

MASSACHUSETTS WATER RESOURCES AUTHORITY

Committee of the Whole

Hearings on the Draft Final 2027 Capital Improvement Program and Current Expense Budget

May 20, 2026

A Committee of the Whole meeting was held on May 20, 2026 for the purpose of conducting Hearings on the MWRA Draft Final FY2027 Capital Improvement Program (“CIP”) and Current Expense Budget (“CEB”). The meeting was held at MWRA Headquarters at Deer Island, Boston, and via remote participation.

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

MWRA Executive Director Stephen Estes-Smargiassi attended at MWRA Headquarters. General Counsel Carolyn Francisco Murphy; Chief Operating Officer Kathy Murtagh; Deputy Chief Operating Officers Stephen Cullen and Rebecca Weidman; Director of Finance Thomas Durkin; Director of Administration Michele Gillen; Chief Equity and Inclusion Officer (AACU) Wendy Chu; Budget Director Michael Cole; Deputy Finance Director/Treasurer Matthew Horan; IT Asset and Configuration Manager Michael Curtis; Chief of Staff Katie Ronan; Associate General Counsel Angela Atchue; and Assistant Secretary Kristin MacDougall were among the staff in attendance at MWRA Headquarters.

Vandana Rao, EEA; Matt Romero, Abigail Bulman, Christine Bennett and Nathan Coté, MWRA Advisory Board (“Advisory Board”), attended at MWRA Headquarters.

Chair Tepper called the meeting to order at 12:33pm.

ROLL CALL

MWRA General Counsel Francisco Murphy took roll call of Board Members in attendance and announced that Board Members Swett, Taverna and 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.

ADVISORY BOARD INTEGRATED COMMENTS AND RECOMMENDATIONS ON THE MWRA’S DRAFT FINAL FY2027 CIP AND CEB

Matt Romero, MWRA Advisory Board (“Advisory Board”) Executive Director, presented a summary of the Advisory Board’s comments and recommendations (“C&Rs”) for MWRA’s Draft Final FY27 Capital Improvement Program (“CIP”) and Current Expense Budget (“CEB”) as detailed in the presentation slides (“slides”) for this meeting. He outlined the MWRA and Advisory Board budget development framework and the shared approach to set sustainable and predictable assessments that promote community stability.

Budget Recommendations Overview

After noting that the full C&Rs for FY27 are available on the Advisory Board’s website, Mr. Romero relayed that MWRA’s recommended FY27 final draft budget includes a 2.99% combined assessment

increase; the draft budget is stable, but not static; and the Advisory Board recommends an increase of 2.50%. He recommended ways for MWRA to achieve a 2.50% increase, including removal of a FY27 assumption for biosolids landfill disposal and associated Spring Revisit costs, and reductions to line items for fringe benefits and wages and salaries. He added that the Advisory Board was not recommending staff reductions.

Community Lens Recommendations

Next, Mr. Romero described some cumulative budgetary pressures such as aging assets, CSO obligations, capital renewal, workforce capacity, Other Post Employment Benefits (“OPEB”) challenges, as well as climate and regulatory uncertainty, and noted their potential impacts on customer communities. He relayed that stable and predictable assessments should be developed through responsible decisions and a community lens, advising that “the value must be worth the burden.” He noted some examples of burdens including cost, timing, debt tail and construction impacts.

Mr. Romero then outlined factors for responsible decision-making through a community lens, including budget clarity, workforce reality, long-term obligations, community impacts and leadership capacity. He noted that the development of the Draft Updated CSO Control Plan demonstrates how data and process influence decisions and reviewed some tools to support responsible decisions such as plain language communications and usable data. He also presented an overview of the Advisory Board’s online Dashboard, which shows MWRA communities’ financial obligations over the full repayment period.

Leadership Recommendations

Next, Mr. Romero discussed the importance of continued steady leadership, clear communications and balanced governance at MWRA, noting Advisory Board participation in the Executive Director selection process. He described the Board of Directors’ key role of maintaining continuity and stability, its carefully designed and balanced structure, and its transparency, disciplined rates management, and sustained attention to communities and ratepayers. He also suggested priorities for the next phase of MWRA leadership, such as preserving stability, strengthening communications about major investments, evaluating long-term tradeoffs, attracting and developing talent, and ensuring that decisions remain sustainable, predictable and responsible.

Process Recommendations

Mr. Romero highlighted the ongoing MWRA Non-Union Managers’ Compensation study as an example of responsible data use and endorsed consideration of ratepayer and operational impacts. He then outlined process recommendations for personnel budgeting, Spring Revisits, 8M permitting, procurement, rate-setting, and Quabbin Reservoir/Payment in Lieu of Taxes (PILOT) policy. Mr. Romero emphasized the importance of structured frameworks that incorporate analyzing data, testing assumptions, protecting the process, and considering value, burdens and community impacts before assigning costs to ratepayers.

Conclusion

In closing, Mr. Romero thanked MWRA staff, discussed the Advisory Board’s role of ensuring responsible use of ratepayer funds, noted some upcoming challenges, and introduced Advisory Board staff. (ref. A.1)

MWRA'S FY2027 DRAFT FINAL BUDGET DEVELOPMENT UPDATE

Thomas Durkin, MWRA Finance Director, advised that the Draft Final FY27 Budget to be discussed at this meeting reflects adjustments since the proposed budget was presented (ref. V B.1, 1/14/26 and V B.1, 2/25/26). He added that staff would review and consider the Advisory Board's C&Rs and presentation during final budget preparations. Staff then reviewed notable budget updates, all as presented in the meeting slides.

Highlights of Spring Revisit FY27 Budget AdjustmentsExpenses

Michael Cole, MWRA Budget Director, explained that the Draft Final FY27 Budget includes Direct Expense reductions for chemicals as a result of favorable contracts, and for fringe benefits due to lower than anticipated Group Insurance Commission ("GIC") rates. He outlined FY27 budget increases for professional services; maintenance due to updated cost estimates and schedules; and, other services because of revised pellet landfill costs. With respect to Indirect Expenses, Mr. Cole noted that the Draft Final FY27 Budget includes an increase to the HEEC Cable budget to reflect Eversource's reported expenses for CY2026.

Capital Finance and Revenue

Matthew Horan, MWRA Deputy Finance Director/Treasurer, noted that staff continue to refine MWRA's Capital Finance budget and the SRF budget would be adjusted based on proposed borrowing. Regarding Senior Debt, he reported that a recent, successful bond refunding transaction is expected to result in approximately \$81 million in savings on a gross basis, which would be factored into the Draft Final FY27 Budget projections. Next, he described potential budgetary impacts of interest rates as forecasted since the Draft FY27 Proposed Budget was presented, noting that MWRA's Subordinate Debt was likely to remain stable, while Investment Income is currently expected to increase. Finally, Mr. Horan noted an increase to the defeasance budget to be discussed later that afternoon during the May 20, 2026 Board of Directors' meeting (ref. IV B.1), and \$1.2 million in debt service assistance, which would be applied to offset rates.

Conclusion

Mr. Durkin thanked the Advisory Board for their continued cooperation throughout the budget process and reviewed the next steps, including the development of formal responses to the C&Rs, and presentation of staff's Draft Final FY27 Budget recommendation, scheduled to be presented on June 24, 2026. (ref. A.2)

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

Chair Tepper asked if there was any discussion or questions from the Board. Hearing none, she moved to Adjournment.

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		
Flanagan		
Peña		
Swett		
Taverna		
Vitale		
J. Walsh		

The meeting adjourned at 1:09pm.

Approved: June 24, 2026

Attest: *Kristin MacDougall* for
Brian Peña, Secretary

LIST OF DOCUMENTS AND EXHIBITS USED

- 5/20/26 presentation – MWRA Advisory Board Comments & Recommendations on MWRA’s Proposed FY27 CEB & CIP (ref. A.1)
- 5/20/26 presentation – MWRA Fiscal Year 2027 Current Expense Budget (CEB) Development Update (ref. A.2)

MASSACHUSETTS WATER RESOURCES AUTHORITY

Meeting of the Board of Directors

May 20, 2026

A meeting of the Massachusetts Water Resources Authority (MWRA) Board of Directors was held on May 20, 2026 at MWRA Headquarters at Deer Island, Boston, and via remote participation.

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

MWRA Executive Director Stephen Estes-Smargiassi attended at MWRA Headquarters. General Counsel Carolyn Francisco Murphy; Chief Operating Officer Kathy Murtagh; Deputy Chief Operating Officers Stephen Cullen and Rebecca Weidman; Director of Finance Thomas Durkin; Director of Administration Michele Gillen; Chief Equity and Inclusion Officer (AACU) Wendy Chu; MIS Director Paula Weadick; Budget Director Michael Cole; Deputy Finance Director/Treasurer Matthew Horan; Risk Management Director Jeffrey McAvoy; Deer Island Treatment Plant Director Chad Whiting; Public Affairs Director Sean Navin; Senior Program Manager Milan Horbaczewski; Environmental and Regulatory Affairs Director Colleen Rizzi; Senior Program Manager Kathleen Cullen; IT Asset and Configuration Manager Michael Curtis; Chief of Staff Katie Ronan; Associate General Counsel Angela Atchue; and, Assistant Secretary Kristin MacDougall were among the staff in attendance at MWRA Headquarters.

Vandana Rao, EEA; Matt Romero, Abigail Bulman, Christine Bennett and Nathan Coté, MWRA Advisory Board (“Advisory Board”), attended at MWRA Headquarters.

Chair Tepper called the meeting to order at 1:10pm.

ROLL CALL

MWRA General Counsel Francisco Murphy took roll call of Board Members in attendance and announced that Board Members Swett, Taverna and 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 APRIL 15, 2026 MINUTES

A motion was duly made and seconded to approve the minutes of the Board of Directors’ April 15, 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		
Flanagan		
Peña		
Swett		

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

(ref. I)

REPORT OF THE EXECUTIVE DIRECTOR

MWRA Executive Director Stephen Estes-Smargiassi noted that the Draft Updated CSO Control Plan (“Draft Plan”) was submitted in April and is currently in the five-month public comment period; letters and Executive Summaries were sent to local officials and legislators serving MWRA communities; the letters included invitations to meet and discuss the Draft Plan and any other concerns; a Public Meeting is scheduled for June 2, 2026, and more information is available on the MWRA and CSO Partners websites.

Next, Mr. Estes-Smargiassi highlighted some Delegated Authority Report items (ref. IV A.1) related to MWRA’s ongoing efforts to reduce greenhouse gas emissions by electrification; and announced that the Authority received a grant from the Electric Vehicle (“EV”) Incentive Program for five electric vehicles and a grant for EV chargers. He relayed that chargers are available for fleet and staff vehicles at several MWRA facilities, with more to be installed at additional locations in the coming months. He also reported that MWRA had received a grant from the Climate Mitigation Trust to install heat pumps at a number of facilities as part of MWRA’s long-term efforts to eliminate use of fuel oil for heating when possible.

Mr. Estes-Smargiassi then discussed an internal task force to look at possible responsible, secure uses of Artificial Intelligence(“AI”) at MWRA , which could potentially lead to a project-forward pilot and training program.

With respect to the ongoing drought in Massachusetts, Mr. Estes-Smargiassi noted that the Quabbin Reservoir is approximately 84% full, and MWRA is providing information about water conservation including brochures to service communities.

Finally, Mr. Estes-Smargiassi announced that MWRA’s Pride Alliance Employee Resource Group would participate in the Boston Pride March on June 6 and welcomed Board members to join. (ref. III)

ADMINISTRATION, FINANCE AND AUDIT

Information

Delegated Authority Report – April 2026

Committee Chair Flanagan invited Board Members’ questions about the Delegated Authority Report for April 2026.

With respect to report Item C-1: Generator Systems Maintenance, Mr. Jack Walsh requested the number of generators maintained at MWRA facilities. MWRA Deputy Chief Operating Officer Stephen Cullen relayed that generators are located at each facility. In response to Mr. Walsh’s follow-up question, Mr. Cullen explained that MWRA’s inventory also includes portable generators maintained by staff; Item C-1 pertains mostly to the Carroll Water Treatment Plant (“CWTP”); and staff would provide further details about MWRA’s generator inventory after this meeting.

In response to a question from Mr. Vitale regarding Item P-1: Purchase Order Contract for Three Years of Support for Fortinet Application Delivery Controllers—State Contract ITT72, MWRA MIS Director Paula Weadick listed some examples of vendors such as ePlus, World Wide Exchange (WEI) and Precision Networks.

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

FY2026 Financial Update and Summary through April 2026

Michael Cole, MWRA Budget Director, reported that the FY26 budget was approximately \$20.6 million underspent, versus the \$21.7 million variance for this period in FY25; revenue and expense trends continue; debt service assistance funding is represented as an offset to the FY27 Capital Finance budget, however, it is shown under Other Revenue as payment received from the Commonwealth in the FY26 Current Expense Budget (“CEB”); and, the FY26 Capital Improvement Plan (“CIP”) budget continues to progress.

Mr. Jack Walsh requested clarification on underspending for Other Materials driven by lower fuel prices as presented in the Staff Summary. Mr. Cole explained that the underspending was the result a favorable fuel purchase in February 2026. There was brief, general discussion about the cost of fuel oil.

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

Approvals

Bond Defeasance of Future Debt Service

A motion was duly made and seconded 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 \$10,055,000.00 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 \$11,850,750.00 in the FY27 through FY30 timeframe.

Matthew Horan, MWRA Deputy Finance Director/Treasurer, noted that the Staff Summary for this item was distributed as Materials to Follow due to the timing of the associated bond tender transaction. Next, he explained that bifurcating the 2026 defeasance and bond tender saves MWRA approximately \$800,000; taking \$15.4 million of bonds out the tender, together with the currently proposed \$10.1 million bond defeasance, nets approximately \$30.6 million in debt service savings for FY27-FY31; and, the overall defeasance and tender saves approximately \$3.7 million in avoided interest costs, all as presented in the Staff Summary. Finally, Mr. Horan relayed that in total, the defeasance program saves \$54 million and it continues to be a key means of managing rates on an aggregate basis and at the utility level.

In response to a question from Mr. Vitale, Mr. Horan explained that MWRA invests escrow funds into State and Local Government Series (“SLGS”) securities, and there was brief discussion about the most recent SLGS transaction.

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		
Peña		
Swett		
Taverna		
Vitale		
J. Walsh		
Wolowicz		

(ref. IV B.1)

MWRA FY27 Insurance Program Renewal

A motion was duly made and seconded to approve renewal of MWRA’s Insurance Program for FY27 through the existing Broker Service Contracts or directly with the insurer for the premiums and fees, all as described in the May 20, 2026 Staff Summary presented and filed with the records of this meeting, and incorporated by reference for the record, resulting in a total program amount not-to-exceed \$4,615,836.00, including Surplus Lines taxes and Broker fees.

Jeffrey McAvoy, Risk Management Director noted that the recommendation in the Staff Summary differs slightly from the motion made and seconded at this meeting, which correctly includes the phrase “or directly with the insurer.” He provided background on MWRA’s Insurance program; relayed that three-year contracts are currently in place; briefly discussed the process to solicit quotes for FY27 renewals; and, outlined MWRA’s proposed FY27 Insurance Program as detailed in the Staff Summary.

Mr. McAvoy explained that staff obtained renewal quotes for many insurance lines that are equal to the expiring contracts despite challenging insurance market conditions, particularly for liability and noted a 12% increase for the general liability program and a 10% increase for excess liability. He described the complexity of the excess liability program, which is recommended for award on a not-to-exceed basis and structured with multiple insurers, adding that the broker will work to optimize the excess liability program to potentially reduce the premium. He noted that the renewal quote of the recommended property insurer was approximately \$189,000 lower than the expiring policy’s because MWRA qualifies for the highest-tier membership credit and that the proposed slate of renewals for FY27 represents a 0.08% increase over the FY26 total.

There was brief, general discussion with questions and answers about Surplus Lines taxes and the process for selecting and engaging outside legal representation for MWRA for insured claims, and rates for such legal representation. Mr. Vitale asked if the proposed FY27 renewals include changes to the insurance reserves. Mr. McAvoy explained that the reserves have remained consistent, noting that staff will review and make any necessary adjustments as the new fiscal year approaches.

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		
Peña		
Swett		
Taverna		
Vitale		
J. Walsh		
Wolowicz		

(ref. IV B.1)

Contract Amendments/Change Orders

Infor/Lawson Enterprise Resource Planning Consultant: McInnis Consulting Services, Inc., Bid WRA-5470Qq, 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-5470Q, Infor/Lawson Enterprise Resource Planning Consultant with McInnis Consulting Services, Inc. increasing the contract amount by \$247,065.00, from \$494,130.00 to \$741,195.00, and the billable hours by 1,950, from 3,900 to 5,850, for 52 weeks.

Mr. Vitale asked if MWRA had offered a full-time position to the Infor/Lawson Enterprise Resource Planning Consultant employed under State Contract ITS77, and if the consultant provides training to Authority staff.

Paula Weadick, MWRA MIS Director, affirmed that full-time employment has been offered to the consultant, who works directly with an MWRA team. She described the consultant's qualifications and areas of expertise, ongoing challenges to fill certain specialized IT positions, expected turnover and documentation practices.

In response to a question from Mr. Jack Walsh, Ms. Weadick reviewed the proposed contract extension's duration and scope, noting the work requires a level of coding ability that is within consultant's proven capabilities. There was brief, general discussion about the consultant's high level of expertise; differences in compensation for full-time staff versus consultants, who receive no fringe benefits; and ongoing hiring challenges.

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		
Peña		
Swett		
Taverna		
Vitale		
J. Walsh		

<u>Yes</u>	<u>No</u>	<u>Abstain</u>
Wolowicz		

(ref. IV C.1)

WASTEWATER POLICY AND OVERSIGHT

Contract Awards

Struvite, Sludge, Scum and Grit Removal Services: Moran Environmental Recovery, LLC, Purchase Order Contract WRA-5775

A motion was duly made and seconded to approve the award of purchase order contract WRA-5775 to provide struvite, scum, sludge and grit removal services at the Deer Island Treatment Plant to the lowest responsive bidder, Moran Environmental Recovery, LLC and to authorize the Executive Director, on behalf of the Authority, to execute said purchase order contract in an amount not to exceed \$2,048,347.00 for a term of two years, from July 1, 2026 through June 30, 2028.

Chad Whiting, MWRA Deer Island Treatment Plant Director, presented an overview of a proposed two-year specialty services contract for struvite, sludge, scum and grit removal as discussed in the Staff Summary and meeting slides. He showed photos of struvite blockages at the Deer Island Treatment Plant (“DITP”); noted that wipes and rags flushed into the sewer system are major sources of process blockages; this contract’s scope includes assistance with sewer blockage removal; and, MWRA spends over \$1 million in equipment repairs related to materials such as wipes annually. He also presented photos of the DITP gravity thickener complex before and after blockage removal. He noted how quickly rags can accumulate and showed examples of blockage migration and buildup in DITP systems.

Next, Mr. Whiting reviewed the contract’s bid results and recommended award to Moran Environmental Recovery LLC, the lowest qualified bidder and incumbent vendor. Finally, he discussed the contract’s scope and reasons for a cost increase from the last contract including higher labor costs due to factors such as confined work requirements, the amount of materials to be removed and disposed of, and operational costs.

Chair Tepper inquired about educational efforts at MWRA to raise awareness of the problems caused by flushing wipes and other materials. Mr. Whiting provided some examples, such as MWRA’s School Program, which engages students in activities about what not to flush; the DITP Tour Program, which highlights the issue with participants; community outreach, and legislative efforts. In response to the Chair’s follow-up question about legislation, MWRA Public Affairs Director Sean Navin noted language in the Environmental Bond Bill on the Senate side, and a federal bill.

There was brief discussion about the photo of a struvite blockage on slide 9; the high-pressure lancing method of blockage removal, which requires specialized equipment and expertise; the operational benefits of removing process blockages; and the potential to conduct outreach to senior centers.

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		
Peña		

May 20, 2026 Staff Summary presented and filed with the records of the meeting.

Ms. Rizzi relayed that the Towns of Burlington and Reading were seeking to renew their existing water supply agreements with the same terms and withdrawal amounts, and invited Board member's questions.

Mr. Peña asked if Burlington and Reading were up to date on their payments. Ms. Rizzi responded in the affirmative and reviewed the timelines of their admissions to the MWRA system as detailed in the Staff Summary.

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		
Peña		
Swett		
Taverna		
Vitale		
J. Walsh		
Wolowicz		

(ref. VI A.2)

Contract Amendments/Change Orders

Shaft 5 Building Improvements Design and Engineering Services During Construction: Kleinfelder Northeast, Inc., Contract 7599, 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 7599, Shaft 5 Building Improvements Design and Engineering Services During Construction, with Kleinfelder Northeast, Inc., increasing the contract amount by \$200,000.00, from \$1,269,356.00 to \$1,469,356.00, and extending the contract term by 42 months, from May 17, 2026 to November 17, 2029.

Kathleen Cullen, MWRA Senior Program Manager, discussed a proposed Amendment to Contract 7599, Shaft 5 Building Improvements Design and Engineering Services During Construction, as detailed in the Staff Summary and meeting slides. She presented background on the location, structure and purpose of MWRA's Shaft 5 Facility and outlined the scope of the Shaft 5 Building Improvements project. She explained that this project was placed on temporary hold in 2024 to accommodate specialized work to address unforeseen conditions in the facility's pump room that were revealed during a separate project (Top of Shaft 5 Interim Improvements, Contract 7671). She then relayed that the pump room work is complete, allowing the Shaft 5 Building Improvements project to resume. She noted the construction bid documents have been updated to address any building code changes made while the project was on hold, however, the design/ESDC contract with Kleinfelder is due to expire in May, 2026. Finally, Ms. Cullen requested approval for Amendment 2 with costs for labor rates escalation and a 42-month time extension for bid services, construction services and warranty, and presented a summary of contract amendments to date.

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		
Peña		
Swett		
Taverna		
Vitale		
J. Walsh		
Wolowicz		

(ref. VI B.1)

PERSONNEL AND COMPENSATION

Approvals

PCR Amendments – May, 2026

A motion was duly made and seconded to approve amendments to the Position Control Register (PCR) as presented in the May 20, 2026 Staff Summary and filed with the records of this meeting.

Wendy Chu, Chief Equity and Inclusion Officer (AACU), requested Board approval for two Position Control Register (PCR) amendments, including a title and grade change to one vacant position and the creation of a new position and invited Board members' questions.

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		
Peña		
Swett		
Taverna		
Vitale		
J. Walsh		
Wolowicz		

(ref. VII A.1)

Appointment of Caitlin Hunt, Manager, Process Control Deer Island Wastewater Treatment Plant

A motion was duly made and seconded to approve the appointment of Ms. Caitlin Hunt to the position of Manager, Process Control (Non-union Grade 14), Deer Island Treatment Plant, at a salary of \$169,070.00, commencing on a date to be determined by the Executive Director.

Ms. Chu reviewed the position's vacancy history and the job posting and interview process and described the recommended candidate's qualifications and work experience.

Mr. Vitale inquired about the status of the upgrade of the Chief Engineer position. There was brief discussion with questions and answers about the grade of the Chief Engineer position and Mr. Vitale

recommended that the position be upgraded.

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		
Peña		
Swett		
Taverna		
Vitale		
J. Walsh		
Wolowicz		

(ref. VII A.2)

CORRESPONDENCE TO THE BOARD

There was no correspondence. (ref. VIII)

OTHER BUSINESS

Preliminary Screening Committee (Executive Director Position)

Preliminary Screening Committee Update

Chair Tepper updated Board members on the Preliminary Screening Committee's activities, including a May 18, 2026 public meeting with Isaacson, Miller staff. She outlined the topics discussed including the Executive Director position profile and salary range. Next, she relayed that Isaacson, Miller had conducted listening sessions with key stakeholders including Board members; developed a draft position profile that incorporates some changes suggested by Screening Committee members; and, the Committee voted to approve the draft profile to bring to the Board, which was distributed to Board members for review. (ref. IX A.1)

Executive Director Position Profile and Salary Range

Chair Tepper reported that the Screening Committee had also reviewed information regarding salary ranges for executive directors at similar public bodies in Massachusetts, as well as the recent Non-Union Managers Compensation Study. She noted the Committee's general view that MWRA's current Executive Director salary range as of June - \$160,000-\$320,000 - was remarkably low compared to other similarly situated executive director salaries citing, as examples, MassDevelopment (\$288,000), Mass Tech (\$287,000), and MassHousing (\$365,000) while Mr. Laskey earned \$278,000; and, that the proposed salary range that the Screening Committee voted to recommend is \$290,000-\$365,000 for the MWRA Executive Director. She explained that this range would be more appropriate for the leader of a large, specialized agency such as MWRA, and more attractive for qualified candidates, and invited Board discussion.

Noting the number of talented MWRA employees, Mr. Vitale asked whether internal candidates would be given higher consideration because of their institutional knowledge, years at the Authority, and the importance of consistency. The Chair affirmed that experience would be a factor of consideration. Mr. Peña relayed that the draft position profile was well done and thorough, and he has no suggested

revisions. Chair Tepper agreed that the draft profile accurately described the position and appeared to reflect listening session discussions.

A motion was duly made and seconded that the Board of Directors approve a Position Profile substantially in the form of the May 18, 2026 draft Position Profile presented to the Board of Directors and filed with the records of the meeting and a salary range of \$290,000 - \$365,000 for the Executive Director position.

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		
Peña		
Swett		
Taverna		
Vitale		
J. Walsh		
Wolowicz		

(ref. IX A.2)

EXECUTIVE SESSION

Having no further Business in Open Session, Chair Tepper requested a motion to conclude Open Session and enter into Executive Session to discuss Real Estate and Litigation, noting that Open Session may have a detrimental effect on the negotiating and litigating positions of the Authority. The Chair announced the planned topics for Executive Session were the consideration of the purchase, exchange, lease or value of real property and discussion of strategy with respect to litigation. She announced that the Board would not return to Open Session after the conclusion of Executive Session.

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

General Counsel Francisco Murphy reminded Board members that under the Open Meeting Law members who were participating remotely in Executive Session must state that no other person is present or able to hear the discussion at their remote locations. A response of “yes” to the Roll Call to enter Executive Session when their name was called would also be deemed their statement that no other person was present at their remote location or able to hear the Executive Session discussion.

Upon the motion duly made and seconded, a roll call vote was taken in which the members were recorded as follows:

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

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

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

The meeting concluded at 2:47pm.

Approved: June 24, 2026

Attest:



for

Brian Peña, Secretary

LIST OF DOCUMENTS AND EXHIBITS USED

- Draft Minutes of the April 15, 2026 MWRA Board of Directors' Meeting (ref. I)
- 5/20/26 Staff Summary: Delegated Authority Report – April 2026 (ref. IV A.1)
- 5/20/26 Staff Summary: FY26 Financial Update and Summary through April (ref. IV A.2)
- 5/20/26 Staff Summary: Bond Defeasance of Future Debt Service (ref. IV B.1)
- 5/20/26 Staff Summary: MWRA FY27 Insurance Program Renewal (ref. IV B.2)
- 5/20/26 Staff Summary: Purchase Order Contract for Infor/Lawson Enterprise Resource Planning Consultant: McInnis Consulting Services, Inc.. Bid WRA-5470Q, State Contract ITS77 Category 1A, Amendment 2 (ref. IV C.1)
- 5/20/26 Staff Summary and Presentation: Struvite, Sludge, Scum and Grit Removal Services Moran Environmental Recovery, LLC, Contract WRA-5775 (ref. V A.1)
- 5/20/26 Staff Summary and Presentation: Siphon and Junction Structure Rehabilitation: Kleinfelder Northeast, Inc., Contract 6224, Amendment 2 (ref. V B.1)
- 5/20/26 Staff Summary: Emergency Water Supply Agreement with the Town of Wayland (ref. VI A.1)
- 5/20/26 Staff Summary: Town of Burlington and Town of Reading Renewal of Water Supply Continuation Agreements (ref. VI A.2)
- 5/20/26 Staff Summary and Presentation: Shaft 5 Building Improvements Design and Engineering Services During Construction: Kleinfelder Northeast, Inc., Contract 7599, Amendment 2 (ref. VI B.1)
- 5/20/26 Staff Summary: May 2026 PCR Amendments (ref. VII A.1)
- 5/20/26 Staff Summary: Appointment of Caitlin Hunt, Manager, Process Control (ref. VII A.2)
- 5/18/26 Draft Executive Director Position Profile prepared by Isaacson, Miller (ref. IX A.2)