added design work to improve drainage and repair a sinkhole; and outlined the project’s planned construction phases, all as further detailed in the Staff Summary and meeting slides. Finally, Mr. Adams requested Board approval of Amendment 1; noted that the contract cost would remain under the Engineer’s Estimate and presented a DITP seawall drainage schematic.

Mr. Pappastergion requested more information about the schedule for finished design. Mr. Adams relayed that the project is currently in 90% design, with 100% design due in March, and explained that Amendment 1 would provide additional time for permitting, design, and the solicitation of construction bids. There was general discussion about the project’s schedule and duration; the lengthy process to identify the cause and extent of the drainage issues; and the sequence of events leading up to the discovery of unforeseen drainage conditions at the site.

Mr. Vitale asked when Green International Affiliates, Inc. (“Green”) was purchased. Mr. Adams explained that Green was acquired (by H.W. Lochner) approximately one year ago and is no longer a registered Minority Business Enterprise (“MBE”). There was discussion about Green’s current level of MBE participation (14%), which exceeds this project’s requirement 7.8%. In response to Mr. Vitale’s follow-up question, Mr. Adams affirmed that Green’s MBE participation was expected to remain at 14%. Mr. Vitale asked if MWRA would have selected Green if its MBE level was 14% when the original contract was awarded in 2020. Mr. Adams responded in the affirmative, noting that Green was ranked first and the low bidder. Mr. Vitale described BWSC’s policy for engaging MBEs and Women Business Enterprises (“WBEs”) with the support of City of Boston Mayor Wu; the City’s ongoing disparity study; and its continued efforts to build relationships with MBE/WBE contractors. Mr. Adams noted that

Green's MBE status was a consideration during the selection process.

Mr. Swett asked if MWRA was considering the expected impacts of climate change and sea level rise for 2070 and beyond in terms of the DITP seawall and shoreline protection system. Mr. Adams relayed that this project is designed for a 2050, 100-year mark. Mr. Swett asked if other MWRA projects or initiatives were looking at the longer-term. Mr. Adams responded in the affirmative and briefly described the scope of this project and proposed amendment. Mr. Swett recommended that MWRA consider updating its approach for storm risk management at Deer Island, noting an ongoing U.S. Army Corps of Engineers study for the rest of Boston Harbor.

Mr. Flanagan asked if project construction would impact Deer Island public access including for events such as Sail Boston 2026. Mr. Adams responded not during that timeframe, but after that timeframe, yes, he anticipates that on the eastern-side due to construction work there will be some partial rerouting for public access, but not a shutdown. Mr. Whiting expressed agreement adding that staff do not expect this project to impact public access during Sail Boston.

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

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

(ref. IV A.1)

ADMINISTRATION, FINANCE AND AUDIT

Information

Delegated Authority Report – January 2026

Mr. Flanagan invited Board Members' questions about the January 2026 Delegated Authority Report.

Mr. Vitale asked if the vendor for Report Item P-6: *Purchase Order Contract for the Provision of the MWRA Consumer Confidence Report – State Contract OFF4B* was a union shop. MWRA Procurement Director Douglas Rice responded in the affirmative.

Regarding Item C-3: *Nut Island Fire Pump #3 and Controller Replacement*, Mr. Jack Walsh asked if the pump would be housed in the Nut Island Fire Building. MWRA Deputy Chief Operating Officer Stephen Cullen responded in the affirmative; provided background on Nut Island's fire pump replacement; and noted that the existing controller is obsolete and is being replaced because parts are no longer available. There was discussion about the Nut Island Fire Building's connection to City of Quincy facilities; and use to increase water pressure.

Hearing no further questions of discussion from the Board, Mr. Flanagan moved to the next Information Item. (ref. V A.1)

FY2026 Second Quarter Orange Notebook

Malcom Regan, MWRA Project Manager, presented highlights of MWRA's performance indicators for the second quarter of Fiscal Year 2026 (FY26) as further discussed in the Staff Summary and slides. He reported on drought conditions and Quabbin Reservoir levels and a NPDES permit acute toxicity violation at DITP in December 2025. He noted there were no operational upsets or significant changes at DITP when the sample was collected; all other permit limits were met; subsequent lab tests were within normal limits; and staff continue to investigate possible causes. Mr. Regan also discussed NPDES permit violations at the Clinton Wastewater Treatment Plant attributable in part to the effects of drought on system flow dilution and improved FTI counts. Finally, Mr. Regan reported on operations to exercise and replace blow-off valves (above target) and main line valves (below target), adding that the operability of all valves surpassed targets during the second quarter of FY26.

Mr. Swett noted that electricity unit pricing for Deer Island operations was reported as higher than budgeted, despite use being lower. MWRA Budget Director Michael Cole explained that Eversource had raised their rates three times in calendar year 2025, which significantly impacted Deer Island and staff currently project a \$2.1 million overage for Deer Island electricity costs. Mr. Swett inquired if that would change MWRA's buying strategy and further recommended that MWRA consider having an energy procurement conversation in the near future and consider changing its energy purchasing strategy. MWRA Deputy Chief Operating Officer Rebecca Weidman relayed that staff would review MWRA's energy purchasing policy and noted recent market volatility in the past five years. Mr. Swett suggested a future discussion on energy procurement strategies for potentially substantial cost savings.

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

FY26 Financial Update and Summary through January

Mr. Cole provided a financial update through January 2026 as detailed in the Staff Summary. He reported a favorable budget variance of \$11.3 million; expenses under budget by 1.8%; and revenues over budget by 0.5%. He noted that this month marks two firsts: a transfer of savings from variable debt to the defeasance account; and a year-end projection to June 30 (+ \$32 million). He also noted that the CIP was 31% underspent on a gross basis and 23.4% underspent for project spending, which is slightly below the 20-year average. Lastly, Mr. Cole explained that wastewater projects were driving approximately 75% of the overall CIP variance, attributable to \$21.6 million in underspending for the I/I Community Loan Program; however, he noted staff anticipate approximately \$21.8 million in loan distributions in February.

There was brief, general discussion about interest rates and the overall economic climate.

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

Fiscal Year 2026 Mid-Year Capital Improvement Program Spending Report

Mr. Cole and MWRA Finance Director Thomas Durkin discussed the Mid-Year CIP Spending Report as detailed in the staff Summary. Mr. Durkin noted that MWRA appeared to be moving into a period of

increased capital expenditures; for example, \$311 million in spending is estimated for FY26, versus the approximately \$1 billion a year estimated for FY29-FY32, including for projects such as the Metropolitan Water Tunnel and CSO Control Programs. He stressed that staff would continue to take a critical and prudent approach with the budget and maintain dialogues with the MWRA Advisory Board and other stakeholders. He also noted that sustainability and predictability are hallmarks of MWRA's financial approach, and principal and interest cycles could put pressure on sustainable and predictable rates.

Hearing no questions or discussion from the Board, Mr. Flanagan moved to the next item. (ref. V A.4)

FY2026 Community Assessment Adjustments

Mr. Cole relayed that the MWRA Metering Department's review of calendar year (CY) 2024 wastewater flows resulted in recommended adjustments to sewer flows for Arlington, Boston, Cambridge and Medford. He explained the CY24 adjustments would be applied to the four communities' FY26 assessments and reflected in MWRA's Preliminary FY27 ("PFY27") assessments, all as detailed in the Staff Summary.

Mr. Vitale noted BWSC's vetting of the \$90K adjustment for Boston and observed that BWSC's calculations are consistent with those of MWRA.

Hearing no further questions or discussion from the Board, Mr. Flanagan moved to the next item. (ref. V A.5)

Community Billing Correction

Mr. Cole discussed a recommended CY07-CY24 billing correction for the Town of Saugus due to a processing issue that erroneously caused both Saugus and DCR to be charged for a small amount of water at the Breakheart Reservation as detailed in the Staff Summary. He noted that the Town of Saugus has taken steps to resolve the issue.

Hearing no questions or discussion from the Board, Mr. Flanagan moved to the next item. (ref. V A.6)

Preliminary FY27 Water and Sewer Assessments

Mr. Cole relayed that staff recommends a rate revenue requirement for FY27 of \$905 million, which represents increases of 3% on a combined basis, 3.9% for water assessments, and 2.4% for wastewater assessments. He noted that these assessments are consistent with the planning estimates presented with the final FY26 CEB.

Hearing no questions or discussion from the Board, Mr. Flanagan moved to the next item. (ref. V A.7)

Approvals

Transmittal of the FY27 Proposed Current Expense Budget

A motion was duly made and seconded to approve transmittal of the FY27 Proposed Current Expense Budget to the MWRA Advisory Board for its 60-day review and comment period.

Mr. Durkin described the annual budget process and the benefits of MWRA's multi-year budgeting approach and reiterated that ensuring that assessments grow at a sustainable and predictable rate is a priority. Staff then presented an overview of the proposed FY27 ("PFY27") Current Expense Budget ("CEB") as detailed in the Staff Summary and slides.

Mr. Cole outlined the PFY27 CEB's structure and staff's recommendations for Direct Expenses, including

key cost drivers such as wages and salaries, fringe benefits, utilities and maintenance. He highlighted steep upward trends in health insurance and electricity costs. He also discussed proposed increases for the Indirect Expenses budget, driven mostly by the Pension and Watershed Reimbursement categories, and noted the PFY27 CEB includes an additional \$6.5 million toward the goal of fully funding the pension by 2030.

Next, Mr. Horan reviewed the PFY27 Capital Finance budget by category, including senior debt, variable interest, the State Revolving Fund, subordinate debt, defeasance and other costs. He briefly discussed Capital Finance trends and projections and staff's defeasance strategy to level debt and noted that planned borrowing reflects increased Capital Improvement Plan (CIP) spending cost.

Mr. Horan then presented trends for tax exempt and taxable interest rates; MWRA's strategy regarding interest, principal, overall debt structure, and managing assessments. He discussed some interest rate drivers, taxable interest rates' impacts on investment income, and how variable interest rates impact MWRA's budgeting strategy.

Next, Mr. Cole reviewed PFY27 CEB revenue by category, including rate revenue, investment income, other revenue, and other user charges. He noted that the use of rate stabilization is not planned for FY27.

Finally, Mr. Durkin presented an overview of combined rate trends and projections through FY31, noting additional pressures on future water rates, and Mr. Cole discussed the next steps of the CEB process.

(Ms. Wolowicz temporarily left the meeting during the presentation.)

Mr. Vitale requested more information about CY25 pension and OPEB Trust returns. Mr. Horan reported a 11.6% return for the pension (preliminary), and a 12.6% return for the OPEB Trust. There was brief discussion about how these funds performed in comparison to the PRIM fund. There was also general discussion with questions and answers about the SMART Plan's performance and administration; PFY27 vacancy adjustments and MWRA's budgeting strategy for staffing levels.

In response to Mr. Jack Walsh's question about the proposed budget increase for hydrogen peroxide, Mr. Cole explained that key factors include volume and pricing. Mr. Durkin added that weather is also a factor, and staff would provide more information after this meeting.

MWRA Advisory Board Executive Director Matt Romero thanked staff for their work to develop the PFY27 CEB; relayed that the Advisory Board looks forward to continued engagement with MWRA staff throughout the budget process; and noted MWRA's multi-year approach for predictable and sustainable rates.

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

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

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

(ref. V B.1)

(Ms. Wolowicz returned to the meeting.)

Due to time constraints, Chair Tepper moved the meeting to Other Business.

OTHER BUSINESS

Search for a New Executive Director: Process and Preliminary Screening Committee (vote)

Noting that Mr. Laskey had announced his upcoming retirement, Chair Tepper led a discussion about next steps for a Preliminary Screening Committee (“Committee”) for the Executive Director position as established at the February 4, 2026 Board Meeting. She announced there was support from the Board that she serve as Chair of the Committee and she confirmed that she will, and further after consultation she is appointing Board members Foti, Swett and Wolowicz to serve on the Committee; and outlined the goals of today’s discussion.

There was discussion about the Committee’s essential charges, including candidate screening; consideration of applications and resumes; conducting interviews with the assistance of a search committee; and the recommendation of at least two or three finalists to the full Board, who would then conduct additional interviews and make the final selection. There was also discussion of the Committee reporting back to the Board.

With respect to updating the Executive Director job description, Secretary Tepper explained her experience where a search firm assists in developing a job profile for Board review through such means as interviews with all Board members and some key stakeholders. Board members agreed that such profile would return to the Board for approval. Mr. Pappastergion requested that staff provide the existing Executive Director job description to the Board.

Regarding the selection of a search firm, Secretary Tepper noted assistance provided by MWRA Procurement staff who g received bids from two companies. After brief discussion, the Board agreed that the Screening Committee would select a firm.

There was discussion about the cadence of the search process, including check-ins at upcoming Board meetings, and some interim communications as needed.

Mr. Pappastergion requested an update on the ongoing non-union manager compensation study. Ms. Wolowicz relayed that the non-union manager compensation study subcommittee (Ms. Wolowicz and Messrs. Foti and Vitale) had met earlier this month with Collins Center staff to discuss the draft report (with the assistance of Ms. MacDougall posting the meeting); the Subcommittee members have each reviewed the draft report; and the Collins Center was currently preparing the final report for distribution to the full Board, anticipated for the March meeting. There was brief discussion about how the final report would be useful for the Executive Director search process.

A motion was duly made to ratify the appointments of Secretary Tepper, Messrs. Foti and Swett and Ms. Wolowicz to the Preliminary Screening Committee established by the Board at the February 4, 2026 meeting for the MWRA Executive Director position, with Secretary Tepper serving as Chair of the Committee, which Committee work will include screening, considering and/or interviewing applicants to provide the Board of Directors with a list of applicants qualified for further consideration or interview by the Board.

Further, a motion was duly made and seconded to authorize the Preliminary Screening Committee, with the assistance of staff, to approve an award to, and hire, an executive search firm selected by the Committee to provide services in connection with the search and selection of candidates for the Executive Director position in an amount and for a term to be determined by the Committee, and to authorize the Executive Director, on behalf of the Authority, to execute a contract with such firm consistent with the award of the Committee.

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

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

(ref. IX)

WATER POLICY AND OVERSIGHT

Contract Awards

WASM 3 CP2 Rehabilitation of Water Main Section W10 (Waltham): Albanese D&S, Inc., Contract 6543

A motion was duly made and seconded to approve the award of Contract 6543, Weston Aqueduct Supply Main 3 Construction Package 2 Rehabilitation of Water Main Section W10 (Waltham), to the lowest responsible and eligible bidder, Albanese D&S, Inc. and to authorize the Executive Director, on behalf of the Authority, to execute said contract in the bid amount of \$21,467,000 for a contract term of 1,202 calendar days from the Notice to Proceed.

Kathleen Pearson, MWRA Senior Program Manager, discussed a proposed contract for the Weston Aqueduct Supply Mains 3 (WASM 3) Construction Package 2 (CP2) Section W10 rehabilitation project in Waltham ("WASM CP2"), as further detailed in the Staff Summary and Slides for this meeting.

Ms. Pearson presented an overview of the WASM 3 system and the proposed contract's location, scope and schedule. She relayed that WASM CP2 construction is restricted to low water demand months in order to meet summer high demand periods and outlined contract sequencing. She noted that MWRA had pre-purchased a 60-inch diameter butterfly valve separately, under Contract 6543A, due to the long

lead time of delivery and to facilitate the fall 2026 construction. She then reviewed the procurement process; reported that staff recommend award to the lowest responsible and eligible bidder, Albanese D&S, Inc. ("Albanese"); and reviewed their qualifications. Finally, Ms. Pearson noted that staff plan to recommend an amendment to a design contract with Stantec Consulting Services, Inc., at a future Board meeting, for completion of WASM CP2 construction administration and resident inspector services.

There was brief discussion about the construction schedule. Ms. Pearson explained that metering work can start prior to pipe work, which is limited to low demand periods. In response to a question from Mr. Taverna, Ms. Pearson explained that bids for this project may have been competitive because construction is scheduled to take place during the winter moratorium period. Mr. Laskey noted that this is a difficult project.

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		
Flanagan		
Pappastergion		
Peña		
Swett		
Taverna		
Vitale		
J. Walsh		
P. Walsh		
Wolowicz		

(ref. VI A.1)

PERSONNEL AND COMPENSATION

Approvals

February 2026 PCR Amendments

A motion was duly made and seconded to approve amendments to the Position Control Register (PCR) as presented in the February 25, 2026 Staff Summary and filed with the records of this meeting.

Wendy Chu, MWRA Human Resources Director, requested Board approval for a proposed Position Control Register (PCR) amendment to provide a position for an employee who is returning after an extended Workers' Compensation leave.

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

<u>Yes</u>	<u>No</u>	<u>Abstain</u>
Tepper		
Flanagan		
Pappastergion		
Peña		
Swett		

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

(ref. VII A.1)

Chair Tepper requested Vice Chair Pappastergion to chair the balance of the meeting. (Chair Tepper left the meeting.)

Appointment of Manager, Labor Relations

A motion was duly made and seconded to approve the appointment of Mr. Ryan Smith to the position of Manager, Labor Relations (Non-Union, Grade 14) in the Administration Division, at an annual salary of \$145,000, commencing on a date to be determined by the Executive Director.

Ms. Chu discussed the vacancy history for this position; the work experience and qualifications of the recommended candidate, and the selection process.

There was discussion about the candidate's expected start date, work experience and skills. In response to a question from Mr. Jack Walsh, Ms. Chu explained that there were no internal candidates for this position.

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

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

(ref. VII A.2)

Contract Amendments/Change Orders

Third Party Administration of Workers' Compensation Program: USI Insurance Services, LLC d/b/a FutureComp, Contract A633, Amendment No. 2

A motion was duly made and seconded to authorize the Executive Director, on behalf of the Authority, to approve Amendment 2 to Contract A633, Third Party Administration of Workers' Compensation Program Services, with USI Insurance Services, LLC d/b/a FutureComp, increasing the contract amount by \$33,000, from \$168,975 to a total not-to-exceed amount of \$201,975, and extending the contract term by 12 months, from April 1, 2026 to March 31, 2027.

Ms. Chu requested Board approval for Amendment 2 to Workers' Compensation third-party administration (TPA) contract with USI Insurance Services, LLC d/b/a FutureComp, as further discussed in the Staff Summary. She described the scope of the contract, which was extended last year under delegated authority; and explained that staff are seeking this amendment with time extension to align with an enterprise system upgrade and internal staffing change. Ms. Chu noted that staff intend to conduct a competitive procurement for a Workers' Compensation TPA contract prior to the end of this proposed extension.

There was discussion about the respective roles of the TPA and internal staff with respect to the MWRA's Workers' Compensation recommendation process.

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

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

(ref. VII B.1)

Mr. Vitale requested more information about the amount held in MWRA's Workers' Compensation reserve and asked if it was audited annually. Mr. Durkin affirmed that the reserve is audited annually and the amount (\$14 million) is determined by state regulations.

CORRESPONDENCE TO THE BOARD

Vice Chair Pappastergion announced the Board of Directors had received correspondence regarding the Draft Updated CSO Control Plan, which was included in the materials for this meeting and posted on MWRA's website, and, in addition to formal correspondence, other emails related to the Draft Updated CSO Control Plan were received. He noted that all the correspondence would not be listed individually in the interest of time, but their receipt has been noted. He expressed appreciation for the continued interest and outreach.

Vice Chair Pappastergion also noted that the Board had received a February 9, 2026 letter from State Senator Jo Comerford and State Representative Aaron Saunders regarding Quabbin Equity, which was included in the materials for this meeting and posted on MWRA's website.

Ms. Wolowicz inquired about further discussion with Senator Comerford and Representative Saunders and asked if staff planned to invite them to a future Board meeting, noting some prior scheduling conflicts that prevented an earlier meeting.

MWRA Public Affairs Director Sean Navin relayed that to his understanding, Secretary Tepper's office is

also working with the legislative delegation to schedule such a meeting for the summer or fall.

EXECUTIVE SESSION

Having no further Business in Open Session, Vice Chair Pappastergion requested a motion to conclude Open Session and enter into Executive Session to discuss Real Estate, noting that Open Session may have a detrimental effect on the negotiating position of the Authority. He announced the planned topic for Executive Session was a Watershed Land Acquisition. The Vice Chair 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 purpose 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>
Flanagan		
Pappastergion		
Peña		
Swett		
Taverna		
Vitale		
J. Walsh		
P. Walsh		
Wolowicz		

Voted: to conclude Open Session, and to enter Executive Session.

The Open Session concluded at 2:52pm.

*** EXECUTIVE SESSION ***

The meeting entered Executive Session at 2:53pm and adjourned at 2:59pm.

Approved: March 18, 2026

Attest:

 for
 Brian Peña, Secretary

LIST OF DOCUMENTS AND EXHIBITS USED

- Draft Minutes of the January 14 and February 4, 2026 MWRA Board of Directors Meetings (ref. I)
- February 25, 2026 Presentation Slide: EV Chargers at MWRA Facilities (ref. III)
- February 25, 2026 Staff Summary and Presentation: Submission of Draft Updated CSO Control Plan, Alewife Brook/Upper Mystic River and Lower Charles River/Charles Basins (ref. IV A.1)
- February 25, 2026 Staff Summary and Presentation: Deer Island Treatment Plant Eastern Seawall and Shoreline Protection Remediation – Design, Engineering Services During Construction, and Resident Engineering: Green International Affiliates, Inc., Contract 6723, Amendment 1 (ref. IV B.1)
- February 25, 2026 Staff Summary: Delegated Authority Report – January 2026 (ref. V A.1)
- February 25, 2026 Staff Summary and Presentation: FY2026 Second Quarter Orange Notebook (ref. V A.2)
- February 25, 2026 Staff Summary: FY26 Financial Update and Summary through January (ref. V A.3)
- February 25, 2026 Staff Summary: Fiscal Year 2026 Mid-Year Capital Improvement Program Spending Report (ref. V A.4)
- February 25, 2026 Staff Summary: FY2026 Community Assessment Adjustments (ref. V A.5)
- February 25, 2026 Staff Summary: Community Billing Correction (ref. V A.6)
- February 25, 2026 Staff Summary: Preliminary FY27 Water and Sewer Assessments (ref. V A.7)
- February 25, 2026 Staff Summary and Presentation: Transmittal of the FY27 Proposed Current Expense Budget
- February 25, 2026 Staff Summary and Presentation: WASM 3 CP2 Rehabilitation of Water Main Section W10 (Waltham): Albanese D&S, Inc., Contract 6543 (ref. VI A.1)
- February 25, 2025 Staff Summary: February 2026 PCR Amendments (ref. VII A.1)
- February 25, 2025 Staff Summary: Appointment of Manager, Labor Relations (ref. VII A.2)
- February 25, 2025 Staff Summary: Third Party Administration of Workers’ Compensation Program: USI Insurance Services, LLC d/b/a FutureComp, Contract A633, Amendment No. 2 (ref. VII B.1)
- Correspondence to the Board Regarding the Draft Updated CSO Control Plan (ref. VIII.A)
- Correspondence to the Board Regarding Quabbin Equity (ref. VIII.B)