

**MASSACHUSETTS WATER RESOURCES AUTHORITY**

Meeting of the Board of Directors

March 18, 2026

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A meeting of the Massachusetts Water Resources Authority (MWRA) Board of Directors was held on March 18, 2026 at MWRA's Administration Facility in Chelsea, and via remote participation.

Chair Tepper presided from the Chelsea Administration Facility. Board Members Foti, Pappastergion, Peña, Taverna, Vitale, and Patrick Walsh also participated at the Administration Facility. Board Member Wolowicz participated remotely. Board Members Flanagan, Swett, and Jack Walsh were 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; Administration Director Michele Gillen; Waterworks Director Valerie Moran; Director of Planning and Sustainability Stephen Estes-Smargiassi; Budget Director Michael Cole; Deputy Finance Director/Treasurer Matthew Horan; MIS Director Paula Weadick; Procurement Director Douglas Rice; Chief Engineer Brian Kubaska; Construction Director Marty McGowan; Project Manager Pedro Bonilla; Senior Program Manager Milan Horbaczewski; Deer Island Treatment Plant Director Chad Whiting; Program Manager John Riccio; Acting Director of Tunnel Redundancy Paul Savard; Senior Program Manager Patricia Mallett; Human Resources Director Wendy Chu; Associate General Counsel Angela Atchue; Senior Counsel Christopher John; Real Property Manager Colleen Guida; Chief of Staff Katie Ronan; Technical Support Manager Michael Curtis; and Assistant Secretary Kristin MacDougall were among the staff in attendance at the Chelsea Administration Facility.

Vandana Rao, EEA, and Matt Romero, MWRA Advisory Board, also attended at the Administration Facility.

Jennifer Rombodi, UMass Boston Collins Center, 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 Ms. Wolowicz was 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 the agenda and meeting materials were available on MWRA's website.

**APPROVAL OF FEBRUARY 25, 2026 MINUTES**

**A motion was duly made and seconded to approve the minutes of the Board of Directors' February 25, 2026 meeting.**

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

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

(ref. I)

#### REPORT OF THE EXECUTIVE DIRECTOR

MWRA Executive Director Fred Laskey reported on an ongoing Ware River diversion to the Quabbin Reservoir, and the reactivation of the Sudbury Aqueduct to refill the Chestnut Hill Reservoir for invasive species control. Next, he updated the Board on a recent small fire in an isolated HVAC system at Deer Island and thanked the Winthrop and Boston Fire Departments for their rapid response to extinguish the fire. He also reported that the New Neponset Pump Station has been operating due to rain and snow melt and a solar farm at the Norumbega Covered Storage Facility is moving forward. Finally, Mr. Laskey announced that his planned retirement date is May 8, 2026.

Secretary Tepper requested more information about the Ware River diversion. MWRA Director of Waterworks Valerie Moran explained that MWRA is permitted to divert water from the Ware River at certain times of the year and noted the operational benefits. In response to a question from Mr. Taverna, Ms. Moran relayed that the current diversion is expected to extend through the week. MWRA Director of Planning and Sustainability Stephen Estes-Smargiassi outlined the allowed transfer limits with respect to water quantities, Quabbin levels and weather conditions, and explained that the diversions are important for MWRA's safe yield. (ref. III)

#### EXECUTIVE SESSION

Chair Tepper requested a motion to enter Executive Session to discuss Real Estate, noting that Open Session may have a detrimental effect on the negotiating position of the Authority. She announced the planned topic for Executive Session was consideration of the purchase, exchange, lease or value of Real Property.

**A motion was duly made and seconded to conclude 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:

Yes                      No                      Abstain

Tepper  
Foti  
Pappastergion  
Peña  
Taverna  
Vitale  
P. Walsh  
Wolowicz

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

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

The meeting entered Executive Session at 1:09pm and adjourned at 1:23pm.

\*\*\* CONTINUATION OF OPEN SESSION \*\*\*

#### ADMINISTRATION, FINANCE AND AUDIT

##### Information

##### FY26 Financial Update and Summary through February

Michael Cole, MWRA Budget Director, reported a \$14.5 million favorable budget variance through February 2026, versus an \$18 million variance at this time last year, and that budgetary trends continued with the notable exception of fuel costs related to the ongoing conflict in the Middle East. He advised that the national average cost for diesel fuel has risen to \$5.08 per gallon; however, MWRA recently received delivery of 360,000 gallons of diesel fuel for Deer Island at \$2.72 per gallon. Mr. Cole noted the FY27 budget currently includes an average Deer Island diesel fuel cost of \$3.00 per gallon; staff will revisit this line item; and rising fuel costs are expected to negatively impact FY26 and FY27 budgets. He added that staff are also watching gasoline costs, which have risen to a national average of \$3.84 per gallon, and noted budget assumptions of \$2.75 per gallon for FY26 and \$2.50 for FY27. Finally, Mr. Cole reported that the Capital Improvement Program (CIP) is in line with historical averages at 31% spent through February, 2026 (25% for project only spending).

Mr. Peña inquired about the net cost of diesel fuel minus taxes. MWRA Finance Director Thomas Durkin relayed that staff would provide that information after the meeting.

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

##### Approvals

##### Approval of the Ninety- Second Supplemental Resolution

**A motion was duly made and seconded to adopt the Ninety-Second Supplemental Resolution authorizing the issuance of up to \$790,000,000 of Massachusetts Water Resources Authority Tax-Exempt General Revenue Bonds and General Revenue Refunding Bonds and the supporting Issuance Resolution.**

Matthew Horan, MWRA Deputy Finance Director/Treasurer, outlined the terms, process and timeline of the proposed Ninety-Second Supplemental Resolution. He noted that \$250 million of the total requested authorization would be allocated to permanently finance outstanding commercial paper for ongoing capital, with \$540 million set for purposes related to refunding to achieve interest rate savings. He explained that staff plan to refund \$245 million of bonds through a current refunding and conduct a public tender process to determine if bondholders are interested in selling back approximately \$175 million of taxable bonds, and discussed the rationale and strategy as detailed in the Staff Summary. Finally, Mr. Horan relayed that the transactions are expected to net approximately \$45 million in savings for MWRA.

Mr. Vitale noted that the Staff Summary was well-written and informative, and a good resource for anyone interested in learning more about bonds.

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		
Foti		
Pappastergion		
Peña		
Taverna		
Vitale		
P. Walsh		
Wolowicz		

(ref. V B.1)

#### Contract Awards

Audit Services: CliftonLarsonAllen LLP, Contract F286

**A motion was duly made and seconded to approve the recommendation of the Selection Committee to award Contract F286, Audit Services, to CliftonLarsonAllen LLP and to authorize the Executive Director, on behalf of the Authority, to execute said contract in an amount not-to-exceed \$580,000 for a term of four years, from April 1, 2026 to March 31, 2030.**

Mr. Durkin provided background on MWRA's audited financial statements; outlined the terms of a proposed contract for required third-party independent auditing services; recommended award to the incumbent contract holder CliftonLarsonAllen LLP (CLA); and briefly described the firm's past performance.

Mr. Vitale asked if the proposed scope includes simultaneous audits of MWRA's Irrevocable OPEB Trust and Retirement System. Mr. Durkin explained that the scope includes three audit categories: general, single (with respect to grants and major federal programs), and OPEB Trust; and CLA audits the Retirement System under a separate, independently awarded contract. He noted that in his view, engaging CLA for the MWRA's Irrevocable OPEB Trust and Retirement System audits has been expeditious and cohesive.

In response to Mr. Vitale's follow-up question, Mr. Durkin relayed that the potential for CLA to

subcontract the single audit out to a minority-owned or women-owned business (MBE/WBE) had not been discussed with the firm; however, staff would take Mr. Vitale's suggestion into consideration for future contracts. Mr. Vitale added that CLA had offered positive feedback about MWRA staff.

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		
Foti		
Pappastergion		
Peña		
Taverna		
Vitale		
P. Walsh		
Wolowicz		

(ref. V C.1)

#### Contract Amendments/Change Orders

Purchase Order Contract for a Maximo Systems Administrator Consultant: Computer and Engineering Services, Inc., Bid WRA-5588Q, State Contract ITS77 Category 1A, Amendment 2

**A motion was duly made and seconded to authorize the Executive Director, on behalf of the Authority, to approve Amendment 2 to Contract WRA-5588Q, Maximo Systems Administrator Consultant, with Computer and Engineering Services, Inc., increasing the contract amount by \$235,950, from \$250,800 to \$486,750, and the billable hours from 2,250 to 4,200 (112 weeks).**

Paula Weadick, MWRA MIS Director, reviewed the history, scope and structure of a purchase order contract for a Maximo systems administrator consultant as detailed in the Staff Summary. She described some of the consultant's past and planned projects, including the implementation of an Enterprise Resource Planning (ERP) system and upcoming Maximo upgrade. Finally, Ms. Weadick noted that the proposed Amendment includes a reasonable rate increase and requested Board approval for proposed Amendment 2.

Mr. Peña asked how Amendment 2's proposed billable hours increase affects the contract duration. Douglas Rice, MWRA Procurement Director, explained that this purchase order contract does not specify an end date but rather is based on the billable hours. In response to Mr. Peña's follow-up question, Mr. Rice and Ms. Weadick relayed that this contract is not closed out and reopened every fiscal year.

Mr. Vitale asked why Maximo wasn't migrated to the cloud during a 2024 upgrade. Ms. Weadick explained that the relatively minor upgrade in 2024 was in support of on-premises interface enhancements, and the upgrade planned for later this year would migrate Maximo to the cloud. She added that the Maximo software licensing agreement, which was renewed for 18 months in December 2025, includes on-premises and cloud tenancy.

Mr. Vitale inquired about the anticipated useful life of the new ERP. Ms. Weadick explained that the new ERP is expected to be maintained as long as it is supported by its publisher (IBM) because it is subscription-based and cloud-hosted.

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		
Foti		
Pappastergion		
Peña		
Taverna		
Vitale		
P. Walsh		
Wolowicz		

(ref. V D.1)

#### WASTEWATER POLICY AND OVERSIGHT

##### Contract Awards

Somerville Marginal CSO Facility Rehabilitation Design, Engineering Services During Construction and Resident Engineering Inspection Services: HDR Engineering, Inc., Contract 7689

**A motion was duly made and seconded to approve the recommendation of the Consultant Selection Committee to award Contract 7689, Somerville Marginal CSO Facility Rehabilitation Design, Engineering Services During Construction and Resident Engineering Inspection Services, to HDR Engineering, Inc. and to authorize the Executive Director, on behalf of the Authority, to execute said contract in an amount not-to-exceed \$9,795,358.16 for a contract term of 60 months from the Notice to Proceed.**

Brian Kubaska, MWRA Chief Engineer, briefly discussed current and planned work to substantially reduce CSO discharges from the Somerville Marginal CSO Facility, noting the Draft Updated CSO Control Plan (“Draft Plan”). Mr. Kubaska also noted that MWRA’s current variance for the Upper Mystic requires MWRA to design the rehabilitation of the Somerville Marginal CSO facility by approximately February 2028, and invited MWRA Project Manager Pedro Bonilla to discuss a proposed engineering services during construction and resident engineering and inspection services contract for the Somerville Marginal project.

Mr. Bonilla presented the Somerville Marginal facility’s operations, location, treatment processes, and discharge locations, as well as structures requiring rehabilitation design as detailed in the Staff Summary and PowerPoint slides for this meeting (“meeting slides”). He noted that much of the facility’s equipment and architectural components are past their useful lives and outlined the contract scope.

Next, Mr. Bonilla reviewed the procurement process. He relayed that two proposals were received, and the selection committee recommends award to HDR Engineering, Inc. (“HDR”). He explained that HDR’s higher overall score was based on the firm’s more detailed and project-specific technical approach; application of experience to the facility’s operational and sequencing requirements; consistently positive references; strong proposed subconsultant team; and instruction-based support strategy.

There was discussion with questions and answers about the proposals, evaluation criteria, scores, rankings and contract costs; the strength of HDR’s technical approach and overall proposal; and the

need for the Somerville Marginal facility to remain operational during construction.

Mr. Pappastergion expressed concern about the cost of HDR's proposal. There was discussion with questions and answers about methods for evaluating whether awarded firms have matched or exceeded their proposed levels of effort; and how HDR's proposed higher level of effort is supported by its technical approach.

Mr. Foti noted the two firms proposed more hours than the Engineer's Estimate. There was discussion about the bidders' proposed levels of effort, including Arcadis' proposal for additional hours assigned to other direct costs (ODCs"), and the range of total scores.

In response to a question from Mr. Taverna, Mr. Kubaska discussed how the Somerville Marginal's estimated construction costs compared to those for other large CSO facility rehabilitation projects; project deliverables; and HDR's and Arcadis' respective experience on MWRA design projects.

Mr. Pappastergion indicated willingness to vote to approve this award, noting his previously expressed concerns regarding HDR's proposed level of effort and cost. There was discussion about potential reasons for HDR's higher proposed level of effort; the past performances and references of the two firms; the total scores; and the firms' experience and technical approach. In response to a question from Mr. Peña, Mr. Kubaska relayed that staff would provide contract amendment history data at a later date.

There was discussion with questions and answers about the bid advertisement process and timing with respect to variance requirements. There was also discussion about the importance of CSO control projects; consideration of level of effort for future contract proposals; the proposed contract cost and duration; and the bid review process.

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		
Foti		
Pappastergion		
Peña		
Taverna		
Vitale		
P. Walsh		
Wolowicz		

(ref. VI A.1)

Siphon and Junction Structure Rehabilitation: National Water Main Cleaning Company-New England, Contract 6225

**A motion was duly made and seconded to approve the award of Contract 6225, Siphon and Junction Structure Rehabilitation, to the lowest responsible and eligible bidder, National Water Main Cleaning Company-New England, and to authorize the Executive Director, on behalf of the Authority, to execute said contract in the bid amount of \$9,682,000 with a contract term of 640 calendar days from**

**the Notice to Proceed.**

Milan Horbaczewski, MWRA Senior Program Manager, provided background on MWRA's siphons and juncture structures, their locations, and MWRA's multi-phased plan to rehabilitate them. He relayed that staff have identified 40 high-priority structures for the first phase of rehabilitation under proposed contract 6225; outlined the project scope; and presented photos of some existing conditions, all as detailed in the Staff Summary and meeting slides. Finally, Mr. Horbaczewski outlined the procurement process; noted the construction duration; and recommended award to the lowest bidder, National Water Main Cleaning Company-New England.

Mr. Taverna asked if local conservation commission approval would be required for some of the work. Mr. Horbaczewski explained that staff have reached out to all project host communities; held dozens of meetings with conservation commissions; conducted multiple site visits; and plan to continue outreach to interested parties during construction. In response to a follow-up question, Mr. Horbaczewski noted the Authority's right to upgrade and maintain its facilities and discussed easements the Authority holds. There was also brief discussion about passive odor control.

Chair Tepper expressed appreciation for staff's outreach to the conservation commissions.

The Chair 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		
Taverna		
Vitale		
P. Walsh		
Wolowicz		

(ref. VI A.2)

Cryogenic Oxygen Generation Compressor Services: WES Construction Corp., Contract S632

**A motion was duly made and seconded to approve the award of Contract S632, Cryogenic Oxygen Generation Compressor Services, to the lowest responsive and eligible bidder, WES Construction Corp., and to authorize the Executive Director on behalf of the Authority to execute said contract in the bid amount of \$8,667,000 for a contract term of 730 calendar days from the Notice to Proceed.**

Chad Whiting, MWRA Deer Island Treatment Plant Director, introduced MWRA Program Manager John Riccio, Jr.; discussed MWRA's Cryogenic Compression Building at the Deer Island Treatment Plant ("DITP"); summarized the scope of a proposed contract to overhaul its four main air compressors; and noted that this project requires highly specialized work and has a limited pool of potential bidders. He also presented an overview of the cryogenic generation process and uses; the main air compressor; and the contract scope.

Next, Mr. Whiting reviewed the procurement process as discussed in the Staff Summary and meeting

slides. He noted that MWRA received two bids, one of which was deemed non-responsive because it did not include the full scope of work in its bid price. He explained that the accepted bid from WES Construction Corp. (“WES”) was significantly higher than the Engineer’s Estimate, attributable to the firm’s higher than anticipated level of project oversight and general contractor approach, and noted this contract was advertised as a Chapter 30 project. Finally, Mr. Whiting relayed that staff had reviewed the bids; emphasized the importance of the project with respect to the cryogenic facility’s age and DITP permit requirements, and recommended award to WES.

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

In response to a question from Mr. Taverna, Mr. Whiting relayed that this work did not qualify as a Chapter 149 project. Mr. Rice briefly discussed the procurement for this project, the highly specialized, industrial nature of the work and the limited pool of companies qualified to perform the work.

There was discussion with questions and answers about the number of bidders for this contract; the estimated costs of compressor overhaul versus full replacement; WES’s bid cost, which exceeded the Engineer’s Estimate; and the challenges of potentially re-advertising this contract, including the small number of potential bidders.

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		
Taverna		
Vitale		
P. Walsh		
Wolowicz		

(ref. VI A.3)

## WATER POLICY AND OVERSIGHT

### Information

#### Report on 2025 Water Use Trends and Reservoir Status

Mr. Stephen Estes-Smargiassi presented a report on water use trends and reservoir status for 2025 as further detailed in the Staff Summary and meeting slides. He provided background on MWRA’s safe yield and reservoir withdrawals and noted the five-year average rose slightly between 2024 and 2025.

Next, he discussed trends for total water consumption by MWRA communities; daily system demand; City of Boston water use; and base (indoor) and seasonal (outdoor) demand for fully supplied and partially supplied communities. He noted that water use for partially supplied communities is more variable and reported a 17% increase for 2025.

Mr. Estes-Smargiassi then presented on the status of the Quabbin Reservoir, which remained within Normal operating range throughout 2025. He noted that the Quabbin had dipped to the Below Normal

range in early March 2026, but has since returned to Normal, attributable to factors such as snow melt and Ware River transfers. He also presented historical data and projections for Quabbin elevations; advised that the water system could potentially fall to Drought Warning conditions in the coming months pending the amount of rainfall; and briefly discussed related communications to water communities and residential users. Finally, Mr. Estes-Smargiassi affirmed the resilience, reliability and quality of the water system and MWRA's ability to continue serving partially supplied communities and other municipalities struggling with water quality or source reliability issues and briefly noted that work on system expansion continues.

There was general discussion about the design of a graph on Slide 42: *Quabbin Stayed in Normal Operation Range*; and MWRA's submittal of its updated drought plan in April 2025 as required.

Mr. Vitale thanked MWRA staff for their assistance during a recent BWSC transmission main failure.

Hearing no further discussion or questions from the Board, Committee Chair Taverna moved to Contract Amendments/Change Orders. (ref. VII A.1)

Contract Amendments/Change Orders

Metropolitan Water Tunnel Program - Program Support Services: JCK Underground, Inc., Contract 7655, Amendment 3 – Second Optional 24-Month Renewal

**A motion was duly made and seconded to authorize the Executive Director, on behalf of the Authority, to approve Amendment 3 to Contract 7655, Program Support Services for the Metropolitan Tunnel Redundancy Program, with JCK Underground, Inc. extending the contract term by 24 months, from April 1, 2026 to April 1, 2028, with no increase in contract price.**

Paul Savard, Acting Director of Tunnel Redundancy, discussed a proposed Amendment to extend a program support services ("PSS") contract for the Metropolitan Water Tunnel Program (MWTP) as presented in the Staff Summary and meeting slides. He provided background on the MTWP's organizational structure, including the PSS team. He also updated the Board on MWTP milestones including preliminary design, geotechnical support services, and 60% design for the first tunnel construction package submittal. Mr. Savard noted that the MWTP's next procurement would be for a construction manager and owner's representative, with construction contracts expected to follow. He then presented an overview of the PSS contract and its scope; described some key functions of PSS staff including complex technical review; and discussed the expected timeline for the award of the North Tunnel and South Tunnel construction packages. Finally, Mr. Savard presented a summary of Proposed Amendment 3 to the PSS contract and requested Board approval.

Noting that staff are not requesting an increase in contract price, Mr. Taverna asked if JCK is able to provide the required level of effort and staffing. Mr. Savard responded in the affirmative and explained that MWRA staff have worked to ensure that PSS staff are only engaged for necessary tasks.

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		
Foti		

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

(ref. VII B.1)

John J. Carroll Water Treatment Plant Technical Assistance Consulting Services: Stantec Consulting Services Inc., Contract 7974, Amendment 2

**A motion was duly made and seconded to authorize the Executive Director, on behalf of the Authority, to approve Amendment 2 to Contract 7974, John J. Carroll Water Treatment Plant Technical Assistance Consulting Services, with Stantec Consulting Services Inc., increasing the contract term by 24 months from March 15, 2026 to March 15, 2028 with no increase in price.**

Patricia Mallett, MWRA Senior Program Manager, noted that MWRA Contract 7974, John J. Carroll Water Treatment Plant (“JJCWTP”) Technical Assistance Consulting Services with Stantec Consulting Services Inc. (“Stantec”), had expired on March 15, 2026. She requested Board approval for a two-year contract extension with no increase in contract price to complete two task orders in progress and noted that no additional task orders would be awarded to Stantec during the extension. She also discussed the scopes and terms of the two ongoing task orders: ESDC for construction contract 8012, Brutsch Water Treatment Facility Sodium Hypochlorite Upgrades, and completion of Contract 8190, JJCWTP Carbon Dioxide System Upgrades design, bidding assistance and ESDC. Finally, Ms. Mallett presented a review of contract amendments to date and requested Board approval for Amendment 2.

In response to questions from Mr. Taverna, Ms. Mallett affirmed that Stantec is able to provide the staffing level required to perform the tasks under this proposed Amendment, and there is sufficient budget left in the contract to complete the work. There was brief discussion with questions and answers about the JJCWTP sodium hypochlorite tanks as presented on Slide 53: *Task Order 5 – Brutsch Sodium Hypochlorite Upgrades*.

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		
Foti		
Pappastergion		
Peña		
Taverna		
Vitale		
P. Walsh		
Wolowicz		

(ref. VII B.2)

PERSONNEL AND COMPENSATIONInformationNon-Union Manager Compensation Subcommittee – Study Update

Committee Chair Wolowicz updated the Board on the Non-Union Manager Compensation Study, noting the final report prepared by the UMass Boston Collins Center (“Collins Center”) was included in the meeting materials. Ms. Wolowicz then welcomed Jennifer Romboldi of the Collins Center to the meeting and invited Board member’s questions.

Ms. Romboldi relayed that the Total Compensation Study for MWRA non-union managers conducted by the Collins Center has been completed and submitted, as have other deliverables such as job descriptions. She noted that the Collins Center had received a robust dataset from over 12 national entities that allowed for a very good analysis of wages, and the report accounts for cost of living.

Mr. Pappastergion asked if Appendix A, *Recommended Comparable Organizations* was included in the report, and there was brief discussion. Ms. Romboldi advised that the Collins Center would provide this information after the meeting.

In response to follow-up questions from Mr. Pappastergion, Ms. Romboldi explained that the term “Current Grade Range” referred to the spreads between minimum and maximum rates (pay ranges), which are traditionally 25%-40%, confirmed that the FY26 range for a Grade 20 is 100%, and noted the Collins Center recommends the adoption of a standardized range of 35%. There was discussion with questions and answers about the location of the grade-by-grade recommendations, which are presented on page 24 of the report.

Mr. Pappastergion inquired about the information presented in Appendices B and C. Ms. Romboldi explained that Appendix B shows how MWRA compares to the market, and page 24 is a review of recommended pay rates. There was brief discussion about recommendations as presented on page 24.

Mr. Pappastergion asked Personnel Committee Chair Wolowicz to outline next steps. Ms. Wolowicz recommended not taking a vote at this meeting and invited Board members to submit any additional questions for Collins Center staff to Assistant Secretary Kristin MacDougall, who will coordinate responses. She suggested accepting the final report at the next Board meeting and discussing the recommendations at future meetings.

In response to a question from Mr. Pappastergion, Michele Gillen, MWRA Director of Administration, affirmed that the report does not include discussion of salary collisions between nonunion and union positions. Mr. Pappastergion noted that this data would be useful to Board members going forward, and Ms. Gillen relayed that MWRA could provide information about the total compensation of highly paid union employees and the current salaries of lower-graded non-union managers. Mr. Foti added that Board members would like to see data based on how a union employee could have salary collision with their supervisor. Chair Tepper concurred and suggested postponing a vote on the report until Board members have the opportunity to review this information. There was general agreement with this suggestion.

Ms. Wolowicz noted she believes the study is at a point of completion and thanked Board members for their questions. Mr. Pappastergion complimented Collins Center staff for a well-done report.

There was discussion with questions and answers about the deadline for incorporating any Board decisions on adopting study recommendations in the FY27 budget, and the amount of time staff would need to consider any recommendations. Mr. Cole advised that staff can typically capture changes to the budget through mid-May. Chair Tepper and Mr. Pappastergion asked if staff could perform the exercise of estimating the budgetary impacts of the study's recommendations, and Mr. Pappastergion noted the potential to adopt recommendations in phases.

There was discussion about analytic methods, the budget, and the complexity of applying study findings to individual pay rates. Chair Tepper recommended that staff begin the exercise by performing analysis to afford a general sense of how the study's recommended minimum and maximum salary ranges would impact the budget. Mr. Laskey and Mr. Pappastergion agreed.

Mr. Patrick Walsh asked if comparisons of the monetary values of benefits for MWRA non-union staff versus for staff at other agencies were included in the study analysis. Ms. Romboldi explained that survey data in Amendment B shows base rates; and the report, wage data, and recommendations were factored on total compensation. She noted that the slides on the report's Excel sheet shows in-depth math that goes into the cost of living for regions and a full dissertation about the benefits added to pay to ensure that entitles were being compared on an "apples to apples" basis.

There was brief, general discussion about *Appendix C: Survey Summary – Maximum*. Ms. Romboldi noted that the Collins Center has an implementation spreadsheet that may be helpful to the Board and MWRA staff. There was brief discussion about MWRA's salary structure, which includes steps within ranges. Ms. Romboldi offered to work with MWRA Human Resources staff on the spreadsheet to broadly determine the per-position implementation cost. She noted the Collins Center's typical recommendation for municipalities is to bring an employee on the pay scale with a salary that is closest to their current rate with a slight bump, but never a reduction.

Chair Tepper accepted Ms. Romboldi's offer of the implementation spreadsheet and noted the FY27 budget's May 2026 deadline. Mr. Laskey suggested a placeholder. The Chair advised that it is unlikely that the Board could make informed decisions on these matters by the April Board meeting, and Messrs. Pappastergion and Foti agreed. Mr. Pappastergion noted that this is a large undertaking and he does not want to shortchange the non-union managers. Chair Tepper agreed.

Ms. Wolowicz acknowledged the time constraints; discussed accepting the report at the next meeting; the roles of the Collins Center and the Board; and her municipality's processes for similar undertakings. She suggested that MWRA's financial staff could add approximate numbers to the budget as a buffer while the Board moves through the process of developing recommendations, noting that salaries could be adjusted retroactively after the FY27 budget is approved.

Mr. Pappastergion noted the importance of considering potential impacts on rates. Mr. Foti briefly discussed the large number of positions to be considered, accepting the report, and the complexity of implementing the study's recommendations, and agreed with Mr. Laskey's suggestion to include a placeholder in the FY27 budget. Chair Tepper recommended that staff determine the maximum and minimum budgetary impacts, and discussion of proposed next steps and approval of the report could occur at the next Board meeting.

In response to a question from Mr. Patrick Walsh, Ms. Romboldi relayed that only one staff member, the

Executive Director, is a Grade 20. There was discussion about the pay range for Grade 20, which Mr. Foti noted was currently too broad in his view. There was brief discussion about submitting questions to the Assistant Secretary and the upcoming vote to accept the report. The Board members thanked Ms. Romboldi for her efforts.

Hearing no further discussion or questions from the Board, Ms. Wolowicz moved to Approvals. (ref. VIII A.1)

#### Approvals

##### Appointment of Deputy General Counsel

**A motion was duly made and seconded to approve the appointment of Michael J. Altieri to the position of Deputy General Counsel, Law Division (Non-Union, Grade 16), at an annual salary of \$185,000, commencing on a date to be determined by the Executive Director.**

Wendy Chu, MWRA Human Resources Director, referred to the Staff Summary and invited Board members' questions on the proposed appointment.

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		
Foti		
Pappastergion		
Peña		
Taverna		
Vitale		
P. Walsh		
Wolowicz		

(ref. VIII B.1)

#### OTHER BUSINESSS

##### Preliminary Screening Committee (Executive Director Position) – Update (verbal)

Chair Tepper updated the Board on the Preliminary Screening Committee. She reported that the Committee had met in March 2026 and voted unanimously to authorize MWRA staff to negotiate a contract with Isaacson, Miller, which is the same executive search firm that was engaged by Massport. She noted that two bids were received and reviewed by the Committee.

Hearing no discussion or questions from the Board, Chair Tepper moved to Other Business. (ref. IX.A)

#### CORRESPONDENCE TO THE BOARD

##### Correspondence Regarding the Draft Updated CSO Control Plan

Chair Tepper announced that the Board of Directors had received correspondence regarding the Draft Updated CSO Control Plan and these emails were included in the materials for this meeting and posted on MWRA's website. She added that other mails related to the Draft Updated CSO Control Plan were received in addition to formal correspondence, and, in the interest of time, all the correspondence would not be listed individually; however, its receipt has been noted. She also expressed appreciation

for the continued outreach and interest.

There was brief, general discussion about the format of some correspondence. (ref. X.A)

Preliminary Screening Committee (Executive Director Position) – Update (verbal) - Continued

There was brief, additional discussion about the next steps for the Preliminary Screening Committee, including negotiating and signing a contract with Isaacson, Miller and developing a new Executive Director job description, which will entail interviews with Board members and others.

Hearing no further discussion or questions from the Board, Chair Tepper moved to Adjournment. (ref. IX.A)

ADJOURNMENT

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

A roll call vote was taken in which the members were recorded as follows:

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

(ref. XI)

The meeting adjourned at 3:10pm.

Approved: April 15, 2026

Attest:

 for  
 Brian Peña, Secretary

LIST OF DOCUMENTS AND EXHIBITS USED

- Draft Minutes of the 2/25/2026 MWRA Board of Directors Meeting (ref. I)
- 3/18/2026 Presentation Slides: Deer Island Fire Response (ref. III)
- 3/18/2026 Staff Summary – FY26 Financial Update and Summary through February (ref. V A.1)
- 3/18/2026 Staff Summary – Approval of the Ninety-Second Supplemental Resolution (ref. V B.1)
- 3/18/2026 Staff Summary – Audit Services: CliftonLarsonAllen LLP, Contract F286 (ref. V C.1)
- 3/18/2026 Staff Summary – Purchase Order Contract for a Maximo Systems Administrator Consultant: Computer and Engineering Services, Inc., Bid WRA-5588Q, State Contract ITS77 Category 1A, Amendment 2 (rev. V D.1)
- 3/18/2026 Staff Summary and Presentation – Somerville Marginal CSO Facility Rehabilitation Design,

Engineering Services During Construction and Resident Engineering Inspection Services: HDR Engineering, Inc., Contract 7689 (ref. VI A.1)

- 3/18/2026 Staff Summary and Presentation – Siphon and Junction Structure Rehabilitation: National Water Main Cleaning Company-New England, Contract 6225 (ref. VI A.2)
- 3/18/2026 Staff Summary and Presentation – Cryogenic Oxygen Generation Compressor Services: WES Construction Corp., Contract S632 (ref. VI A.3)
- 3/18/2026 Staff Summary and Presentation – Report on 2025 Water Use Trends and Reservoir Status (ref. VII A.1)
- 3/18/2026 Staff Summary and Presentation – Metropolitan Water Tunnel Program - Program Support Services: JCK Underground, Inc., Contract 7655, Amendment 3 – Second Optional 24-Month Renewal (ref. VII B.1)
- 3/18/2026 Staff Summary and Presentation – John J. Carroll Water Treatment Plant Technical Assistance Consulting Services: Stantec Consulting Services Inc., Contract 7974, Amendment 2 (ref. VII C.1)
- *Total Compensation and Benefits Study, Massachusetts Water Resources Authority* (UMass Boston Collins Center, March, 2026) (ref. VIII A.1)
- 3/18/2026 Staff Summary – Appointment of Deputy General Counsel (ref. VIII B.1)
- Correspondence Regarding the Draft Updated CSO Control Plan (ref. IX.A)