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MASSACHUSETTS WATER RESOURCES AUTHORITY

Deer Island
33 Tafts Avenue
Boston, MA 02128

Frederick A. Laskey
Executive Director

Chair:
R. Tepper

Members:
J. Foti
B. Swett
J. Wolowicz

VIRTUAL PUBLIC MEETING OF THE PRELIMINARY SCREENING COMMITTEE

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Date: Thursday, April 9, 2026
Time: 3:00pm
Location: To be held virtually on Webex.

Webex webinar registration link:

<https://mwra.webex.com/weblink/register/r7226096f5c7f15d7ce909f72dee4a6a0>

Webinar number: 2337 751 1313

Webinar Password: 040926

AGENDA

- I. Approval of March 13, 2026 Committee Minutes
- II. Meet with Isaacson, Miller; Roles and Responsibilities of Search Committee, Search Process and Timeline, Potential Candidates and Sources
- III. Other Business
- IV. Adjournment

MASSACHUSETTS WATER RESOURCES AUTHORITY

BOARD OF DIRECTORS

Meeting of the Preliminary Screening Committee

March 13, 2026

A meeting of the Preliminary Screening Committee of the Massachusetts Water Resources Authority (MWRA) Board of Directors was held on March 13, 2026 remotely, via Webex.

Chair Tepper presided remotely. Committee Members Wolowicz and Swett participated remotely. Committee Member Foti was absent.

MWRA General Counsel Carolyn Francisco Murphy, Procurement Director Douglas Rice, Associate General Counsel Angela Atchue, Technical Support Manager Michael Curtis, and Assistant Secretary Kristin MacDougall attended remotely.

Chair Tepper called the meeting to order at 9:03am.

ROLL CALL

Assistant Secretary Kristin MacDougall took roll call of members in attendance and announced that Chair Tepper, Mr. Swett and Ms. Wolowicz were participating remotely. The Chair announced that the meeting was being held virtually, via a link posted on MWRA's website, and the agenda was also available on MWRA's website.

SELECTION OF EXECUTIVE SEARCH FIRM FOR EXECUTIVE DIRECTOR POSITION (VOTE)

Chair Tepper began a discussion on proposals received from Isaacson, Miller and the UMass Boston Collins Center. Noting the importance of a robust process for the selection of the next Executive Director for the Authority and ratepayers, the Chair discussed factors including fee structure, process and project approach, timelines, experience with similar searches, and deliverables. Ms. Wolowicz concurred, noting it was helpful to have two proposals to consider, and in this instance the Board needs a strong partner to see the search process through to completion, and, therefore, she is leaning toward Isaacson, Miller and believes the firm will make it seamless for the Screening Committee to successfully complete the search process. Mr. Swett discussed the fee and level of service offered by each firm, as well as the importance of a robust search (local and national), updating the job description, preparing a position profile and presenting at least two viable candidates to the Board for consideration. He added that the Authority needs a great leader in water and wastewater and a robust search will get a lot more attention as well. The Chair commented on the opportunity to update the job description, the interviews and focus group proposed by Isaacson, Miller, and the positive references for the firm.

There was discussion with questions and answers about the locations of key personnel; the expected contract duration; and potential reimbursable costs, such as for any travel expenses.

The members also discussed the updated Executive Director job description; development of a work plan, and MWRA staff updates to the Committee, including regarding expenses.

The Committee members reached a consensus to recommend award to Isaacson, Miller.

A motion was duly made and seconded to approve the award of a contract to Isaacson, Miller to provide services in connection with the search and selection of candidates for the Executive Director position in an amount not-to-exceed \$100,000 plus reasonable staff-approved reimbursable expenses per industry norms, for a term of eight (8) months from the Notice to Proceed, and to authorize the Executive Director, on behalf of the Authority, to execute said contract consistent with this award. The Director of Procurement and General Counsel are authorized to request the firm to provide expected reimbursable expenses and shall also be authorized to approve such expenses. Staff shall provide updates to the Committee.

Hearing no further discussion or questions from the Committee, 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		
Swett		
Wolowicz		

(ref. I)

OTHER BUSINESS

There was no Other Business. (ref. II)

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		
Swett		
Wolowicz		

(ref. III)

The meeting adjourned at 9:25am.

Approved: April 9, 2026

Attest:

Kristin MacDougall, Assistant Secretary