



MASSACHUSETTS WATER RESOURCES AUTHORITY

Deer Island
33 Tafts Avenue
Boston, MA 02128

Stephen Estes-Smargiassi Executive Director

Chair: R. Tepper
Vice-Chair: A. Pappastergion
Secretary: B. Peña
Board Members:
P. Flanagan
J. Foti
B. Swett
L. Taverna
H. Vitale
J. Walsh
P. Walsh
J. Wolowicz

BOARD OF DIRECTORS' MEETING

Telephone: (617) 242-6000
Fax: (617) 788-4899
TTY: (617) 788-4971

Date: Wednesday, June 24, 2026
Time: 1:00pm
Location: MWRA Administration Facility, Board Room 2C/2D
2 Griffin Way, Chelsea, MA 02150

Photo ID required for entry.
The meeting will also be held virtually on Webex.

Webex meeting link (registration required)

<https://mwra.webex.com/weblink/register/r9fbe919a3ff71f742b133e8380829164>

Webinar number: 2343 782 1120 Password: 062426

AGENDA

- I. **APPROVAL OF MINUTES**
 - A. Approval of Minutes for the May 20, 2026 Hearings on the Draft Final Budgets and Board of Directors' Meeting
- II. **REPORT OF THE CHAIR**
- III. **REPORT OF THE EXECUTIVE DIRECTOR**
- IV. **ADMINISTRATION, FINANCE AND AUDIT**
 - A. **Information**
 1. Delegated Authority Report – May 2026
 2. FY2026 Third Quarter Orange Notebook
 3. FY2026 Financial Update and Summary as of May 2026
 - B. **Approvals**
 1. Final FY2027 Capital Improvement Program (CIP)
 2. Final FY2027 Current Expense Budget (CEB)
 3. Final FY2027 Water and Sewer Assessments
 - C. **Contract Amendments/Change Orders**
 1. Senior Business Analyst Consultant: Acro Service Corporation, Bid WRA-5258Q, State Contract ITS77 Category 1A, Amendment 3
 2. Data Reporting Analyst Consultant: Mindlance, Inc., Bid WRA-5281Q, State Contract ITS77 Category 1A, Amendment 3

V. WASTEWATER POLICY AND OVERSIGHT**A. Approvals**

1. Annual Renewal of Wastewater Advisory Committee (WAC) Contract

B. Contract Awards

1. Sole-source extended warranty, service and maintenance contract for the Process Instrumentation and Control System at the Deer Island Treatment Plant, ABB, Inc.
2. Interceptor Renewal No. 7 Malden-Melrose (Sections 41/42/49/54/65): (Insituform Technologies, LLC), Contract 7217

C. Contract Amendments/Change Orders

1. Interceptor Renewal No. 7 Malden-Melrose: Kleinfelder Northeast, Inc., Contract 7216, Amendment 1

VI. WATER POLICY AND OVERSIGHT**A. Approvals**

1. Annual Renewal of Water Supply Citizens Committee (WSCAC) Contract

B. Contract Amendments/Change Orders

1. Sections 50 & 57 Rehabilitation – Medford/Everett Design, Construction Administration and RE/RI Services: Weston & Sampson, Contract 7540, Amendment 1

VII. PERSONNEL AND COMPENSATION**A. Approvals**

1. Approval of the 2026 Affirmative Action Plan
2. PCR Amendments – June, 2026
3. Appointment of David Abt, Manager of Design, Tunnel Redundancy Department

VIII. CORRESPONDENCE TO THE BOARD**IX. OTHER BUSINESS****A. Executive Director Position**

1. Preliminary Screening Committee Update (Verbal)

X. EXECUTIVE SESSION

- i. Approval of March 18, 2026 and May 20, 2026 Executive Session Minutes

A. Litigation

1. To Discuss Strategy with Respect to Litigation (VOTE)

B. Real Estate

1. To Consider the Purchase, Exchange, Lease or Value of Real Property (VOTE)

XI. ADJOURNMENT

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: _____
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		

<u>Yes</u>	<u>No</u>	<u>Abstain</u>
------------	-----------	----------------

Swett

Taverna

Vitale

J. Walsh

Wolowicz

(ref. V A.1)

Contract Amendments/Change OrdersSiphon and Junction Structure Rehabilitation Design and Engineering Services During Construction: Kleinfelder Northeast, Inc., Contract 6224, 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 6224, Siphon and Junction Structure Rehabilitation, with Kleinfelder Northeast, Inc., increasing the contract amount by \$1,447,556.10, from \$3,000,242.77 to \$4,447,798.87, and extending the contract term by 16 months from October 1, 2027 to February 1, 2029.

Milan Horbaczewski, MWRA Senior Program Manager, reviewed the scope, terms and history of contract 6224 with Kleinfelder Northeast, Inc. (“Kleinfelder”) for design and engineering services during construction (“ESDC”). He relayed that staff sought Board approval for proposed Amendment 2 with a cost increase and time extension to provide resident engineering and resident inspection (“RE/RI”) services to support project construction as detailed in the Staff Summary and meeting slides.

Mr. Horbaczewski explained that that staff recommend procuring RE/RI services through this proposed amendment rather than under separate contract as originally envisioned due to challenges in obtaining proposals from engineering firms to provide stand-alone RE/RI. Finally, Mr. Horbaczewski presented a summary of proposed Amendment 2’s duration, cost and scope; described Kleinfelder’s qualifications; and noted that the cost of negotiating this amendment was less than the budgeted amount for soliciting a separate contract.

In response to a question from Mr. Vitale, Mr. Horbaczewski relayed that project work will take place at approximately 40 sites, including in the Boston neighborhoods of Brighton and West Roxbury.

Noting ongoing challenges to procure RE/RI contractors, Mr. Jack Walsh requested more information about staff’s process for determining the approach to solicit RE/RI services. MWRA Chief Operating Officer Kathy Murtagh explained that the conventional wisdom for engaging RE/RI services separately versus as parts of design contracts varies due to factors such as market conditions, scope, and consultant availability and capacity. She noted that determining the best approach is challenging; staff successfully negotiated favorable cost terms with a qualified team for this proposed amendment; and staff are looking closely at multiple ways to ensure contracts with the best value. There was brief, general discussion about challenges related to RE/RI procurement and market conditions.

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

Yes No Abstain

Flanagan

Peña

Swett

Taverna

Vitale

J. Walsh

Wolowicz

(ref. V B.1)

WATER POLICY AND OVERSIGHT

Approvals

Emergency Water Supply Agreement with the Town of Wayland

A motion was duly made and seconded to authorize the Executive Director, on behalf of the Authority, to execute an Emergency Water Supply Agreement with the Town of Wayland for a period of up to six months, substantially in the form set forth in Attachment A of the May 20, 2026 Staff Summary presented and filed with the records of this meeting.

Colleen Rizzi, MWRA Director of Environmental and Regulatory Affairs, requested Board approval for a six-month emergency water supply agreement with the Town of Wayland due to an air system failure at its Baldwin Pond Water Treatment Plant that requires the plant to be taken out of service, which impacts the Town's ability to meet demand, particularly for fire protection. She summarized the terms of the proposed agreement and Wayland's prior emergency withdrawals, all as discussed in the Staff Summary. Finally, she noted that the Town is actively seeking admission to the MWRA water supply system and is in the environmental review process.

In response to a question from Mr. Taverna, Ms. Rizzi affirmed that the MWRA Advisory Board had approved the proposed agreement.

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

Yes No Abstain

Tepper

Flanagan

Peña

Swett

Taverna

Vitale

J. Walsh

Wolowicz

(ref. VI A.1)

Town of Burlington and Town of Reading Renewal of Water Supply Continuation Agreements

A motion was duly made and seconded to authorize the Executive Director, on behalf of the Authority, to execute the Water Supply Continuation Agreements with the Towns of Burlington and Reading, each for a term of ten years, substantially in the forms filed as Attachments A and B to the

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:

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)


STAFF SUMMARY



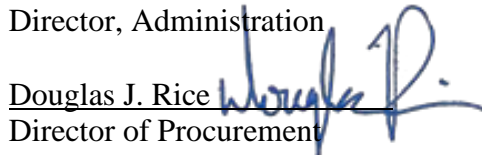
TO: Board of Directors
FROM: Frederick A. Laskey, Executive Director
DATE: June 24, 2026
SUBJECT: Delegated Authority Report – May 2026

COMMITTEE: Administration, Finance & Audit

INFORMATION
 VOTE


Michele S. Gillen
Director, Administration

Barbara Aylward, Administrator A & F
Julio Esperas, Assistant Buyer
Preparer/Title


Douglas J. Rice
Director of Procurement

RECOMMENDATION:

For information only. Attached is a listing of actions taken by the Executive Director under delegated authority for the period May 1-31, 2026.

This report is broken down into three sections:

- Awards of Construction, non-professional and professional services contracts and change orders and amendments in excess of \$25,000, including credit change orders and amendments in excess of \$25,000;
- Awards of purchase orders in excess of \$90,000; and
- Amendments to the Position Control Register, if applicable.

DISCUSSION:

The Board of Directors' Management Policies and Procedures, as amended by the Board's vote on February 16, 2022, delegate authority to the Executive Director to approve the following:

Construction Contract Awards:

Up to \$3.5 million if the award is to the lowest bidder.

Change Orders:

Up to 25% of the original contract amount or \$1,000,000.00, whichever is less, where the change increases the contract amount, and for a term not exceeding an aggregate of six months; and for any amount and for any term, where the change decreases the contract amount. The delegations for cost increases and time can be restored by Board vote.

Professional Service Contract Awards:

Up to \$1,000,000 and three years with a firm; or up to \$200,000 and two years with an individual.

Non-Professional Service Contract Awards:

Up to \$1,000,000 if a competitive procurement process has been conducted, or up to \$100,000 if a procurement process other than a competitive process has been conducted.

Purchase or Lease of Equipment, Materials or Supplies:

Up to \$3.5 million if the award is to the lowest bidder.

Up to \$15 million for purchases of chemicals that are required for normal day-to-day operations where the award is to the lowest responsive bidder under a competitive procurement.

Amendments:

Up to 25% of the original contract amount or \$500,000, whichever is less, and for a term not exceeding an aggregate of twelve months.

Amendments to the Position Control Register:

Amendments which result only in a change in cost center.

BUDGET/FISCAL IMPACT:

Recommendations for delegated authority approval include information on the budget/fiscal impact related to the action. For items funded through the capital budget, dollars are measured against the approved capital budget. If the dollars are in excess of the amount authorized in the budget, the amount will be covered within the five-year CIP spending cap. For items funded through the Current Expense Budget, variances are reported monthly and year-end projections are prepared at least twice per year. Staff review all variances and projections so that appropriate measures may be taken to ensure that overall spending is within the MWRA budget.

Construction & Professional Services Delegated Authority Items May 1 – 31, 2026

No.	Date of Award	Title and Explanation	Contract	Amend/CO	Company	Value
C-1	05/06/26	West Roxbury Tunnel Inspection, Sections 637 & 637A Final balancing change order to decrease the following bid items: Equipment standby allowance, concrete core laboratory analysis, police detail services allowance.	6898	2	Black Dog Divers, Inc.	(\$199,713.93)
C-2	05/22/26	Somerville Marginal CSO Facility New Pipe Connection Backfill, temporarily pave site, demobilize and remobilize for the winter moratorium, implement new traffic management plans, re- excavate and reinstall traffic decking; extend contract term by 80 calendar days from July 12, 2026 to January 8, 2027.	7985	3	RJV Construction Corp.	\$325,000.00

Purchasing Delegated Authority Items May 1-31, 2026

No.	Date of Award	Title and Explanation	Company	Value
P-1	5/4/26	<p>Purchase Order Service Contract to Provide Revegetation Efforts at Fells Reservoir In 2024, a large-scale removal of Common Reed (<i>Phragmites australis</i>) was undertaken, with the application of tarps across numerous shoreline areas to solarize and smother the areas to prevent return of the plants. In 2026, this project will see the removal of all tarps from the control zones, site preparation and the revegetation of all control zones with native live stakes and seeding.</p>	Davey Resource Group, Inc.	\$96,800.00
P-2	5/4/26	<p>Purchase Order Contract to Provide Diver Assisted Suction Harvesting of Invasive Aquatic Plants at Wachusett Reservoir Lower Basins and Coves Large-scale removal of aquatic invasive plants from the Quinapoxet Basin.</p>	AE Commercial Diving Services, Inc.	\$226,600.00
P-3	5/6/26	<p>Purchase Order Contract for Aveva PI System Upgrades and Migration The MWRA uses Process Information (PI) software for SCADA and Process Control data management. This contract provides professional services to assist with the upgrade of the PI systems on Deer Island, Chelsea Facility and the Carroll Water Treatment Plant.</p>	InCentrik LLC	\$96,754.00
P-4	5/6/26	<p>Three-Year Purchase Order Contract for the Renewal of Commvault Cloud and Air Gap Protect Subscriptions MWRA uses Commvault Cloud and Air Gap Protect subscriptions to backup MWRA's Microsoft 365 environment and provide an offline third copy of the backup. This renewal extends these subscriptions until May 24, 2029.</p>	DataPivot Technologies, Inc.	\$192,238.00
P-5	5/6/26	<p>One-Year Purchase Order Contract for the Supply and Delivery of Sodium Hydroxide Standard grade sodium hydroxide is used in the wet scrubber systems to control hydrogen sulfide emissions at Deer Island. Rayon grade sodium hydroxide (a higher purity product) is used in the water demineralization system at the Thermal Power Plant. Compared to the existing contract, prices have increased by 1.6% for standard grade, and 9.4% for rayon grade.</p>	Borden & Remington Corporation	\$246,042.00
P-6	5/6/26	<p>Purchase Order Contract to Provide Diver Assisted Suction Harvesting of Invasive Aquatic Plants at Sudbury Reservoir and Expanded Control at Weston Reservoir Removal of aquatic invasive plants at Sudbury and Weston Reservoir.</p>	AE Commercial Diving Services, Inc.	\$398,200.00

No.	Date of Award	Title and Explanation	Company	Value
P-7	5/22/26	<p>Purchase Order for Two New Ford Transit Crew Vans The procurement of two new vans is recommended by staff in accordance with MWRA’s Vehicle Replacement Policy. All vehicles to be replaced meet or exceed the current replacement criteria for age, mileage and/or condition. The two replaced vehicles will be declared surplus and disposed of in accordance with MWRA’s Surplus Property Policy via a publicly advertised bid or auction.</p>	Stoneham Motor Company, Inc.	\$131,181.78
P-8	5/22/26	<p>Rescind the Award of a Purchase Order for One Energy Dispersive X-Ray Fluorescence Spectrometer and Issue a New Purchase Order On October 20, 2025, a purchase order was awarded to Thermo Electron North America, LLC as the lowest responsive bidder for one Energy Dispersive X-Ray Fluorescence Spectrometer. The instrument was returned to the manufacturer after Thermo Electron was unsuccessful in installing and demonstrating its instrument due to hardware and software incompatibilities with Windows 11. Staff reviewed the bid from Spectro Analytical Instruments, Inc. and determined that it meets all the requirements of the bid specifications. On April 28, 2026, a representative from Spectro Analytical Instruments, Inc. confirmed its bid cost is still valid. Therefore, staff recommend issuing a new purchase order to Spectro Analytical Instruments, Inc. as the next lowest responsive bidder.</p>	Spectro Analytical Instruments, Inc.	\$156,397.00
P-9	5/22/26	<p>Purchase Order for 150 Dell Pro 16 Laptop Computers— <i>State Contract ITC73</i> The MWRA currently has 566 laptops deployed and in operation on the MIS network. These laptops are used to support business functions that include remote access for staff, laboratory instruments, training, and building management systems. The laptops in this procurement will replace older laptops that are more than four years old.</p>	Dell Marketing, LP	\$219,072.00
P-10	5/29/26	<p>MWRA Cottage Farm and Prison Point CSO Facility Sodium Hypochlorite Tank Replacements—<i>DCAMM Emergency Waiver 5270</i> Emergency waiver of the advertising and bidding requirements under M.G.L. Chapter 149 from the Division of Capital Asset Management and Maintenance (DCAMM) to replace five indoor 6,400-gallon storage tanks containing sodium hypochlorite at Cottage Farm and Prison Point CSO Facilities. All five tanks have developed structural and material degradation and are at immediate risk of structural failure, leakage, or uncontrolled release of sodium hypochlorite.</p>	Harding & Smith, LLC	\$1,063,000.00

STAFF SUMMARY




TO: Board of Directors
FROM: Stephen Estes-Smargiassi, Executive Director
DATE: June 24, 2026
SUBJECT: FY2026 Third Quarter Orange Notebook

COMMITTEE: Administration, Finance & Audit

INFORMATION
 VOTE

Michael O'Keefe, Senior Program Manager, Planning
Malcolm Ragan, Project Manager, Planning
Preparer/Title


Kathleen M. Murtagh, P.E.
Chief Operating Officer

RECOMMENDATION:

For information only. The Quarterly Report on Key Indicators of MWRA Performance (the Orange Notebook) is prepared at the close of each quarter of the fiscal year.

DISCUSSION:

The Orange Notebook presents performance indicators for operational, financial, workforce, and customer service parameters tracked by MWRA management each month. This staff summary includes highlights from the third quarter of fiscal year 2026.

Service Area in Mild Drought, Quabbin Remains in Below Normal Operating Range

Water Supply

Drought conditions across the MWRA service area eased compared to Quarter 2, with most communities now under a Level 1-Mild Drought declaration, while the Southeast Region is now in its normal range. Although precipitation was generally below average in Massachusetts, increased snowmelt during Quarter 3 improved drought conditions. The volume of the Quabbin Reservoir was at 84.3% as of March 31, and the reservoir returned to its normal range for approximately two weeks at the end of Quarter 3, driven by a successful diversion from the Ware River watershed from March 11 through 27, which brought inflows of 3.6 billion gallons into the Quabbin (see page 29). The threshold for Below Normal increased to 85% in April and the Quabbin remains in that status presently. Its large volume makes the Quabbin drought resistant and there can be a significant delay between changes of drought status and changes in reservoir levels.

Wastewater

Quarter 3 was drier than normal, with precipitation 34% below recent averages (6.9 versus 10.55 inches expected), resulting in low flow records at the Deer Island Wastewater Treatment Plant for both January and February. Despite these low flows and below average energy needs, electricity

spending at Deer Island rose to 13.3% higher than budgeted through the end of Quarter 3. A significant increase in electricity pricing beginning in December continued through the quarter and the average unit price for the fiscal year is now 17.8% higher than budgeted (see Page 1).

Several No-Water Complaints During February Nor'easter

There was a large increase in no-water complaints during a February 23 Nor'easter that brought roughly 17 inches of snow to the region (see page 25). The storm caused five watermain breaks in Winthrop and MWRA crews mobilized to help municipal staff isolate and repair pipelines, returning service to affected neighborhoods by the end of the day. Complaints were also received from Somerville during the same storm due to local water main breaks that were promptly repaired.

Renewable Energy Production

As discussed at the April Board of Directors' meeting, MWRA tracks and reports on renewable energy production, and the financial savings associated with it in the Orange Notebook each quarter (see pages 10 and 11).

MWRA has built up a significant portfolio of renewable energy infrastructure and continues to plan for and explore the feasibility of additional assets. Currently, there are five hydroelectric facilities, two wind turbines, five photovoltaic solar arrays, and the steam turbine generators at Deer Island that run on digester gas. As part of the Orange Notebook, MWRA tracks production of each renewable energy facility compared to current budget, renewable electricity produced as a percentage of MWRA total electricity usage, and the savings and revenue generated from renewables.

While MWRA's renewable electricity production is usually close to projections, generation was 26% below budget for Quarter 3 (see page 10). This shortfall can be attributed to maintenance issues at several renewable energy generators that staff are working to resolve. Hydroelectric turbines at the Cosgrove Intake have been offline for all of FY26 due to a safety issue and could remain so until a replacement transformer is installed; solar array at the Carroll Water Treatment Plant has been offline since February due to inverter issues; and both Deer Island hydro turbines are undergoing rehabilitation.

Despite these maintenance challenges, savings and revenues from renewable energy sources were approximately \$1,518,086, 16% above target for Quarter 3, primarily due to higher-than-budgeted electricity pricing at Deer Island (see page 11). The avoided costs of renewable energy offset the impact of electricity cost increases at Deer Island by about 30 percent in FY26. Savings and revenue from renewable power generation were higher than budgeted in all three quarters of the fiscal year.

MASSACHUSETTS WATER RESOURCES AUTHORITY

Board of Directors Report

on

Key Indicators of MWRA Performance

Third Quarter FY2026

Q1	Q2	Q3	Q4



Stephen Estes-Smargiassi, Interim Executive Director
Kathleen Murtagh, Chief Operating Officer
June 24, 2026

Board of Directors Report on Key Indicators of MWRA Performance

3rd Quarter – FY26

Table of Contents

OPERATIONS AND MAINTENANCE	Page	WASTEWATER QUALITY	Page
DITP Operations-.....	1	NPDES Permit Compliance	
Total Power Use/Self-Generation		Deer Island Treatment Plant	31
Plant Flow & Precipitation		Clinton Treatment Plant.....	32
Total Cost of Electricity/Pricing			
DITP Operations-.....	2		
DI Sodium Hypochlorite Use		COMMUNITY FLOWS AND PROGRAMS	
Disinfection Dosage		Total Water Use Core Communities	34
Secondary Blending Events		Community Wastewater Flows	35
DITP Operations & Maintenance Report	2	Community Sewer Flow	36
Residuals Processing	4	Community Support Programs	
DITP Maintenance	5	Infiltration/Inflow Local Financial Assist.	37
Operations Division – Metering & Reliability	6	Water-Local Pipeline & System Assist.	38
Water Distribution System – Valves	7	Lead Service Line Replacement Loan Progr. ...	39
Wastewater Pipeline/Structures	8	Community Water System Leak Detection	
FOD Metro Facility & Equipment Maintenance	9	and Conservation Outreach	40
Renewable Electricity Generation – 1	10		
Renewable Electricity Generation – 2	11	BUSINESS SERVICES	
Toxic Reduction and Control	12	Procurement	42
Field Operations – Narrative Topics	13	Materials Management	43
Laboratory Services.....	15	MIS Program	44
		Legal Matters	45
CONSTRUCTION PROGRAMS		Internal and Contract Audits	48
Projects in Construction.....	17		
CSO Control Update.....	19	OTHER MANAGEMENT	
CIP Expenditures.....	20	Workforce Management	50
		Workplace Safety Program.....	51
DRINKING WATER QUALITY AND SUPPLY		Job Group Representation.....	52
Source Water – Microbial Results & UV Abs.	22	MBE/WBE Expenditures.....	53
Source Water – Turbidity, pH and Alkalinity	23	CEB Expenses.....	54
Treated Water – Disinfection Effectiveness	24	Cost of Debt.....	55
Source Water – Algae, Complaints	25	Investment Income.....	56
Bacteria & Chlorine Residual Results.....	26		
Disinfection By-Product Levels.....	28		
Water Supply/Source Water Management.....	29		

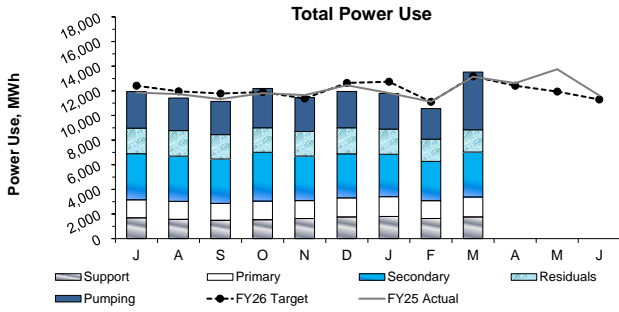
This quarterly report is prepared by MWRA staff to track a variety of performance measures for routine review by the Board of Directors. The content and format of this report is expected to develop as time passes. Information is reported on a preliminary basis as appropriate and available for internal management use and is subject to correction and clarification.

Stephen Estes-Smargiassi, Interim Executive Director
Kathleen Murtagh, Chief Operating Officer
June 24, 2026

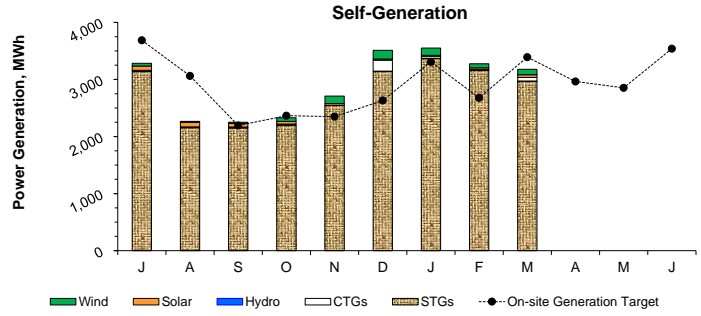
OPERATIONS AND MAINTENANCE

Deer Island Operations

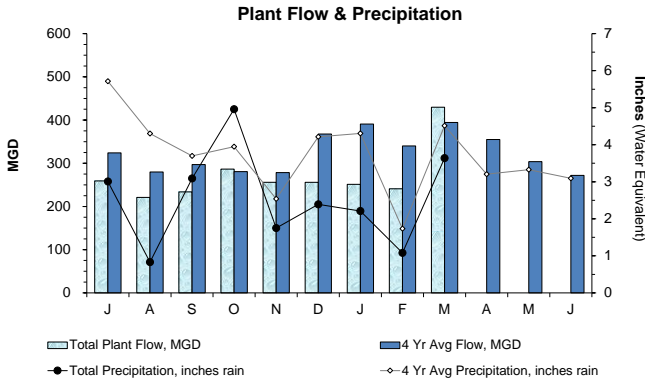
3rd Quarter - FY26



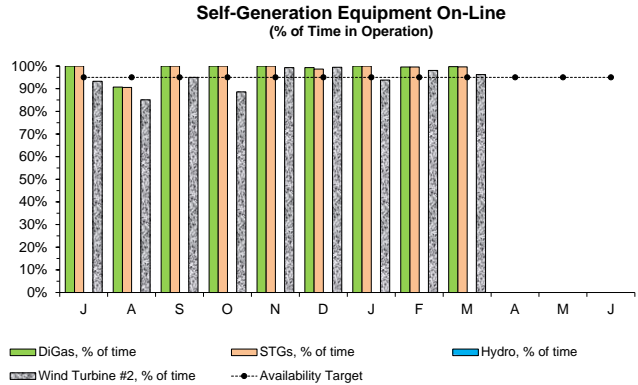
Total power usage in the 3rd Quarter was 3.1% below target with budgetary estimates as plant flow was 18.1% below target with historical data (4 yr avg) used to generate the electricity model. As a result, power usage for most of the major treatment processes were similar to or slightly below their target, with the exception of power usage for raw wastewater pumping which was 14.6% below target due to the lower plant flows.



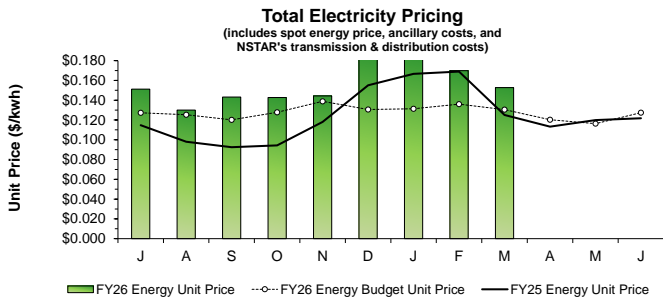
Power generated on-site during the 3rd Quarter was 6.7% above target. The CTGs were only operated for slightly more than seven (7) hours this quarter, for an ISO-New England Demand Response Winter Audit, annual air emissions opacity testing required by our air permit, and for routine testing/checkout purposes. STGs generation was 35.4% above budgetary estimates as fuel oil was used during much of the quarter to supplement periods with lower or unstable digester gas levels and to meet the higher heating demands in the plant and building areas. Solar Panel generation was 18.9% below target while Wind Turbine generation was 23.3% above target this quarter. Both Hydro Turbines remain out of service in the 3rd Quarter pending wicket gate rehabilitation and other needed repairs.



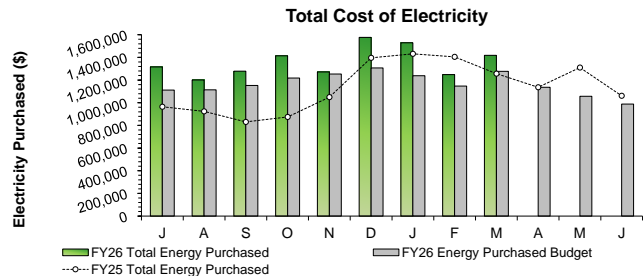
Total Plant Flow for the 3rd Quarter was 18.1% below the budgeted 4 year average plant flow (307.3 MGD actual vs 375.0 MGD expected) as precipitation was 34.3% lower than target this quarter (6.93 inches actual vs. 10.55 inches expected).



The DiGas System, STGs, and the Wind Turbine availability all exceeded the 95% availability target in the 3rd Quarter. The Hydro Turbines were budgeted to be unavailable for the first six (6) months of FY26, but their return to operation is currently delayed.



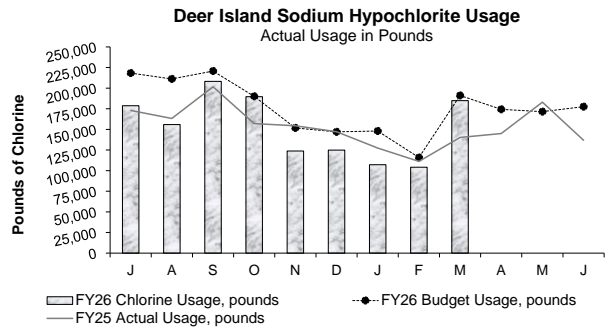
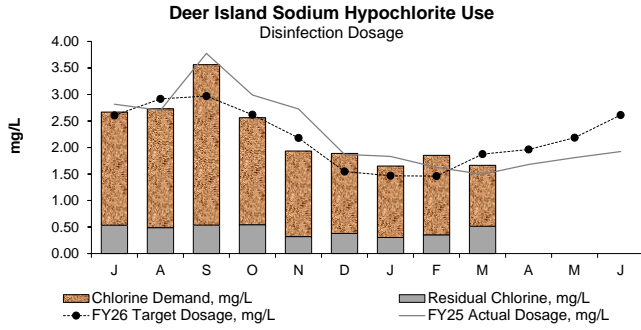
Under the current energy supply contract, a block portion of DI's energy is a fixed rate and the variable load above the block is purchased in real time. The Total Energy Unit Price through March are actual prices (not estimates). Overall, the average unit price through March is 17.8% higher than budgeted. The Total Energy Unit Price includes a fixed block price, spot energy price, transmission & distribution charges, and ancillary charges.



Year-to-date Total Cost of Electricity is \$1,434,238 (13.3%) higher than budgeted through March. The Total Cost of Electricity through March are actual costs (not estimated) and is higher than target as the Total Energy Unit Price is 17.8% higher than budgeted while the Total Volume of Electricity Purchased is 3.8% below target.

Deer Island Operations

3rd Quarter - FY26



The disinfection dosing rate in the 3rd Quarter was 7.6% higher than target. However, sodium hypochlorite usage in pounds of chlorine was 13.0% below target as overall monthly plant flows were 18.1% below target. The lower-than-expected plant flows results in a more concentrated wastewater that exerts a greater chlorine demand, thus requiring a higher chlorine dose. DITP maintained an average disinfection chlorine residual of 0.39 mg/L this quarter with an average dosing rate of 1.72 mg/L as chlorine demand was 1.33 mg/L. On March 11, the disinfection basin effluent total chlorine residual target for dry weather flows was increased from 0.30 mg/L to greater than or equal to 0.75 mg/L, and to even higher levels during wet weather flow conditions, in preparation for potential new NPDES seasonal permit limits for indicator bacteria. The purpose for the higher chlorine residual target (and higher sodium hypochlorite dosing) is to continue developing operating strategies for the potential seasonal Enterococcus bacteria limit in the proposed permit, an effort that was also undertaken in 2023, 2024, and 2025.

The overall disinfection dosing rate (target and actual) is dependent on plant flow, target effluent total chlorine residual levels, effluent quality and NPDES permit levels for fecal coliform (or the proposed seasonal Enterococcus bacteria).

Secondary Blending Events

Month	Count of Blending Events	Count of Blending Events Due to Rain	Count of Blending Events Due to Non-Rain-Related Events	Secondary, as a Percent of Total Plant Flow	Total Hours Blended During Month
July	1	1	0	99.9%	3.67
August	0	0	0	100.0%	0.00
September	2	2	0	99.9%	3.25
October	3	3	0	99.6%	9.92
November	0	0	0	100.0%	0.00
December	0	0	0	100.0%	0.00
January	0	0	0	100.0%	0.00
February	0	0	0	100.0%	0.00
March	2	2	0	99.9%	5.73
April					
May					
June					
Total	8	8	0	99.9%	22.57

99.8% of all flows were treated at full secondary during the 3rd Quarter as there were two (2) separate secondary blending events that occurred in March due to high plant flows from heavy precipitation and snowmelt. These blending events resulted in 5.73 hours of blending and a total of 16.07 MGAL of primary-only treated effluent blended with secondary effluent. The Maximum Secondary Capacity during the entire quarter was 700 MGD.

Deer Island Operations & Maintenance Report

Environmental/Pumping:

The plant achieved an instantaneous peak flow rate of 865.1 MGD on March 16. This peak flow occurred during a rain event that brought 1.02 inches of precipitation to the metropolitan Boston area. Plant flows were greatly impacted during this storm event by significant snowmelt due to much warmer than expected temperatures. The warmer temperatures kept plant flows at elevated levels for extended periods of time during the month due to extensive melting of the snow on the ground and the high snowpiles that had accumulated over the snowy winter months. Total Plant Flow was 9.0% above the 4 year average plant flow target for the month even though precipitation was 19.3% lower than the 4 year average (3.64 inches actual vs. 4.51 inches expected).

Due to sustained below average plant flows, new monthly low flow records were set for the months of January and February for Total Plant Influent Flow, North System Influent Flow, and South System Influent Flow. The tables below summarizes these January and February flow statistics with the new low flow records displayed in the yellow highlighted boxes.

January Low Plant Flow Records

	Previous January Low Flow Record (since plant startup July 1998)	New January Low Flow Record (set 2026)	Current All-Time Monthly Low Flow Record (since plant startup July 1998)
Total Plant Influent Flow	268.94 MGD (2025)	251.23 MGD	201.73 MGD (August 2022)
North System Influent Flow	170.54 MGD (2025)	160.62 MGD	137.78 MGD (October 2024)
South System Influent Flow	95.61 MGD (2002)	90.61 MGD	62.28 MGD (Sept. 2016)
Precipitation	1.01 inches (2004)	No new record set (2.21 inches)	0.00 inches (June 1999)

February Low Plant Flow Records

	Previous February Low Flow Record (since plant startup July 1998)	New February Low Flow Record (set 2026)	Current All-Time Monthly Low Flow Record (since plant startup July 1998)
Total Plant Influent Flow	263.94 MGD (2015)	240.90 MGD	201.73 MGD (August 2022)
North System Influent Flow	173.30 MGD (2015)	158.29 MGD	137.78 MGD (October 2024)
South System Influent Flow	90.64 MGD (2015)	82.62 MGD	62.28 MGD (September 2016)
Precipitation	0.65 inches (2024)	No new record set (1.08 inches)	0.00 inches (June 1999)

Deer Island Operations

3rd Quarter - FY26

Deer Island Operations & Maintenance Report (continued)

Primary and Secondary Treatments:

The contractor completed the first several phases of the Clarifier Rehabilitation Project (Contract #7395) with the rehabilitation of the Primary Batteries A, B, C and D Influent and Effluent Channels, completing all scheduled work in these channels. The rehabilitation work under this contract includes putting primary influent gates in place, installing new aeration header systems, completing the installation of lower aeration systems, Linabond repair work in the clarifiers, installing drains between Batteries A and B, replacing effluent gates, completing hatch and grating modifications, and expansion joint repairs, in addition to other work. The contractor is currently working in primary clarifiers A5, A6, A11, and B1, and have completed work in three (3) other primary clarifiers. The contractor is also replacing the secondary scum influent gates and other equipment in the secondary clarifiers. The plan is to target the rehabilitation of no more than three (3) secondary clarifiers at a time. As of this reporting, the contractor is actively working in secondary clarifiers B14, C14, and C15, and have completed work in 15 other secondary clarifiers. There are 18 secondary clarifiers in each battery, totaling 54 clarifiers. Deer Island plans to maintain a secondary process limit of 700 MGD, which is the capacity of 50 clarifiers in operation.

Disinfection/Dechlorination:

MWRA uses sodium hypochlorite to destroy pathogens in plant effluent after primary and secondary treatment. Indicator bacteria such as Fecal Coliforms, E. coli, and Enterococcus are used to measure the presence of potential pathogens. To provide a proper pathogen kill, sodium hypochlorite, a disinfectant, is added to meet a chlorine demand then regulated by maintaining a chlorine residual. On March 11, the disinfection basin effluent total residual chlorine target for dry weather flow conditions was increased from 0.30 mg/L to greater than or equal to 0.75 mg/L and to even higher levels during wet weather flow conditions. The purpose for adjusting to the higher chlorine residual targets (by increasing the sodium hypochlorite dosing) is to continue developing operating strategies for the future more stringent seasonal NPDES permit limits for indicator bacteria prior to the limits coming into effect, an effort that was also undertaken in 2023, 2024, and 2025. Higher usage of both sodium hypochlorite and sodium bisulfite, used for removing the residual chlorine before discharging the effluent, is anticipated in order to comply with the more stringent indicator bacteria limits in the proposed new NPDES permit.

Odor Control Treatment:

Carbon adsorber (CAD) units #1, #2, #3, and #4 in the North Pumping Odor Control (NPOC) Facility and unit #5 in the West Odor Control (WOC) Facility were emptied and refilled with new regenerated activated carbon media this quarter as part of routine maintenance to replace spent activated carbon.

Energy and Thermal Power Plant:

Overall, total power generated on-site accounted for 27.9% of Deer Island's total power use in the 3rd Quarter. Renewable power generated on-site (by Solar, Wind, STGs, and Hydro Turbines) accounted for 27.6% of Deer Island's total electrical power use for the quarter.

CTG-2B was operated for approximately 1.7 hours on January 7 for an ISO-New England (ISO-NE) Demand Response program winter audit. The performance on this audit determines DITP's demand response program payment for the next six (6) months. During the summer months, the CTGs are operated for the purpose of peak shaving to reduce the amount of energy purchased during peak electrical demand periods, by removing DITP's demand on the electrical grid, thereby lowering the capacity charges on next year's utility bills.

MWRA staff began excavation work in parking lot #1 on January 20 to prepare six (6) separate test pits as preparation for the parking lot solar canopy project. These test pits will help engineering staff to determine the subsurface conditions in the locations of the foundation footings planned for the solar canopy. This work to excavate and evaluate each test pit was completed on February 20 and the final test pit logs were prepared for staff by March 2.

DITP took delivery of 360,000 gallons of #2 fuel oil, a total of 36 oil tanker trucks, without incident from March 9 through March 17. This fuel oil is used for CTG operation, for boiler startup operations, and for supplemental fuel for boiler operation during periods of low or unstable digester gas production or high heat demand.

Regulatory:

Based on the DITP's performance in 2025, Deer Island is qualified to receive NACWA's (National Association of Clean Water Agencies) Silver Award for Peak Performance which recognizes member agency facilities for outstanding compliance of their National Pollutant Discharge Elimination System (NPDES) permit limits. The Silver award is given to facilities with no more than five violations per calendar year. Deer Island had two (2) unanticipated exceedences in one (1) of the four (4) effluent toxicity tests that MWRA conducts every month. The acute toxicity limit exceedence occurred for the test that was conducted in June and in December 2025. Prior to 2025, Deer Island had previously held a Platinum18 Award for having operated with no permit violations for 18 consecutive years.

Opacity testing for each CTG unit was successfully completed on March 19 as part of the annual regulatory requirements for emissions reporting on the CTGs and the results of this test demonstrated the units were in compliance. The test requires each CTG to be operated (one at a time) at full load for one (1) hour. During this time a certified "smoke reader" visually observes the condition of the stack exhaust and records the results.

Clinton Operations & Maintenance Report

Dewatering Building

Maintenance staff and contractors washed out, and vactored gravity thickener #2 and filled gravity thickener scum well with water to test repair on gravity thickener #2 beach plate and piping. M&Os worked with contractors to rebuild belt filter press polymer pump #2. Maintenance staff adjusted the wash box seals on belt filter press #2, replaced rotted sections of the metal catch tray under the belt filter press sludge belt, and lubricated and adjusted the sludge hopper slide gate in the Dewatering Building garage.

Chemical Building

Plumbing contractors rebuilt the backflow preventer in the chemical building. Maintenance staff worked with outside contractors to repair two secondary clarifier ferric pumps. M&Os replaced a leaking elbow on hypochlorite pump #2 and installed a temporary hypochlorite discharge line after a blockage was found. Maintenance staff replaced a broken motor coupling on the sump pumps in the chemical building basement. The ferric line from the Chemical Building to the aeration basin was pressure tested for the upcoming distribution box rehabilitation project, and a new motor was installed and laser aligned on RAS pump #2.

Aeration Basins

Operations staff cleaned the pH and D.O. probes in all three (3) aeration basins. M&Os adjusted the drive belts on intermediate lift pump #2.

Phosphorus Building

M&Os worked with Operations staff to rebuild the PRF polymer pumps. The generator contractor performed troubleshooting and repairs for an idling issue with the 750 kW generator. Maintenance staff replaced the filter cartridges in PRF disc filter #1. A contractor inspected and cleaned the CL-17 analyzers per service contract, and a new sump pump was installed on the 5500-phosphorus analyzer. Maintenance staff replaced a broken valve actuator on the PRF influent gate valve and changed the oil on PRF train #2 and the lightning mixer #1. Operations and Maintenance staff put the Phosphorus Reduction Facility online for the season.

Headworks Building

M&Os cleaned the influent bar rack, manual bar screen, and the upper grit room. M&Os cleaned and greased the grit classifiers and belt. The HVAC contractor replaced the condensate return pump in the lower headworks, installed a new bucket trap on the hot water heat exchanger for the Administration Building, and recharged the mini-split system in the Administration Laboratory. The overhead door contractor replaced the safety edge on the Grit Building garage door. Grit classifier #2 was disconnected, removed and shipped to Deer Island to have a new classifier fabricated. The gear box on influent pump #3 was replaced by a contractor. Maintenance staff repaired a broken grit conveyor, installed new shocks on the rake arm for the mechanical bar screen and changed the oil in the gearboxes for both #1 and #2 grit screws. M&Os changed the packing on primary sludge pump #2 and replaced the drive belts on primary sludge pump #4. Maintenance staff performed semi-annual PMs on grit blowers #1, #2, and #3.

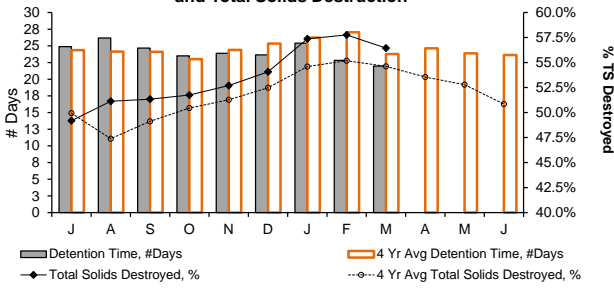
Digester Building

Maintenance staff checked equipment for proper operation. A contractor removed the Ovivo mixer motor and Varec gas system from the fixed cover digester for the roof replacement project. The electrical contractor replaced the damaged disconnect switch on digester boiler #1. The security contractor replaced the short-circuited control module in the Digester Building's security control panel. A contractor vactored the foam from the roof of the floating cover digester. The electrical contractor replaced the electric heating unit in the holding tank sampling area.

Deer Island Operations & Residuals

3rd Quarter - FY26

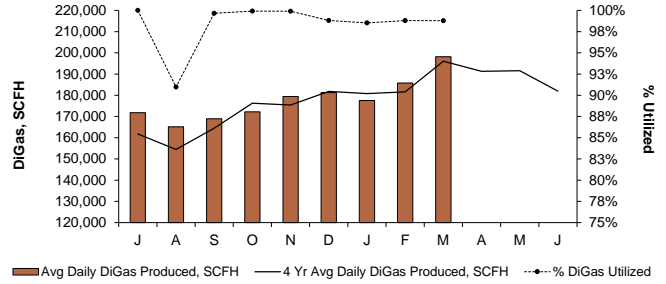
Sludge Detention Time in Digesters and Total Solids Destruction



Total solids (TS) destruction following anaerobic sludge digestion averaged 57.2% during the 3rd Quarter, 4.4% above the 4 year average even though sludge detention time in the digesters was 23.4 days, 8.9% below the 4 year average of 25.7 days detention time. On average, 8.0 digesters were in operation, on target with the budgetary estimate of 7.9 digesters.

Total solids (TS) destruction is dependent on sludge detention time which is determined by primary and secondary solids production, plant flow, and the number of active digesters in operation. Solids destruction is also significantly impacted by changes in the number of digesters and the resulting shifting around of sludge.

Digester Gas Production and % Utilized

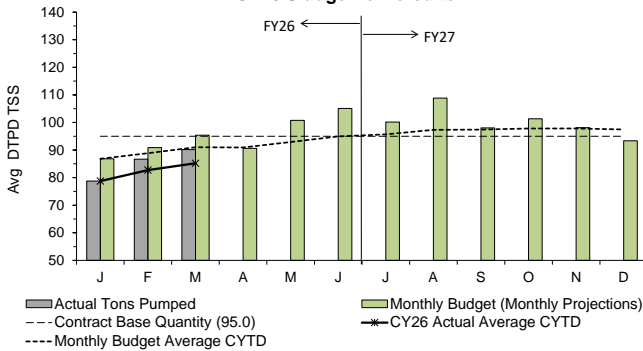


The Avg Daily DiGas Production in the 3rd Quarter was on target (+0.6%) with the 4 Year Avg Daily DiGas Production, with 98.7% of the DiGas produced this quarter being utilized at the Thermal Power Plant (TPP).

Residuals Pellet Plant

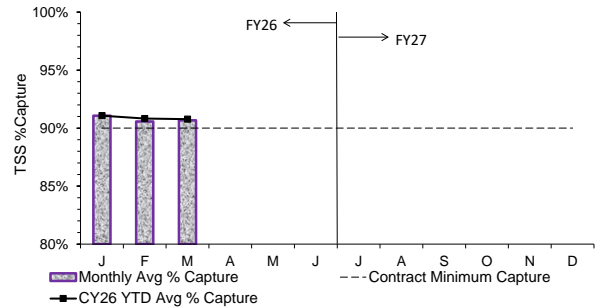
New England Fertilizer Company (NEFCO), a wholly-owned, indirect subsidiary of Synagro Technologies, Inc., operates the MWRA Biosolids Processing Facility (BPF) in Quincy under contract. MWRA pays a fixed monthly amount for the calendar year to process up to 95.0 DTPD/TSS as an annual average (for the new contract period of January 1, 2024 through December 31, 2034). The monthly invoice is based on 95.0 DTPD/TSS (Dry Tons Per Day/Total Suspended Solids) times 365 days divided by 12 months. At the end of the year, the actual totals are calculated and additional payments are made on any quantity above the base amount. On average, MWRA processes more than 95.0 DTPD/TSS each year (FY26's budget is 101.4 DTPD/TSS and the FY27 budget is 102.3 DTPD/TSS).

CY26 Sludge Delivered to BPF



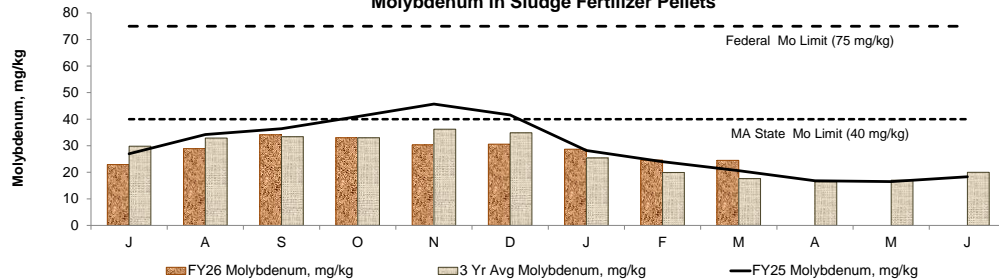
The average quantity of sludge pumped to the Biosolids Processing Facility (BPF) in the 3rd Quarter was 85.2 TSS Dry Tons Per Day, resulting in a variance of 6.4% (approximately 5.8 TSS DTPD) lower than target with the FY26 budget of 91.0 TSS DTPD for the same period. The sludge flow volume to the BPF for the 3rd Quarter was 9.0% higher than budgeted, however this was significantly offset by sludge TSS levels that were 13.9% lower-than-expected. Both factors resulted in the overall 6.4% lower-than-expected sludge to the BPF for the quarter.

CY26 Monthly Average % Capture of Processed Sludge



The contract requires NEFCO to capture at least 90.0% of the solids delivered to the Biosolids Processing Facility. The average capture for the 3rd Quarter was 90.77%.

Molybdenum in Sludge Fertilizer Pellets



Copper, lead, and molybdenum (Mo) are metals of concern for MWRA as their concentrations in its biosolids have, at times, exceeded regulatory standards for unrestricted use as fertilizer. Molybdenum-based cooling tower water is a significant source of Mo in the sludge fertilizer pellets. The Federal standard for Mo is 75 mg/kg. The Massachusetts Type 1 biosolids standard for molybdenum was changed from 25 mg/kg to 40 mg/kg in 2016, allowing MWRA to sell its pellets in-state for land application whereas the previous limits forced several months' worth of pellets to be shipped out of state.

The levels were below the DEP Type 1 limit for all three (3) metals in the 3rd Quarter. For Mo, the level in the MWRA sludge fertilizer pellets for the 3rd Quarter averaged 25.9 mg/kg, 24.5% above the 3 year average, 35% below the MA State Limit, and 65% below the Federal Limit. The monthly Mo results for January and February are the final reportable results, while the March result is preliminary.

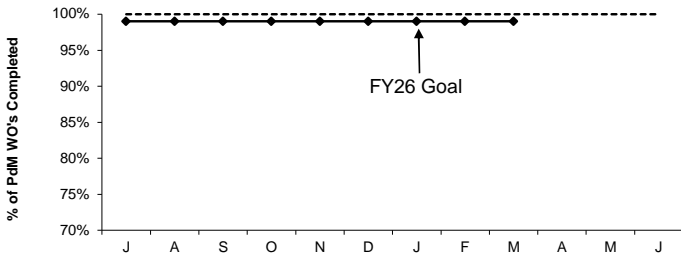
Deer Island Maintenance

3rd Quarter - FY26

Productivity Initiatives

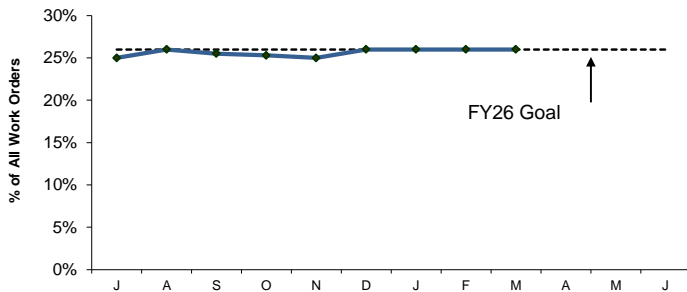
Productivity initiatives include increasing predictive maintenance compliance and increasing PdM work orders. Accomplishing these initiatives should result in a decrease in overall maintenance backlog.

Predictive Maintenance Compliance



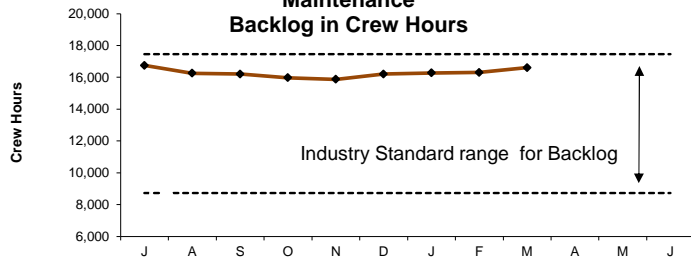
Deer Island's FY26 predictive maintenance goal is 100%. DITP completed 99% of all PdM work orders this quarter. DITP is continuing with an aggressive predictive maintenance program. Deer Island is slightly below goal this quarter.

Predictive Maintenance



Deer Island's increased FY26 predictive maintenance goal is 26% of all work orders to be predictive. 26% of all work orders were predictive maintenance this quarter. The industry is moving toward increasing predictive maintenance work to reduce downtime and better predict when repairs are needed.

Maintenance Backlog in Crew Hours

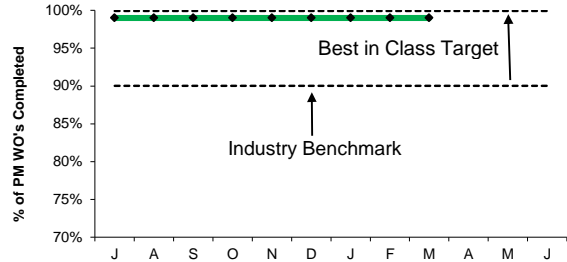


DITP's maintenance backlog at Deer Island is 16,600 hours this quarter. DITP is below the industry average for backlog. The industry Standard for maintenance backlog with 99 staff (currently planned staffing levels) is between 8,730 hours and 17,460 hours. Backlog is affected by (17) Vacancies:(3) B&G, (6) C&C Tech's, (2) Electrician, (2) HVAC Tech, (2) M &Os, (1) Tool Maker, and (1) Plumber. Management continues to monitor backlog and to ensure all critical systems and equipment are available.

Proactive Initiatives

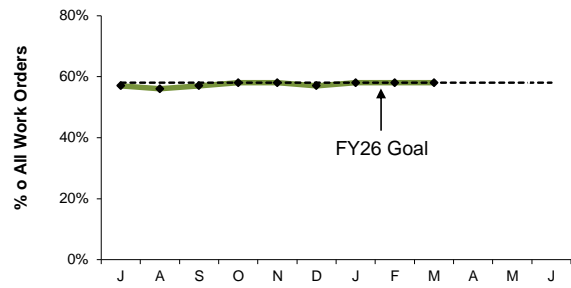
Proactive initiatives include completing 100% of all preventative maintenance tasks and increasing preventative maintenance kitting. These tasks should result in lower maintenance costs.

Preventive Maintenance Compliance



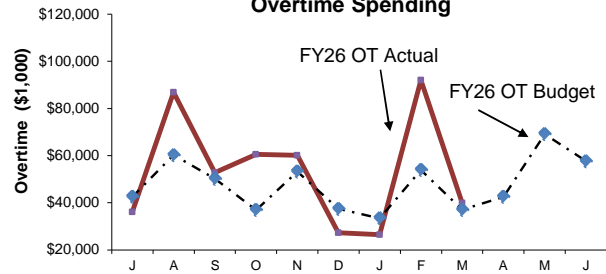
Deer Island's FY26 preventative maintenance goal is 100% completion of all work orders from Operations and Maintenance. DITP completed 99% of all PM work orders this quarter. Deer Island was slightly below our goal, but within Best in Class Target.

Maintenance Kitting



Deer Island's increased FY26 maintenance kitting goal is 58% of all work orders to be kitted. 58% of all work orders were kitted this quarter. Kitting is staging of parts or material necessary to complete maintenance work. This has resulted in more wrench time and increased productivity.

Overtime Spending

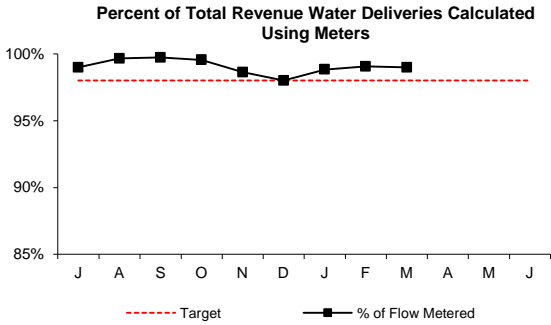


Maintenance overtime was over budget by \$41K this quarter and \$79k over for FY26. Management continues to monitor backlog and to ensure all critical equipment and systems are available. This quarter's overtime was predominately used for Snow Removal, Power and Pump Enterprise Floor Rebuild, Pump and Grinder Clogging Issues, Instrumentation PM/CM Work, Miscellaneous Tank, Hydo Plant fire suppression system failure, Clinton Facility Grit Classifier rebuild, Chilled Water Loop Valve Replacement.

Operations Division Metering & Reliability

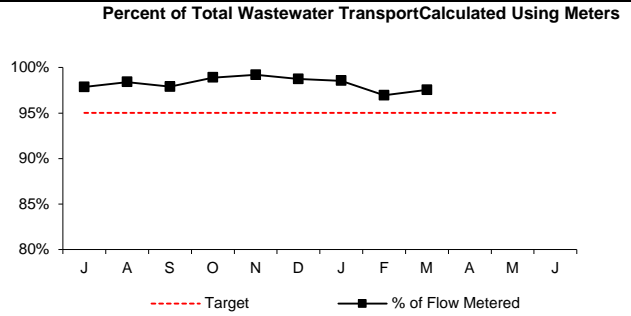
3rd Quarter - FY26

WATER METERS



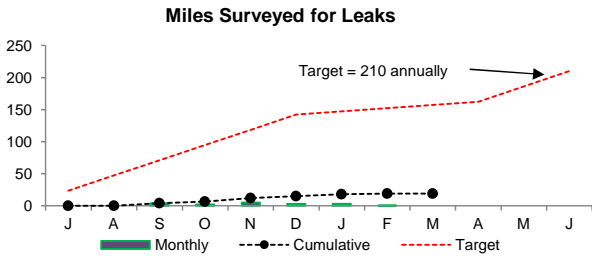
The target for revenue water deliveries calculated using meters is 98%. Estimates are generated for meters that are out of service due to instrumentation problems or in-house and capital construction projects. During Q1 CY 2026, 98.9% of the water billed was metered flow.

WASTEWATER METERS



The target for revenue wastewater collection meters is a 95% capture rate. Estimates are generated when meters are out of service due to instrumentation problems or are removed to accommodate construction or line maintenance projects. In Q1 CY2026, 97.7% of the flow billed was metered flow.

WATER DISTRIBUTION SYSTEM PIPELINES



During the 3rd Quarter of 2026 - FY26, 3.82 miles of water mains were inspected. The total inspected for the fiscal year to date is 19.02 miles. We have been unable to meet the Annual Target due to staffing issues. We currently only have 1 of 4 Sr Field Service Technicians positions filled

Leak Backlog Summary													
Month	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	March	April	May	June	Totals
Leaks Detected	4	0	0	1	0	0	0	3	3				11
Leaks Repaired	4	0	0	1	0	0	0	3	2				10
Backlog	0	0	0	0	0	0	0	0	1				n/a

During the 3rd Quarter of 2026 - FY26 6 leaks were detected, and 5 were repaired. Refer to FY26 Leak Report below for details. Also, there was community service ranging from individual leak location to surveys for Boston, Medford, Brookline, Chelsea and Revere this month.

3rd Quarter - FY26

Date Detected	Location of Leaks	Repaired
07/01/25	Washington @ Lagrange W. Roxbury (Sect 77)	07/02/25
07/17/25	Waverly Oaks Rd (WASM 10)	07/21/25
07/25/25	Route 9 @ Advent Health (Sect 80)	07/26/25
07/25/25	Capt Parker Dr Needham (Sect 80)	07/25/25
10/09/25	Waverly Oaks Rd (WASM 10) @ Marianne Rd	10/09/25
02/02/26	Washington St @ Hovey St (WASM 13) Newton	02/02/26
02/16/26	Adams St @ Father Carney St (Sect 107) Milton	02/16/26
02/16/26	Elm St @ Webster St (WASM 14) Newton	02/16/26
03/16/26	Bellevue Tank (Section 74) West Roxbury	03/16/26
03/19/26	517 Lynnway (Section 56) Lynn	03/26/26

Date Detected	Location of Leaks/Unrepaired
07/31/24	Broadway @ Richardson Lynn
03/18/26	Somerville Ave @ Quincy St (Section 67) Somerville

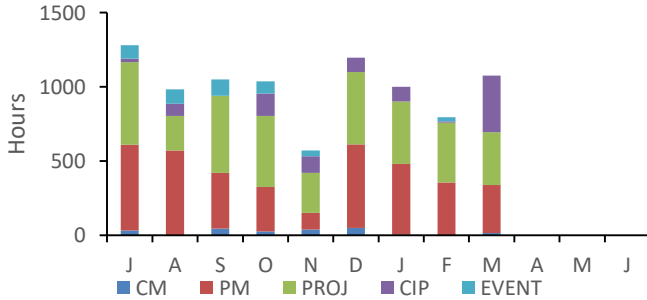
Water Distribution System Valves

3rd Quarter - FY26

Background

Valves are exercised, rehabilitated, or replaced in order to improve their operating condition. This work occurs year round. Valve replacements occur in roadway locations during the normal construction season, and in off-road locations during the winter season. Valve exercising can occur year round but is often displaced during the construction season. This is due to the fact that a large number of construction contracts involving rehabilitation, replacement, or new installation of water lines, requires valve staff to operate valves and assist with disinfection, dechlorination, pressure-testing, and final acceptance. Valve exercising can also be impacted due to limited redundancy in the water system; valve exercising cannot be performed in areas where there is only one source of water to the community meters or flow disruptions will occur.

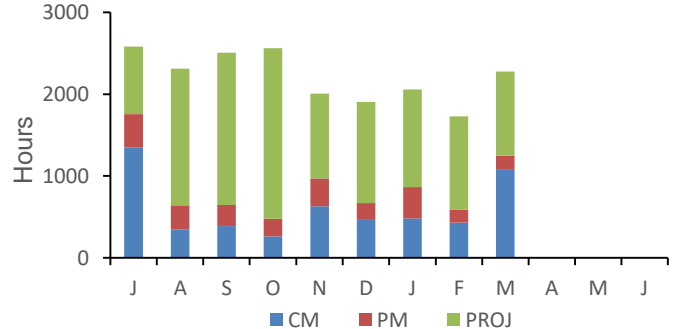
Water Valve Labor Hours



During the 3rd Quarter of FY26 there was a total of 2,871 hours worked. Percentage breakdown; Corrective Maintenance 1%, Preventative Maintenance 40%, Project 41%, Capital Improvement Project 17%, Event - Wtr Fountain 1%

Type of Valve	Inventory #	Operable Percentage	
		FY26 to Date	FY26 Targets
Main Line Valves	2,269	97.5%	95%
Blow-Off Valves	1,798	99.3%	95%
Air Release Valves	1,557	97.2%	95%
Control Valves	49	100.0%	95%

Water Pipeline Labor Hours

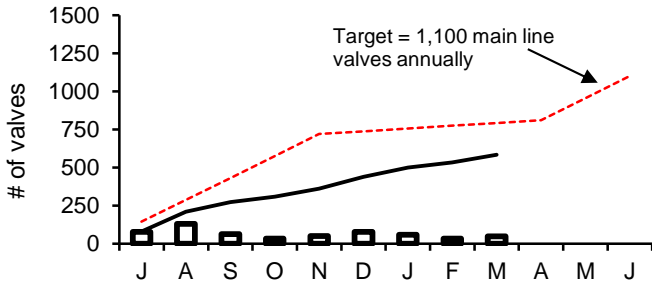


During the 3rd Quarter of FY26 there was a total of 6,049 hours worked. Percentage breakdown; Corrective Maintenance 33%, Preventative Maintenance 12%, Project 56%

Key to Symbols:

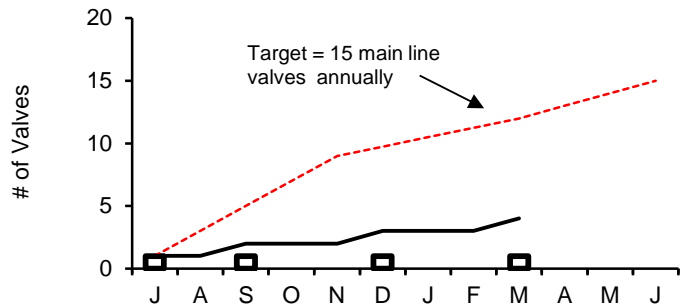
- FY26 Monthly Total
- FY26 Cumulative Total
- FY26 Target

Main Line Valves Exercised



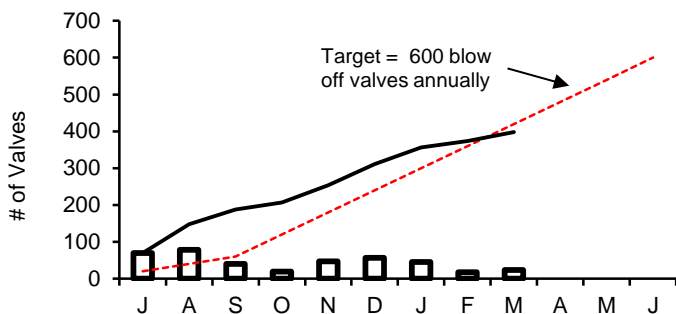
During the 3rd Quarter of FY26, 143 main line valves were exercised. The total exercised for the fiscal year to date is 584.

Main Line Valves Replaced



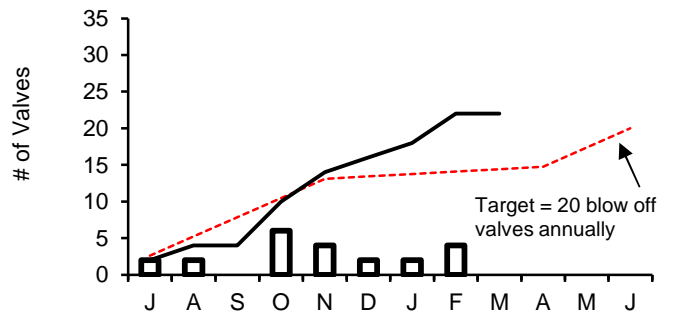
During the 3rd quarter of FY26, there was 1 main line valves replaced. The total replaced for the fiscal year to date is 4.

Blow-Off Valves Exercised



During the 3rd Quarter of FY26, 87 blow off valves were exercised. The total exercised for the fiscal year to date is 398.

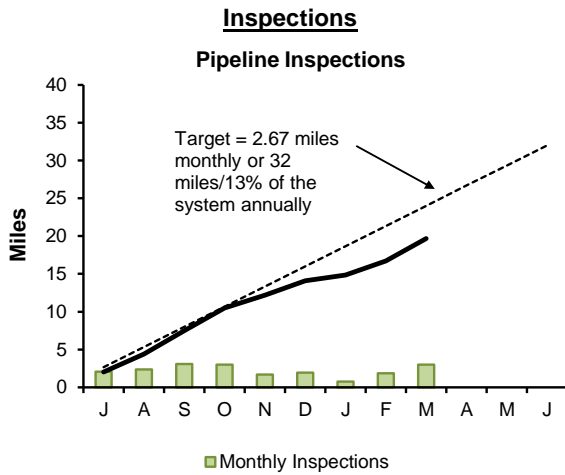
Blow-Off Valves Replaced



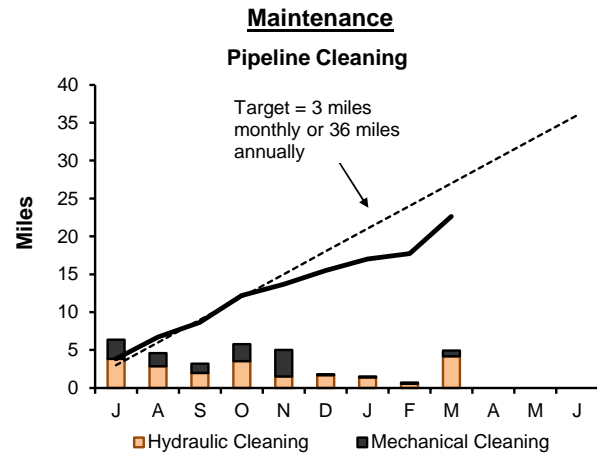
During the 3rd Quarter of FY26, there were 6 blow off valves replaced. The total replaced for the fiscal year to date is 22.

Wastewater Pipeline and Structure Inspections and Maintenance

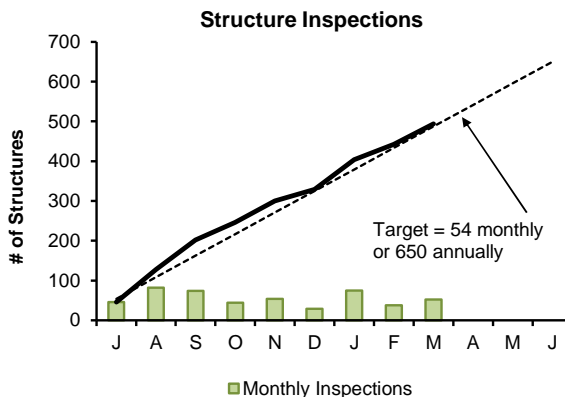
3rd Quarter - FY26



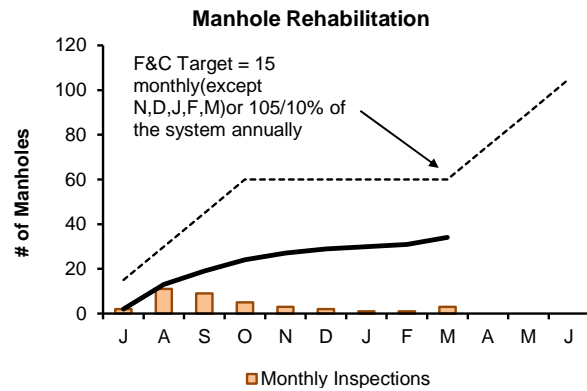
Staff internally inspected 5.6 miles of MWRA sewer pipe during this quarter. The year to date total is 24.0 miles. No Community Assistance was provided.



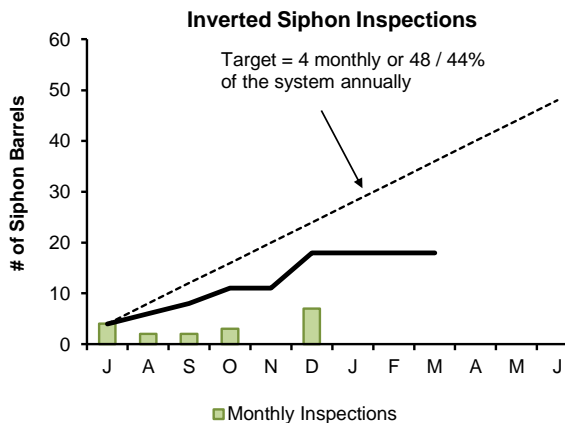
Staff cleaned 7.15 miles of MWRA sewer pipe, and removed 6.50 yards of grit. The year to date total is 22.65 miles. No Community Assistance was provided this quarter.



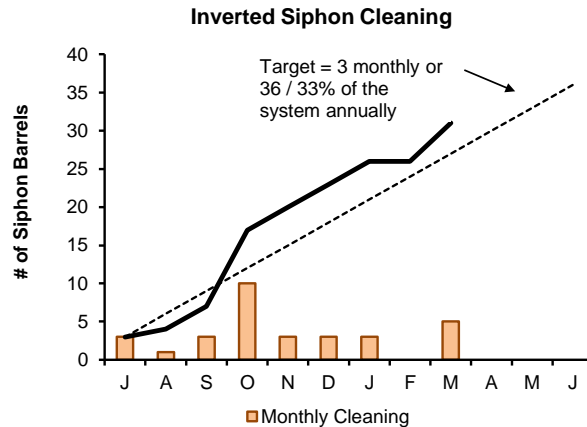
Staff inspected the 36 CSO structures and performed 129 other additional manhole/structure inspections during this quarter. The year to date total is 494 inspections.



Staff replaced 5 frame and cover replacement this quarter. The year to date total is 34.



Staff inspected 0 siphon barrels this quarter. The year total is 18 inspections.

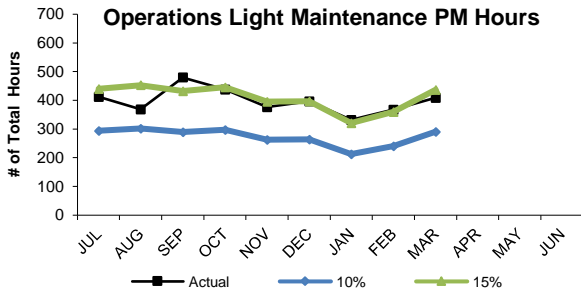


Staff cleaned 8 siphon barrels this quarter. The year to date total is 31 siphon barrels cleaned.

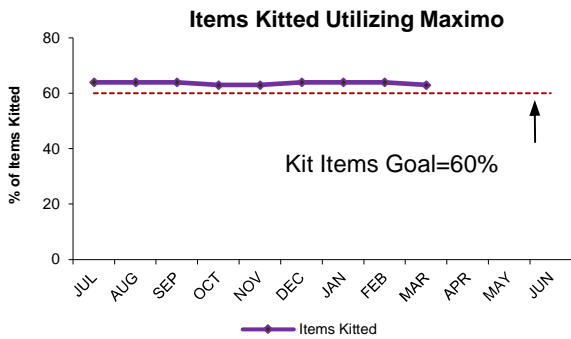
Field Operations' Metropolitan Equipment & Facility Maintenance

3rd Quarter - FY26

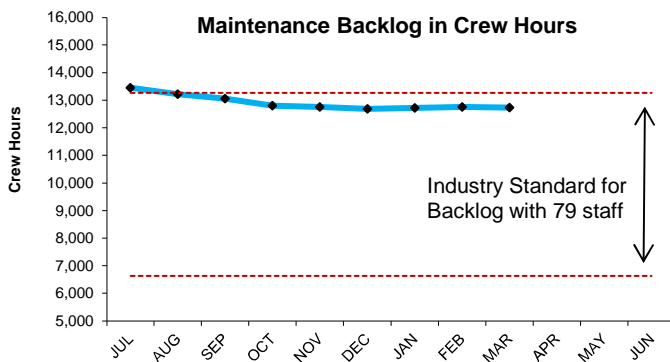
Several maintenance and productivity initiatives are in progress. The goal for the Overall PM completion and the Operator PM completion is 100%. The Operator PM and kitting initiatives frees up maintenance staff to perform corrective maintenance and project work, thus reducing maintenance spending. Backlog and overtime metrics monitor



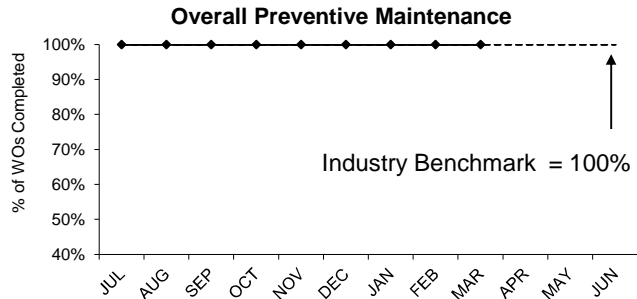
Operations staff averaged 369 hours per month of preventive maintenance during the 3rd Quarter of FY26, an average of 15% of the total PM hours for the 3rd Quarter, which is within the industry benchmark of 10% to 15%.



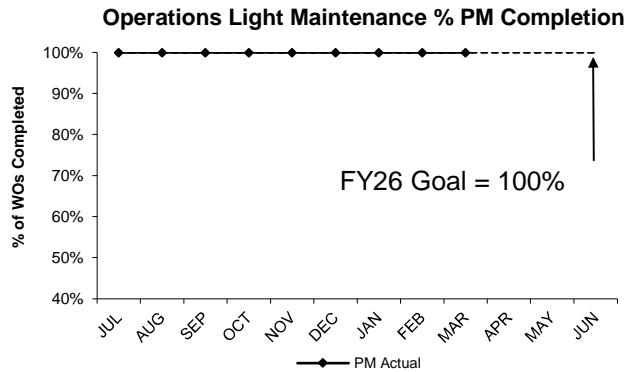
Operations' FY26 maintenance kitting goal has been set at 60% of all work orders to be kitted. Kitting is the staging of parts or material necessary to complete maintenance work. In the 3rd Quarter of FY26, 63% of all applicable work orders were kitted. This resulted in more wrench time and increased productivity.



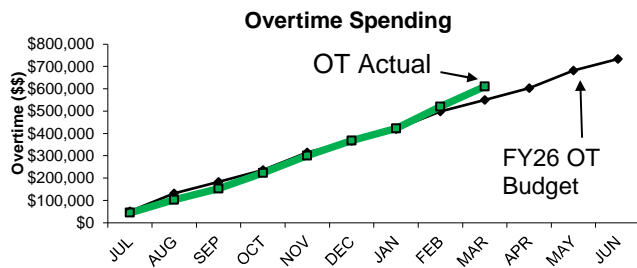
The 3rd Quarter of FY26 backlog average is 12,738 hours. Which is within the industry benchmark of 6,636 to 13,275 hours. The current backlog is due to vacancies and several large maintenance projects.



The Field Operations Department (FOD) preventive maintenance goal for FY26 is 100% of all PM work orders. Staff completed 100% of all PM work orders in the 3rd Quarter of FY26.



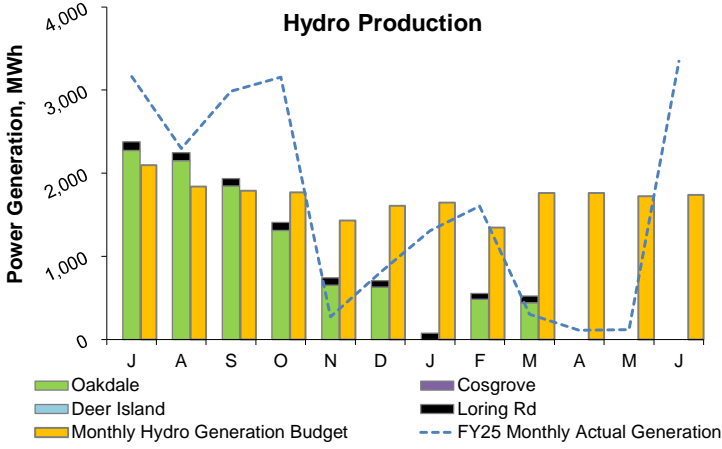
Wastewater Operations complete light maintenance PM's which frees up maintenance staff to perform corrective maintenance. Operations' FY26 PM goal is completion of 100% of all PM work orders assigned. Operations completed 100% of PM work orders in the 3rd Quarter of FY26.



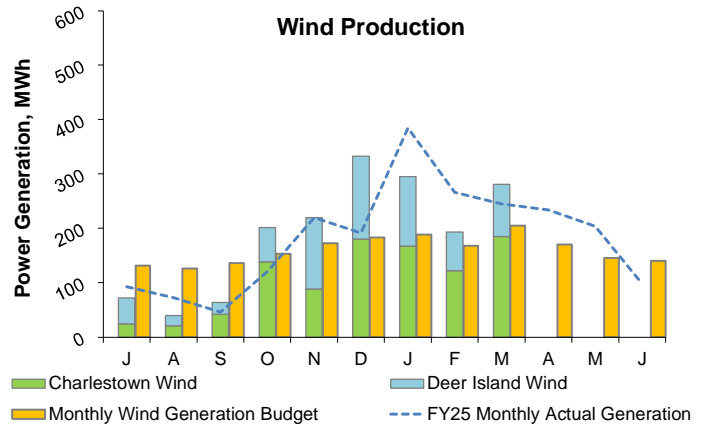
Maintenance overtime was \$19,654 over budget on average, per month, for the 3rd Quarter of FY26. Overtime is used for critical maintenance repairs and wet weather events. The overtime budget through the 3rd Quarter of FY26 is \$550,374. Overtime spending was \$610,710 which is \$60,336 over budget for the fiscal year.

Renewable Electricity Generation: Savings and Revenue

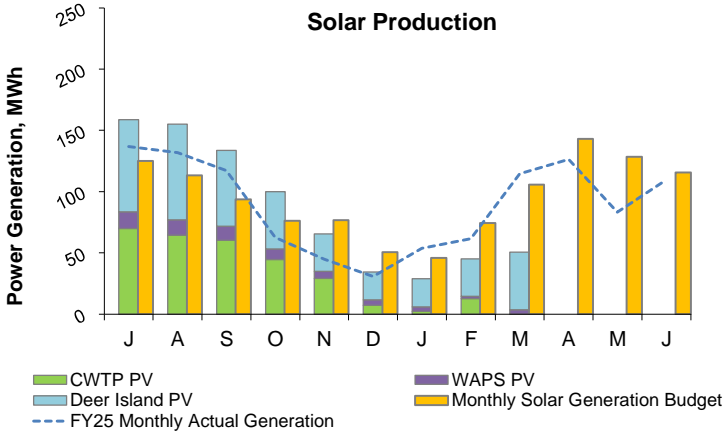
3rd Quarter - FY26



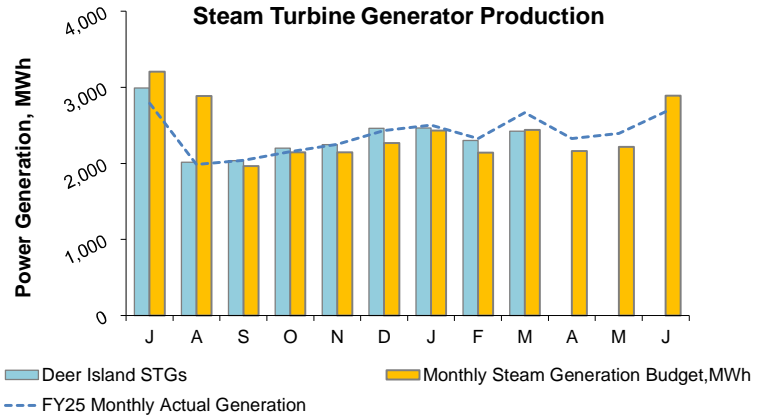
In Quarter 3, renewable energy produced from hydroelectric turbines totaled 1,232 MWh, 74% below budget. Deer Island hydroturbines are both unavailable due to wicket gate rehabilitation and other repairs. Cosgrove remains offline to allow for rehab work at the Wachusett Dam Lower Gatehouse.



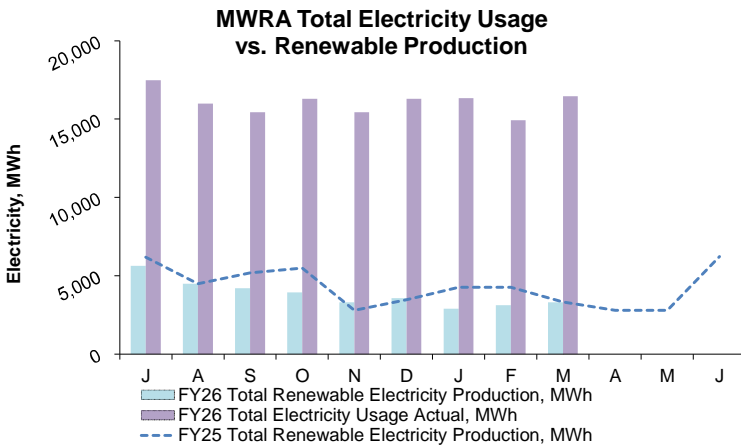
In Quarter 3, wind turbine production totaled 769 MWh, 37% above budget. Deer Island Turbine #1 has been out of service since April 2022 and is scheduled for replacement by 2027.



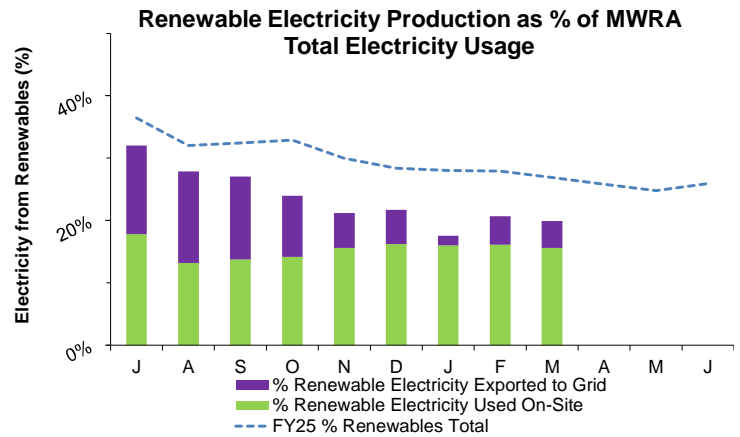
In Quarter 3, energy production from all solar PV systems totaled 124 MWh; 45% below budget¹. The Deer Island Residuals Odor Control roof mounted array has been offline since September 2022 due to a failed inverter. The CWTP array was offline for all of March due to an inverter ground fault, and remained offline for the full month of April as well.



In Quarter 3, the renewable energy produced from Deer Island's steam turbine generators totaled 7,192 MWh; 3% above budget¹. Staff have adjusted values to only include renewable energy from digester gas and exclude fuel oil inputs. During warm months, fuel oil accounts for 5-10% of output; in winter as much as 15-20%. Data back through FY25 has been updated to reflect this change, reducing estimates of renewable energy production as % of total usage and estimated revenue and savings from renewable energy (see next page).



In Quarter 3, total renewable electricity production was 9,317 MWh, 26% below budget. The MWRA total electricity usage is the sum of all electricity purchased for Deer Island and FOD plus electricity produced and used on-site at these facilities. Approximately 99% of FOD electrical accounts are accounted for by actual billing statements; minor accounts that are not tracked on a monthly basis such as meters and cathodic protection systems are estimated based on this year's budget.

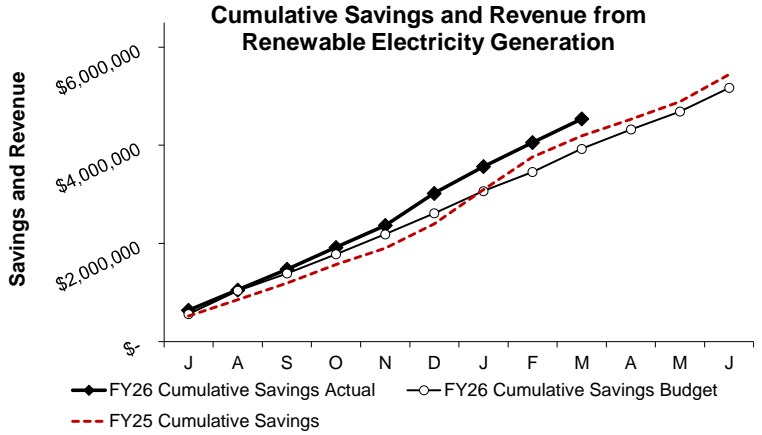
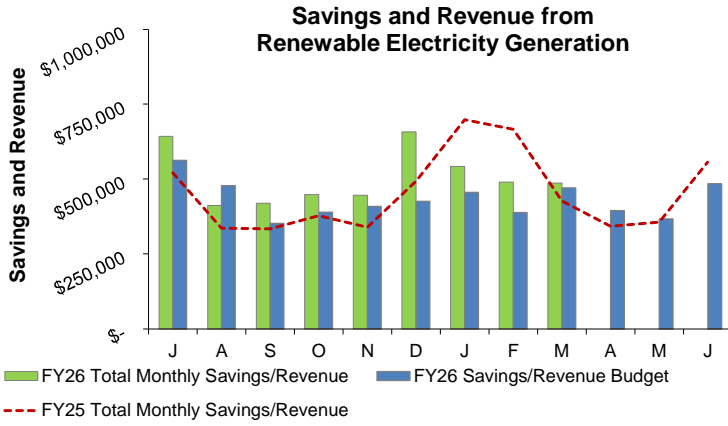


All renewable electricity generated on DI is used on-site (this accounts for more than 50% of MWRA renewable generation). Almost all renewable electricity generated off-DI is exported to the grid.

Notes: 1. Budget values are based on historical averages for each facility and include operational impacts due to maintenance work.

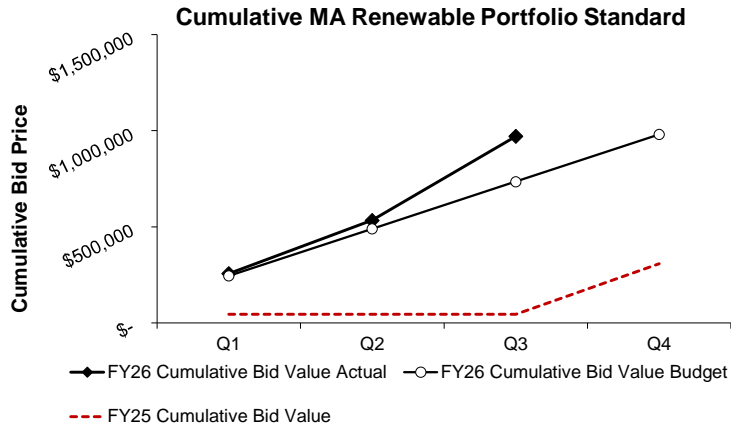
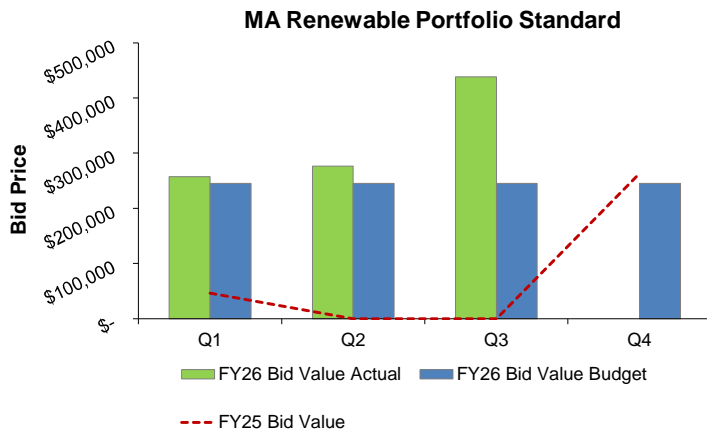
Renewable Electricity Generation: Savings and Revenue

3rd Quarter - FY26



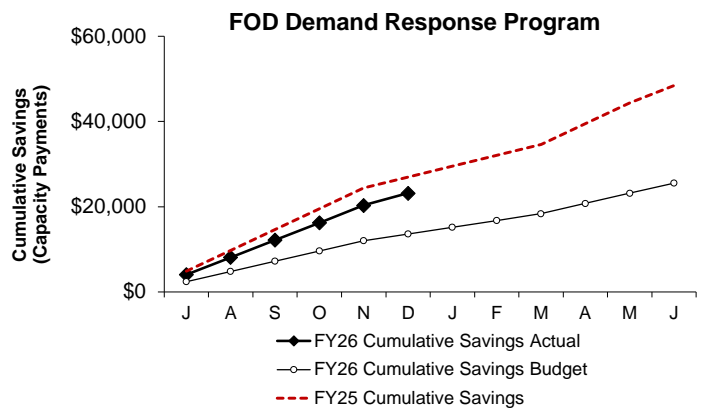
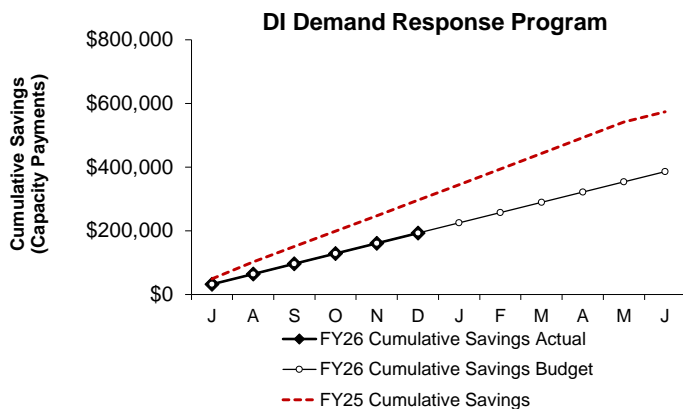
Savings and revenue from renewable sources is estimated at \$1,518,086 in Quarter 3, 16% above budget. This variance is primarily due to higher-than-budgeted electricity pricing at Deer Island.

Savings and revenue¹ from all renewable energy sources include wind turbines, hydroelectric generators, solar panels, and steam turbines (DI). This includes savings and revenue due to electricity generation (does not include avoided fuel costs and RPS RECs). The use of DITP digester gas as a fuel source provides the benefit of both electricity generation from the steam turbine generators, and provides thermal value for heating the plant, equivalent to approximately 5 million gallons of fuel oil per year (not included in charts above).



7,856 Class I RECs Renewable Energy Certificates (RECs) were sold in Q3 of FY26^{2,3} with a value of \$252,335, as well as 6,518 Class II RECs with a value of \$185,600. REC values reflect the bid value on the date that bids are accepted. Cumulative bid values reflects the total value of bids received to date.

*MWRA's SRECs have transitioned to the Class 1 REC category starting in FY23.

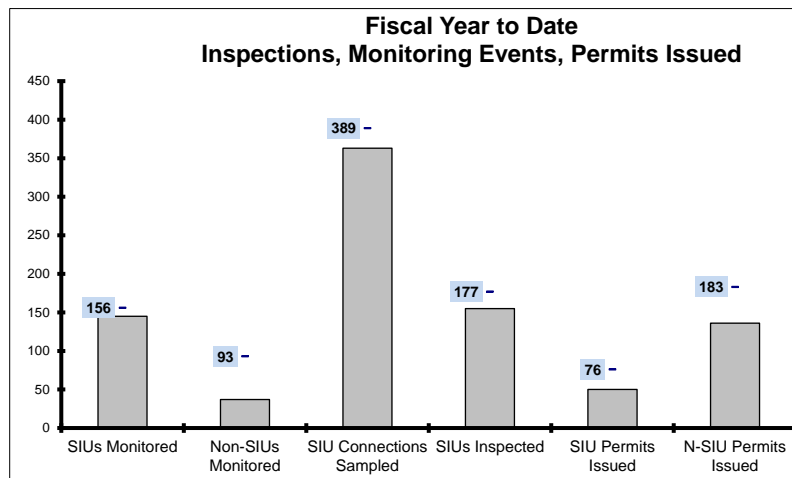


Currently Deer Island, Loring Rd, Brusch Hydro, and JCWTP participate in the ISO-New England Demand Response Programs. By agreeing to reduce demand and operate the facility generators to help reduce the ISO New England grid demand during periods of high energy demand, MWRA receives monthly Capacity Payments from ISO-NE. When MWRA operates the generators during an ISO-NE called event, MWRA also receives energy payments from ISO-NE. Payments total \$192,888 through December 2025 at Deer Island, and \$23,171 through December for Loring Rd, Brusch Hydro, and JCWTP.

- Notes:
1. Savings and Revenue: Savings refers to any/all renewable energy produced that is used on-site therefore saving the cost of purchasing that electricity, and revenue refers to any value of renewable energy produced that is sold to the grid.
 2. Only the actual energy prices are being reported. Therefore, some of the data lags up to 3 months due to timing of invoice receipt.
 3. Budget values are based on historical averages for each facility and include operational impacts due to maintenance work.

Toxic Reduction and Control

3rd Quarter - FY26



EPA Required SIU Monitoring Events for FY25: 156
YTD : **145**

Required Non-SIU Monitoring Events for FY25: 93
YTD : **37**

SIU Connections to be Sampled For FY25: 389
YTD: **363**

EPA Required SIU Inspections for FY25: 177
YTD: **155**

SIU Permits due to Expire In FY25: 76
YTD: **50**

Non-SIU Permits due to Expire in FY25: 183
YTD: **136**

Significant Industrial Users (SIUs) are MWRA's highest priority industries due to their flow, type of industry, and/or their potential to violate limits. SIUs are defined by EPA and require a greater amount of oversight. EPA requires that all SIUs *with flow* be monitored at least once during the fiscal year.

The "SIU Monitored" data above, reflects the number of industries monitored; however, many of these industries have more than one sampling point and the "SIU Connections Sampled" data reflect samples taken from multiple sampling locations at these industries.

EPA requires MWRA to issue or renew 90 percent of SIU permits within 120 days of receipt of the application or the permit expiration date - whichever is later. EPA also requires the remaining 10 percent of SIU permits to be issued within 180 days.

	Number of Days to Issue a Permit						Permits Issued	
	0 to 120		121 to 180		181 or more		SIU	Non-SIU
	SIU	Non-SIU	SIU	Non-SIU	SIU	Non-SIU		
Jul	9	12	0	0	0	4	9	16
Aug	0	11	0	1	0	0	0	12
Sep	6	13	1	3	0	4	7	20
Oct	5	9	1	1	1	2	7	12
Nov	5	13	0	1	0	0	5	14
Dec	0	8	0	1	0	1	0	10
Jan	15	8	0	0	0	0	15	8
Feb	5	18	0	4	0	10	5	32
Mar	4	10	1	1	0	3	5	14
Apr	0	0	0	0	0	0	0	0
May	0	0	0	0	0	0	0	0
Jun	0	0	0	0	0	0	0	0
% YTD	92%	74%	6%	9%	2%	17%	53	138

TRAC's annual monitoring and inspection goals are set at the beginning of each fiscal year but they can fluctuate due to the actual number of SIUs.

In addition to the Annual SIU inspections required under TRAC's EPA approved Industrial Pretreatment Program, other inspections are usually undertaken, including for enforcement, permit renewal, follow up, temporary construction dewatering sites, group/combined permit audits, spot, sampling locations, visit only and out of business facility.

Monitoring of SIUs and Non-SIUs is dynamic for several reasons, including: newly permitted facilities; sample site changes requiring a permit change; changes in operations necessitating a change in SIU designation; non-discharging industries; a partial sample event is counted as an event even though not enough sample was taken due to the discharge rate at the time; and sometimes increased/decreased inspections lead to permit category changes requiring additional monitoring events

This is the third quarter of the MWRA fiscal year, FY26.

In this quarter, 78 permits issued. There were 25 SIUs, of which 24 were issued on time. There were 53 non-SIUs of which 36 were issued on time, with 12 late beyond 180 days.

All but 1 of the SIU permits were issued within the 120-day timeframe. The 1 SIU issued after 120 days was due to outstanding permit fees holding up the issuance of the permits. There were 0 SIUs issued after 180 days.

For the Clinton Sewer Service area, there were 0 SIU permits issued during the 3rd Q FY26.

In the 3rd Q of FY26, there have been 12 completely new permits issued: 3-LFLP, 5-Dental, 3-DEW, 1 One-Time

TRAC completed 33 first time SIU monitoring events and 6 first time NSIU monitoring events.

Permit Categories, as defined in CMR 10.101(2):

SIU- Significant Industrial User

DEW - Category 12 Temporary Construction Site Dewatering Permit

LFLP - Category 10 Non-Significant Industrial User with Low Flow and Low Pollutant

02 N-SIU - Category 2 Non-Significant Industrial User

Dental - Category D1 Dental Group Permit

G2 - Category G2 Group Permit for Food Processing

One- Time - One Time Discharge Permit

Field Operations Highlights

3rd Quarter – FY26

METRO WATER OPERATIONS AND MAINTENANCE

- Valve Program: supported in-house work including isolations on: Shaft 9A and 9B Lines (Blow Off Replacements), Section 75 (Blow off Replacement), Section 94 (Blow off Replacement), Section 89B (Main Line Valve Replacement). CIP Contractors were supported by isolation and dewatering of portions of Section 75 (Contract 7484), Section 56 (7486) and Section 45 (7725). Other work included Meter 73 Venturi Repair, WASM 13 and Section 56 Air Valve Replacements, and mainline valve exercising of 12 water main sections.
- Water Pipeline Program: Staff completed Blow-Off replacements in Medford (Shaft 9 B Line), Somerville (Shaft 9 A Line), Newton (Section 75) and Mattapan (Section 94), Main Line Valve Replacement in Stoneham (Section 89B). Additional work included leak repairs in Somerville (Section 67), Lynn (Section 56) and the Columbus Park Headworks. Leak detection was performed on over 3.8 miles of MWRA water main and assistance was provided to four customer communities.

OPERATIONS ENGINEERING

Capital Project Support:

- Staff continued to provide support contracts including: Hayes Pump Station Upgrades, NEH improvements CP2 & CP3, WASM3 rehabilitation CP2, Section 101 Extension, Storage Tank Improvements, Section 56 Saugus River Crossing, IHS Improvements CP1, NH Improvements Sections 84, 68 and 53-1, BWRPS Upgrades, Steel Tank Improvements, Wachusett Gatehouse Improvements and the Tunnel Program.

Operations Support:

- Staff provided support for: Operation Shutdown Plans, Exercise Schedule Packages and Disinfection Plans and Permitting.
- Staff procured new hatches for Loring Rd, hatches have been fabricated and received.
- Staff reviewed and coordinated the acceptance of new bar racks for Shaft 12, installation underway.
- Staff assisted in several storm events, compiled and finalized storm reports, monitored and reported on CSO/SSO activation durations and volumes and provided follow up on operational and SCADA issues.
- Staff are managing Manhole Rehabilitation Contract No. 14 and are finalizing documents for No. 15.

- Staff developed a new scope for carbon replacement for NIHW, BWRPS and HNPS. Carbon replacement is expected later this summer.
- Staff revised the scope of services for the inspection of the NIHW's outfall, to be procured this Spring.
- Staff prepared for the work to upgrade the PLCs at Framingham PS and BOS019. Work is scheduled for April and May.

SCADA

Water System Work

- New network installs at Winsor Dam, Sudbury Dam and Cosgrove to improve communication uptime
- Barre/Ware diversion: added flow meters into SCADA and PI

Wastewater System Work

- Completed network setup to support Framingham and BOS019 PLC replacement project.
- Hayes PS project: review on contractor plan for bypass pump station monitoring

TRAC

Compliance and Enforcement

- TRAC issued 82 Notices of Violation and 10 Notices of Noncompliance

Inspections and Permitting

- TRAC issued a total of 49 MWRA 8(m) Permits work within an easement or other property interest held by the Authority. The total includes 27 Permits for work within Water easements and 22 Permits for work within Sewer easements. Permits issued this quarter were issued in an average of 70 days from the date the application was received by MWRA.
- TRAC monitored septage receiving sites 30 times. Staff conducted inspections at 16 new construction gasoline/oil separators and 232 existing gasoline/oil separators.
- Performed 35 Annual SIU inspections, 300 other inspections. Issued 79 MWRA Sewer Use Discharge Permits. 1 SIU and 5 non-SIUs were issued after 120 days. 13 non-SIUs were issued after 180 days. Renewed 5 MWRA Dental Group Permits (D1)

Monitoring

- TRAC completed 8 first time SIU monitoring events, 12 first time NSIU monitoring events and 140 other events including Clinton NPDES sampling, Clinton Local Limits sampling, Metropolitan Local Limits sampling, Clinton and Metropolitan Local Limits PFAS sampling, Special Sulfide sampling,

Field Operations Highlights

3rd Quarter – FY26

Cosgrove and Oakdale NPDES sampling, CSO NPDES sampling, Sudbury Aqueduct monitoring and CSO Hypochlorite Tank chemical sampling.

ENVIRONMENTAL QUALITY-WATER

- Algae: On February 12, staff met with a consultant to discuss recommendations for water quality and sediment monitoring at Chestnut Hill reservoir.
- Regulatory Sampling: Staff conducted potability sampling associated with CWTP Tank A and B overflow weir for half-plant operations. Staff also collected CWTP NPDES samples as part of half-plant dewatering and remediation operations.
- Non-Regulatory: Staff collected samples to assess water quality during transfer of water from Sudbury/Foss reservoirs to Chestnut Hill Reservoir. On March 31, staff collected private well water samples at the Lonergan Intake Shaft 8 facility.
- Community Support: On January 20, MWRA staff met with Manchester Water Works to discuss water quality monitoring and other distribution system challenges. Staff performed sampling for the ongoing UMass Amherst research study. Staff loaned the town of Wellesley an autoclaved depth sampler to sample their town's water storage tank.
- Internal Support: Sampling for the ongoing MWRA-UMass study on natural organic matter and its impact on total coliform presence continued. Staff performed monthly sampling for the CWTP lead pipe-rig study and reviewed CDM Smith's draft corrosion control study report. Sampling staff conducted pipeline clearance sampling to support the reactivation of Section 75.
- Contaminant Monitoring System (CMS): Staff responded to five CMS alarms. Staff met with Vehicle fleet personnel to discuss CMS mobile trailer replacement. Telog communication devices were installed on CMS units at four sites, and will serve as a secondary means for alarming when SCADA is inactive.
- Wachusett & Quabbin Buoys: Staff began preparations for the upcoming buoy deployment season. Winter sonde maintenance exercise commenced in January, and eight sondes were received from the vendor. The diving contractor performed the quarterly intake inspection at our monitoring location on Wachusett Reservoir.
- Data Management Group (<http://wqdmgdev.mwra.net/>): Staff developed a water quality complaint database. Staff are developing front-end screens that will launch in April. The CWTP lead pipe rig project is complete and staff

coordinated with the consultant to move all Power BI dashboards, and associated scripts generated from the project, into MWRA/DMG servers. Water quality and Planning staff compiled and reviewed data for the annual Consumer Confidence Report. There were 5 data requests in January and March.

- Permitting/Environmental Compliance: Fire Department permits were renewed at CWTP and MMF. The 5-year SPCC plan renewal for Lonergan progressed into review with the vendor and the updated plan was posted in February. Staff met with EPA regarding end of support for the Water Contaminant Information Tool and archived all data from the website before it was decommissioned. In February, staff reviewed upcoming chemical bids for Sodium Bisulfite, Carbon Dioxide, and Sodium Hypochlorite. Staff conducted a universal waste pick-up at Southborough and CWTP. Staff continued close monitoring of hydrofluorosilicic acid chemical inventory and vendor supply for CWTP and held a meeting to discuss the Bulk Chemical Supply Emergency Action Plan.

ENVIRONMENTAL QUALITY-WASTEWATER

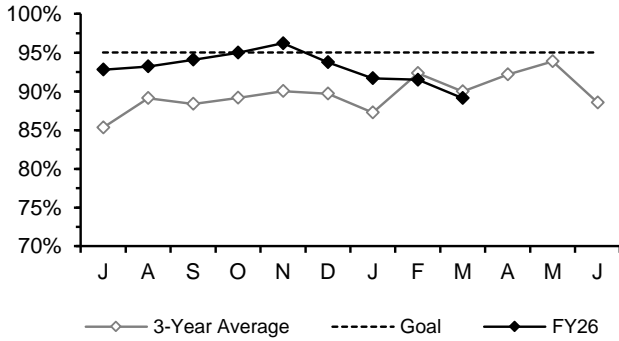
- Ambient Monitoring: The second Massachusetts Bay water column survey of the year occurred in March.
- Harbor/CSO Receiving Water Monitoring: ENQUAL met with DLS to coordinate monitoring plans for Boston Harbor and the rivers for 2026.
- Permitting and Compliance Reporting: In March, there were four notification/web postings about CSOs and blending. Posted nineteen compliance documents to MWRA's website. Submitted the Clinton Annual O&M Report to EPA and DEP and the Clinton Landfill Semi-Annual Groundwater and Stormwater Report to DEP. Submitted letter to EPA disclosing the use of two new chemicals during emergency maintenance at the Carroll Water Treatment Plant. Began preparing comments to EPA and DEP on the draft NPDES permit for Carroll.
- Coordination with other MWRA Departments: Assisted Engineering & Construction by participating in community CSO coordination meetings and reviewing the Draft Updated CSO Control Plan. Assisted TRAC with new quarterly MSGP sampling and inspections by attending a meeting at the Pellet Plant.
- Cooperation with other agencies: Staff provided annual data exports to BWSC, Massachusetts Division of Marine Fisheries (DMF), and local watershed associations. Staff are working with Deer Island to complete a questionnaire on DITP for DMF.

Laboratory Services

3rd Quarter - FY26

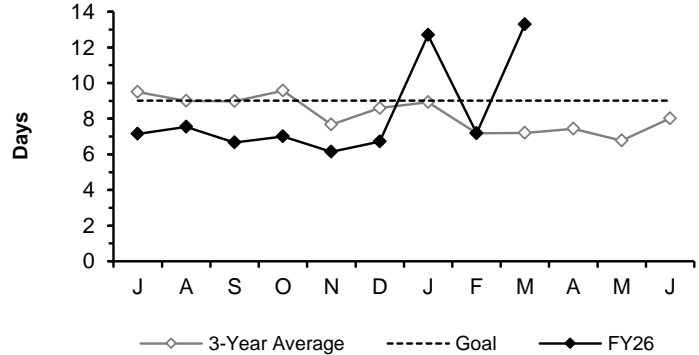
Laboratory Services supports the laboratory sampling, testing, and consulting needs of various client groups primarily in the Operations Division. This includes drinking water transmission and treatment, wastewater collection and treatment, wastewater residuals management, industrial-pretreatment monitoring, and environmental quality.

Percent On-Time Results



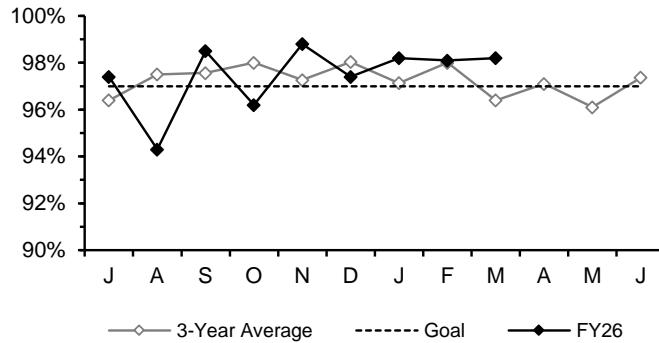
The Percent On-Time measurement assesses performance against internal client due dates. These due dates are shorter than the compliance reporting requirements to allow for internal review of the data.

Turnaround Time



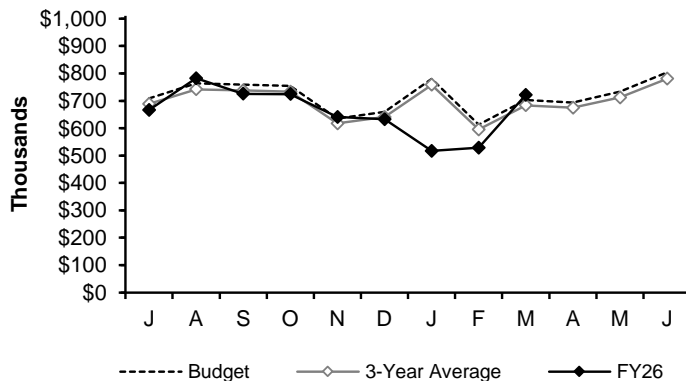
Turnaround Time measures the average time from sample receipt to sample completion.

Percent QC Within Specifications



Percent QC Within Specifications measures the fraction of Quality Control tests that met required limits during the month.

Value of Services Rendered



Value of Services Rendered models the true cost of the lab work performed, including fringe benefits that are not a part of the Laboratory Services budget.

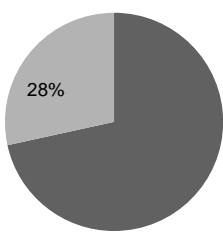
School Lead Program: During the 3rd quarter of FY26, MWRA’s lab completed 884 tests from 35 schools and childcare facilities in 13 communities. Since 2016, MWRA’s Laboratory has conducted over 48,000 tests from 752 schools and daycares in 49 communities. We have also completed 1136 home lead tests under the DPH sampling program and 2536 lead tests in response to resident requests since 2016.

CONSTRUCTION PROGRAMS

Engineering & Construction Projects In Construction

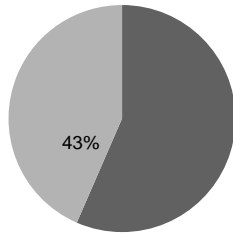
3rd Quarter – FY26

Cost



■ Amount Remaining
■ Billed to Date

Time



■ Time Remaining
■ Time Expended

Rehabilitation of Hayes Pump Station

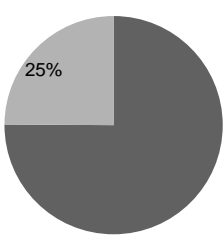
Project Summary: The Hayes Pump Station was built in 1987 to replace the old Reading Pump Station. The station pumps flows of approximately 3 mgd on a typical day and is able to pump peak flows of approximately 9.4 mgd. The majority of the Hayes Pump Station equipment and facility components are over 30 years old or are at the end of their service life. These assets are in need of repair or replacement to ensure the continued, reliable operation of this facility.

Contract Amount: \$25,630,751.11 **Contract Duration:** 1,095 Days

Notice to Proceed: 9-Dec-24

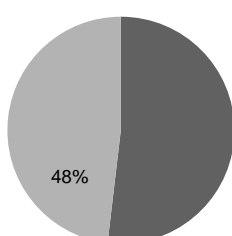
Contract Completion: 9-Dec-27

Cost



■ Amount Remaining
■ Billed to Date

Time



■ Time Remaining
■ Time Expended

Intermediate High Pipeline CP1 Sections 75A & 47

Project Summary: This contract will improve system reliability by providing hydraulic looping and redundancy between the two Intermediate High Pressure zones and operational flexibility in the event of pipe failures. The contract will also improve water quality by reducing the length of unlined cast iron water mains in the system.

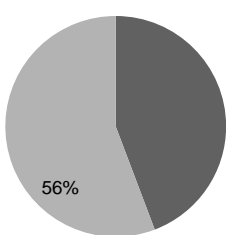
Contract Amount: \$22,580,000

Contract Duration: 912 Days

Notice to Proceed: 3-Feb-25

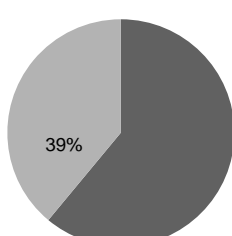
Contract Completion: 4-Aug-27

Cost



■ Amount Remaining
■ Billed to Date

Time



■ Time Remaining
■ Time Expended

NEH Pressure Zone Improvements CP2

Project Summary: This project, NEH Pressure Zone Improvements - CP2, Sections 45 and 63, includes installation of approximately 11,000 linear feet of new 24-inch diameter water main in Lexington to interconnect Section 45 Extension to the new pipeline installed in CP1 to improve redundancy. CP2 also includes installation of two revenue meters for Lexington, and replacement of 3,400 linear feet of 20-inch diameter water main of Section 63 in Arlington with 24-inch water main.

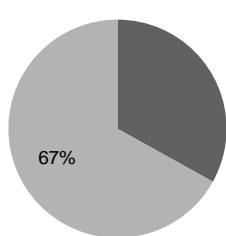
Contract Amount: \$27,133,413.90

Contract Duration: 880 Days

Notice to Proceed: 19-May-25

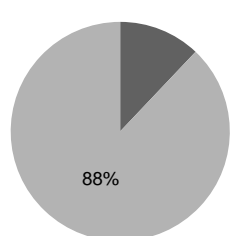
Contract Completion: 19-May-27

Cost



■ Amount Remaining
■ Billed to Date

Time



■ Time Remaining
■ Time Expended

Saugus River Crossing Section 56 Pipeline

Project Summary: The Saugus River Crossing Section 56 Pipeline Replacement construction project, consists of the installation of approximately 4,800 linear feet of 24-inch diameter water pipeline that will replace a steel section of the pipeline that once crossed over the Saugus River on the General Edwards Bridge from Revere into Lynn. The steel pipeline was taken out of service in February 2014 due to severe corrosion and was subsequently removed from the Bridge in 2017. Of the 4,800 linear feet of pipeline being installed, approximately 2,000 linear feet are being installed by typical open-cut construction methods and approximately 2,800 linear feet will be constructed using Horizontal Directional Drilling (HDD) to install the pipeline under the Saugus River.

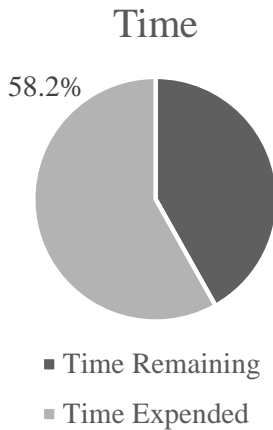
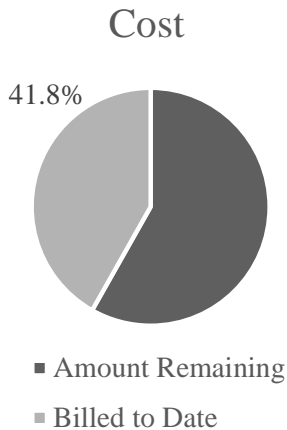
Contract Amount: \$9,509,086.99

Contract Duration: 365 Days

Notice to Proceed: 14-May-25

Contract Completion: 14-May-26

Deer Island Wastewater Treatment Plant Projects In Construction 3rd Quarter – FY26

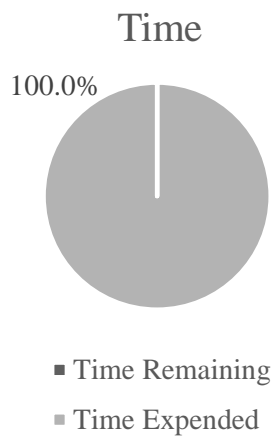
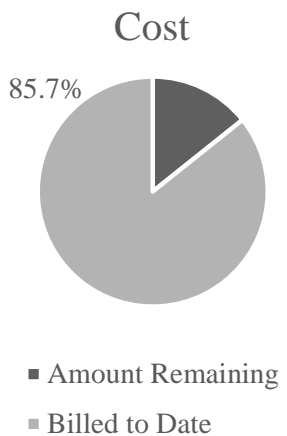


7395 - Clarifier Rehabilitation Phase 2

Project Summary: This project involves the replacement of the original remaining scum and sludge equipment, as follows: over 400 Primary Clarifier influent, effluent, and dewatering gates; 384 primary effluent cross channel gate actuators; approximately 450 secondary scum influent gates and actuators; wear strip rails, 768 head shaft and idler sprockets; over 3000 linear feet of influent channel aerations piping systems; 360 head shafts collector drives and chains; return sludge line vent piping; approximately 400 concrete and aluminum hatches and associated electrical and control systems.

Contract Amount: \$296,551,613.00 **Contract Duration:** 1919 Days

Notice to Proceed: 10-Mar-23 **Contract Completion:** 10-Jun-28



7734 - Deer Island Treatment Plant Roofing

Replacement at Various Buildings

Project Summary: This project includes the removal and replacement of 86,500 square feet of roofing on the following buildings: Cryogenic Compressor; Gravity Thickener Complex; Thermal/Power Plant; Main Switchgear; and Digester Complex Modules 1, 2 and 3. Buildings to be reroofed in the Digester Complex include: Module 1- Digester Equipment Complex Roof, Elevator/Stair Lobby Roof and Elevator Penthouse Roof; Module 2 - Digester Equipment Complex Roof; and Module 3- Digester Equipment Complex Roof and Elevator Penthouse Roof.

Contract Amount: \$8,930,259.49 **Contract Duration:** 545 Days

Notice to Proceed: 28-Dec-2023 **Contract Completion:** 25-Jun-2025

CSO CONTROL PROGRAM

3rd Quarter – FY26

Overview

Over the last 36 years substantial progress has been made toward reducing Combined Sewer Overflow (CSO) discharges within the Metropolitan Boston area. All 35 projects in the CSO Long-Term Control Plan (LTCP) were completed as of December 2015. Subsequently, MWRA completed a multi-year CSO post-construction monitoring program and performance assessment, filing the Final CSO Post Construction Monitoring Program and Performance Assessment Report with the Court and submitted copies to EPA and DEP in December 2021. A supplement to the 2021 Final Combined Sewer Overflow Report was submitted in December 2024. April 2024 Annual report shows an 88% reduction in CSO in a typical year, from 3.3 billion gallons to 397 million gallons, with 78 of 86 outfalls meet or materially meet the LTCP goals for CSO activation frequency and volume. MWRA, Cambridge, and Somerville (referred to as the Partners) are each required to submit a Draft Updated Combined Sewer Overflow Control Plan Report for their respective outfalls (or a joint plan) to MassDEP and the U.S. Environmental Protection Agency (“EPA”) by April 30, 2026. Plans are required to include evaluation of CSO control alternatives *up to and including full elimination*.

Court Ordered Levels of CSO Control

MWRA held its last scheduled meetings with CLF and the DEP/EPA. The last meeting completing our obligation was jointly held with CLF and DEP/EPA on 12/13/2024.

Ongoing Projects as of April 1, 2026

- East Boston CSO Control: BWSC completed Phase 3 of East Boston CSO Control in spring 2024 with 19-309-002 SC on 8/2/24. Phase 4 includes five separation contracts, finishing by 2030. Contract 1 of Phase 4 21-309-002 NTP 9/9/25 with a SC date 12/27. Contract C2 23-309-002 NTP 4/27 and SC 12/30. Contract C3 26-309-002 NTP 4/28 and SC 12/30.
- South Boston CSO Control: Contract 1 completed September 2023, Contract 2 21-309-012 projected to be completed by 4/6/2026, Contract 3 22-309-012 NTP 10/24 and a SC date of 3/27. Contract 4 23-309-012 NTP 10/26 and a SC date of 12/28. Contract 5 24-3090012 NTP 10/27 and SC date of 12/30.
- Somerville Marginal New Pipe Connection: the Somerville Marginal New Pipe Connection, involves constructing a new underground junction chamber and motorized control gate to hydraulically connect the Somerville Marginal influent conduit with the interceptor, providing real-time flow control and system integration with MWRA SCADA to reduce CSO discharges to the Mystic River. RJV Contractor's was awarded the notice to proceed 10/25. Construction is paused due to MassDOT permitting. Construction to resume April 2026 and the anticipated substantial completion date is 12/31/2026.
- Roxbury Sewer Separation: Phase 3 work complete paving remains to be completed spring 2024. BWSC Contract 17-309-011 substantial completed on 9/4/24.
- CAM005 weir will be raised and lengthened to reduce CSO activation and frequency. A Draft Preliminary Design workshop was held on 12/19/24 with Cambridge DPW and Mount Auburn Hospital. Anticipated construction NTP 3/24/2026. Contract for construction has been awarded. Construction to begin this spring.
- Somerville Marginal CSO Facility Rehab Design: MWR205/SOM007A complete design of facility rehabilitation 2/28. Anticipated design NTP spring of 2026.

CSO variances

MassDEP has issued multi-year CSO variances allowing MWRA, Cambridge, and Somerville to continue limited CSO discharges to Alewife Brook, the Upper Mystic River, and the Charles River lower basin. The 2024 variances require Updated LTCPs, addressing CSO control levels, cost evaluations, performance improvements, public participation, and affordability.

- Plan Timeline: Draft Updated Combined Sewer Overflow Control Plan Report due April 30, 2026, Final Plan due December 2027.
- Approval & Schedule: MassDEP and EPA conditionally approved MWRA's Scope of Work on 5/11/2022.
- Meetings & Public Engagement: A public meeting sharing Additional Information on Draft CSO Plan Alternatives was held on 1/15/2026. Next public meeting in the spring/summer of 2026.
- Completed & Upcoming Studies:
 - o Alewife PS Optimization (submitted 4/27/2021)
 - o Somerville Marginal CSO Reduction Study (submitted 12/27/2021)
 - o Alewife Brook & Charles River System Optimization (submitted 12/28/2022)
 - o MWRA CSO Variances Optimization Measures Report (submitted 1/31/2023)
 - o Odor control feasibility study complete and submitted 6/2/2025
 - o Real-time notification submitted 8/29/2025
 - o Floatables control study submitted 9/30/2025

CIP Expenditures

3rd Quarter – FY26

FY26 Capital Improvement Program Expenditure Variances through March by Program - (\$ in thousands)				
Program	FY26 Budget Through March	FY26 Actual Through March	Variance Amount	Variance Percent
Wastewater	\$118,402	\$76,455	(\$41,946)	-35%
Waterworks	\$89,935	\$86,328	(\$3,606)	-4%
Business and Operations Support	\$17,118	\$8,532	(\$8,587)	-50%
Total	\$225,456	\$171,316	(\$54,139)	-24%

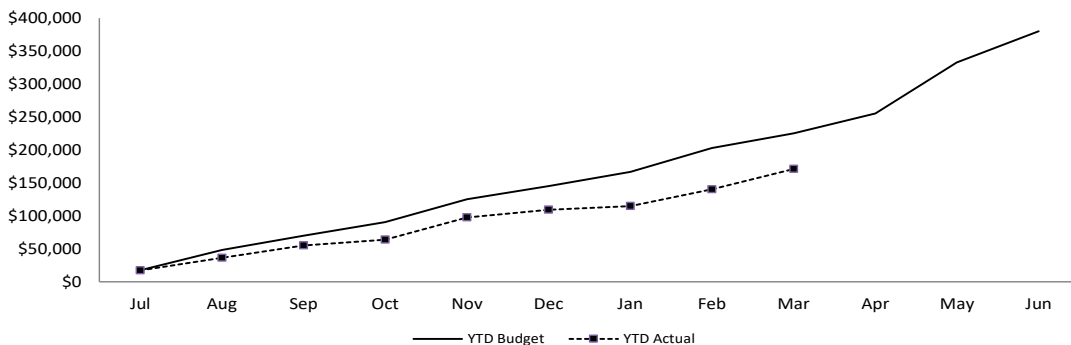
Wastewater:

- Spending was less than planned in Wastewater primarily due to less than anticipated grants and loans for the Infiltration/Inflow (I/I) Local Financial Assistance Program, less than planned contractor progress for the Deer Island Treatment Plant Clarifier Rehabilitation Phase 2 Construction, Hayes Pump Station Rehab Construction, Somerville Marginal New Pipe Connection, as well as lower than projected task order work for DITP As-Needed Design contracts.
- This less than planned spending was partially offset by greater than planned consultant progress for DITP HVAC Design/ESDC and Digester & Storage Tank Rehab Design/ESDC contracts, and work anticipated in FY25 that was completed in FY26 for the West Roxbury Tunnel Inspection.

Water:

- Spending was less than planned due to less than anticipated contractor progress for Section 75A and 47 Extension CP-1, pending final work for Wachusett Lower Gatehouse Pipe Replacement, work scheduled for FY26 performed in FY25 for Metro Redundancy Interim Improvements CP2 Shaft 5, lower than projected task order work for CWTP Technical Assistance, schedule change for NIH Storage Design/CA/RI, less than anticipated consultant progress for WASM 3 MEPA/Design/CA/RI, Walnut Hill Steel Water Tank Painting and Improvements CA, as well as Metropolitan Water Tunnel Program Geotechnical Support Services.
- This less than planned spending was partially offset by greater than anticipated distributions for community loans for the Local Water Financial Assistance Program as well as greater than planned contractor progress for CP-2 NEH Improvements, Section 56 Replacement/Saugus River Construction, and NIH Section 89/29 Replacement.

Budget vs. Actual CIP Expenditures (\$ in thousands)
Total FY26 CIP Budget of \$380,250



Construction Fund Management

All payments to support the capital program are made from the Construction Fund. Sources of fund in-flows include bond proceeds, commercial paper, SRF reimbursements, loan repayments by municipalities, and current revenue. Accurate estimates of cash withdrawals and grant payments (both of which are derived from CIP spending projections) facilitate planning for future borrowings and maintaining an appropriate construction fund balance.

Cash Balance as of 3/28/26	\$133.3 million
Unused capacity under the debt cap:	\$2.64 billion
Estimated date for exhausting construction fund without new borrowing:	May 2026
Estimated date for debt cap increase to support new borrowing:	Not anticipated at this time
Commercial paper/Revolving loan outstanding:	\$ 240 million
Commercial paper capacity / Revolving Loan	\$ 160 million
Budgeted FY26 Cash Flow Expectancy*:	20 \$245 million

DRINKING WATER QUALITY AND SUPPLY

Source Water – Microbial Results and UV Absorbance

3rd Quarter – FY26

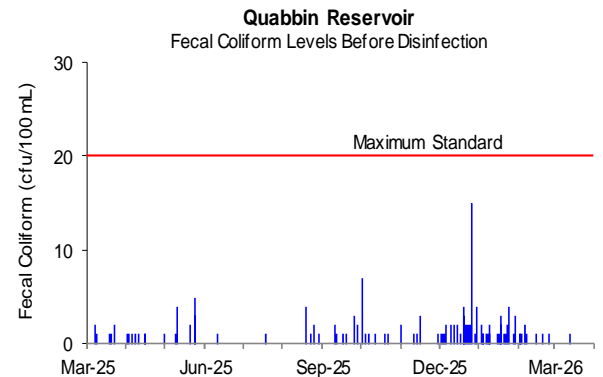
Source Water – Microbial Results

Total coliform bacteria are monitored in both source and treated water to provide an indication of overall bacteriological activity. Most coliforms are harmless. However, fecal coliforms, a subclass of the coliform group, are identified by their growth at temperatures comparable to those in the intestinal tract of mammals. They act as indicators of possible fecal contamination. The Surface Water Treatment Rule for unfiltered water supplies allows for no more than 10% of source water samples prior to disinfection over any six-month period to have more than 20 fecal coliforms per 100mL.

Sample Site: Quabbin Reservoir

Quabbin Reservoir water is sampled at the William A. Brutsch Water Treatment Facility raw water tap before being treated and entering the CVA system.

All samples collected during the quarter were below 20 cfu/100mL. **For the current six-month period, 0.0% of the samples have exceeded a count of 20 cfu/100mL.**

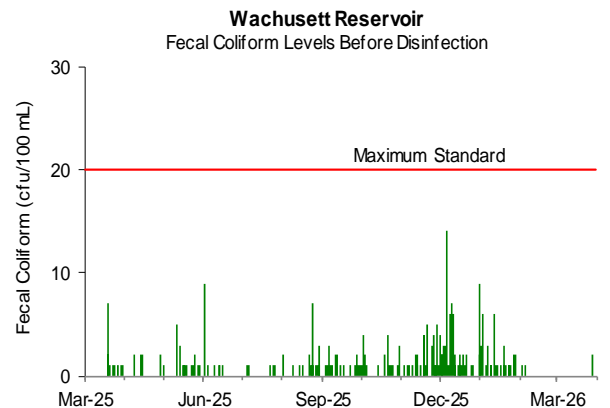


Sample Site: Wachusett Reservoir

Wachusett Reservoir water is sampled at the CWTP raw water tap in Marlborough before being treated and entering the MetroWest/Metropolitan Boston systems.

In the wintertime when smaller water bodies near Wachusett Reservoir freeze up, many waterfowl will roost in the main body of the reservoir - which freezes later. This increased bird activity tends to increase fecal coliform counts. DCR has an active bird harassment program to move the birds away from the intake area.

All samples collected during the quarter were below 20 cfu/100mL. **For the current six-month period, 0.0% of the samples exceeded a count of 20 cfu/100mL.**

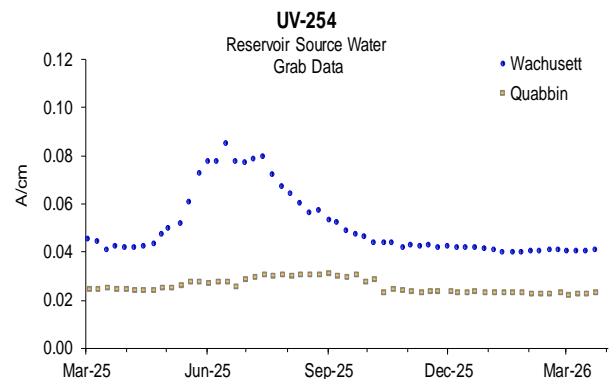


Source Water – UV Absorbance

UV Absorbance at 254nm wavelength (UV-254), is a measure of the amount and reactivity of natural organic material in source water. Higher UV-254 levels cause increased ozone and chlorine demand resulting in the need for higher ozone, and chlorine doses and can increase the level of disinfection by-products. UV-254 is impacted by tributary flows, water age, sunlight and other factors.

Quabbin Reservoir UV-254 levels averaged 0.022 A/cm for the quarter.

Wachusett Reservoir UV-254 levels averaged 0.040 A/cm for the quarter.



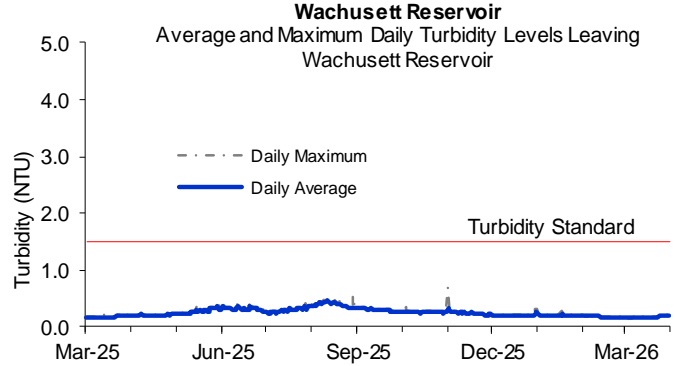
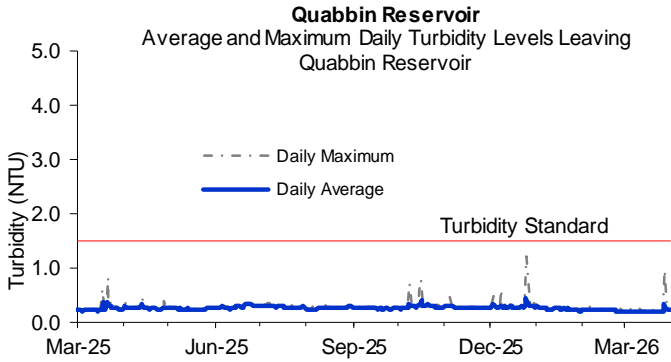
Source Water – Turbidity

3rd Quarter – FY26

Turbidity is a measure of suspended and colloidal particles including clay, silt, organic and inorganic matter, algae and microorganisms. The effects of turbidity depend on the nature of the matter that causes the turbidity. High levels of particulate matter may have a higher disinfectant demand or may protect bacteria from disinfection effects, thereby interfering with the disinfectant residual throughout the distribution system.

There are two standards for turbidity: all water must be below five NTU (Nephelometric Turbidity Units), and water only can be above one NTU if it does not interfere with effective disinfection.

Turbidity of Quabbin Reservoir water is monitored continuously at the Brutsch Water Treatment Facility (BWTF) before UV and chlorine disinfection. Turbidity of Wachusett Reservoir is monitored continuously at the Carroll Water Treatment Plant (CWTP) before ozonation and UV disinfection. Maximum turbidity results at Quabbin and Wachusett were within DEP standards for the quarter.

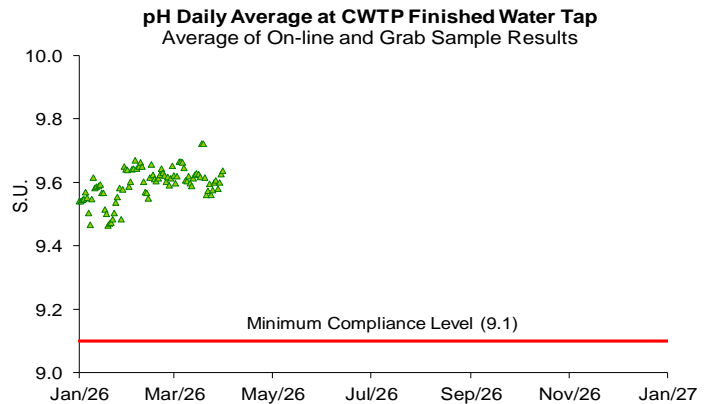
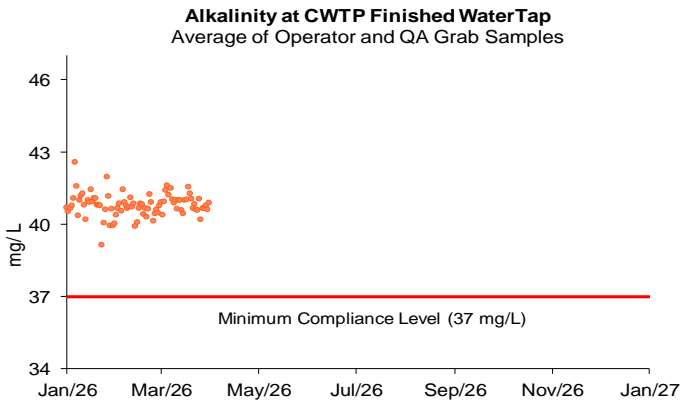


Treated Water – pH and Alkalinity Compliance

MWRA adjusts the alkalinity and pH of Wachusett water at CWTP to reduce its corrosivity, which minimizes the leaching of lead and copper from service lines and home plumbing systems into the water. MWRA tests finished water pH and alkalinity daily at the CWTP's Fin B sampling tap. MWRA's target for distribution system pH is 9.3; the target for alkalinity is 40 mg/l. Per DEP requirements, CWTP finished water samples have a minimum compliance level of 9.1 for pH and 37 mg/L for alkalinity. Samples from 27 distribution system locations have a minimum compliance level of 9.0 for pH and 37 mg/L for alkalinity. Results must not be below these levels for more than nine days in a six month period. Distribution system samples are collected in March, June, September, and December.

Each CVA community provides its own corrosion control treatment. Individual CVA reports are found here: <https://www.mwra.com/your-water-system/drinking-water-quality/annual-water-quality-test-results-0>.

Quarterly distribution system samples were collected over a two week period in December. Distribution system sample pH ranged from 9.5 to 9.7 and alkalinity ranged from 40 to 42 mg/L. Over the past six months, no sample results were below the compliance levels.



Treated Water – Disinfection Effectiveness

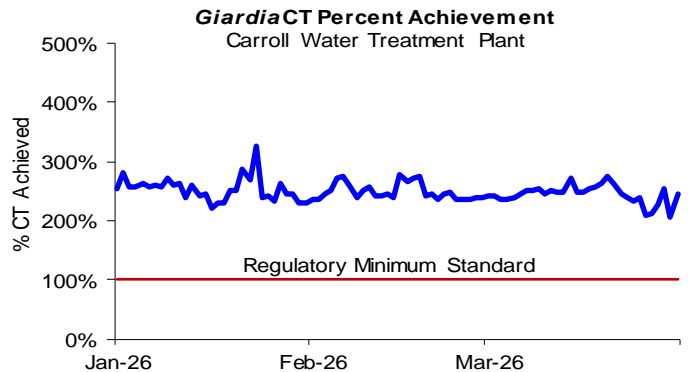
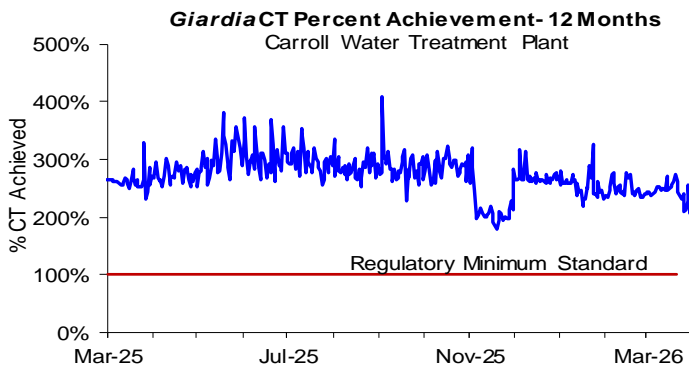
3rd Quarter – FY26

At the Carroll Water Treatment Plant (CWTP), MWRA meets the required 99.9% (3-log) inactivation of *Giardia* using ozone (reported as CT: concentration of disinfectant x contact time) and the required 99% (2-log) inactivation of *Cryptosporidium* using UV (reported as IT: intensity of UV x time). MWRA calculates inactivation rates hourly and reports *Giardia* inactivation at maximum flow and *Cryptosporidium* inactivation at minimum UV dose. MWRA must meet 100% of required CT and IT.

CT achievement for *Giardia* assures CT achievement for viruses, which have a lower CT requirement. For *Cryptosporidium*, there is also an “off-spec” requirement. Off-spec water is water that has not reached the full required UV dose or if the UV reactor is operated outside its validated ranges. No more than 5% off-spec water is allowed in a month.

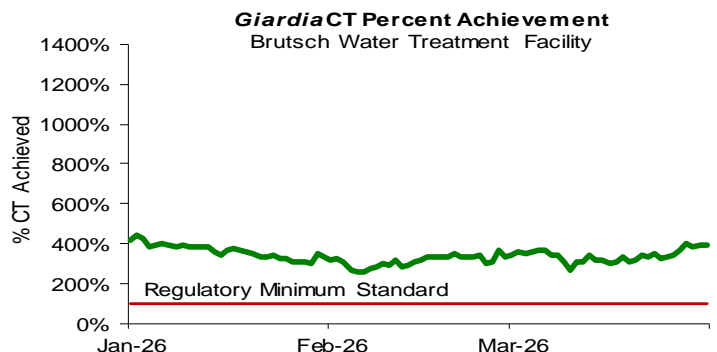
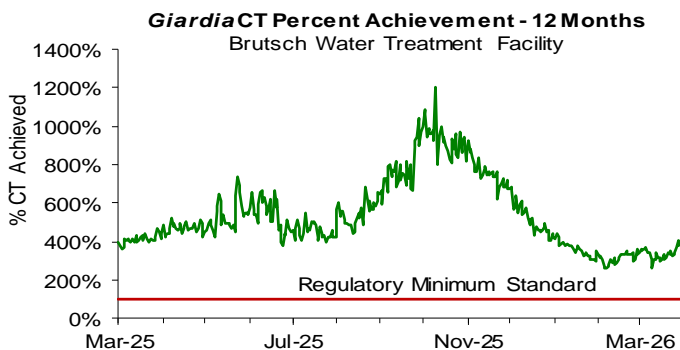
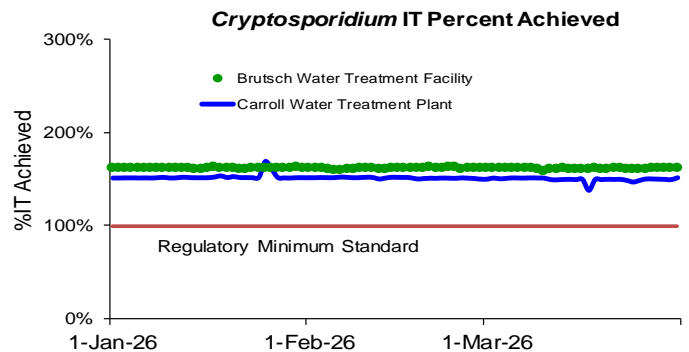
Wachusett Reservoir – MetroWest/Metro Boston Supply:

- The chlorine dose at the CWTP varied between 2.59 and 2.95 mg/L for the quarter.
- Ozone dose at the CWTP varied between 1.1 to 1.5 mg/L for the quarter.
- Giardia* CT was maintained above 100% at all times the plant was providing water into the distribution system this quarter, as well as every day for the last fiscal year.
- Cryptosporidium* IT was maintained above 100% for the quarter. Off-spec water was less than 5%.
- During November, automated programming for determining ozone CT at CWTP transitioned to using valve position to determine ozone flow activity in lieu of diffuser flow meters that have become obsolete and less reliable for determining ozone flow activity. Additionally, an ozone grid operational change resulted in lower ozone residuals, thus a lower CT inactivation than typical, but still within compliance.



Quabbin Reservoir (CVA Supply) at: Brutsch Water Treatment Facility

- The chlorine dose at BWTF is adjusted in order to achieve MWRA’s seasonal target of 0.70 to 0.75 mg/L (January 1 – March 31), 0.75 to 0.80 mg/L (April 1 – June 30 and November 1 – December 31), and 0.85 to 1.05 mg/L (July 1 – October 31) at Ludlow Monitoring Station.
- 1.05 mg/L (June 1 – October 31) at Ludlow Monitoring Station.
- The chlorine dose at BWTF varied between 1.34 to 1.48 mg/L for the quarter.
- Giardia* CT was maintained above 100% at all times the plant was providing water into the distribution system for the quarter.
- Cryptosporidium* IT was maintained above 100% for the quarter. Off-spec water was less than 5%.

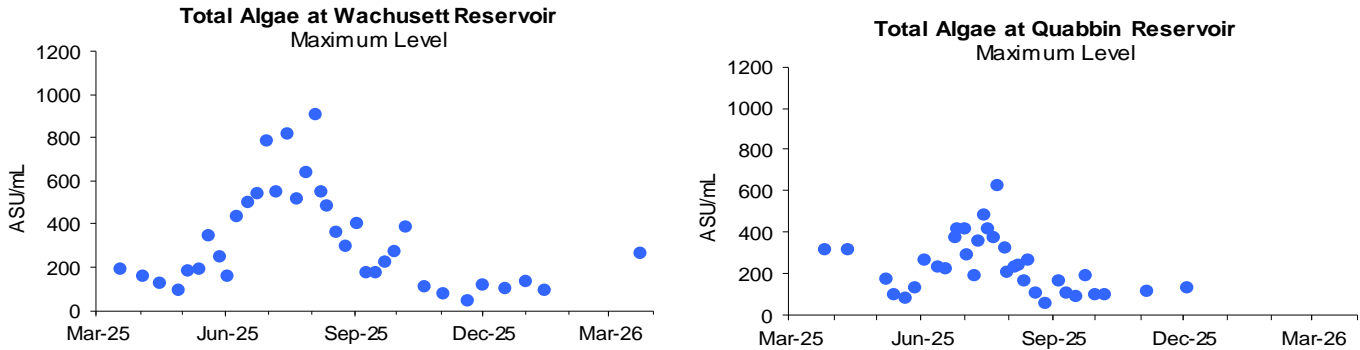


Source Water - Algae 3rd Quarter – FY26

Algae levels in the Wachusett and Quabbin Reservoir are monitored by DCR and MWRA. These results, along with taste and odor complaints, are used to make decisions on source water treatment for algae control.

Taste and odor complaints at the tap may be due to algae, which originate in source reservoirs, typically in trace amounts. Occasionally, a particular species grows rapidly, increasing its concentration in water. When *Synura*, *Anabaena*, or other nuisance algae bloom, MWRA may treat the reservoirs with copper sulfate, an algaecide. During the winter and spring, diatom numbers may increase. While not a taste and odor concern, consumers that use filters may notice a more frequent need to change their filters.

In the 3rd quarter, there were no complaints which may be related to algae reported from the local water departments. Algae sampling has resumed at Wachusett reservoir. Monthly Quabbin reservoir sampling resumes in May 2026. There have been no samples collected since late January 2026 as significant ice cover on the reservoirs prevented safe algae sampling.



Drinking Water Quality Customer Complaints: Taste, Odor, or Appearance

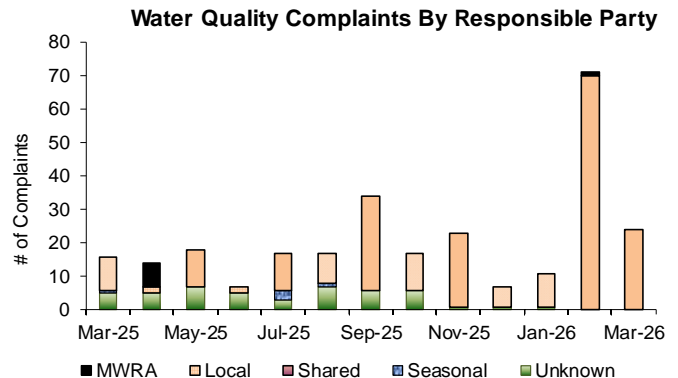
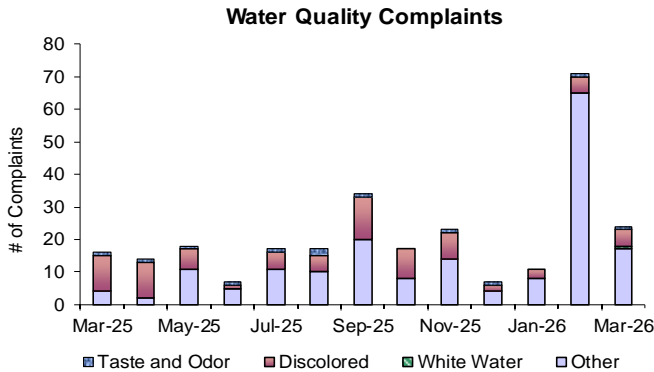
MWRA collects information on water quality complaints that typically fall into four categories: 1) discoloration due to MWRA or local pipeline work; 2) taste and odor due to algae blooms in reservoirs or chlorine in the water; 3) white water caused by changes in pressure or temperature that traps air bubbles in the water; or 4) "other" complaints is a broad category and can include conditions such as low pressure, no water, water main or service line disruptions without discoloration, clogged filters, or other issues.

MWRA routinely contacts communities to classify and tabulate water complaints from customers. This count, reflecting only telephone calls to towns, probably captures only a fraction of the total number of customer complaints. Field Operations staff have improved data collection and reporting by keeping track of more kinds of complaints, tracking complaints to street addresses and circulating results internally on a daily basis.

Communities reported one hundred and six complaints during the quarter compared to thirty-two from the 3rd Quarter of FY25. Of these complaints, 13 were for "discolored water", 2 were for "taste and odor", 1 was for "white water", and 90 were for "other". Of these complaints, 104 were local community issues, 1 was MWRA related, and 1 was unknown in origin.

For the Quarter:

- Jan: Melrose reported a discolored water complaint from the local community performing flushing. Somerville reported 2 low-pressure complaints and 4 no water complaints due to a water main break which the local DPW fixed. Somerville reported a no water complaint which was due to a frozen line in the basement.
- Feb: Somerville (27) and Winthrop (38) reported numerous no water complaints due water main breaks which were repaired. Arlington reported 1 no water complaint due to an MWRA routine PRV maintenance.
- Mar: Somerville reported numerous complaints (10, no water; 3, discolored water) due to water main breaks which were repaired. Somerville reported 2 no water, 1 specks, and 2 low pressure which were internal to the buildings. Reading reported a white water complaint.



Bacteria & Chlorine Residual Results for Communities in MWRA Testing Program

3rd Quarter – FY26

While all communities collect bacteria samples and chlorine residual data for the Total Coliform Rule (TCR), data from the 46 systems that use MWRA's Laboratory or provide data to MWRA are reported below. Each community executes their own sampling program as required by MassDEP; the total number of samples collected depends upon the population served and the number of repeat samples required. MWRA's program includes sampling at the entry point to the distribution system, along the transmission system, as well as at all water storage tanks. A subset of the community sampling locations are included in MWRA's Shared Community TCR Program and are considered locations indicative of MWRA water as it enters the community system; however, these sites may be influenced by local pipe conditions or water meter activity ⁽¹⁾.

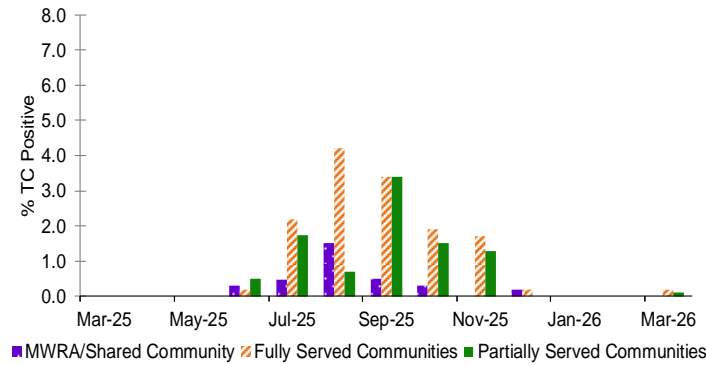
While samplers test chlorine residual in the field additional samples are collected for bacteria testing at a certified laboratory. Samples are tested for total coliform and *Escherichia coli* (*E.coli*). *E.coli* is a specific coliform species whose presence likely indicates potential contamination of fecal origin. If *E.coli* are detected in a drinking water sample, this is considered evidence of a potential public health concern. Public notification is required if repeat tests confirm the presence of *E.coli* or total coliform. Total coliform provide a general indication of the sanitary condition of a sample tap and/or water supply. If total coliform are detected in more than 5% of samples in a month (or if more than one sample is positive when less than 40 samples are collected), the water system is required to investigate the possible cause with a Level 1 or 2 Assessment, and correct any identified problems. A disinfectant residual is intended to maintain the sanitary integrity of the water; MWRA considers a residual of 0.2 mg/L a minimum target level at all points in the distribution system.

		Total Coliform		<i>E.coli</i> #Positive	Assessment Required	Chlorine Residual (mg/L)		
		# Samples (b)	# (%) Positive			Max	Min	Avg
MWRA ⁽¹⁾	MWRA Locations	307	0 (0%)	0		2.56	1.59	2.13
	Shared Community/MWRA sites	1440	0 (0%)	0		2.95	0.91	1.99
	Total: MWRA	1747	0 (0.0%)	0				
Fully Served	ARLINGTON	169	0 (0%)	0		2.7	1.2	2.1
	BELMONT	104	0 (0%)	0		2.5	1.4	1.9
	BOSTON	750	0 (0%)	0		2.4	1.3	1.9
	BROOKLINE	240	1 (0.4%)	0	No	2.6	1.3	1.9
	CHELSEA	143	0 (0%)	0		2.3	1.4	1.9
	DEER ISLAND	52	0 (0%)	0		2.3	1.9	2.0
	EVERETT	156	0 (0%)	0		2.9	1.4	2.2
	FRAMINGHAM	273	0 (0%)	0		2.7	0.4	1.8
	LEXINGTON	146	0 (0%)	0		2.6	1.5	2.1
	LYNNFIELD	18	0 (0%)	0		2.0	1.2	1.7
	MALDEN	234	0 (0%)	0		3.0	0.6	1.9
	MARBLEHEAD	72	0 (0%)	0		2.2	1.0	1.8
	MARLBOROUGH	162	0 (0%)	0		2.7	0.3	2.0
	MEDFORD	216	0 (0%)	0		2.7	0.9	1.9
	MELROSE	108	0 (0%)	0		2.1	1.5	1.8
	MILTON	102	0 (0%)	0		2.8	1.0	1.8
	NAHANT	30	0 (0%)	0		2.3	0.8	1.8
	NEWTON	279	0 (0%)	0		2.3	1.4	1.9
	NORTHBOROUGH	48	0 (0%)	0		2.4	0.7	1.8
	NORWOOD	99	0 (0%)	0		2.4	0.1	1.8
	QUINCY	306	0 (0%)	0		2.5	1.2	1.9
	READING	132	0 (0%)	0		2.3	0.1	1.7
	REVERE	216	0 (0%)	0		2.5	1.1	2.0
	SAUGUS	104	0 (0%)	0		2.1	1.5	1.8
	SOMERVILLE	252	0 (0%)	0		2.4	1.7	2.0
	SOUTHBOROUGH	36	0 (0%)	0		2.6	0.9	2.2
	STONEHAM	91	0 (0%)	0		2.5	1.8	2.1
	SWAMPSCOTT	57	0 (0%)	0		2.2	1.1	1.8
	WALTHAM	226	0 (0%)	0		2.6	1.3	2.0
	WATERTOWN	132	0 (0%)	0		2.4	1.1	2.0
	WESTON	45	0 (0%)	0		2.3	1.6	1.9
WINTHROP	72	0 (0%)	0		2.1	1.3	1.9	
	Total: Fully Served	5070	1 (0.02%)					
Partially Served may mix their chlorinated supply with MWRA chloraminated supply	BEDFORD	57	0 (0%)	0		2.6	1.7	2.1
	BURLINGTON	150	0 (0%)	0		2.6	1.8	2.2
	CANTON	117	0 (0%)	0		2.2	0.1	1.4
	HANSCOM AFB	36	1 (2.8%)	0	No	2.0	0.2	1.6
	NEEDHAM	123	0 (0%)	0		2.5	0.1	1.0
	PEABODY	237	0 (0%)	0		2.9	1.1	2.2
	WAKEFIELD	129	0 (0%)	0		2.3	1.3	2.0
	WELLESLEY	116	0 (0%)	0		2.2	0.0	1.0
	WILMINGTON	98	0 (0%)	0		2.7	0.9	2.0
	WINCHESTER	103	0 (0%)	0		2.2	0.3	1.3
	WOBURN	195	0 (0%)	0		2.3	0.2	1.0
	Total: Partially Served	1361	1 (0.07%)					
	Total: Fully and Partially Served	6431	2 (0.03%)					
CVA Part of the Chicopee Valley Aqueduct System. Free chlorine system	MWRA CVA Locations	103	0 (0%)	0		0.9	0.4	0.7
	CHICOPEE	195	0 (0%)	0		1.1	0.0	0.6
	SOUTH HADLEY FD1	60	0 (0%)	0		0.8	0.1	0.4
	WILBRAHAM	45	0 (0%)	0		0.8	0.1	0.4
	Total: CVA	403	0 (0%)					

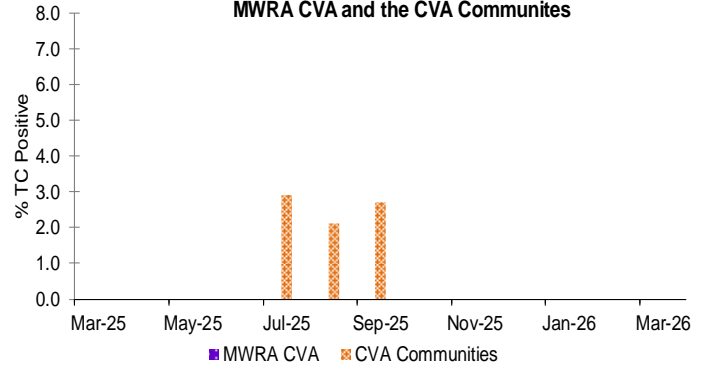
Bacteria & Chlorine Residual Results for Communities in MWRA Testing Program

3rd Quarter – FY26

Total Coliform Rule (TCR) Monthly % TC Positive



**Total Coliform Rule (TCR) Monthly % TC Positive
MWRA CVA and the CVA Communities**



Chlorine Residuals in Fully/Partially Served Communities

Fully Served Communities

		% <0.1	% <0.2	% <0.5	% <1.0	% >1.0
2026	Mar	0.00	0.1	0.3	0.9	99.1
	Feb	0.00	0.2	0.5	1.4	98.6
	Jan	0.06	0.1	0.5	1.7	98.3
2025	Dec	0.05	0.5	1.0	3.0	97.0
	Nov	0.12	1.6	3.6	8.7	91.3
	Oct	0.17	0.7	2.8	6.1	93.9
	Sep	0.05	0.4	2.1	4.6	95.4
	Aug	0.06	0.3	1.9	5.2	94.8
	Jul	0.00	0.1	1.0	4.3	95.7
	Jun	0.00	0.0	0.4	3.0	97.0
	May	0.00	0.2	0.5	1.7	98.3
	Apr	0.00	0.1	0.6	1.3	98.7
	Mar	0.00	0.0	0.7	1.5	98.5

Chicopee

		% <0.1	% <0.2	% <0.5	% <1.0	% >1.0
2026	Mar	1.5	1.5	33.8	100	0.0
	Feb	1.5	4.6	13.8	98	1.5
	Jan	1.5	3.1	20.0	97	3.1
2025	Dec	7.7	20.0	50.8	100	0.0
	Nov	24.6	36.9	75.4	100	0.0
	Oct	23.1	35.4	70.8	100	0.0
	Sep	16.9	24.6	61.5	100	0.0
	Aug	18.5	30.8	60.0	100	0.0
	Jul	10.8	20.0	63.1	100	0.0
	Jun	10.8	20.0	55.4	100	0.0
	May	4.6	7.7	33.8	100	0.0
	Apr	1.5	1.5	30.8	100	0.0
	Mar	0.0	1.5	24.6	98	1.5

Free Chlorine Residuals in the CVA System

Partially Served Communities

		% <0.1	% <0.2	% <0.5	% <1.0	% >1.0
2026	Mar	0.5	1.0	4.5	16.0	84.0
	Feb	0.8	1.3	6.3	17.6	82.4
	Jan	0.9	2.2	9.8	20.9	79.1
2025	Dec	1.4	3.9	13.3	24.0	76.0
	Nov	2.4	5.7	14.6	29.3	70.7
	Oct	1.9	4.4	9.6	22.0	78.0
	Sep	1.5	3.3	9.1	20.7	79.3
	Aug	1.7	2.6	7.9	19.4	80.6
	Jul	1.4	3.0	7.3	15.1	84.9
	Jun	1.5	2.6	6.8	13.2	86.8
	May	1.0	2.0	6.8	10.8	89.2
	Apr	0.9	2.7	7.7	14.2	85.8
	Mar	1.2	2.8	10.9	21.2	78.8

South Hadley

		% <0.1	% <0.2	% <0.5	% <1.0	% >1.0
2026	Mar	15.0	15.0	80.0	100	0.0
	Feb	10.0	20.0	75.0	100	0.0
	Jan	15.0	25.0	70.0	100	0.0
2025	Dec	10.0	35.0	80.0	100	0.0
	Nov	10.5	31.6	78.9	100	0.0
	Oct	10.0	20.0	65.0	100	0.0
	Sep	25.0	41.7	66.7	100	0.0
	Aug	18.2	54.5	81.8	100	0.0
	Jul	16.7	29.2	70.8	100	0.0
	Jun	20.0	25.0	80.0	100	0.0
	May	40.0	60.0	85.0	100	0.0
	Apr	20.0	35.0	75.0	100	0.0
	Mar	5.0	15.0	70.0	100	0.0

Wilbraham

		% <0.1	% <0.2	% <0.5	% <1.0	% >1.0
2026	Mar	6.7	26.7	66.7	100	0.0
	Feb	6.7	26.7	60.0	100	0.0
	Jan	0.0	26.7	73.3	100	0.0
2025	Dec	0.0	53.3	80.0	100	0.0
	Nov	0.0	53.3	73.3	100	0.0
	Oct	0.0	40.0	86.7	100	0.0
	Sep	0.0	36.8	84.2	100	0.0
	Aug	0.0	21.1	89.5	100	0.0
	Jul	0.0	20.0	73.3	100	0.0
	Jun	0.0	40.0	80.0	100	0.0
	May	0.0	33.3	86.7	100	0.0
	Apr	6.7	33.3	80.0	100	0.0
	Mar	0.0	13.3	73.3	100	0.0

Treated Water Quality: Disinfection By-Product (DBP) Levels in Communities

3rd Quarter – FY26

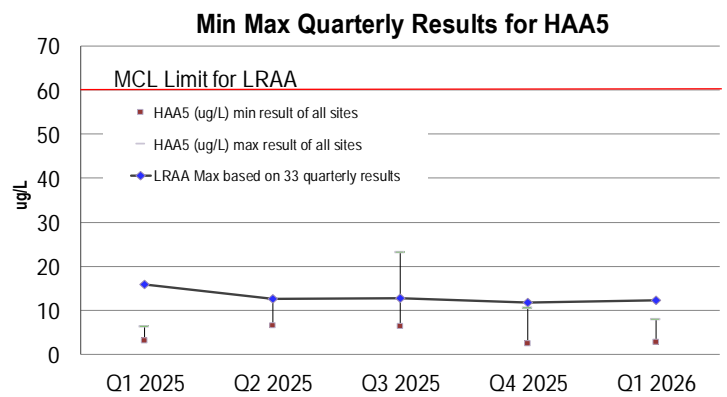
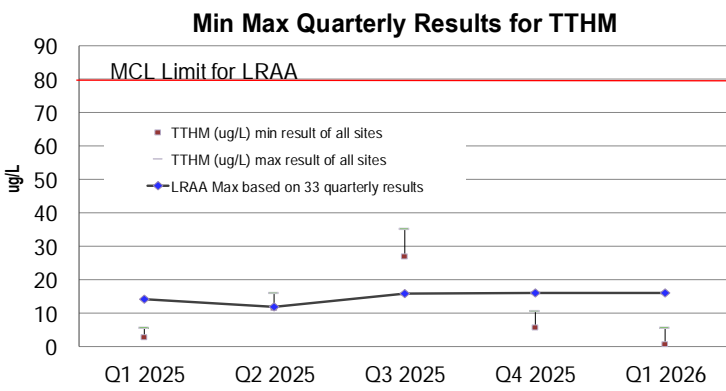
Total Trihalomethanes (TTHMs) and Haloacetic Acids (HAA5s) are by-products of disinfection treatment with chlorine. They are of concern due to their potential adverse health effects at high levels. EPA’s locational running annual average (LRAA) standard, using the most recent four quarterly results, is 80 µg/L for TTHMs and 60 µg/L for HAA5s. The locational running annual average at each individual sampling location must be below the standard.

Bromate is tested monthly as required for water systems, like CWTP, that treat with ozone. EPA’s RAA Maximum Contaminant Level (MCL) standard for bromate is 10 µg/L. The current RAA for Bromate at the CWTP finished water tap is 0.0 µg/L.

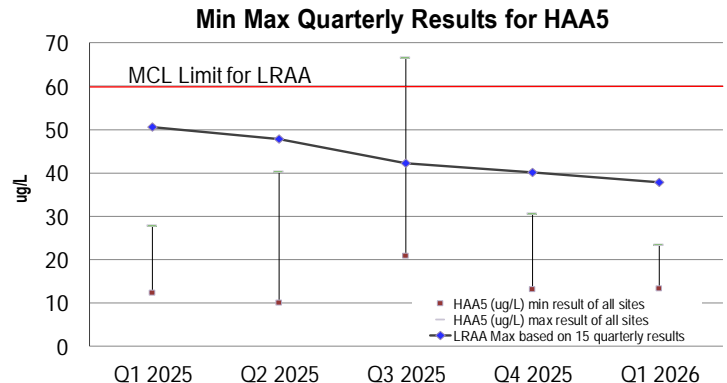
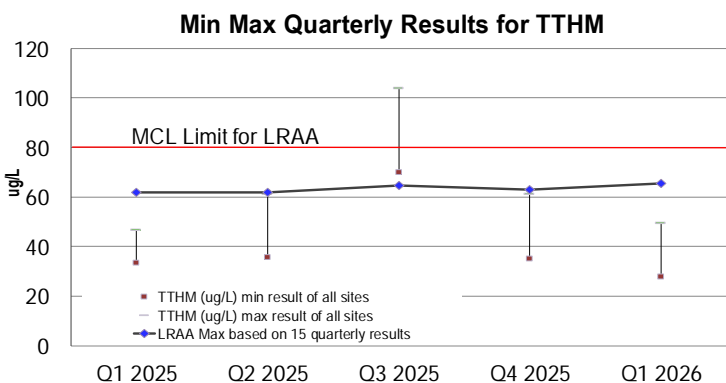
MWRA’s TTHM and HAA5 sampling program includes sampling at 33 MetroWest and Metro Boston communities sites. Partially served and CVA communities are responsible for their own compliance monitoring and are regulated individually.

The LRAA for TTHMs and HAA5s for MWRA’s Compliance Program (represented as the line in the top two graphs below) remains below current standards. The Max LRAA in the quarter for TTHMs = 16.1 µg/L; HAA5s = 12.3 µg/L. No LRAA exceedances or violations occurred this quarter for MetroBoston and for any of the CVA communities.

MetroBoston Disinfection By-Products



CVA Disinfection By-Products (Combined Results Chicopee, Wilbraham, & South Hadley FD1)



Water Supply and Source Water Management

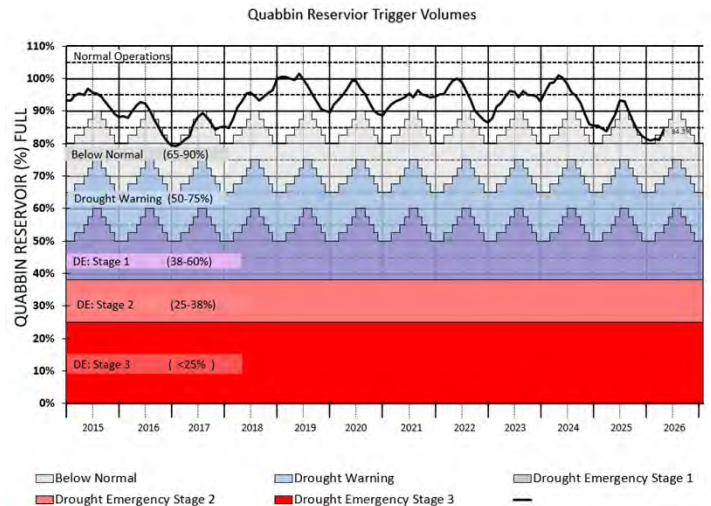
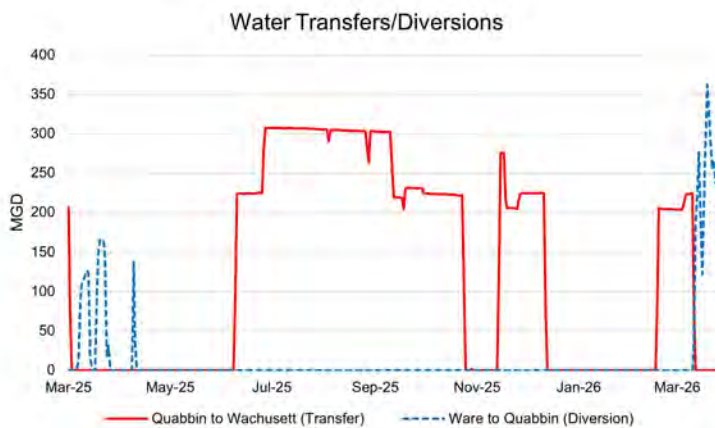
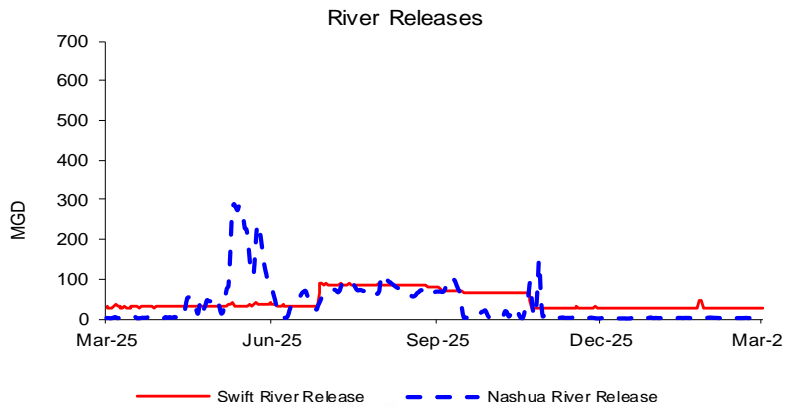
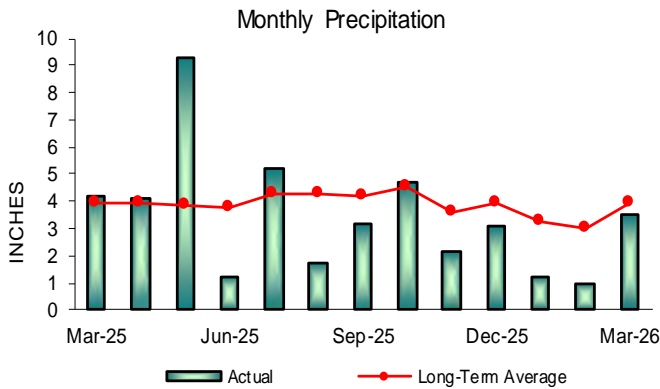
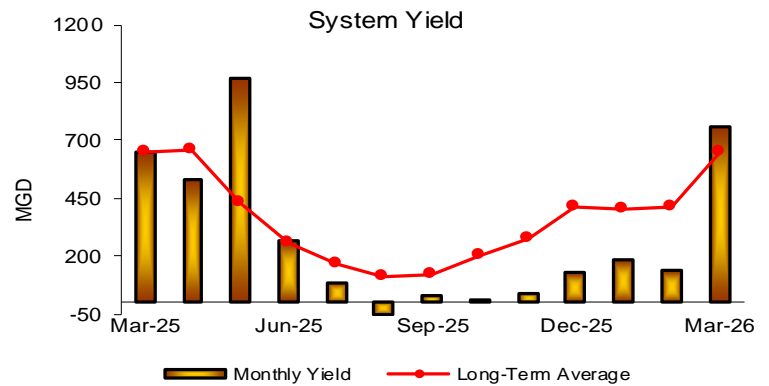
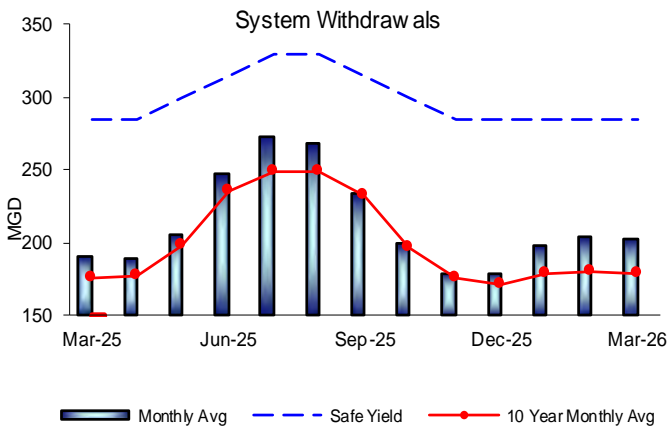
3rd Quarter – FY26

Background

A reliable supply of water in MWRA's reservoirs depends on adequate precipitation during the year and seasonal hydrologic inputs from watersheds that surround the reservoirs. Demand for water typically increases with higher summer temperatures and then decreases as temperatures decline. Quabbin Reservoir was designed to effectively supply water to the service areas under a range of climatic conditions and has the ability to endure a range of fluctuations. Wachusett Reservoir serves as a terminal reservoir to meet the daily demands of the Greater Boston area. A key component to this reservoir's operation is the seasonal transfer of Quabbin Reservoir water to enhance water quality during high demand periods. On an annual basis, Quabbin Reservoir accounts for nearly 50% of the water supplied to Greater Boston. The water quality of both reservoirs (as well as the Ware River, which is also part of the System Safe Yield) depend upon implementation of DCR's DEP-approved Watershed Protection Plans. System Yield is defined as the water produced by its sources, and is reported as the net change in water available for water supply and operating requirements.

Outcome

The volume of the Quabbin Reservoir was at 84.3% as of March 31, 2026; a 3.4 % increase for the quarter, which represents an increase of more than 13.6 billion gallons of storage and an increase in elevation of 1.85'. System withdrawal was above its long term quarterly average. Precipitation and Yield were below their long term quarterly averages. Quabbin is in below normal operating range for this time of year.



WASTEWATER QUALITY

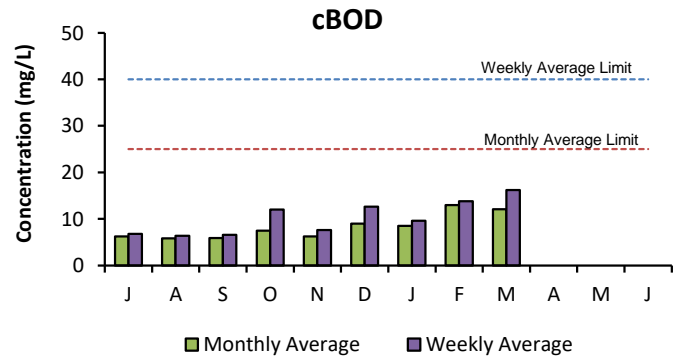
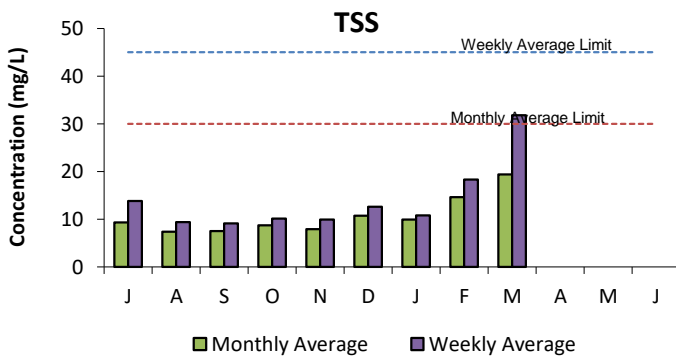
NPDES Permit Compliance: Deer Island Treatment Plant

3rd Quarter - FY26

NPDES Permit Limits

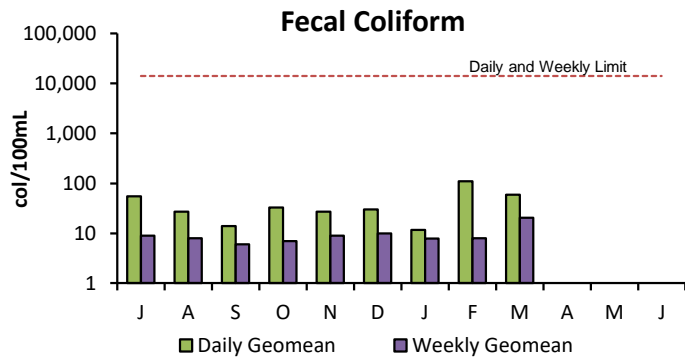
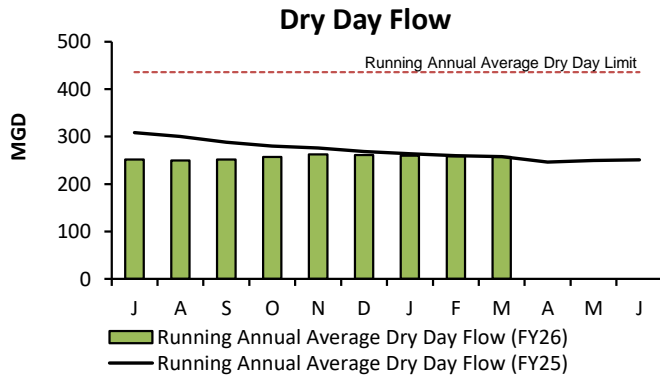
Effluent Characteristics	Units	Limits	January	February	March	3rd Quarter Violations	FY26 YTD Violations	
Dry Day Flow (365 Day Average):	MGD	436	259.6	258.7	257.3	0	0	
cBOD:	Monthly Average	mg/L	8.5	13.0	12.1	0	0	
	Weekly Average	mg/L	9.6	13.8	16.2	0	0	
TSS:	Monthly Average	mg/L	9.9	14.6	19.4	0	0	
	Weekly Average	mg/L	10.8	18.3	31.8	0	0	
TCR:	Monthly Average	ug/L	0.0	0.0	0.0	0	0	
	Daily Maximum	ug/L	631	0.0	0.0	0	0	
Fecal Coliform:	Daily Geometric Mean	col/100mL	14000	11.7	110.4	59.1	0	
	Weekly Geometric Mean	col/100mL	14000	7.8	8.0	20.4	0	
	% of Samples >14000	%	10	0	0	0	0	
	Consecutive Samples >14000	#	3	0	0	0	0	
pH:	SU	6.0-9.0	6.3-6.9	6.5-6.9	6.5-6.9	0	0	
PCB, Aroclors:	Monthly Average	ug/L	0.000045	UNDETECTED		0	0	
Acute Toxicity:	Inland Silverside	%	≥50	68.0	63.3	>100	0	0
	Mysid Shrimp	%	≥50	>100	97.0	>100	0	1
Chronic Toxicity:	Inland Silverside	%	≥1.5	12.5	50.0	50.0	0	0
	Sea Urchin	%	≥1.5	>100	100	100.0	0	0

There has been one permit violations in FY26 to date at the Deer Island Treatment Plant (DITP).



Total Suspended Solids (TSS) in the effluent is a measure of the amount of solids that remain suspended after treatment. All TSS measurements for the 3rd Quarter were within permit limits.

Carbonaceous Biochemical Oxygen Demand (cBOD) is a measure of the amount of dissolved oxygen required for the decomposition of organic materials in the environment. All cBOD measurements for the 3rd Quarter were within permit limits.



Running Annual Average Dry Day Flow is the average of all dry weather influent flows over the previous 365 days. The Dry Day Flow for the 3rd Quarter was well below the permit limit of 436 MGD.

Fecal Coliform is an indicator for the possible presence of pathogens. The levels of these bacteria after disinfection show how effectively the plant is inactivating many forms of disease-causing microorganisms. In the 3rd Quarter, all permit conditions for fecal coliform were met.

NPDES Permit Compliance: Clinton Wastewater Treatment Plant

3rd Quarter - FY26

Effluent Characteristics		Units	Permit Limits	January	February	March	3rd Quarter Violations	FY26 YTD Violations
Dissolved Oxygen	Daily Minimum	mg/L	≥6	9.4	11.3	10.0	0	0
	Average Monthly	lb/day	500	53.9	51.5	43.6	0	0
BOD	Average Weekly	lb/day	500	103.2	62.7	170.7	0	0
	Average Monthly	mg/L	20	3.5	3.7	1.6	0	0
	Average Weekly	mg/L	20	6.7	4.6	5.0	0	0
	Average Monthly	%	≥85	98.1	98.4	98.7	0	0
pH Range	Monthly Minimum	S.U.	6.5	6.7	7.2	7.0	0	0
	Monthly Maximum	S.U.	8.3	7.5	7.5	7.6	0	0
TSS	Average Monthly	lb/day	500	60.9	48.2	65.3	0	0
	Average Weekly	lb/day	500	64.0	65.1	136.3	0	0
	Average Monthly	mg/L	20	4.0	3.4	2.5	0	0
	Average Weekly	mg/L	20	4.3	4.6	4.0	0	0
TSS Removal	Average Monthly	%	≥85	98.6	99.2	99.2	0	0
Ammonia Nitrogen November 1st - March 31st	Average Monthly	mg/L	6.6	0.02	0.03	0.41	0	0
	Maximum Daily	mg/L	35.0	0.04	0.13	0.87	0	0
Total Phosphorus November 1st - March 31st	Average Monthly	lb/day	25.1	2.8	3.2	2.4	0	0
		mg/L	1	0.2	0.2	0.1	0	0
Total Recoverable Copper	Average Monthly	µg/L	11.6	8.7	11.5	9.6	0	4
	Maximum Daily	µg/L	14.0	9.2	11.5	9.6	0	0
Rolling Average Effluent Flow	Average Monthly	MGD	3.01	2.17	2.16	2.21	0	0
Total Residual Chlorine	Average Monthly ¹	µg/L	17.6	<20.0	0.3	0.5	0	0
	Maximum Daily	µg/L	30.4	<20.0	4.0	4.0	0	0
<i>Escherichia coli</i>	Average Monthly ²	colonies/ 100mL	126	5.6	5.0	6.1	0	0
	Maximum Daily	colonies/ 100mL	409	18.3	5.0	23.3	0	0
Acute (LC ₅₀) ³	Maximum Daily	%	≥100	>100.0	N/A	N/A	0	0
Chronic (C-NOEC) ³	Maximum Daily	%	≥62.5	100.0	N/A	N/A	0	0

There have been four permit violations in FY26 at the Clinton Treatment Plant.

1st Quarter: There were two permit violations in the first quarter, both for average monthly total recoverable copper.

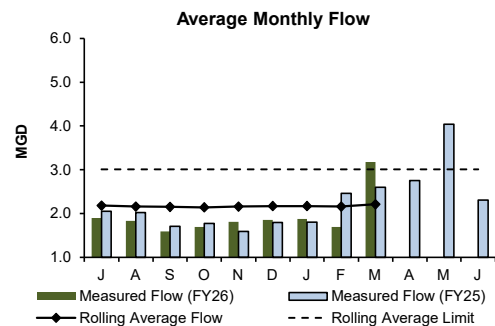
2nd Quarter: There were two permit violations in the second quarter, both for average monthly total recoverable copper.

3rd Quarter: There were no permit violations in the third quarter.

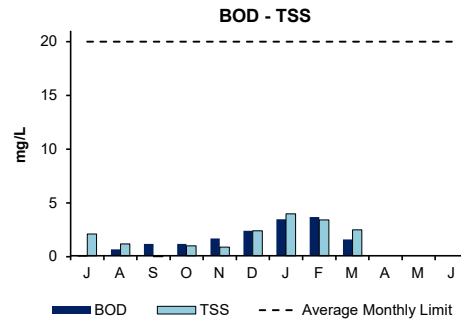
¹ 20 µg/L compliance level.

² Expressed as a geometric mean.

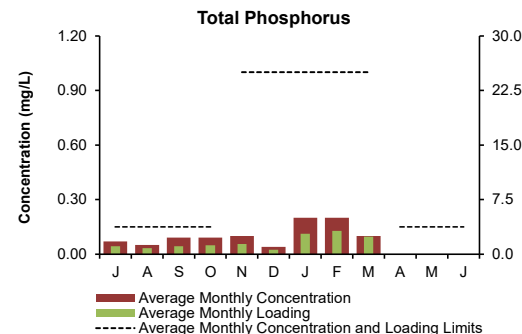
³ Toxicity testing is conducted on a quarterly basis.



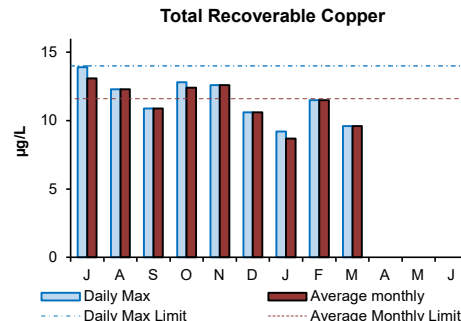
The graph depicts the rolling annual average monthly flow, measured in million gallons per day, exiting the plant. The 12-month rolling average flows during the 3rd Quarter were below the permit limit.



Average monthly concentrations of BOD and TSS were below permit limits in the 3rd Quarter. The permit monthly limit for both parameters is 20 mg/L.



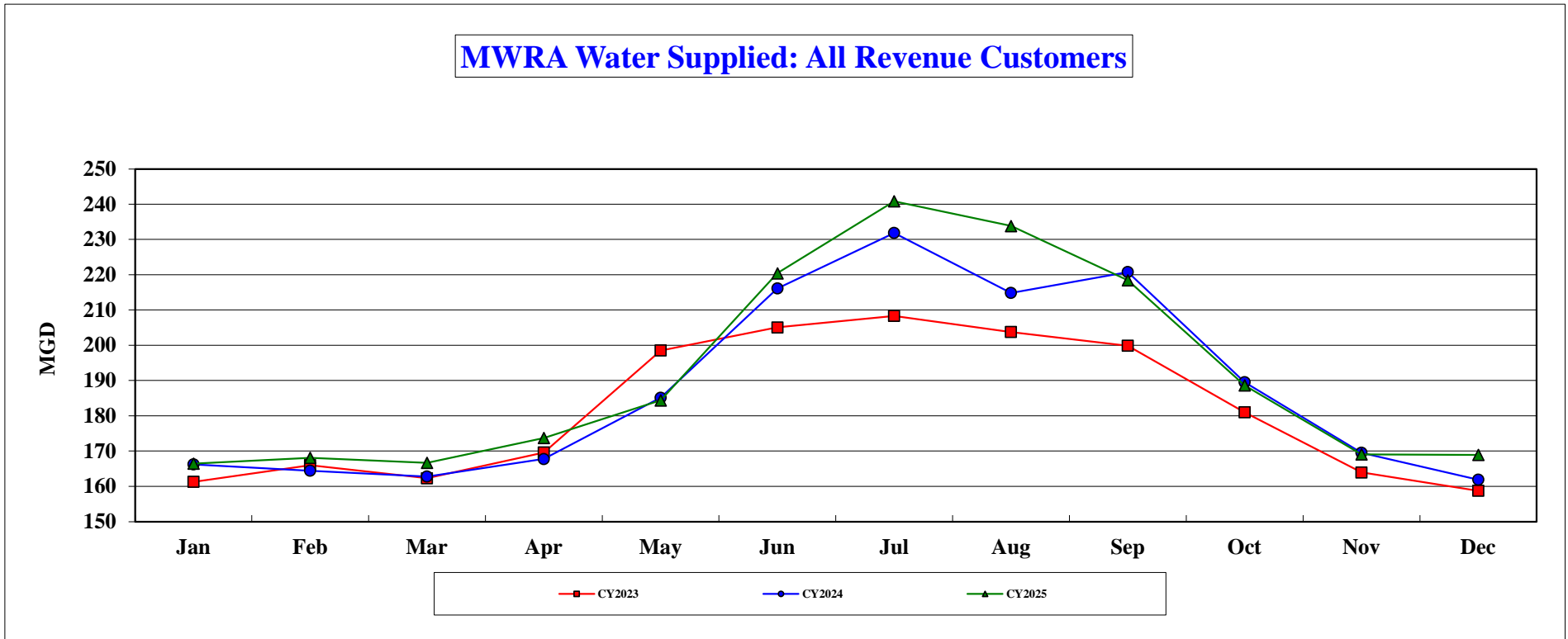
Total phosphorus limits are most stringent during the growing season from April to October. The 3rd Quarter's average monthly concentrations and loadings for total phosphorus were below permit limits.



Daily maximum and monthly average concentrations of total recoverable copper were below permit limits during the 3rd Quarter. Permit daily and monthly limits are 14.0 µg/L and 11.6 µg/L respectively.

COMMUNITY FLOWS AND PROGRAMS

Customer Water Use 2nd Quarter - FY26



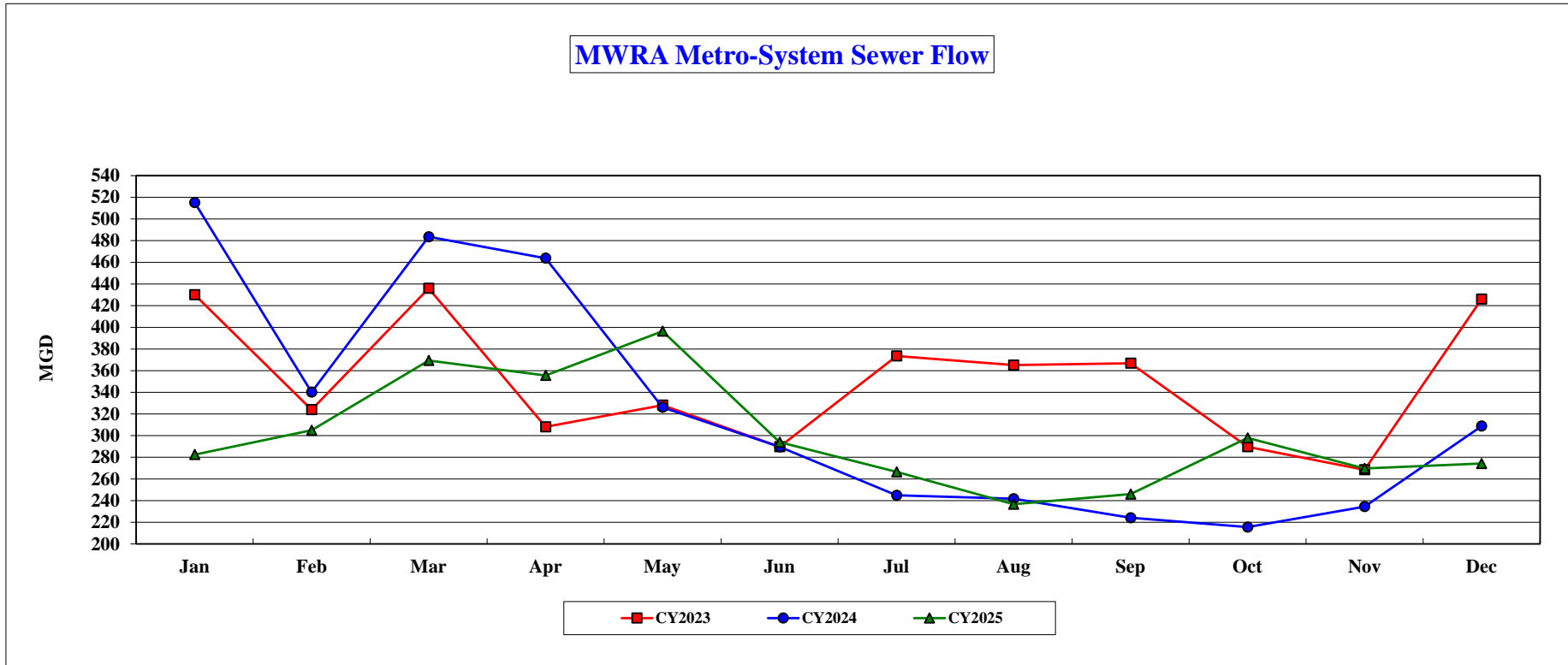
Water Use (million gallons per day)

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	YTD Average	Annual Average
CY2023	161.272	165.989	162.292	169.594	198.499	205.042	208.304	203.762	199.844	180.948	163.937	158.736	181.612	181.612
CY2024	166.216	164.428	162.771	167.755	185.117	216.090	231.863	214.851	220.742	189.490	169.526	161.886	187.622	187.622
CY2025	166.464	168.077	166.664	173.719	184.389	220.421	240.865	233.831	218.415	188.630	169.070	168.916	191.774	191.774

The December 2025 Community Water Use Report was recently distributed to communities and customers served by the MWRA's Metropolitan and Chicopee Valley waterworks systems. Each community's annual water use relative to the system as a whole is the primary factor in allocating the annual water rate revenue requirement to MWRA water communities. Calendar year 2025 water use will be used to allocate the FY2027 water utility rate revenue requirement.

MWRA customers used an average of 175.5 mgd in the 2nd quarter (Oct-Dec 2025) of FY2026. This is an increase of 1.9 mgd or 1.1% compared to the 2nd quarter of FY2025.

Community Sewer Flow YTD - FY26



Sewer Flow (million gallons per day)														
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	YTD Average	Annual Average
CY2023	430.060	323.980	435.990	308.110	328.160	289.710	373.540	365.130	366.840	289.680	268.470	426.070	351.159	351.159
CY2024	515.140	340.120	483.590	463.770	326.090	289.640	244.870	241.730	224.160	215.540	234.450	308.770	324.130	324.130
CY2025	282.480	304.930	369.360	355.560	396.380	293.910	266.530	236.700	245.970	297.840	269.710	274.200	299.509	299.509

The 2025 12-Month Community Sewer Flow Report was recently distributed to the 43 communities served by the MWRA's Metropolitan sewer system. Each community's share of sewer flow relative to the system as a whole is used to allocate the annual sewer rate revenue requirement to MWRA sewer communities. The average of calendar year 2023-2025 sewer flow will be used to allocate the FY2027 sewer utility rate revenue requirement.

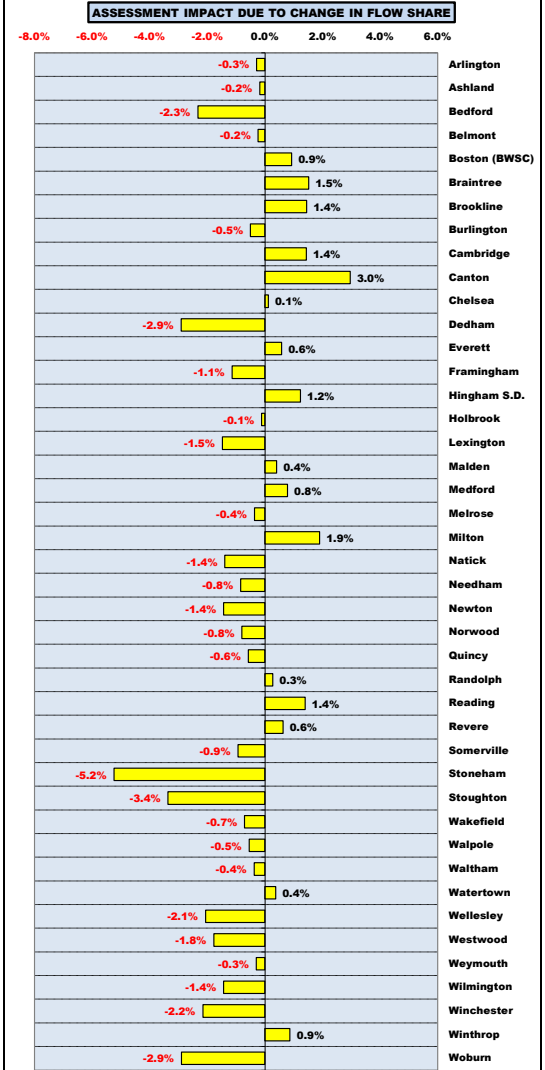
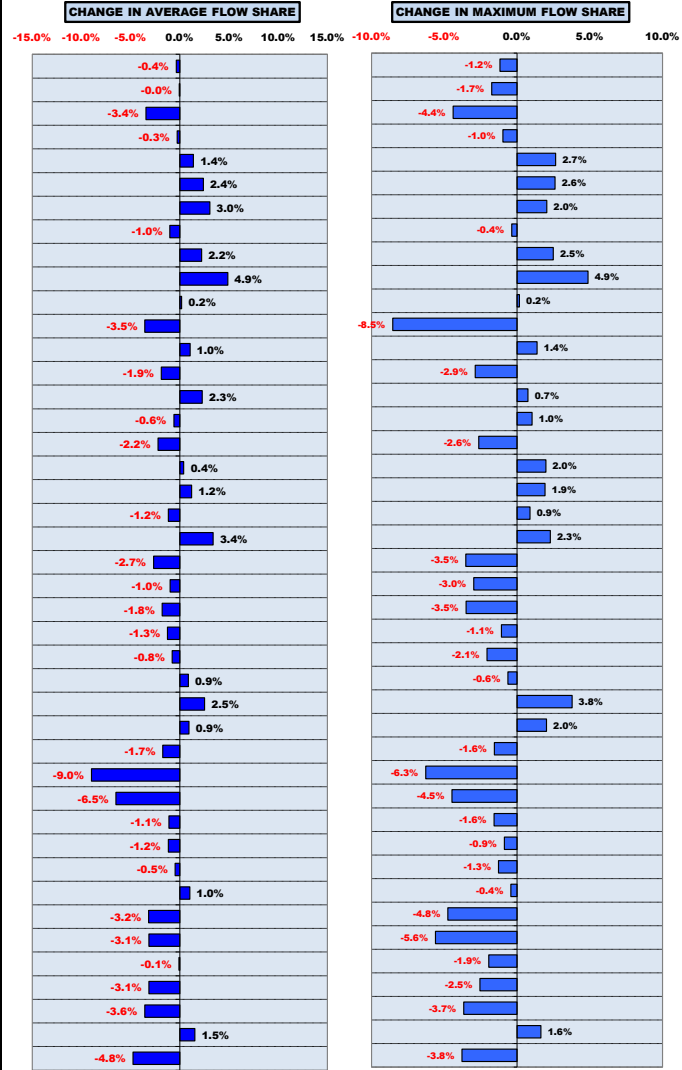
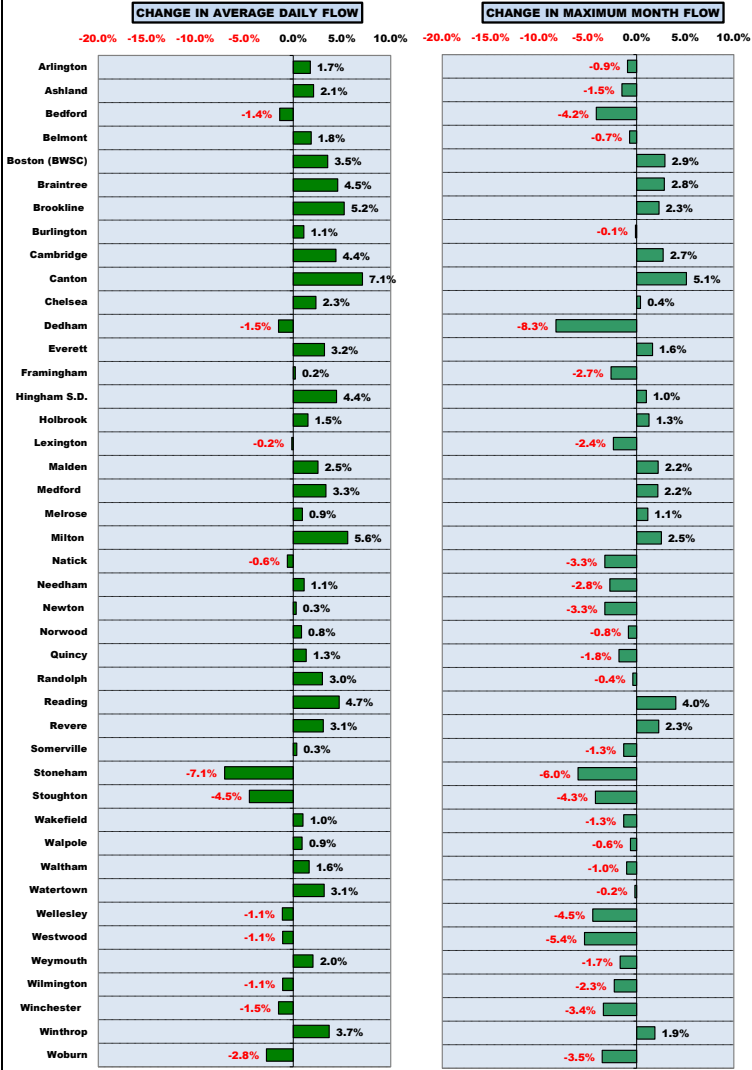
MWRA customer sewer flow averaged 299.51 mgd in CY2025. This is a decrease of 24.62 mgd or 7.6% compared to CY2024.

How CY2023-25 Community Wastewater Flows Could Effect FY2027 Sewer Assessments ^{1,2,3}

The flow components of FY2027 sewer assessments will be calculated using a 3-year average of CY2023 to CY2025 wastewater flows compared to FY2026 assessments that will use a 3-year average of CY2022 to CY2024 wastewater flows.

But as MWRA's sewer assessments are a ZERO-SUM calculation, a community's assessment is strongly influenced by the **RELATIVE** change in CY2023 to CY2025 flow share compared to CY2022 to CY2024 flow share, compared to all other communities in the system.

The chart below illustrates the change in the **TOTAL BASE** assessment due to **FLOW SHARE CHANGES**. ⁴



¹ MWRA uses a 3-year flow average to calculate sewer assessments. Three-year averaging smoothes the impact of year-to-year changes in community flow share, but does not eliminate the long-term impact of changes in each community's relative contribution to the total flow.

² Based on actual flows through October 2025.

³ Flow data is preliminary and subject to change pending additional MWRA and community review.

⁴ Represents **ONLY** the impact on the total BASE assessment resulting from the changes in average and maximum wastewater **FLOW SHARES**.

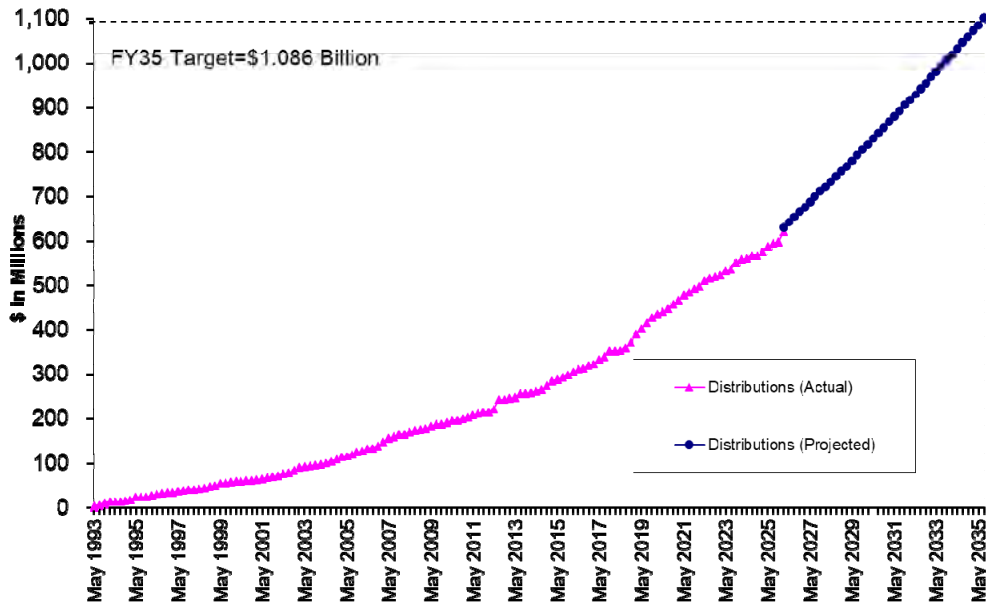
Community Support Programs

3rd Quarter – FY26

Infiltration/Inflow Local Financial Assistance Program

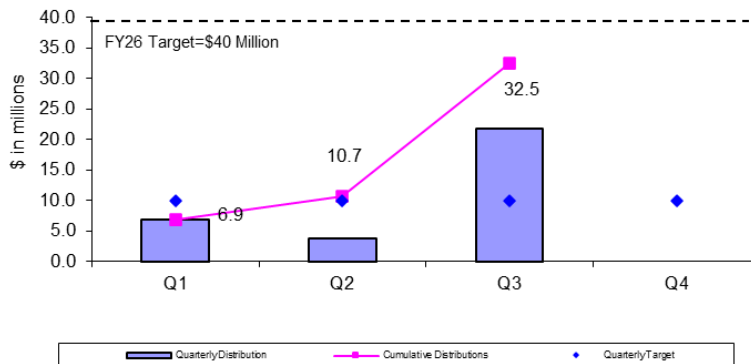
MWRA's Infiltration/Inflow (I/I) Local Financial Assistance Program provides \$1085.75 million in grants and interest-free loans (average of about \$22 million per year from FY93 through FY35) to member sewer communities to perform I/I reduction and sewer system rehabilitation projects within their locally-owned collection systems. Eligible project costs include: sewer rehabilitation construction, pipeline replacement, removal of public and private inflow sources, I/I reduction planning, engineering design, engineering services during construction, etc. I/I Local Financial Assistance Program funds are allocated to member sewer communities based on their percent share of MWRA's wholesale sewer charge. Phase 1-8 funds (total \$300.75 million) were distributed as 45% grants and 55% loans with interest-free loans repaid to MWRA over a five-year period. Phase 9 through 12 funds (total \$360 million) are distributed as 75% grants and 25% loans with interest-free loans repaid to MWRA over a ten-year period. Phase 13 funds of \$100 million are distributed as ten-year interest-free loan-only funds. Phase 14 funds (total \$100 million) are distributed as 75% grants and 25% loans with interest-free loans repaid to MWRA over a ten-year period. Phase 15 provides an additional \$100 million in ten-year interest-free loan-only funds. Phase 16 funds (total \$125 million) are distributed as 75% grants and 25% loans with interest-free loans repaid to MWRA over a ten-year period.

I/I Local Financial Assistance Program Distribution FY93-FY35



During the 3rd Quarter of FY26, \$21.8 million in I/I Local Financial Assistance Program distributions were made to fund projects in Boston, Braintree, Brookline, Dedham, Framingham, Needham, Walpole, Watertown, Westwood and Weymouth. Total grant/loan distribution to date for FY26 is \$32.5 million. From FY93 through the 3rd Quarter of FY26, all 43 member sewer communities have participated in the program and \$618 million has been distributed to fund 718 local I/I reduction and sewer system rehabilitation projects. Distribution of the remaining funds has been approved through FY35 and community loan repayments will be made through FY45. All scheduled community loan repayments have been made.

FY26 Quarterly Distributions of Sewer Grant/Loans



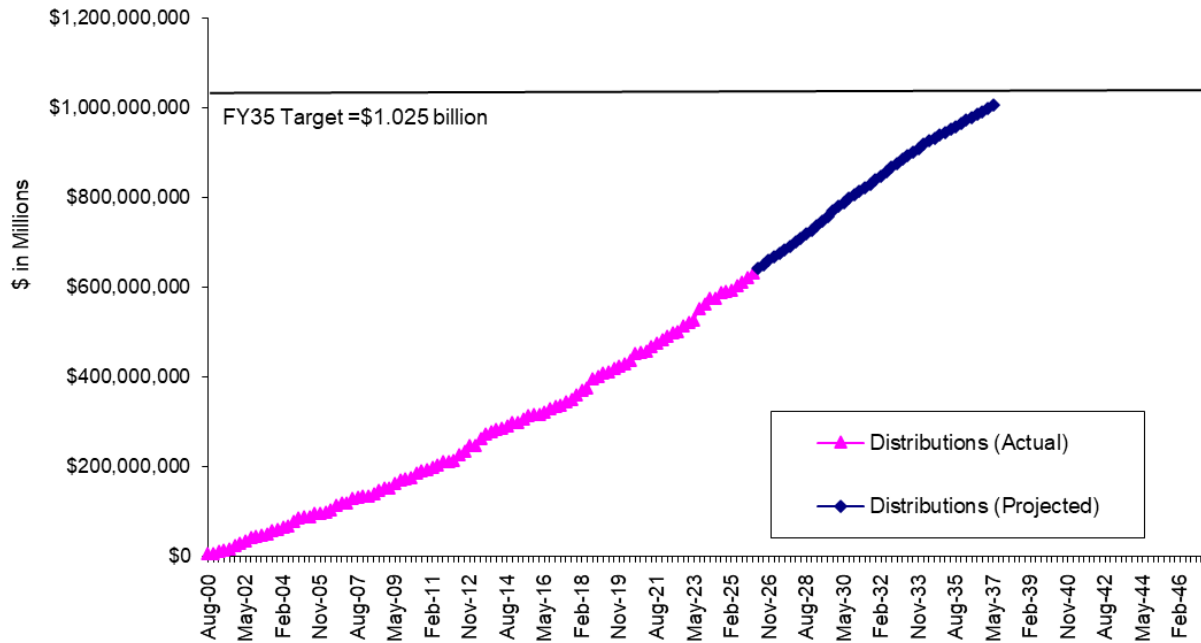
Community Support Programs

3rd Quarter – FY26

Local Water System Assistance Program

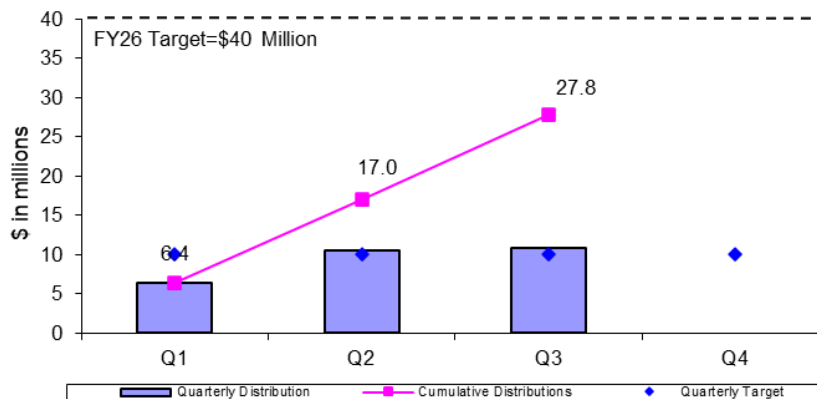
MWRA's Local Water System Assistance Programs (LWSAP) provides \$1.025 billion in interest-free loans (an average of about \$24 million per year from FY01 through FY35) to member water communities to perform water main rehabilitation projects within their locally-owned water distribution systems. There have been four (3) funding phases: Phase 1 at \$222 Million, Phase 2 at \$210 Million, and Phase 3 at \$293 Million. Eligible project costs include: water main cleaning/lining, replacement of unlined water mains, lead service replacements, valve, hydrant, water meter, tank work, engineering design, engineering services during construction, etc. MWRA partially-supplied communities receive pro-rated funding allocations based on their percentage use of MWRA water. Interest-free loans are repaid to MWRA over a ten-year period beginning one year after distribution of the funds. The Phase 1 water loan program concluded in FY13 with \$222 million in loan distributions. The Phase 2 - LWSAP concluded in FY25 with \$209 million in loan distributions. The Phase 3 LWSAP is authorized for distributions from FY18 through FY30. The Phase 4 LWSAP is authorized for distributions from FY25 through FY35.

Local Water System Assistance Program Distribution FY01-FY35



During the 3rd Quarter of FY26, \$10.8 million in interest-free loans was distributed to fund local water projects in Belmont, Brookline, Framingham and Stoneham. Total loan distribution to date for FY26 is \$27.8 million. From FY01 through the 3rd Quarter of FY26, \$632 million has been distributed to fund 598 local water system rehabilitation projects in 45 MWRA member water communities. Distribution of the remaining funds has been approved through FY35 and community loan repayments will be made through FY45. All scheduled community loan repayments have been made.

FY26 Quarterly Distributions of Water Loans



Community Support Programs

3rd Quarter – FY26

Lead Service Line Replacement Loan Program

By its vote on March 16, 2016, the Board approved an enhancement to the Local Water System Assistance Program to provide up to \$100 million in 10-year zero-interest loans to communities solely for efforts to fully replace lead service lines. On June 26, 2024, the Board approved an additional \$100 million, and authorized the inclusion a 25% grant for communities who commit to fully fund the replacement of the portion of lead service lines located on private property.

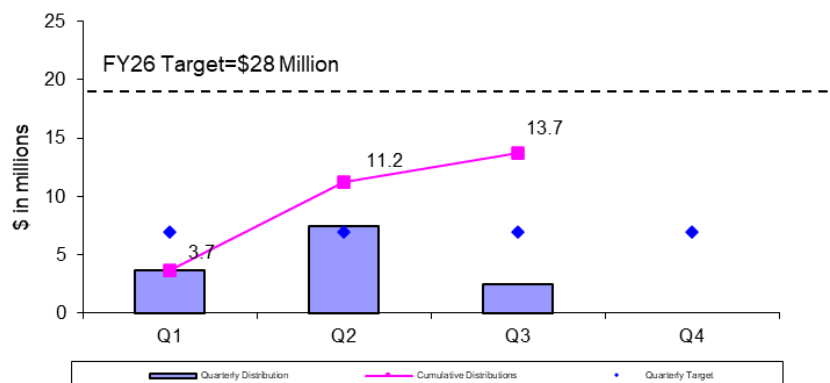
The Lead Service Line Replacement Loan Program is also referenced as the Lead Replacement Program or LRP. Each community can develop its own program, tailored to their local circumstances. MWRA's goal in providing financial assistance to member communities is to help communities remove lead from their water systems. MWRA's goal is for all lead service lines to be removed by 2032, meeting the requirements of the Lead and Copper Rule Improvements.

Distributed Lead Funds

Boston	\$3.5M
Brookline	\$2.0M
Chelsea	\$3.6M
Everett	\$7.0M
Lexington	\$3.9M
Malden	\$2.8M
Marblehead	\$0.3M
Marlborough	\$5.8M
Medford	\$8.0M
Melrose	\$1.0M
Milton	\$1.7M
Needham	\$1.0M
Newton	\$4.0M
Quincy	\$3.0M
Reading	\$3.0M
Revere	\$3.3M
Somerville	\$2.5M
Waltham	\$6.6M
Watertown	\$1.8M
Weston	\$0.2M
Winchester	\$3.4M
Winthrop	\$6.6M
Total	\$74.9M

During the 3rd Quarter of FY26, \$2.5 million in Lead Replacement Program grants and loans were distributed to fund local water projects in Reading and Winthrop. Total loan distribution to date for FY26 is \$11.2 million. From FY17 through the 2nd Quarter of FY26, \$74.9 million has been distributed to fund 66 lead replacement projects in 22 MWRA member water communities. Distribution of the remaining funds has been approved through FY33 and community loan repayments will be made through FY43. All scheduled community loan repayments have been made.

FY26 Quarterly Distributions of Lead Service Line Replacement Loans

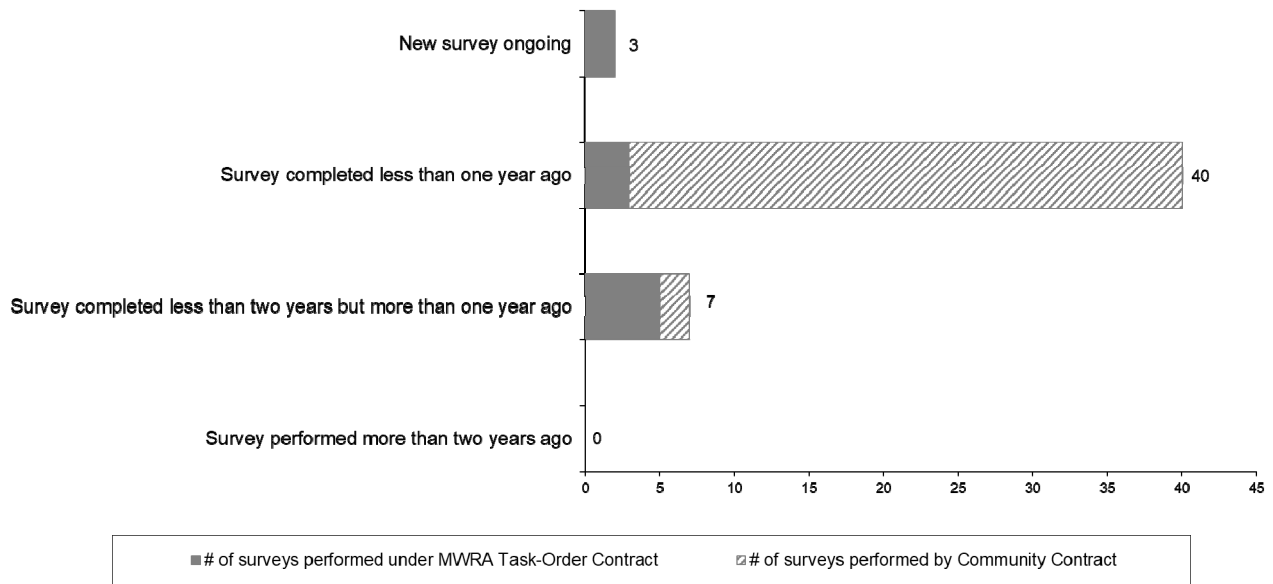


Community Support Programs

3rd Quarter – FY26

Community Water System Leak Detection

To ensure member water communities identify and repair leaks in locally-owned distribution systems, MWRA developed leak detection regulations that went into effect in July 1991. Communities purchasing water from MWRA are required to complete a leak detection survey of their entire distribution system at least once every two years. Communities can accomplish the survey using their own contractors or municipal crews, or alternatively, using MWRA's task order leak detection contract. MWRA's task order contract provides leak detection services at a reasonable cost that has been competitively procured (3-year, low-bid contract) taking advantage of the large volume of work anticipated throughout the regional system. Leak detection services performed under the task order contract are paid for by MWRA and the costs are billed to the community the following year. During the 3rd Quarter of FY26, all member water communities were in compliance with MWRA's Leak Detection Regulation.



Community Water Conservation Outreach

MWRA's Community Water Conservation Program helps to maintain average water demand below the regional water system's safe yield of 300 mgd. Current 5-year average water demand is less than 200 mgd. The local Water Conservation Program includes distribution of water conservation education brochures (indoor - outdoor bill-stuffers) and low-flow water fixtures and related materials (shower heads, faucet aerators, and toilet leak detection dye tabs), all at no cost to member communities or individual customers. The Program's annual budget is \$25,000 for printing and purchase of materials. Annual distribution targets and totals are provided in the table below. Distributions of water conservation materials are made based on requests from member communities and individual customers.

	Annual Target	Q1	Q2	Q3	Q4	Annual Total
Educational Brochures	100,000	8,615	15,045	21,051		<u>44,711</u>
Low-Flow Fixtures (showerheads and faucet aerators)	10,000	4,731	1,390	1,584		<u>7,705</u>
Toilet Leak Detection Dye Tablets	-----	3,051	4,181	6,217		<u>13,449</u>

BUSINESS SERVICES

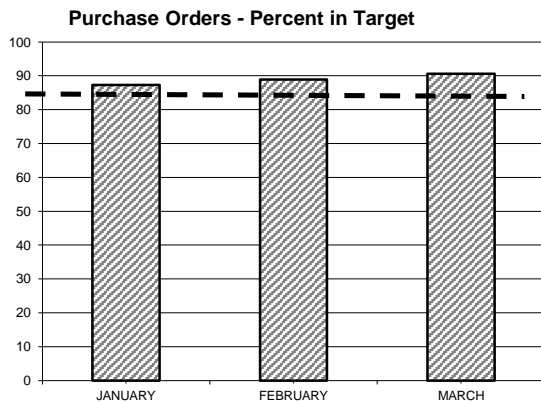
Procurement: Purchasing and Contracts

3rd Quarter - FY26

Background: Goal is to process 85% of Purchase Orders and 80% of Contracts within Target timeframes.

Highlights: Processed 100% of purchase orders within target; Average Processing Time was 3.6 days vs. 4.0 days in Qtr 3 FY25. Processed 63% (10 of 16) of contracts within target timeframes; Average Processing Time was 202 days vs. 139 days in March 2025.

Purchasing



	No.	TARGET	PERCENT IN TARGET
\$0 - \$500	400	3 DAYS	88.0%
\$500 - \$2K	574	7 DAYS	98.0%
\$2K - \$5K	301	10 DAYS	99.0%
\$5K - \$10K	171	25 DAYS	99.0%
\$10K - \$25K	61	30 DAYS	100.0%
\$25K - \$50K	18	60 DAYS	100.0%
Over \$50K	26	90 DAYS	96.0%

The Purchasing Unit processed 1551 purchase orders, 254 less than the 1805 processed in Q3 of FY25 2025 for a total value of \$8,834,005 versus a dollar value of \$12,673,650 in Q3 of FY25.

The purchase order processing target was met for all categories.

Contracts, Change Orders and Amendments

Procurement executed 16 contracts with a value of 19,437,885 and nine amendments with a value of \$228,200 were processed. Six contracts were not executed within the target timeframes. One contract was delayed due to a time extension and the need for the consultant to revise compensation tables prior to the contract execution. A second contract was delayed due to delays by the consultant providing the required Consultant Disclosure Statement. Several other contracts were delayed due to delays by the consultant returning corrected execution documents. A fifth contract was delayed due to required approvals by the Massachusetts Historical Commission in addition to the need to re-bid the filed sub-bids. The final contract was delayed due to staff summary requirements.

Staff reviewed 19 proposed change orders and 14 draft change orders. Ten change orders were executed during the period. The dollar value of all non-credit change orders during Q3 FY26 was \$590,188 and the value of credit change orders was (\$110,523).

Note: A credit change order is a change order that results in a decrease in contract value.

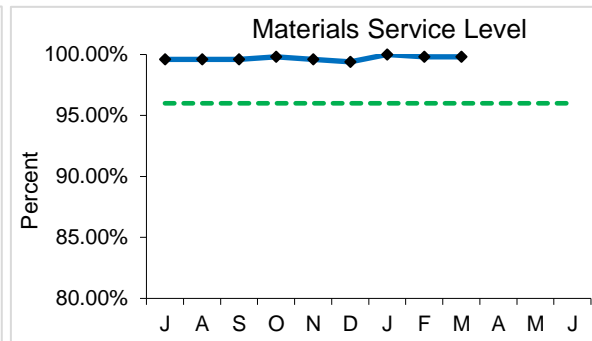
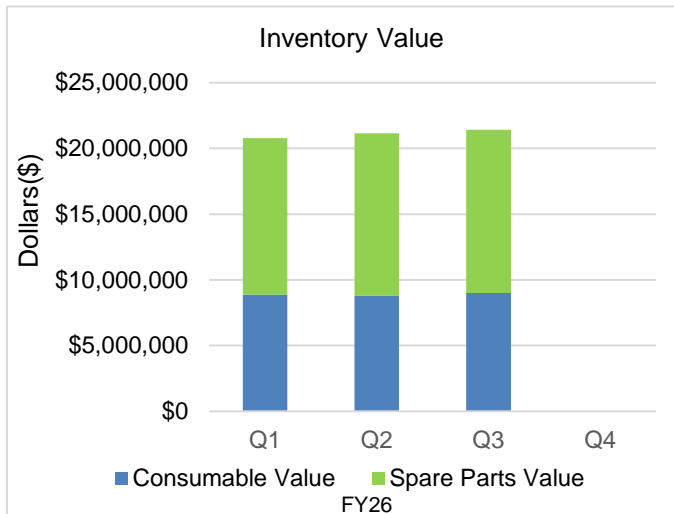
Materials Management

3rd Quarter - FY26

The Materials Management department manages the three regional warehouses (Chelsea, Deer Island and Southboro). This includes the replenishment and receipt of both consumable and spare parts items to meet the needs of the MWRA. Additionally, MWRA tools and equipment are safeguarded through the Property Pass unit within the Materials Management department.

Inventory goals focus on:

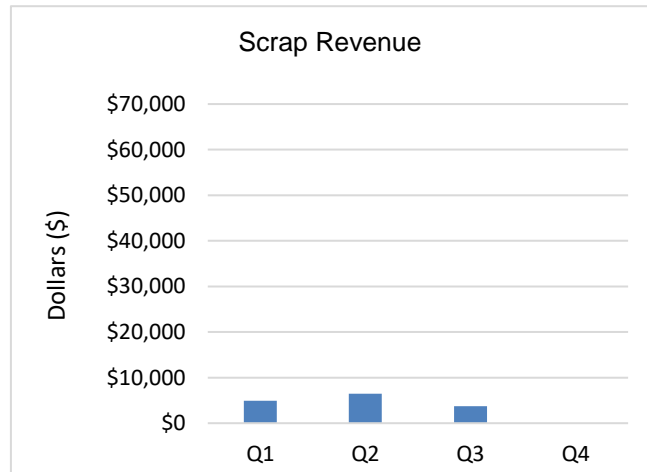
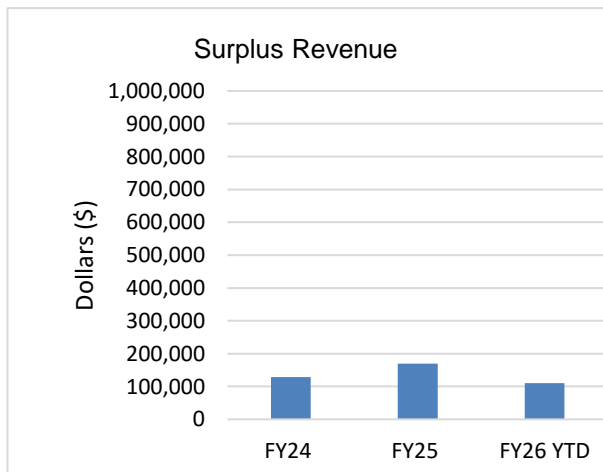
- Maintaining optimum levels of consumables inventory (office supplies, electrical, safety, etc.) and spare parts inventory (critical items such as actuators, motors, muffin monsters, etc.) necessary to support MWRA Operations and Maintenance. Typically spare parts carry longer lead times.
- Adding new items to inventory to meet changing business needs.
- Reviewing consumables and spare parts for obsolescence.
- Managing and controlling valuable equipment and tools via the Property Pass Program.



The service level is the percentage of stock requests filled. The goal is to maintain a service level of 96%. Staff issued 3,350 (99.8%) of the 3,357 items requested in Q3 from the inventory locations for a total dollar value of \$980,176.

Property Pass Program:

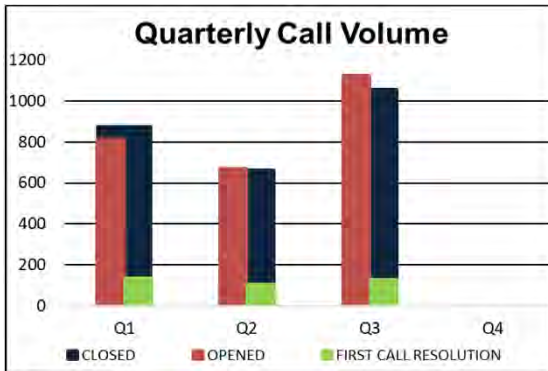
- Conducts audits of tools and equipment to ensure the safeguarding of MWRA assets.
- Manages the disposition and sale of surplus tools and equipment through GovDeals, an online auction site.
- Manages the surplusing of scrap metals and materials generating revenue to the MWRA staff.



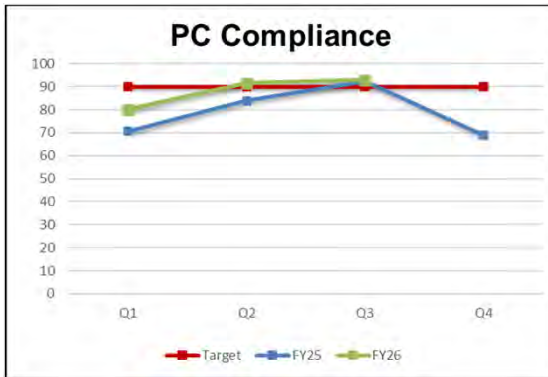
MIS Program

Third Quarter – FY26

Numbers & Statistics



Summary of calls managed by the Helpline. Call volume increase attributed to CloudSuite go-live and FortiClient update.



Percentage of user endpoints that are in compliance with system updates. These numbers are a direct reflection of accessibility to these systems.

searches on topics including Boston Harbor benthic monitoring, specifications and equipment manuals from MWRA projects, invasive aquatic plants, sewer separation, and CSOs

The Record Center (RC): Added 75 new boxes and handled 314 total boxes. The record center scrubbed 116 boxes and added 3,171 total folders into the ECM database to help maintain accurate and reliable data. The RC disposed of 275 boxes with permission from the RCB. The record center manager attended 3 virtual RCB meetings. The RC performed database / physical box searches for various departments. Research included: Staff summaries, various construction contracts, proposals, equipment related information, public record requests and other business-related items.

MIS Training: In Q3, 11 online IT lessons were taken (54 YTD), by 22 employees (83 YTD).

Project Updates

Infrastructure & Security

M365 Implementation: Mailbox and PST file migrations completed. CloudSuite went live with conditional access requiring MFA if remote. Staff are migration applications from Okta to Entra/MS Authenticator and anticipate completion in May. A Pilot for Teams integration with conference room kits has been kicked off in Chelsea. Endpoint management system (EMS) migration from Workspace ONE to MS Intune still in progress. SharePoint MIS pilot site in early development.

Server/Database Version Upgrades: Staff continue to meet monthly to review and identify migration paths of infrastructure to maintain support.

Deer Island Edge Switch Upgrades: MIS staff are working with DITP Engineering on the scope of work to replace the fiber cabling between these building and the Admin/Lab building. Anticipated 90% design documents in September.

Wired Network Access Controls: Implementation completed.

VMHosts Hardware Refresh: Virtual servers at all remote and Chelsea locations have been migrated to new hardware platform. New SAN storage switches for Deer Island have been received and new virtual host configurations being completed. Anticipated completion of project in April.

Wireless Infrastructure Upgrade: This project will move the control plane for the wireless network into Aruba Central. Implementation in Southborough, Carroll Water Treatment Plant and Needham are complete. This project is anticipated to be completed in April.

Artificial Intelligence (AI): An AI Task force has been established along with a data classification subcommittee. Staff are gathering policy examples from sister agencies and are reaching out to discuss use cases and implementation. Staff are also working with vendors for workshops and training.

Library, Record Center, & Training

The Library: Completed 15 research requests from staff and the public and purchased 2 new books upon request. The MWRA Library Portal supported 1,673.

Applications

Infor Lawson CloudSuite: MIS has completed implementation of all CloudSuite RICE components and APIs integrating with Maximo Asset Management. Data migration and validation are finished, end-user security roles are in place, and Timekeepers and Summary Approvers have been added. The legacy Lawson database is being prepared for final loading into the Data Lake, which will serve as a long-term archive of 30+ years of ERP data. Optimization requests and bug fixes are now being prioritized.

Maximo and Maximo-Lawson Interfaces: MIS and end-user teams also completed the Maximo-CloudSuite API interfaces, which manage transactions between the systems. Post-Go-Live updates corrected issues with Work Order polling, made the Work Order description mandatory, and updated scripting to convert storeroom values from 867 to 917 when sending data to CloudSuite.

MHC: MIS staff, end users, and MHC have completed implementation of the NorthStar application, including all required forms, documents, and CloudSuite ERP integrations. Accounts Payable (Webster Bank) and Payroll (Citizens Bank) are now fully processed through NorthStar. MIS is also developing paper paycheck remittance advices for employees on leave.

LIMS: MIS executed the purchase order for a Proof-of-Concept (POC) with Labware to evaluate the new LIMS version, with emphasis on the Water and Contract Lab templates for potential standardization. The POC is planned for April 2026, followed by the application upgrade later in the year. MIS and Lab staff reviewed initial tasks, deliverables, and the project schedule, with Labware administrative training as the first deliverable. MIS LIMS and PIMS administrators resolved a failed PIMS data transfer caused by mismatched sample location values and improved error handling to prevent recurrence. The PFAS parsing script was also updated to convert output from PDF to TXT (CSV).

Legal Matters

3rd Quarter - FY26

PROJECT ASSISTANCE

Real Estate, Contract, Energy, Environmental, and Other Support:

- **8(m) Permits and License Agreements:** Reviewed 65 8(m) permits, including any related MEPA Section 61 Findings. Finalized five direct connect permits. Finalized Direct Connect Permit 216DC. Revised draft license concerning a pilot program and drone equipment. Drafted license concerning access to shores of DITP. Reviewed license concerning use of areas in, on, and adjacent to the Pilot Plant at DITP for the placement and operation of ground-based sensor equipment. Drafted license for antenna equipment installed at DITP. Drafted two licenses concerning entry to DITP.
- **Real Property:** Finalized review of watershed fee acquisitions (W-000079 and W-001277). Finalized acquisition documents for a temporary easement and a license related to Contract 6224/6225. Drafted two notices of taking related to the acquisition of certain temporary easements for Contract 7216. Finalized closeout documents for voluntary grants of temporary easements. Finalized first amendment to license agreement for temporary property rights needed for construction work concerning Contract 7454/7486. Revised two notices related to permanent and temporary easements for Contract 8086. Drafted MOA related to acquisition of certain property rights needed for shaft sites in Boston for the MWTP. Reviewed and advised on property interests and draft land plan for connection shaft site in Wellesley for MWTP. Finalized terms for warrant concerning transfer of property interests to MWRA in furtherance of the MWTP. Reviewed various properties to confirm ownership and finalized several notices for boring work in furtherance of the MWTP. Reviewed and revised correspondence concerning MWRA responsibilities with respect to certain property interests. Reviewed title and court records concerning acquisition of properties for use as replacement land. Reviewed ownership of various properties and acquisition of property interests in furtherance of MWRA's Ward Street Headworks Facility Project.
- **Environmental:** Reviewed and assisted with preparation of comments on proposed revisions to various sections of Massachusetts regulations. Reviewed legislation. . Finalized Settlement and Release for Pellet Plant operator claim.
- **Energy:** Reviewed Notices in DPU Electric Vehicle Dockets (D.P.U. 25-180, D.P.U. 25-181, D.P.U. 25-188, D.P.U. 25-189). Reviewed potential Letter of Intent regarding potential battery energy storage at the Pellet Plant. Reviewed potential changes to Renewable Fuel Standard Program regarding biogas-generated electricity. Assisted energy group with letters of intent regarding two potential solar-PV projects for MWRA facilities.
- **Miscellaneous:** Drafted legislation for disposition of property interests. Reviewed documents for submission to Records Conservation Board for disposition. Further reviewed recorded records and confirmed ownership for various parcels of land. Reviewed contract terms and drafted correspondence for various construction matters. Reviewed MOAs concerning watershed transactions. Assisted staff with finalizing correspondence for test boring work. Reviewed title reports, attorney certifications, land plans and supporting documents for various property matters and projects.
- **Public Records Requests:** During the 3rd Quarter FY 2026, MWRA received and responded to one hundred seventy-seven (177) public records requests.

LITIGATION/TRAC APPEALS

New Lawsuits:

- Hazdavac v. Mercedes Benz: Notice of class action received March 26. Law Division is reviewing whether MWRA has a claim.

New Claims:

- Courtney Harkins MVA/pedestrian claim. Claim asserted that claimant pedestrian was struck by personal vehicle of MWRA employee on non-MWRA property. Claimant's counsel has asserted MWRA liability. MWRA denies respondeat superior liability.

Significant Developments:

- MWRA v. Baldwin Energy, LLC & Hanover Insurance Co.; Suffolk Superior Court C.A. No. 2484CV01019-BLS2. Mediation is scheduled for June 30, 2026.
- Barletta Heavy Division, Inc. ("BHD") v. MWRA; Suffolk Superior Court C.A. No. 2484CV02185-BLS2. Mediation is scheduled for April 30, 2026.

Closed Cases:

- Unified Contracting, Inc. v. MWRA; Suffolk Superior Court C.A. No. 2384CV00927-BLS2. Following settlement, a Stipulation of Dismissal with prejudice was filed on March 20, 2026.
- MWRA v. MASSDEP: Stipulations of Dismissal without prejudice were filed in the actions Suffolk Superior Court C.A. No. 2484CV02837 and DEP's Office of Dispute Resolution (OADR) Nos. 2024-029 and 2024-030. A Final Decision incorporating the Stipulation of Dismissal and dismissing the two OADR appeals was issued by the MassDEP Commissioner on March 6, 2026, in the OADR matters.
- Catalog Technologies, Inc.: On January 9, 2026, Law Division received General Assignment for Benefit of Creditors in this matter. Catalog's sewer use discharge permit was paid on March 10, 2026.

Closed Lawsuits:

- Unified Contracting, Inc. v. MWRA; Suffolk Superior Court C.A. No. 2384CV00927-BLS2. Following settlement, a Stipulation of Dismissal with prejudice was filed on March 20, 2026.
- MWRA v. MASSDEP: Stipulations of Dismissal without prejudice were filed in the actions Suffolk Superior Court C.A. No. 2484CV02837 and DEP's Office of Dispute Resolution (OADR) Nos. 2024-029 and 2024-030. A Final Decision incorporating the Stipulation of Dismissal and dismissing the two OADR appeals was issued by the MassDEP Commissioner on March 6, 2026, in the OADR matters.
- Catalog Technologies, Inc.: On January 9, 2026, law division received General Assignment for Benefit of Creditors in this matter. Catalog's sewer use discharge permit was paid on March 10, 2026.

Closed Claims:

- There are no closed claims in 3rd Quarter FY 2026.

Subpoenas:

- During 3rd Quarter FY 2026, no subpoenas closed, one subpoena was re-issued and one new subpoena was received. There are three pending subpoenas.

TRAC/MISC. ADMIN. APPEALS

Appeals Pending:

- There is one pending TRAC appeal:

Tri-Town Regional Water District: MWRA Docket No.23-03. Parties are engaged in settlement discussions, as per joint filing in early March resulting in a stay of this appeal.

SUMMARY OF PENDING LITIGATION MATTERS

TYPE OF CASE/MATTER	As of March 2026
Construction/Contract/Bid Protest	3
Tort/Labor/Employment	1
Environmental/Regulatory/Other	3
Eminent Domain/Real Estate	0
TOTAL	7
Other Litigation matters (restraining orders, etc.) - Class Action suits	4
TOTAL – all pending lawsuits	11
Claims not in suit	5
Bankruptcy	5
Wage Garnishment	1
TRAC/Adjudicatory Appeals	1
Subpoenas	3
TOTAL – ALL LITIGATION MATTERS	26

LABOR AND EMPLOYMENT

New Matters

- A Union filed a request for arbitration of a grievance asserting that the MWRA issued excessive discipline in violation of the collective bargaining agreement.
- A former employee appealed the Department of Unemployment Assistance's determination that the former employee is not eligible for benefits.
- The MWRA appealed a determination of the Department of Unemployment Assistance awarding benefits to a former employee.

Significant Developments

- The Department of Unemployment Assistance dismissed a former employee's appeal of the Department's determination that such former employee is not eligible for benefits because the individual failed to appear for hearing; however, the Department found good cause for his lack of appearance due to technical difficulties and reinstated the appeal.
- An employee filed a request with the Massachusetts Commission Against Discrimination to withdraw their complaint to file a private right of action in civil court.

Matters Concluded

- An employee filed a complaint of discrimination based upon age at the Massachusetts Commission Against Discrimination.
- A Union withdrew a grievance and the request for arbitration of the grievance which alleged that the MWRA issued excessive discipline in violation of the collective bargaining agreement.

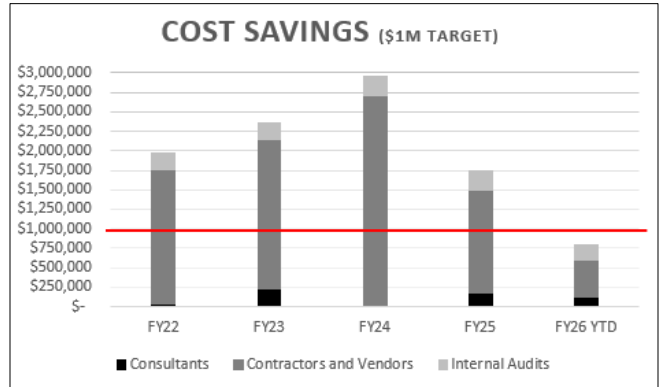
INTERNAL AUDIT AND CONTRACT AUDIT ACTIVITIES

3rd Quarter - FY26

Purpose

Internal Audit evaluates the effectiveness of internal controls and procedures and monitors the quality, efficiency and integrity of the Authority’s operating and capital programs. Through our audits and reviews, we assess whether internal controls are functioning as intended and that only reasonable, allowable and allocable costs are paid to consultants, contractors and vendors.

Cost Savings	FY26 YTD
Consultants	\$125,234
Contractors and Vendors	\$478,909
Internal Audits	\$193,046
Total	\$797,189



Highlights

During the 3rd quarter FY26, an audit of Chelsea facility lease has been completed. The results of this audit determined that escrow related to real estate and insurance payments are underfunded and Internal Audit has informed Staff to anticipate a true up in the near term. In addition, an audit of the Purchasing Card Program is nearing completion, and a review of the Uniform Debit Card Program has been initiated.

In addition, Internal Audit completed 1 incurred cost audit, 1 labor burden review and 2 consultant reviews. There are 9 incurred cost audits, 2 labor burden reviews, and 2 consultant reviews in process. IA also issued 29 indirect cost rate letters to consultants following a review of their consultant disclosure statements.

Internal Audit also supported Infor Lawson/CloudSuite implementation and documentation related to signature/approval authority and anticipated workflow efficiency.

Status of Recommendations

During FY26, 1 recommendation was closed.

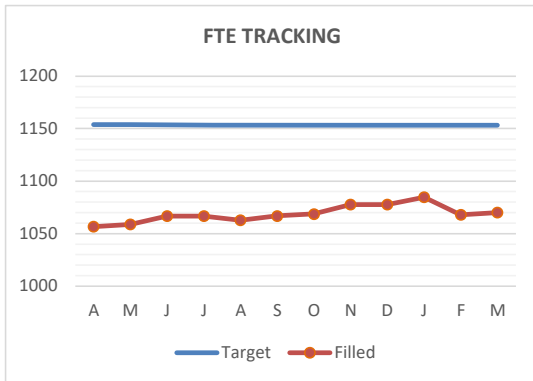
IA follows-up on open recommendations on a continuous basis. All open recommendations have target dates for implementation and are generally targeted to be closed within 12 months of the audit report issue date.

Report Title (issue date)	Audit Recommendations		
	Open	Closed	Total
MIS Asset Management (6/28/2024)	1	6	7
MIS Software Management (9/30/2025)	1	0	1
Total Recommendations	2	6	8

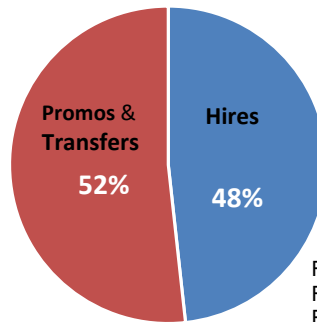
OTHER MANAGEMENT

Workforce Management

3rd Quarter - FY26



Position Filled by Hires/Promos & Transfer for YTD



	<u>Pr/Trns</u>	<u>Hires</u>	<u>Total</u>
FY24	117 (56%)	93 (44%)	210
FY25	124 (58%)	90(42%)	214
FY26	90 (52%)	84 (48%)	174

FY26 Budget for FTE's = 1153.2

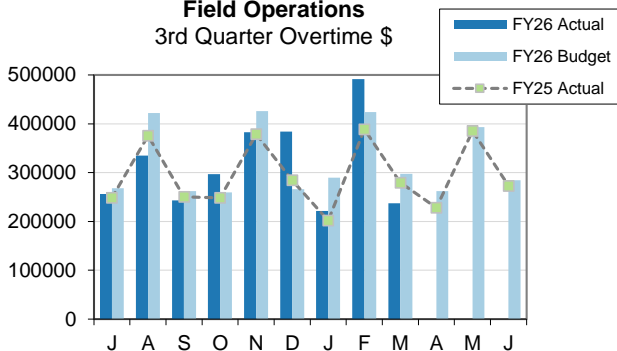
FTE's as of March= 1070

Tunnel Redundancy as of March 2026 = 8.0

POSITION CHANGE by FY

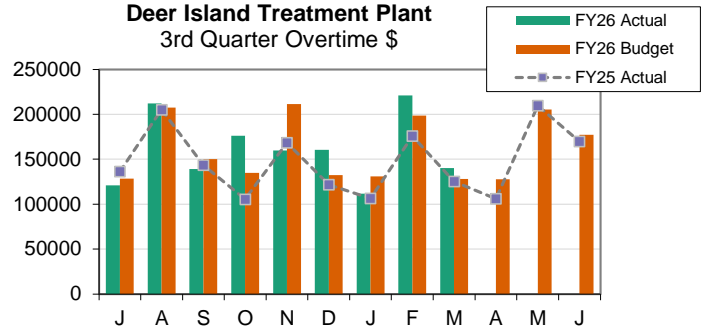
FY	HIRES	PROMOS	TRANSFER	RETIRE	RESIGN	DISMISS	DECEASED
FY22	65	108	30	82	45	2	3
FY23	91	118	15	46	31	5	5
FY24	93	97	20	48	30	5	4
FY25	90	107	17	54	25	5	3
FY26	84	70	20	41	14	10	1

Field Operations 3rd Quarter Overtime \$



Total Overtime for Field Operations for Third Quarter (Q3) (FY26) was \$950K, which is \$61k or 6.1% under budget. Fewer anticipated emergency events contributed to lower spending in (Q3). Future FOD Quarterly reporting capabilities will be more specific when CloudSuite reporting issues are resolved with the assistance of MIS Team

Deer Island Treatment Plant 3rd Quarter Overtime \$

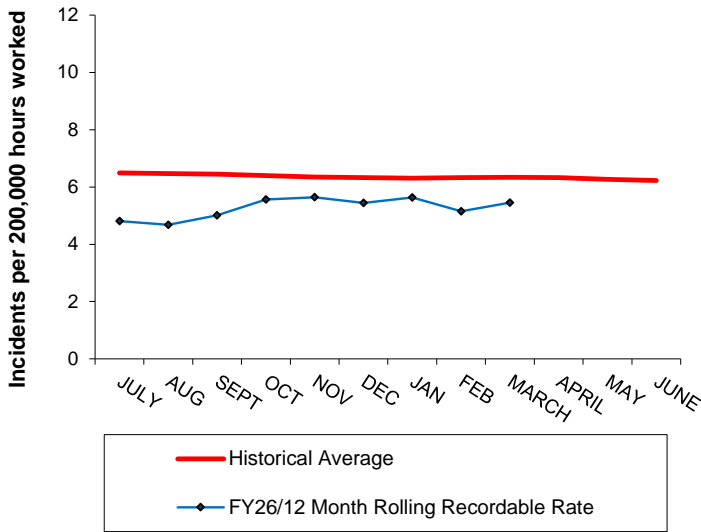


Total overtime for Deer Island third quarter (Q3) (FY26) was \$473k, which is \$15k or 3.3% over budget - due to (\$88k) **Shift Coverage** - driven by (\$28k) Thermal & (\$60k) Wastewater Ops. \$12k **Storm Coverage**. Offset a by \$91k **Planned/Unplanned** comprised of \$63k WW Ops & \$38k Maint. YTD Deer Island's spent \$1.4M, \$19k or 1.3% over budget. YTD variance was driven by (\$379k) **Shift Coverage** driven by (\$256k) WW Ops & (\$123k) Thermal. \$413k **Planned/ Unplanned** composed of \$346k WW Ops. & \$109k Maint. (\$15k) **Storm Coverage**.

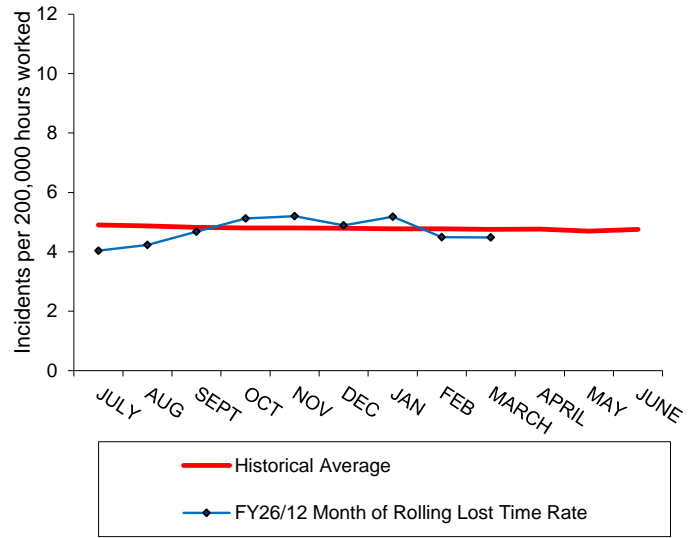
Workplace Safety

3rd Quarter - FY26

Recordable Injury & Illness Rates



Lost Time Injury & Illness Rates

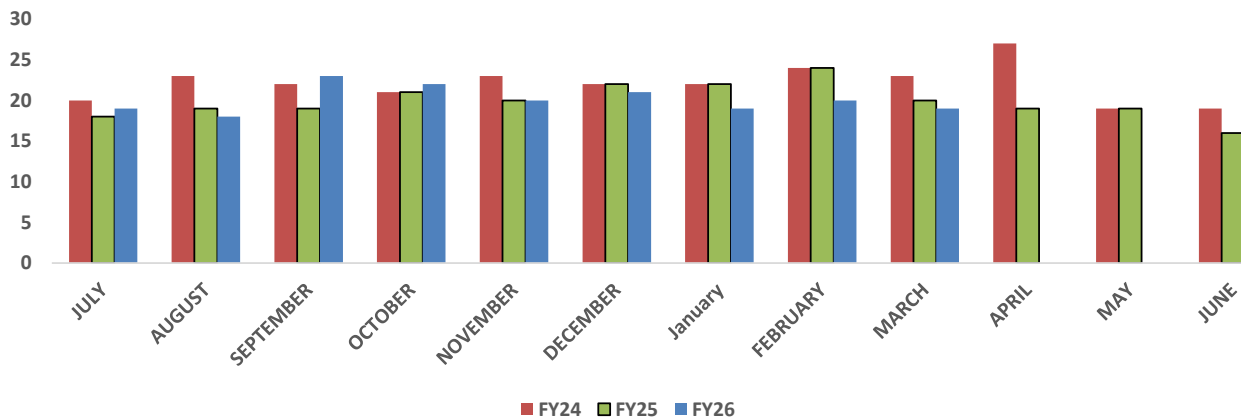


- 1 "Recordable" incidents are all work-related injuries and illnesses which result in death, loss of consciousness, restriction of work or motion, transfer to another job, or require medical treatment beyond first aid. Each month this rate is calculated using the previous 12 months of injury data.
- 2 "Lost-time" incidents, a subset of the recordable incidents, are only those incidents resulting in any days away from work, days of restricted work activity or both - beyond the first day of injury or onset of illness. Each month this rate is calculated using the previous 12 months of injury data.
- 3 The "Historical Average" is computed using the actual MWRA monthly incident rates for FY05 through FY25

WORKERS COMPENSATION HIGHLIGHTS

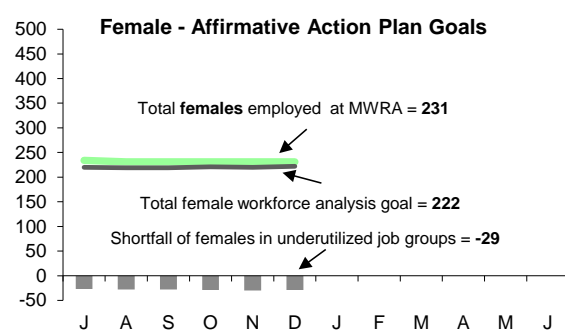
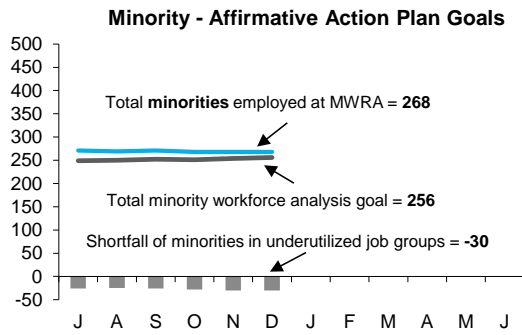
	3rd Q Total(s) as of 3/31/2026		Open Claims
	New	Closed	
Lost Time	2	2	19
Medical Only	3	4	117
Report Only	5	5	
	QYTD		FYTD
Regular Duty Returns	6		9
Light Duty Returns	0		0
Indemnity payments as of March 31st included in open claims listed			19

INDEMNITY CLAIMS



MWRA Job Group Representation Workforce data is delayed this quarter due to a major software upgrade. This page will be revised when data is available

2nd Quarter - FY26



Highlights:

At the end of Q2 FY26, 7 job groups or a total of 30 positions are underutilized by minorities as compared to 5 job groups for a total of 24 positions at the end of Q2 FY25; for females 7 job groups or a total of 29 positions are underutilized by females as compared to 8 job groups or a total of 27 positions at the end of Q2 FY25. During Q2, 7 minorities and 4 females were hired. During this same period 5 minorities and 6 females were terminated.

Underutilized Job Groups - Workforce Representation

Job Group	Employees as of 12/31/2025	Minorities as of 12/31/2025	Achievement Level	Minority Over or Underutilized	Females As of 12/31/2025	Achievement Level	Female Over or Underutilized
Administrator A	22	3	1	2	9	1	8
Administrator B	26	5	5	0	8	7	1
Clerical A	17	7	4	3	13	13	0
Clerical B	21	4	5	-1	3	6	-3
Engineer A	87	17	23	-6	20	23	-3
Engineer B	58	16	16	0	18	11	7
Craft A	127	17	26	-9	0	7	-7
Craft B	113	24	23	1	1	6	-5
Laborer	58	12	15	-3	3	2	1
Management A	88	20	21	-1	31	23	8
Management B	37	12	6	6	6	7	-1
Operator A	54	3	12	-9	2	6	-4
Operator B	79	26	14	12	5	5	0
Professional A	28	7	8	-1	13	12	1
Professional B	173	55	54	1	73	66	7
Para Professional	43	17	9	8	19	14	5
Technical A	52	21	13	8	6	12	-6
Technical B	5	2	1	1	1	1	0
Total	1088	268	256	42/-30	231	222	38/-29

AACU Candidate Referrals for Underutilized Positions

Job Group	Job Titles	# of Vacancies	UL - F=Female, M=Minority	Requisition Internal/ External	Status = New Hire Promo	Selected Applicants
CB-Clerical B	Warehouse Materials Handler x 2	2	M/F	1 Int. 1 Int./Ext.	2 Promo	2WM
EA-Engineering A	Prog Mgr Operat Tech Network Sr Engr Hydrologic and Hydraul Program Manager, Meter Data Program Manager, Environmental	4	M/F	4 Int./Ext.	2 Promo 2 NH	2WM 2WF
KA-Craft A	HVAC Specialist M & O Specialist – Wastewater x 3 Trades Foreman	5	M/F	1 Int. 4 Int./Ext.	1 Promo 4 NH	5WM
KB-Craft B	Electrician x 2 Facilities Specialist Facilities Specialist I Instrument Technician Junior Instrument Technician Heavy Equipment Operator I	7	F	2 Int. 5 Int./Ext.	3 Promo 4 NH	7WM
L-Laborers	Building/Grounds Worker x 2 OMC Laborer x 4 Building/Grounds Supervisor	7	M	1 Int. 6 Int./Ext.	1Promo 6 NH	6WM 1BM
MA-Management A	Manager, Benefits & HRIS Mgr, Workplace Investigations Sr Program Manager, FO&P Work Coordination Center Mgr	4	M	1 Int. 3 Int./Ext.	2 Promo 2 NH	1WM 1AM 1NM 1WF
MB-Management B	Area Manager Project Manager Assist Mangr Rates, Rev & Fin	3	F	3 Int.	3 Promo	2WM 1WF
OA-Operator A	Area Superv I (WW Transport) x 2	2	M/F	2 Int./Ext.	2 Promo	2WM
TA-Technical A	Communication & Control Tech. x 2 Sr Instrument Technician x 2 Field Sup WW Pipe Inspection	5	F	1 Int. 4 Int./Ext.	2 Promo 3 NH	2WM 1BM 2HM

Minority/Women-Owned Business Enterprise (MBE/WBE) Expenditures

3rd Quarter - FY26

MWRA's goals for construction and professional services expenditures for minority owned business enterprises (MBE) and women owned business enterprises (WBE) is based upon a 2002 AvailabilityStudy.* The goals are as follows:

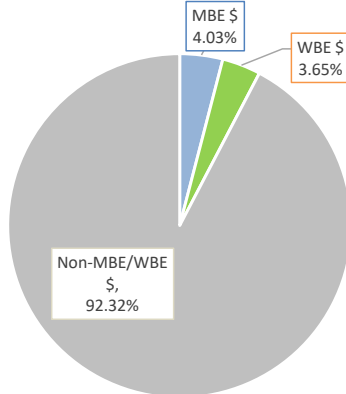
Construction: 7.24% MBE / 3.6% WBE

Professional Services: 7.18% MBE / 5.77% WBE

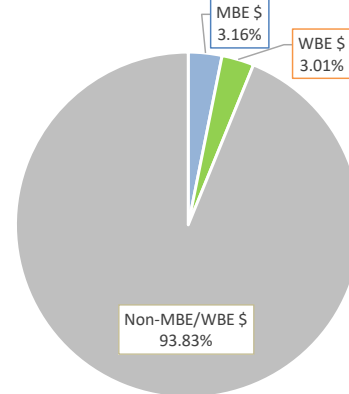
Participation goals are only placed on contracts when there is a reasonable expectation of participation from available MBE and WBE firms, whether as prime contractors or as subcontractors, to perform the contracted work.

*MWRA is in the process of competitively procuring an expert firm to perform a new availability analysis during the calendar year of 2026.

Contract Dollars Spent on MBE/WBE Construction Firms Monitored by AACU in Q3 of FY26



Contract Dollars Spent on MBE/WBE Professional Service Firms Monitored by AACU in Q3 of FY26



In accordance with the Affirmative Action Plan (AAP) for calendar year 2025, MWRA is reporting expenditures for Qtr 3 of FY26 in the format consistent with the approved AAP. MWRA is monitoring 14 construction contracts and 31 professional services contracts. In this quarter, MWRA has spend approximately 4.03% (approximately \$3.5 million) of all construction payments to MBE firms, and 3.65% (approximately \$3.2 million) on WBE firms. In Qtr 3 of FY26, the MWRA has spend approximately 3.16% (approximately \$1.0 million) of all professional services payments to MBE firms, and 3.01% (approximately \$972K) on WBE firms. In Qtr 3 of FY26, MWRA has spent approximately \$744,361 dollars to MBE or WBE vendors for goods and services.

Calendar Year (2026) to Date					
	Total Payments	MBE Payments (\$)	MBE % of Payments	WBE Payments (\$)	WBE % of Payments
Construction	\$88,590,599	\$3,570,681	4.03%	\$3,233,076	3.65%
Professional Services	\$32,307,626	\$1,019,842	3.16%	\$972,703	3.01%
Grand Totals:	\$120,898,225	\$4,590,523	3.80%	\$4,205,779	3.48%

MWRA FY26 CEB Expenses

3rd Quarter – FY26

As of March 2026, total expenses are \$629.6 million, \$14.5 million or 2.2% lower than budget, and total revenue is \$693.0 million, \$3.6 million or 0.5% over the estimate, for a net variance of \$18.0 million.

Expenses –

Direct Expenses are \$225.6 million, \$11.0 million or 4.7% under budget.

- **Wages & Salaries** were \$5.3 million under budget or 5.4%. Regular pay is \$5.2 million under budget, largely due to lower head count. YTD through March, the average Full Time Equivalents (FTE) was 1,082 or 84 below the 1,166 FTE's budgeted.
- **Other Services** expenses were lower than budget by \$4.3 million or 15.5% driven by lower than anticipated expenses for Sludge Pelletization of \$3.0 million for the potential PFAS regulation changes requiring landfilling that had no spending, telecommunication spending \$782k, and Grit & Screenings of \$428k due to lower quantities and flows.
- **Utility expenses** were over budget by \$2.4 million or 9.4%. Higher than budgeted spending for Electricity of \$1.4 million driven by Deer Island Treatment Plant (DITP) which was primarily due to Eversource Energy for higher pricing. In addition, there were higher Diesel Fuel cost of \$567k primarily due to DITP purchase earlier than anticipated and higher spending for Natural Gas of \$317,000 due to higher pricing and volume.
- **Fringe Benefits** expenses were \$2.3 million under budget or 10.4%, primarily due to lower spending for Health Insurance of \$2.3 million, reflecting the lower than budgeted head count. As of March, FTEs were 84 below budget.
- **Ongoing Maintenance** expenses were \$1.0 million over budget or 3.5% due to greater than anticipated spending through March. Warehouse inventory use contributed \$711k to the positive variance as inventory levels declined. Higher Plant & Machine Materials contributed \$436k to the budget variance reflecting greater than anticipated purchases through March.
- **Chemicals** were lower than budget by \$1.0 million or 7.1%. Lower Sodium Hypochlorite of \$302k due to lower flows at Deer Island partially offset by higher flows at the Carroll WTP. Lower Sodium Bisulfite of \$268k primarily driven by lower volume at DITP due to lower quantities to dechlorinate the effluent, and Wastewater Operations due to less than anticipated CSO activations. Lower Liquid Oxygen of \$169k due to lower dosing at Carroll Water Treatment Plant and Carbon Dioxide of \$163k driven by flow. This was partially offset by higher Hydrogen Peroxide of \$281k to reduce elevated H2S levels for odor pretreatment and corrosion control within the tanks due to the low flows and higher Soda Ash of \$152k due to flow at CWTP. DITP flows are 17.0% less than planned and the CWTP flows are 6.3% greater than planned through March.
- **Professional Services** were lower than budget by \$946k or 11.5% driven by lower Other Services of \$473k due to less than anticipated spending including the Disparity Study, less than anticipated Computer Systems Consultant of \$318k and Security Services of \$155k due to less than anticipated costs. These were partially offset by higher Legal Services of \$241k due to greater than anticipated spending on outside counsel.

Indirect Expenses were \$63.8 million, \$3.4 million or 5.1% below budget driven by lower than budgeted Watershed Reimbursement of \$3.0 million.

Capital Finance Expenses totaled \$340.2 million, matching budget after the transfer of \$3.2 million to the Defeasance account. The transfer reflects lower variable rate debt expense due to lower than budget interest expense of \$2.9 million as a result of lower than anticipated interest rates and lower SRF spending of \$256k due to transaction timing and structure.

Revenue and Income –

Total Revenue and Income is \$693.0 million, \$3.6 million or 0.5% over the estimate. The favorable variance was driven by Investment Income of \$18.7 million, \$2.2 million over the estimate due primarily to higher than anticipated interest rates, and Other Revenue of \$1.3 million driven by Energy Revenue of \$908k.

	Mar 2026 Year-to-Date			
	Period 9 YTD Budget	Period 9 YTD Actual	Period 9 YTD Variance	%
EXPENSES				
WAGES AND SALARIES	\$ 98,107,320	\$ 92,810,834	\$ (5,296,486)	-5.4%
OVERTIME	4,835,148	4,565,934	(269,214)	-5.6%
FRINGE BENEFITS	22,493,853	20,156,318	(2,337,535)	-10.4%
WORKERS' COMPENSATION	1,634,798	1,804,963	170,165	10.4%
CHEMICALS	14,215,796	13,210,561	(1,005,235)	-7.1%
ENERGY AND UTILITIES	25,473,344	27,866,035	2,392,691	9.4%
MAINTENANCE	29,124,181	30,150,614	1,026,433	3.5%
TRAINING AND MEETINGS	512,438	268,801	(243,637)	-47.5%
PROFESSIONAL SERVICES	8,214,102	7,268,344	(945,758)	-11.5%
OTHER MATERIALS	4,334,568	4,095,779	(238,789)	-5.5%
OTHER SERVICES	27,674,941	23,388,137	(4,286,804)	-15.5%
TOTAL DIRECT EXPENSES	\$ 236,620,489	\$ 225,586,320	\$ (11,034,168)	-4.7%
INSURANCE	\$ 4,146,880	\$ 3,810,545	\$ (336,335)	-8.1%
WATERSHED/PILOT	28,689,175	25,685,183	(3,003,992)	-10.5%
HEEC PAYMENT	5,171,044	5,095,365	(75,679)	-1.5%
MITIGATION	1,401,864	1,401,864	-	0.0%
ADDITIONS TO RESERVES	1,475,614	1,475,614	-	0.0%
RETIREMENT FUND	26,347,117	26,347,117	-	0.0%
POST EMPLOYEE BENEFITS	-	-	-	---
TOTAL INDIRECT EXPENSES	\$ 67,231,694	\$ 63,815,688	\$ (3,416,006)	-5.1%
STATE REVOLVING FUND	\$ 62,248,128	\$ 61,991,867	\$ (256,261)	-0.4%
SENIOR DEBT	207,095,551	207,095,551	(0)	0.0%
DEBT SERVICE ASSISTANCE	-	-	-	---
CURRENT REVENUE/CAPITAL	-	-	-	---
SUBORDINATE MWRA DEBT	68,459,475	68,459,475	(0)	0.0%
LOCAL WATER PIPELINE CP	-	-	-	---
CAPITAL LEASE	2,412,795	2,412,795	-	0.0%
VARIABLE DEBT	-	(2,897,234)	(2,897,234)	---
DEFEASANCE ACCOUNT	-	3,153,496	3,153,496	---
DEBT PREPAYMENT	-	-	-	---
TOTAL CAPITAL FINANCE EXPENSE	\$ 340,215,949	\$ 340,215,949	\$ 0	0.0%
TOTAL EXPENSES	\$ 644,068,132	\$ 629,617,957	\$ (14,450,174)	-2.2%
REVENUE & INCOME				
RATE REVENUE	\$ 659,070,750	\$ 659,070,750	\$ -	0.0%
OTHER USER CHARGES	8,171,446	8,264,974	93,528	1.1%
OTHER REVENUE	5,712,106	6,986,370	1,274,264	22.3%
RATE STABILIZATION	-	-	-	---
INVESTMENT INCOME	16,471,855	18,660,207	2,188,352	13.3%
TOTAL REVENUE & INCOME	\$ 689,426,157	\$ 692,982,301	\$ 3,556,145	0.5%

Cost of Debt 3rd Quarter – FY26

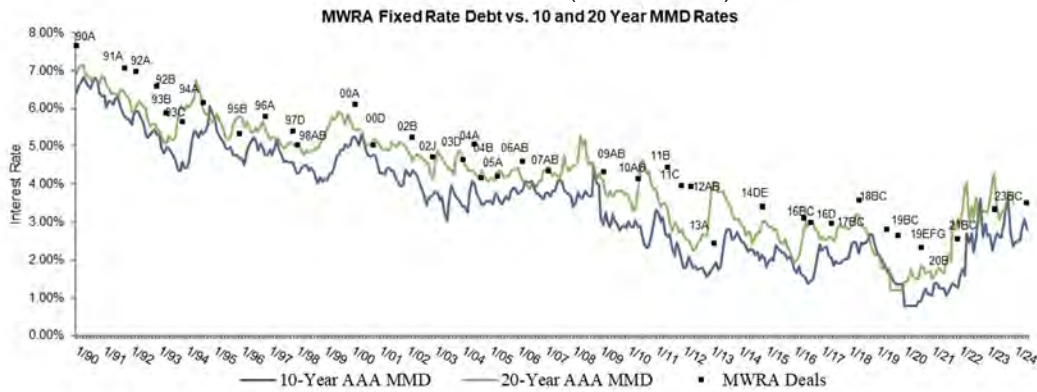
MWRA borrowing costs are a function of the fixed and variable tax exempt interest rate environment, the level of MWRA's variable interest rate exposure and the perceived creditworthiness of MWRA. Each of these factors has contributed to decreased MWRA borrowing costs since 1990.

Average Cost of MWRA Debt FYTD

Fixed Debt (\$2.53 billion)	3.26%
Variable Debt (\$295.4 million)	2.77%
SRF Debt (\$734.05 million)	1.87%
Weighted Average Debt Cost (\$3.58 billion)	2.94%

Most Recent Senior Fixed Debt Issue April 2024

2024 Series B and C (\$445.5 million)	3.68%
---------------------------------------	-------

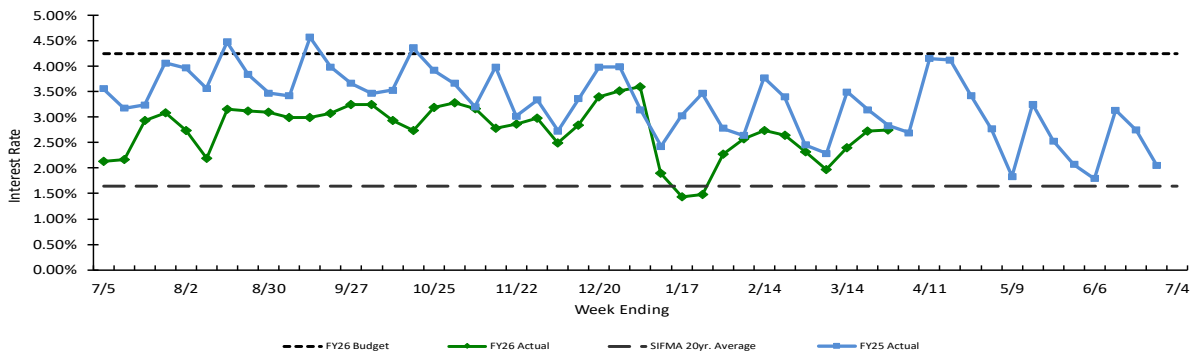


Bond Deal	1998AB	2000A	2000D	2002B	2002J	2003D	2004A	2004B	2005A	2006AB	2007AB	2009AB	2010AB	2011B
Rate	5.04%	6.11%	5.03%	5.23%	4.71%	4.64%	5.05%	4.17%	4.22%	4.61%	4.34%	4.32%	4.14%	4.45%
Avg Life	24.4 yrs	26.3 yrs	9.8 yrs	19.9 yrs	19.6 yrs	18.4 yrs	19.6 yrs	13.5 yrs	18.4 yrs	25.9 yrs	24.4 yrs	15.4 yrs	16.4 yrs	18.8 yrs

Bond Deal	2011C	2012AB	2013A	2014D-F	2016BC	2016D	2017BC	2018BC	2019BC	2019EFG	2020B	2021BC	2023BC	2024BC
Rate	3.95%	3.93%	2.45%	3.41%	3.12%	2.99%	2.98%	3.56%	2.82%	2.66%	2.33%	2.56%	3.35%	3.68%
Avg Life	16.5 yrs	17.9 yrs	9.9 yrs	15.1 yrs	17.4 yrs	18.8 yrs	11.2 yrs	11.7 yrs	11.9 yrs	9.73 yrs	15.6 yrs	12.2 yrs	10.45 yrs	11.77 yrs

Weekly Average Variable Interest Rates vs. Budget

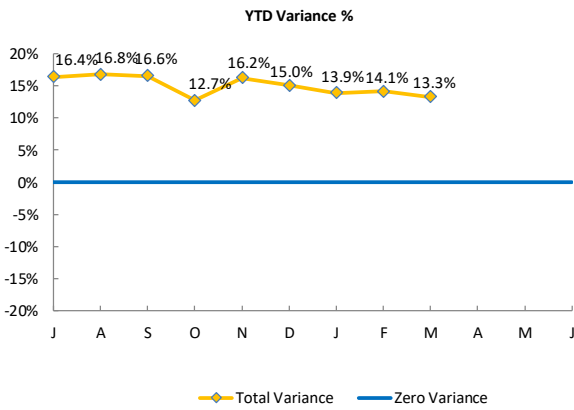
MWRA currently has eight variable rate debt issues with \$295.4 million outstanding, excluding commercial paper. Variable rate debt has been less expensive than fixed rate debt in recent years as short-term rates have remained lower than long-term rates on MWRA debt issues. In March, the Securities Industry and Financial Markets Association rate ranged from a high of 2.43% to a low of 1.54% for the month. MWRA's issuance of variable rate debt, although consistently less expensive in recent years, results in exposure to additional interest rate rise as compared to fixed rate debt.



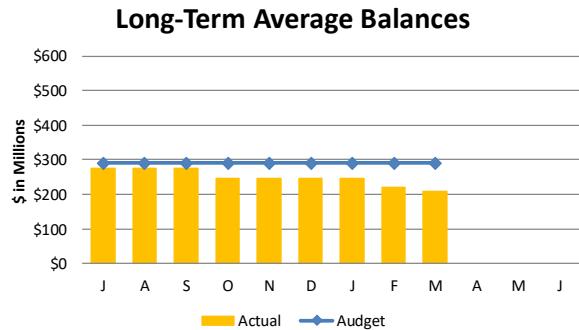
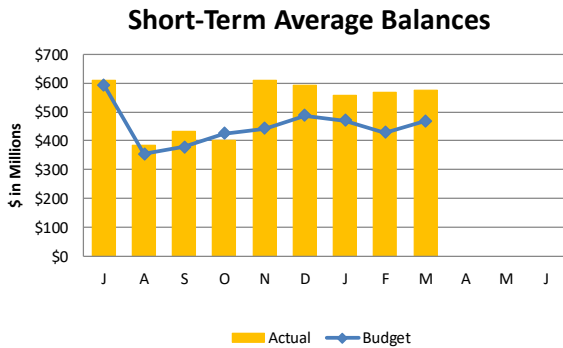
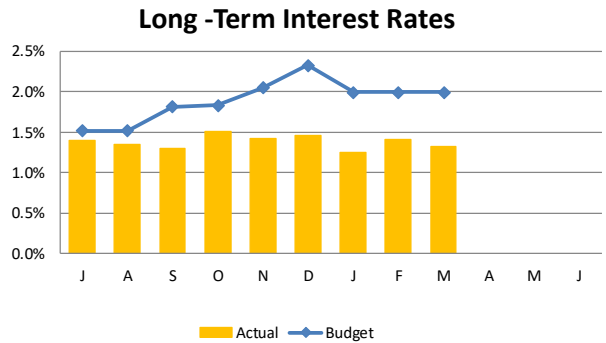
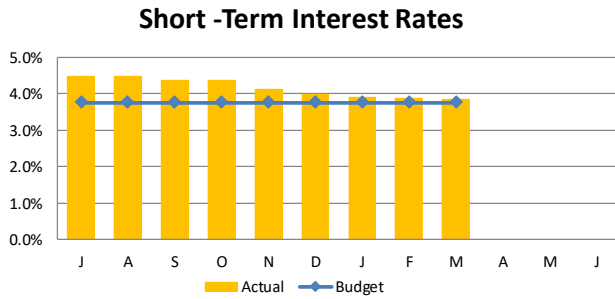
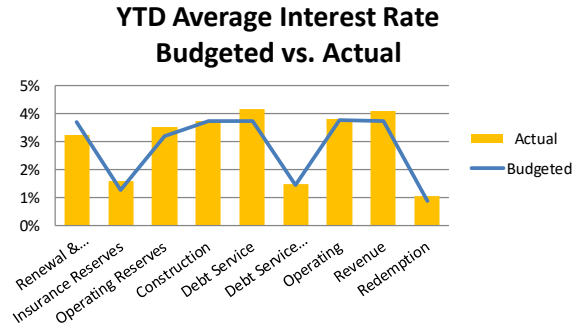
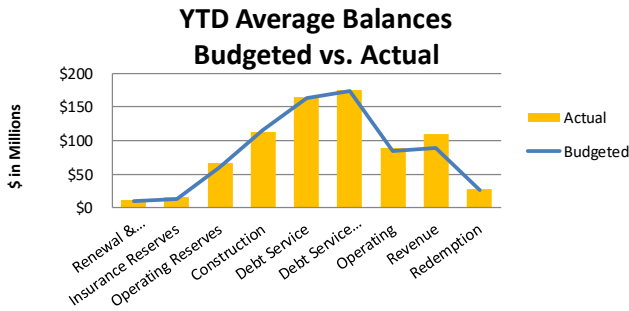
Investment Income

3rd Quarter – FY26

➤ YTD variance is 13.3%, \$2.2 million, over budget due to higher than budgeted interest rates.



	YTD BUDGET VARIANCE			
	(\$000)			
	BALANCES IMPACT	RATES IMPACT	TOTAL	%
Renewal & Replacement Reserves	\$24	-\$22	\$2.23	0.8%
Insurance Reserves	\$17	\$35	\$51.69	38.8%
Operating Reserves	\$167	\$146	\$313	21.6%
Construction	-\$69	\$6	-\$62.23	-1.9%
Debt Service	\$3	\$494	\$497	10.9%
Debt Service Reserves	\$15	\$43	\$58	3.1%
Operating	\$182	\$195	\$378	16.0%
Revenue	\$620	\$290	\$910	37.2%
Redemption	\$9	\$32	\$41.2	23.8%
Total Variance	\$969	\$1,219	\$2,188	13.3%



STAFF SUMMARY




TO: Board of Directors
FROM: Stephen Estes-Smargiassi, Executive Director
DATE: June 24, 2026
SUBJECT: FY26 Financial Update and Summary through May

COMMITTEE: Administration, Finance & Audit

X INFORMATION

 VOTE

Michael J. Cole, Budget Director
James J. Coyne, Budget Manager
Preparer/Title


Thomas J. Durkin
Director, Finance

RECOMMENDATION:

For information only. This staff summary provides the financial results and variance highlights for Fiscal Year 2026 through May 2026, comparing actual spending to the budget.

DISCUSSION:

The total Year-to-Date variance for the FY26 CEB is \$24.0 million, due to lower direct expenses of 4.6% or \$13.6 million, indirect expenses of 6.0% or \$4.5 million, and higher revenue of 0.7% or \$6.0 million. The year-end favorable variance is projected to be 2.8% or \$25.4 million underspent, of which \$4.4 million is related to debt service after the bond tender transaction. Beyond debt service savings, staff project a favorable variance of approximately \$20.9 million at year-end of which \$14.1 million would be from lower direct expenses, \$3.1 million from lower indirect expenses, and \$3.7 million from greater than budgeted revenues.

FY26 Current Expense Budget

The CEB expense variances for FY26 by major budget category were:

- Lower Direct Expenses of 4.6% or \$13.6 million under budget. Spending was lower for Wages & Salaries, Other Services, Fringe Benefits, Chemicals, Professional Services, Overtime, and Training & Meetings. Spending was higher than budget for Utilities, Maintenance, Workers' Compensation, and Other Materials.
- Lower Indirect Expenses of 6.0% or \$4.5 million under budget due primarily to lower Watershed Reimbursements and Insurance.
- Revenue was 0.7% or \$6.0 million over the estimate driven by Investment Income of \$2.3 million primarily due to higher than projected interest rates and Other Revenue of \$2.7 million driven by the receipt of \$1.2 million in Debt Service Assistance as well as favorable Energy Revenue and Miscellaneous Revenue.

**FY26 Budget and FY26 Actual Variance by Expenditure Category
(In millions)**

	FY26 Budget	FY26 Actual	\$ Variance	% Variance
Direct Expenses	\$294.5	\$281.0	-\$13.6	-4.6%
Indirect Expenses	\$74.6	\$70.1	-\$4.5	-6.0%
Capital Financing	\$428.5	\$428.5	\$0.0	0.0%
Total	\$797.6	\$779.5	-\$18.0	-2.3%

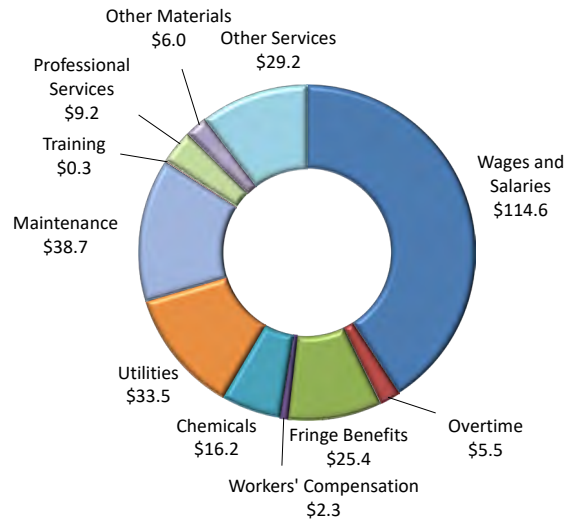
Totals may not add due to rounding

Please refer to Attachment 1 for a more detailed comparison by line item of the budget variances for FY26.

Direct Expenses

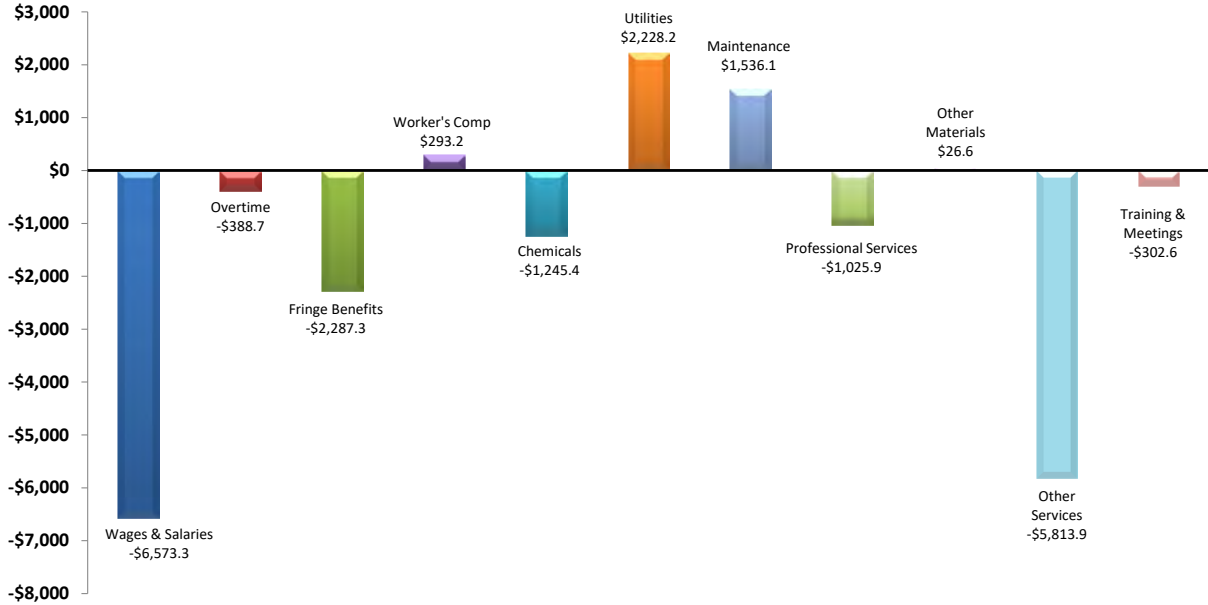
FY26 Direct Expenses through May totaled \$281.0 million, which was \$13.6 million or 4.6% less than budgeted.

**FY26 Direct Expenses
(in millions)**



Spending was lower for Wages & Salaries, Other Services, Fringe Benefits, Chemicals, Professional Services, Overtime, and Training & Meetings. Spending was higher than budget for Utilities, Maintenance, Workers' Compensation, and Other Materials.

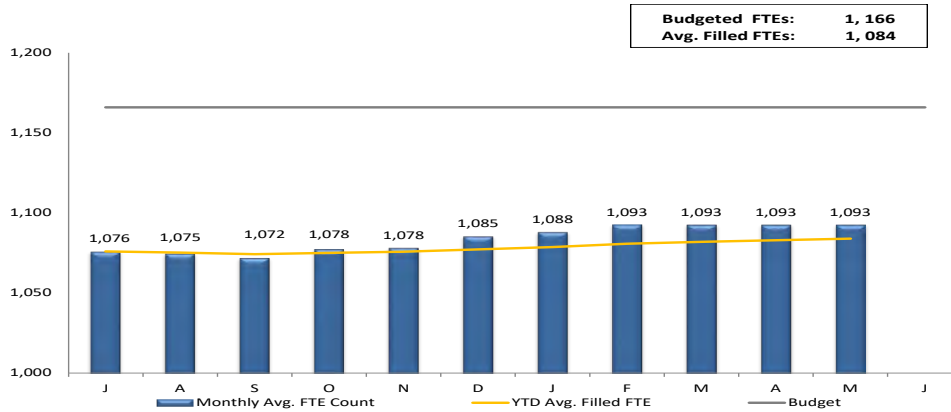
**FY26 Direct Expense Variances
(in thousands)**



Wages and Salaries

Wages and Salaries were lower than budget by \$6.6 million or 5.4%. Through May, there were 82 fewer average FTEs (1,084 versus 1,166 budget) or 7.0% and lower average new hire salaries versus retirees. The timing of backfilling vacant positions also contributed to Regular Pay being under budget.

FY26 MWRA Full Time Equivalent (FTE) Position Trend



Other Services

Other Services were lower than budget by \$5.8 million or 16.6% driven by lower than anticipated expenses through May for Sludge Pelletization of \$5.0 million primarily for the potential PFAS regulation changes requiring landfilling that had no spending but were budgeted for, Telecommunications of \$839,000, and Grit & Screenings Removal of \$494,000 primarily due to lower quantities. These were partially offset by greater than anticipated spending for Police Details of \$141,000 through May.

Fringe Benefits

Fringe Benefits spending was lower than budget by \$2.3 million or 8.3%. This is primarily driven by lower Health Insurance costs of \$2.1 million, due to fewer than budgeted participants in health insurance plans, increased contribution by external new hires vs. lower contribution rates of staff retiring, and the shift from family to individual plans which are less expensive.

Utilities

Utilities were higher than budget by \$2.2 million or 7.1%. Higher than budgeted spending for Electricity of \$1.6 million driven by Deer Island Treatment Plant (DITP) of \$1.7 million which was primarily due to Eversource Energy for higher pricing as well as Direct Energy real time charges. Higher spending for Natural Gas of \$366,000 due to higher pricing and volume. Higher spending for Diesel Fuel of \$130,000 primarily in the FOD due to greater than anticipated purchases at Columbus Park and Nut Island Headworks. Higher spending for Water of \$127,000 primarily due to greater than projected water usage at DITP as a result of the DITP Primary and Secondary Clarifier Rehabilitation project.

Maintenance

Maintenance spending was higher than budget by \$1.5 million or 4.1%. Maintenance Materials were greater than budget by \$2.7 million driven by higher Special Equipment Materials of \$1.1 million due to greater than anticipated spending through May including replacement of intake screens at Quabbin Shaft 12, and PICS equipment as well as inventory, higher Plant & Machinery Materials of \$1.1 million due to greater than anticipated spending through May including unplanned cost for primary scum actuators and updated cost for the Reactor Mixer Gearbox 50 H.P. Replacement. Higher Warehouse Inventory of \$738,000 and Higher Automotive Materials of \$233,000 due to greater than anticipated purchases. Maintenance Services were lower than budget by \$1.2 million driven by Special Equipment Services of \$2.0 million due to less than anticipated spending through May including the PLC replacement at Union Park Pump Station. Building and Grounds Services of \$786,000 due to less than anticipated services through May including invasives control. This underspending was partially offset by higher Computer Software Licenses/Upgrades of \$920,000 for licenses anticipated later in the fiscal year as well as updated software license costs including MAXIMO, unbudgeted items for Info OS Essentials, Data PARC, SAN Switches, and updated costs including PIMS, and Electrical Services of \$504,000 due to greater than anticipated spending through May including the installation of heat pumps at the Spring Street Pumping Station.

Chemicals

Chemicals were lower than budget by \$1.2 million or 7.1%. Lower Sodium Bisulfite of \$347,000 was primarily driven by lower volume at DITP due to lower quantities to dechlorinate the effluent which will be fine-tuned as a result of new permit requirements, and Wastewater Operations due to less than anticipated CSO activations. Lower Carbon Dioxide of \$214,000 driven by flow and Liquid Oxygen of \$208,000 due to lower dosing at Carroll Water Treatment Plant. Lower Sodium Hypochlorite of \$175,000 was due to lower flows at Deer Island partially offset by higher than projected flows at the John Carroll Water Treatment Plant (JCWTP). Lower Polymer of \$170,000 was due to lower than expected secondary sludge production. Lower Ferric Chloride of \$144,000 was due to lower dosing since sludge orthophosphate levels were within their target levels. This was partially offset by higher Hydrogen Peroxide of \$290,000 to reduce elevated H₂S levels for odor pretreatment and corrosion control and allows staff to perform maintenance activities and ongoing tank work more safely within the tanks due to the low flows and higher Soda Ash of \$200,000 due to flow at JCWTP. DITP flows are 16.5% less than planned and the CWTP flows are 5.8% greater than planned through May. It is important to note that Chemical variances are also based on deliveries which in general reflect the usage patterns. However, the timing of deliveries is an important factor.

Professional Services

Professional Services were lower than budget by \$1.0 million or 10.0% driven by lower Other Services of \$797,000 due to less than anticipated spending through May including the Disparity Study, less than anticipated Security Services of \$192,000 and Engineering Services of \$121,000, due to less than anticipated costs through May. These were partially offset by higher Legal Services of \$383,000 due to greater than anticipated spending on outside counsel through May.

Overtime

Overtime expenses were lower than budget by \$389,000 or 6.5%. Lower than budgeted spending in TRAC of \$109,000, Occupational Health & Safety of \$42,000, Engineering & Construction of \$42,000, all due to less than anticipated needs. Underspending in Field Operations of \$133,000 was due to less than anticipated emergency events. Year-to-Date rainfall was a major contributor for the less than anticipated overtime.

Training & Meetings

Training & Meetings were lower than budget by \$303,000 or 49.6% primarily due to less than anticipated spending on conferences and meetings through May.

Worker's Compensation

Worker's Compensation expenses were greater than budget by \$293,000 or 14.7%. The variance is due to higher than budgeted expenses for Compensation Payments of \$362,000, partially offset by lower Medical Payments of \$65,000 and Administrative Expenses of \$4,000. Due to uncertainties of when spending will happen, the budget was spread evenly throughout the year.

Other Materials

Other Materials spending was lower than budget by \$27,000 or 0.4% driven by Other Materials of \$675,000 due to less than anticipated materials purchases including gravel purchases, Vehicle Expense of \$324,000 due to less than anticipated spending driven by lower fuel prices for most of the year, and Computer Hardware of \$264,000 due to less than anticipated purchases through May. This less than budgeted spending was partially offset by higher Vehicle Purchases/Replacements of \$897,000 due to greater than anticipated purchases through May, and greater than anticipated spending on Equipment/Furniture of \$372,000.

Indirect Expenses

Indirect Expenses totaled \$70.1 million, which is \$4.5 million or 6.0% lower than budget. The variance is driven by lower Watershed Reimbursement. Based on FY26 operating activity only, the Watershed Division is \$3.8 million or 16.0% under budget. Lower spending on Wages & Salaries, Fringe Benefits, and Maintenance drove the variance. When factoring in the FY25 balance forward of \$77,000 which was paid during Q1 of FY26, Watershed Reimbursement is \$3.8 million or 15.7% below budget through May 2026. In addition, PILOT was paid in the amount of \$9.3 million, which was \$92,000 or 1.0% below budget.

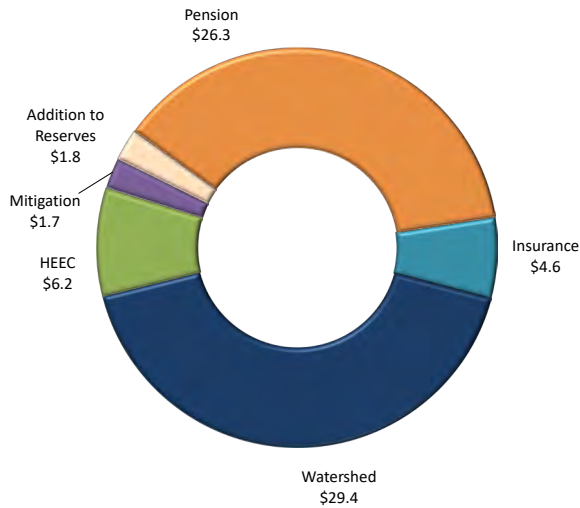
FY26 Watershed Protection Variance (in millions)

\$ in millions	FY26 Budget	FY26 Actual	FY26 \$ Variance	FY26 % Variance
Operating Expenses	24.8	21.2	-3.6	-14.7%
Operating Revenues - Offset	0.9	1.1	0.2	20.3%
FY26 Operating Totals	23.9	20.1	-3.8	-16.0%
DCR Balance Forward (FY25 year-end accrual true-up)	0.0	0.1	0.1	
FY26 Adjusted Operating Totals	23.9	20.1	-3.8	-15.7%
PILOT	9.4	9.3	-0.1	-1.0%
Total Watershed Reimbursement	33.3	29.4	-3.9	-11.6%

Totals may not add due to rounding

MWRA reimburses the Commonwealth of Massachusetts Department of Conservation (DCR) and Recreation - Division of Water Supply Protection – Office of Watershed Management for expenses. The reimbursements are presented for payment monthly in arrears. Accruals are being made monthly based on estimated expenses provided by DCR and trued-up monthly based on the monthly invoice. MWRA’s budget is based on the annual Fiscal Year Work Plan approved by the Massachusetts Water Supply Protection Trust. The FTE count at the end of May was 136.0 (141.8 on a year-to-date average basis) vs. a budget of 151.

**FY26 Indirect Expenses
(in millions)**

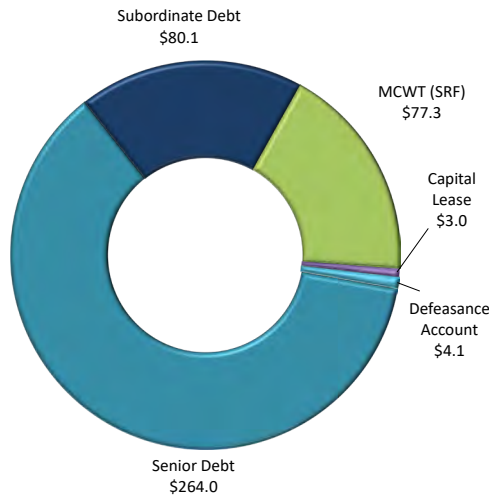


Capital Financing

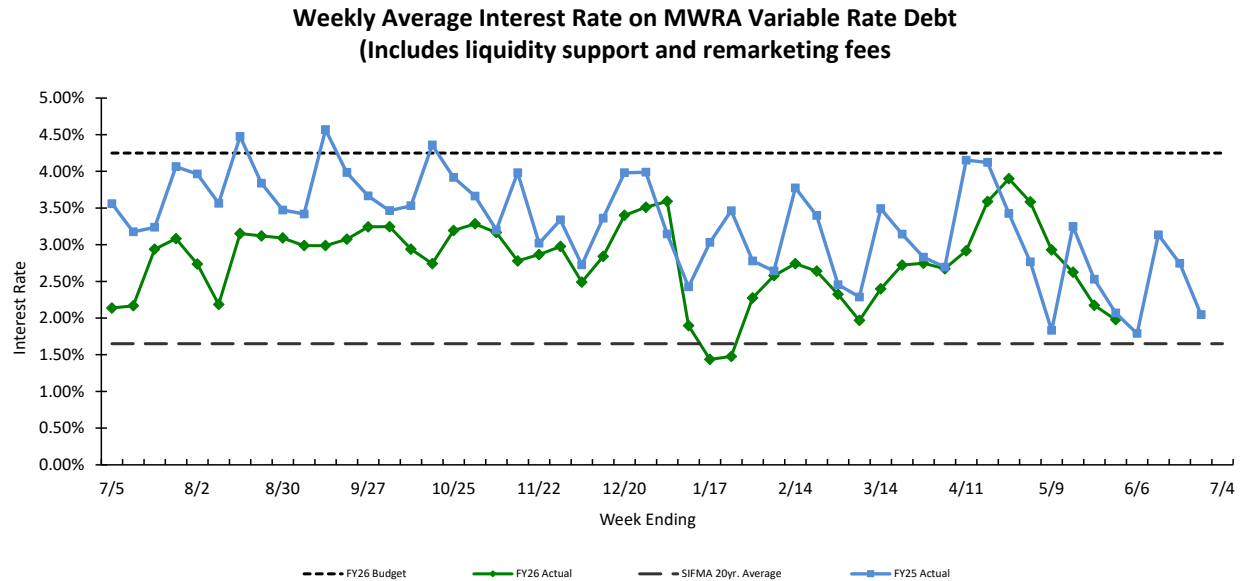
Capital Financing expenses include the principal and interest payments for fixed senior debt, the variable subordinate debt, the Massachusetts Clean Water Trust (SRF) obligation, the costs for the local water pipeline projects, current revenue for capital, Optional Debt Prepayment, and the Chelsea Facility lease payment.

Capital Financing expenses in FY26 through May totaled \$428.5 million which matched the budget after the transfer of \$4.1 million to the Defeasance account. The transfer reflects lower variable rate debt expense due to lower than budget interest expense of \$3.6 million as a result of lower than anticipated interest rates and lower SRF of \$513,000 due to transaction timing and structure.

**Capital Finance
(\$ in millions)**



The graph below reflects the FY26 actual variable rate trend by week against the FY26 Budget.



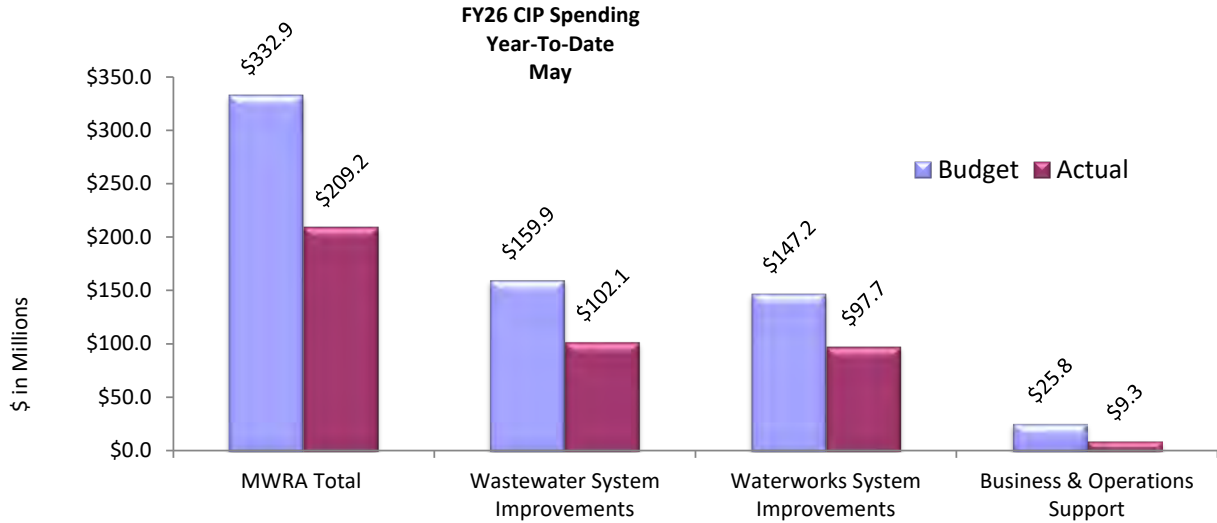
Revenue & Income

Revenues of \$854.5 million were \$6.0 million or 0.7% greater than the estimate driven by Investment Income which was \$2.5 million or 12.1% greater than planned primarily due to higher than assumed interest rates. Higher Other Revenue of \$2.8 million was driven by the receipt of Debt Service Assistance of \$1.2 million (first time receiving since FY23) favorable Energy Revenue of \$896,000 due to the receipt of Renewable Portfolio Credits, and Miscellaneous revenue of \$535,000.

FY26 Capital Improvement Program

Capital expenditures in Fiscal Year 2026 through May totaled \$209.2 million, \$123.7 million or 37.2% under planned spending.

After accounting for programs which are not directly under MWRA’s control which include the Inflow and Infiltration (I/I) grant/loan program, the Local Water System Assistance loan program, and the community managed Combined Sewer Overflow (CSOs) projects, capital spending totaled \$159.9 million, \$88.3 million or 35.6% under planned spending.



Overall, CIP spending reflects less than planned spending in Wastewater Improvements (\$57.8 million), less than planned spending in Waterworks (\$49.5 million) and less than planned spending in Business and Operations Support (\$.16.4 million). Major variances in Wastewater are primarily due to less than anticipated requests for community grants and loans for the I/I Local Financial Assistance Program, less than anticipated progress for the Deer Island Treatment Plant (DITP) Clarifier Rehab Phase 2 contract, lower than projected task order work for DITP As-Needed Design contracts, contractor progress less than anticipated for Hayes Pump Station Rehab, and Somerville Marginal New Pipe Connection.

Major variances in Waterworks include less than anticipated loan distributions for the Water Loan Program, less than planned spending due to contractor progress for Section 75A and 47 Extension - CP-1, lower than projected task order work for CWTP Technical Assistance, work anticipated in FY26 that was completed in FY25 for Wachusett Lower Gatehouse Pipe & Boiler Replacement Construction, and Metro Redundancy Interim Improvements CP2 Shaft 5, updated schedule for NIH Storage - Design CA/RI, and less than planned consultant progress for WASM 3 - MEPA/Design/CA/RI and Metro Water Tunnel Program Geotechnical Support Services. This was partially offset by contractor progress for CP-2 NEH Improvements, Section 89/29 Replacement Construction, and Section 56 Replacement/Saugus River – Construction.

\$ in Millions	Budget	Actuals	\$ Var.	% Var.
Wastewater System Improvements				
Interception & Pumping	27.0	14.1	(13.0)	-48.0%
Treatment	73.5	48.4	(25.1)	-34.2%
Residuals	2.4	0.3	(2.2)	-89.4%
CSO	4.4	2.4	(2.0)	-44.8%
Other	52.5	37.0	(15.5)	-29.5%
Total Wastewater System Improvements	\$159.9	\$102.1	(\$57.8)	-36.1%
Waterworks System Improvements				
Drinking Water Quality Improvements	4.0	1.1	(2.8)	-71.6%
Transmission	49.3	33.8	(15.5)	-31.5%
Distribution & Pumping	47.0	40.6	(6.4)	-13.6%
Other	46.9	22.2	(24.7)	-52.6%
Total Waterworks System Improvements	\$147.2	\$97.7	(\$49.5)	-33.6%
Business & Operations Support	\$25.8	\$9.3	(\$16.4)	-63.8%
Total MWRA	\$332.9	\$209.2	(\$123.7)	-37.2%

FY26 Spending by Program:

The main reasons for the project spending variances in order of magnitude are:

Wastewater Treatment: Less than planned spending of \$25.1 million

- \$14.5 million for Clarifier Rehabilitation Phase 2 Construction due to contractors' progress was less than anticipated.
- \$5.7 million for DITP As-Needed Design due to lower than projected task order work.
- \$2.3 million for DiStor Membrane Replacements and \$2.2 million for Cryogenics Facility Valve Replacement due to schedule changes.
- \$1.4 million for SSPS VFD Replacement Design/ESDC/REI due to less than anticipated consultant progress.
- \$1.1 million for DITP Roofing Replacement due to pending claims resolution.
- This under planned spending was partially offset by greater than planned spending of \$4.7 million for HVAC Equipment Replacement - Design/ESDC, and \$1.5 million for Digester & Storage Tank Rehabilitation Design/ESDC due to consultant progress greater than anticipated.

Other Waterworks: Less than planned spending of \$24.7 million

- \$19.9 million for Local Financial Assistance due to greater than anticipated loan distributions for the Community Water Loan Program.
- \$2.8 million for Roofs at Gillis/Brattle Court/Newton Pump Stations Construction and REI, and \$1.2 million for Steel Tank Improvements Construction Phase 2 due to schedule changes.
- \$1.6 million for Steel Tank Improvements - Design/CA and REI due to CA and REI services less than anticipated.
- This less planned spending was partially offset by greater than planned spending of \$1.1 million for Steel Tank Improvements Construction due to contractor progress was greater than anticipated.

- \$0.5 million for CWTP SCADA Upgrades - Design, Programming, RE due to consultant progress was greater than anticipated.

Business & Operations Support: Less than planned spending of \$16.4 million

- \$4.3 million for heat pumps at Chelsea Facility, Wachusett Lower Gatehouse, New Neponset Pump Station and Newton Pumping Station due to schedule changes.
- \$3.5 million for As-Needed Design Contracts due to lower than projected task order work.
- \$1.7 million for Security Equipment & Installation due to project delays including upgrades to communication circuits and Incident Management System.
- \$0.8 million for DITP Wind Turbine 1 Replacement due to less than anticipated contractor progress.

Other Wastewater: Less than planned spending of \$15.5 million

- \$15.5 million for Community I/I due to less than anticipated requests for community grants and loans.

Waterworks Transmission: Less than planned spending of \$15.5 million

- \$2.5 million for Wachusett Lower Gatehouse Pipe & Boiler Replacement due to work anticipated in FY26 that was completed in FY25.
- \$2.4 million for Metro Redundancy Interim Improvements CP2 Shaft 5 due to work scheduled for FY26 completed in FY25.
- \$1.9 million for Quabbin Maintenance Garage/Wash Bay/Storage Building due to schedule change.
- \$1.8 million for Sudbury/Foss Dam Construction due to updated schedule for work at the Foss Dam.
- \$1.7 million for WASM 3 - MEPA/Design/CA/RI, and \$1.1 million for Geotechnical Support Services due consultants progress less than planned.

Interception & Pumping: Less than planned spending of \$13.0 million

- \$5.0 million for Hayes Pump Station Rehab Construction due to contractor progress less than anticipated.
- \$1.9 million for Siphon Structure Construction, \$1.8 million for Cottage Farm PCB Abatement Construction, and \$1.0 million for Cottage Farm/Prison Point Chemical Storage Tank all due to updated schedules.
- \$1.2 million for Ward St & Columbus Park Headworks Design/CA due to consultant progress less than anticipated.
- This underspending was partially offset by work planned in FY25 that was completed in FY26 of \$1.0 million for West Roxbury Tunnel Inspection and \$0.6 million for the Braintree-Weymouth Improvements Construction contracts.

Water Distribution and Pumping: Less than planned spending of \$6.4 million

- \$4.7 million for CP-1 Section 68 Construction and \$2.1 million for NIH Storage Design CA/RI due to updated schedules.
- 3.2 million for Section 75A and 47 Extension CP-1 Construction due to less than planned contractor progress.
- This less than planned spending was partially offset by greater than planned spending of \$5.0 million for CP-2 NEH Improvements, \$1.6 million for Section 89/29 Replacement Construction, and \$1.4 million for Section 56 Replacement/Saugus River Construction,.

Drinking Water Quality Improvements: Less than planned spending of \$2.8 million

- \$2.8 million for CWTP Technical Assistance due to lower than projected task order work.

Residuals: Less than planned spending of \$2.2 million

- \$2.2 million for schedule change for Various Equipment Replacement work.

Combined Sewer Overflow: Less than planned spending of \$2.0 million

- \$1.7 million for Somerville Marginal New Pipe Connection due to contractor progress less than anticipated.

Please see Attachment 3 for detailed FY26 CIP variance explanations of all projects.

Construction Fund Balance

The construction fund balance was \$133.6 million as of the end of May. Commercial Paper/Revolving Loan available capacity was \$145.0 million.

ATTACHMENTS:

Attachment 1 – Variance Summary May 2026

Attachment 2 – Current Expense Variance Explanations

Attachment 3 – Capital Improvement Program Variance Explanations

Attachment 4 – Year-End Current Expense Projections vs. Budget

ATTACHMENT 1
FY26 Actuals vs. FY26 Budget

	May 2026 Year-to-Date				
	Period 11 YTD Budget	Period 11 YTD Actual	Period 11 YTD Variance	%	FY26 Approved
	EXPENSES				
WAGES AND SALARIES	\$ 121,199,625	\$ 114,626,310	\$ (6,573,315)	-5.4%	\$ 133,658,992
OVERTIME	5,937,420	5,548,713	(388,707)	-6.5%	6,449,019
FRINGE BENEFITS	27,651,198	25,363,938	(2,287,260)	-8.3%	30,489,107
WORKERS' COMPENSATION	1,998,086	2,291,304	293,218	14.7%	2,179,730
CHEMICALS	17,469,678	16,224,240	(1,245,438)	-7.1%	19,307,228
ENERGY AND UTILITIES	31,255,721	33,483,944	2,228,223	7.1%	33,579,064
MAINTENANCE	37,187,012	38,723,112	1,536,100	4.1%	43,622,667
TRAINING AND MEETINGS	610,005	307,377	(302,628)	-49.6%	689,741
PROFESSIONAL SERVICES	10,224,021	9,198,163	(1,025,858)	-10.0%	11,302,703
OTHER MATERIALS	5,975,241	6,001,852	26,611	0.4%	7,656,637
OTHER SERVICES	35,028,905	29,214,997	(5,813,908)	-16.6%	39,045,372
TOTAL DIRECT EXPENSES	\$ 294,536,912	\$ 280,983,950	\$ (13,552,961)	-4.6%	\$ 327,980,260
INSURANCE	\$ 5,103,852	\$ 4,610,089	\$ (493,763)	-9.7%	\$ 5,529,173
WATERSHED/PILOT	33,292,706	29,442,673	(3,850,033)	-11.6%	35,118,900
HEEC PAYMENT	6,282,224	6,156,429	(125,795)	-2.0%	6,837,804
MITIGATION	1,725,371	1,725,371	-	0.0%	1,869,152
ADDITIONS TO RESERVES	1,816,141	1,816,141	-	0.0%	1,967,486
RETIREMENT FUND	26,347,117	26,347,117	-	0.0%	26,347,117
POST EMPLOYEE BENEFITS	-	-	-	---	5,349,182
TOTAL INDIRECT EXPENSES	\$ 74,567,411	\$ 70,097,820	\$ (4,469,591)	-6.0%	\$ 83,018,814
STATE REVOLVING FUND	\$ 77,780,487	\$ 77,267,965	\$ (512,522)	-0.7%	\$ 84,683,758
SENIOR DEBT	263,974,905	263,974,905	-	0.0%	289,254,618
DEBT SERVICE ASSISTANCE	-	-	-	---	-
CURRENT REVENUE/CAPITAL	-	-	-	---	21,500,000
SUBORDINATE MWRA DEBT	83,727,779	83,727,779	-	0.0%	91,345,699
LOCAL WATER PIPELINE CP	-	-	-	---	10,208,818
CAPITAL LEASE	2,969,594	2,969,594	-	0.0%	3,217,060
VARIABLE DEBT	-	(3,596,911)	(3,596,911)	---	-
DEFEASANCE ACCOUNT	-	4,109,433	4,109,433	---	-
DEBT PREPAYMENT	-	-	-	---	8,500,000
TOTAL CAPITAL FINANCE EXPENSE	\$ 428,452,765	\$ 428,452,765	\$ -	0.0%	\$ 508,709,953
TOTAL EXPENSES	\$ 797,557,088	\$ 779,534,535	\$ (18,022,552)	-2.3%	\$ 919,709,027
REVENUE & INCOME					
RATE REVENUE	\$ 811,164,000	\$ 811,164,000	\$ -	0.0%	\$ 878,761,000
OTHER USER CHARGES	10,181,576	10,796,896	615,320	6.0%	10,939,768
OTHER REVENUE	6,203,182	9,015,182	2,812,000	45.3%	6,675,834
RATE STABILIZATION	-	-	-	---	-
INVESTMENT INCOME	20,963,007	23,493,382	2,530,375	12.1%	23,332,425
TOTAL REVENUE & INCOME	\$ 848,511,765	\$ 854,469,460	\$ 5,957,695	0.7%	\$ 919,709,027

ATTACHMENT 2
Current Expense Variance Explanations

Total MWRA	FY26 Budget May	FY26 Actuals May	FY26 Actual vs. FY26 Budget		Explanations
			\$	%	
Direct Expenses					
Wages & Salaries	121,199,625	114,626,310	(6,573,315)	-5.4%	Wages and Salaries were lower than budget by \$6.6 million or 5.4%. Through May, there were 82 fewer average FTEs (1,084 versus 1,166 budget) or 7.0% and , lower average new hire salaries versus retirees. The timing of backfilling vacant positions also contributed to Regular Pay being under budget.
Overtime	5,937,420	5,548,713	(388,707)	-6.5%	Overtime expenses were lower than budget by \$389,000 or 6.5%. Lower than budgeted spending in TRAC of \$109,000, Occupational Health & Safety of \$42,000, Engineering & Construction of \$42,000, all due to less than anticipated needs. Underspending in Field Operations of \$133,000 due to less than anticipated emergency events. Year-to-Date rainfall was a major contributor for the less than anticipated overtime.
Fringe Benefits	27,651,198	25,363,938	(2,287,260)	-8.3%	Fringe Benefits spending was lower than budget by \$2.3 million or 8.3%. This is primarily driven by lower Health Insurance costs of \$2.1 million, due to fewer than budgeted participants in health insurance plans, increased contribution by external new hires vs. lower contribution rates of staff retiring, and the shift from family to individual plans which are less expensive.
Worker's Compensation	1,998,086	2,291,304	293,218	14.7%	Worker's Compensation expenses were greater than budget by \$293,000 or 14.7%. The variance is due to higher than budgeted expenses for Compensation Payments of \$362,000, partially offset by Medical Payments of \$65,000 and Administrative Expenses of \$4,000. Due to uncertainties of when spending will happen, the budget was spread evenly throughout the year.
Chemicals	17,469,678	16,224,240	(1,245,438)	-7.1%	Chemicals were lower than budget by \$1.2 million or 7.1%. Lower Sodium Bisulfite of \$347,000 primarily driven by lower volume at DITP due to lower quantities to dechlorinate the effluent which will be fine tuned as a result of new permit requirements, and Wastewater Operations due to less than anticipated CSO activations. Lower Carbon Dioxide of \$214,000 driven by flow and Liquid Oxygen of \$208,000 due to lower dosing at Carroll Water Treatment Plant. Lower Sodium Hypochlorite of \$175,000 due to lower flows at Deer Island partially offset by higher than projected flows at the Carroll WTP. Lower Polymer of \$170,000 due to lower than expected secondary sludge production. Lower Ferric Chloride of \$144,000 due to lower dosing since sludge orthophosphate levels were within their target levels. This was partially offset by higher Hydrogen Peroxide of \$290,000 to reduce elevated H2S levels for odor pretreatment and corrosion control and allows staff to perform maintenance activities and ongoing tank work more safely within the tanks due to the low flows and higher Soda Ash of \$200,000 due to flow at CWTP. DITP flows are 16.5% less than planned and the CWTP flows are 5.8% greater than planned through May. It is important to note that Chemical variances are also based on deliveries which in general reflect the usage patterns. However, the timing of deliveries is an important factor.

ATTACHMENT 2
Current Expense Variance Explanations

Total MWRA	FY26 Budget May	FY26 Actuals May	FY26 Actual vs. FY26 Budget		Explanations
			\$	%	
Utilities	31,255,721	33,483,944	2,228,223	7.1%	Utilities were higher than budget by \$2.2 million or 7.1%. Higher than budgeted spending for Electricity of \$1.6 million driven by Deer Island Treatment Plant (DITP) of \$1.7 million which was primarily due to Eversource Energy for higher pricing as well as Direct Energy real time charges. Higher spending for Natural Gas of \$366,000 due to higher pricing and volume. Higher spending for Diesel Fuel of \$130,000 primarily in the FOD due to greater than anticipated purchases at Columbus Park and Nut Island Headworks. Higher spending for Water of \$127,000 primarily due to greater than projected water usage at DITP as a result of the DITP Primary and Secondary Clarifier Rehabilitation project.
Maintenance	37,187,012	38,723,112	1,536,100	4.1%	Maintenance spending was higher than budget by \$1.5 million or 4.1%. Maintenance Materials were greater than budget by \$2.7 million driven by higher Inventory of \$738,000, higher Special Equipment Materials of \$1.1 million also due to greater than anticipated spending through May including replacement of intake screens at Quabbin Shaft 12, and PICS equipment as well as inventory, higher Plant & Machinery Materials of \$1.1 million due to greater than anticipated spending through May including unplanned cost for primary scum actuators and updated cost for the Reactor Mixer Gearbox 50 H.P. Replacement. Higher Automotive Materials of \$233,000 due to greater than anticipated purchases. <i>Maintenance Services</i> were lower than budget by \$1.2 million driven by Special Equipment Services of \$2.0 million due to less than anticipated spending through May including the PLC replacement at Union Park Pump Station. Building and Grounds Services of \$786,000 due to less than anticipated services through May including invasives control. This underspending was partially offset by higher Computer Software Licenses/Upgrades of \$920,000 for licenses anticipated later in the fiscal year as well as updated software license costs including MAXIMO, unbudgeted items for Info OS Essentials, Data PARC, SAN Switches, and updated costs including PIMS, and Electrical Services of \$504,000 due to greater than anticipated spending through May including the installation of heat pumps at the Spring Street Pumping Station.
Training & Meetings	610,005	307,377	(302,628)	-49.6%	Training & Meetings were lower than budget by \$303,000 or 49.6% primarily due to less than anticipated spending on meetings and conferences driven by MIS (\$116,000), Admin Director's Office (\$59,000), DITP (\$32,000), Tunnel Redundancy (\$21,000), partially offset Operations Administration of \$75,000.
Professional Services	10,224,021	9,198,163	(1,025,858)	-10.0%	Professional Services were lower than budget by \$1.0 million or 10.0% driven by lower Other Services of \$797,000 due to less than anticipated spending through May including the Disparity Study, less than anticipated Security Services of \$192,000 and Engineering Services of \$121,000, due to less than anticipated costs through May. These were partially offset by higher Legal Services of \$383,000 due to greater than anticipated spending on outside counsel through May.

ATTACHMENT 2
Current Expense Variance Explanations

Total MWRA	FY26 Budget May	FY26 Actuals May	FY26 Actual vs. FY26 Budget		Explanations
			\$	%	
Other Materials	5,975,241	6,001,852	26,611	0.4%	Other Materials spending was lower than budget by \$27,000 or 0.4% driven by Other Materials of \$675,000 due to less than anticipated materials purchases including gravel purchases, Vehicle Expense of \$324,000 due to less than anticipated spending driven by lower fuel prices for most of the year, and Computer Hardware of \$264,000 due to less than anticipated purchases through May. This less than budget spending was partially offset by Vehicle Purchases/Replacements of \$897,000 due to greater than anticipated purchases through May, greater than anticipated spending on Equipment/Furniture of \$372,000, Lab & Testing Supplies of \$181,000, and Health/Safety of \$84,000.
Other Services	35,028,905	29,214,997	(5,813,908)	-16.6%	Other Services were lower than budget by \$5.8 million or 16.6% driven by lower than anticipated expenses through May for Sludge Pelletization of \$5.0 million primarily for the potential PFAS regulation changes requiring landfilling that had no spending but were budgeted for, Telecommunications of \$839,000, and Grit & Screenings Removal of \$494,000 primarily due to lower quantities. These were partially offset by greater than anticipated spending for Police Details of \$141,000 through May.
Total Direct Expenses	294,536,912	280,983,950	(13,552,962)	-4.6%	
Indirect Expenses					
Insurance	5,103,852	4,610,089	(493,763)	-9.7%	Lower premiums of \$566,000 partially offset by higher payments/claims of \$72,000 than budgeted.
Watershed/PILOT	33,292,706	29,442,673	(3,850,033)	-11.6%	Lower Watershed Reimbursement is \$3.9 million less than budget driven by lower spending on Wages & Salaries, Fringe Benefits, and Maintenance.
HEEC Payment	6,282,224	6,156,429	(125,795)	-2.0%	HEEC Revenue Requirement of (\$90,000), HEEC O&M Charge of (\$35,000).
Mitigation	1,725,371	1,725,371	-	0.0%	
Addition to Reserves	1,816,141	1,816,141	-	0.0%	
Pension Expense	26,347,117	26,347,117	-	0.0%	
Post Employee Benefits	-	-	-		
Total Indirect Expenses	74,567,411	70,097,820	(4,469,591)	-6.0%	

ATTACHMENT 2
Current Expense Variance Explanations

Total MWRA	FY26 Budget May	FY26 Actuals May	FY26 Actual vs. FY26 Budget		Explanations
			\$	%	
Debt Service					
Debt Service	428,452,765	428,452,765	-	0.0%	Capital Financing matched the budget after the transfer of \$4.1 million to the Defeasance account. The transfer reflects lower variable rate debt expense due to lower than budget interest expense of \$3.6 million as a result of lower than anticipated interest rates, and \$513,000 for the SRF due to transaction timing.
Debt Service Assistance	-	-	-		
Total Debt Service Expenses	428,452,765	428,452,765	-	0.0%	
Total Expenses					
Total Expenses	797,557,088	779,534,535	(18,022,552)	-2.3%	
Revenue & Income					
Rate Revenue	811,164,000	811,164,000	-	0.0%	
Other User Charges	10,181,576	10,796,896	615,320	6.0%	Special Assessments of \$500,000
Other Revenue	6,203,182	9,015,182	2,812,000	45.3%	Other Revenue was \$2.8 million or 45.3% greater than budget due to the receipt of Debt Service Assistance of \$1.2 million, Energy Revenue of \$896,000, and Miscellaneous Revenue of \$535,000, and Emergency Water Supply of \$276,000.
Rate Stabilization	-	-	-		
Investment Income	20,963,007	23,493,382	2,530,375	12.1%	Investment Income is over budget due to higher than assumed interest rates.
Total Revenue	848,511,765	854,469,460	5,957,695	0.7%	
Net Revenue in Excess of Expenses	50,954,677	74,934,925	23,980,247		

ATTACHMENT 3
FY26 CIP Variance Report (\$000s)

	FY26 Budget May	FY26 Actuals May	Actuals vs. Budget		Explanations
			\$	%	
Wastewater					
Interception & Pumping (I&P)	\$27,042	\$14,060	(\$12,983)	-48.0%	<u>Less than planned spending</u> Hayes Pump Station Rehab - Construction and REI: \$5.0M (contractor progress less than anticipated) Siphon Structure Construction: \$1.9M, Cottage Farm PCB Abatement Construction 1: \$1.8M, Cottage Farm/Prison Point Chemical Storage Tank: \$1.0M, North Collection Sewer System Rehab - Design/ESDC/REI: \$875k, Cottage Farm CSO, DeLauri and Framingham Pump Stations Fuel Tank Replacements: \$996k, Heat Pumps at Various Wastewater Facilities: \$665k, and Somerville-Marginal CSO Design/REI/ESDC: \$300k (schedule changes) Ward St & Columbus Park Headworks Design/CA: \$1.2M (consultant progress less than anticipated) <u>Greater than planned spending</u> West Roxbury Tunnel Inspection: \$1.0M, Braintree-Weymouth Improvements Construction: \$608k and IPS Transformer Replacement: \$270k (work planned in FY25 performed in FY26) Temporary easements for Malden/Melrose Interceptor 7 project: \$353k.
Treatment	\$73,536	\$48,392	(\$25,143)	-34.2%	<u>Less than planned spending</u> Clarifier Rehabilitation Phase 2 Construction and ESDC: \$14.5M (contractors' progress less than anticipated) DITP As-Needed Design: \$5.7M (lower than projected task order work) DiStor Membrane Replacements: \$2.3M, Cryogenics Facility Valve Replacement: \$2.2M, Chemical Pipe Replacement - Construction: \$2.0M, Screw Pump Replacement Phase 2 - Construction: \$1.3M, and Odor Control Rehab - Design/ESDC: \$1.2M, and Centrifuge Replacement Design/ESDC/REI: \$333k (schedule changes) SSPS VFD Replacement Design/ESDC/REI: \$1.4M (less than anticipated consultant progress) DITP Roofing Replacement: \$1.1M (pending claims resolution) <u>Greater than planned spending</u> HVAC Equipment Replacement - Design/ESDC: \$4.7M and Digester & Storage Tank Rehabilitation Design/ESDC: \$1.5M (consultants' progress greater than anticipated)
Residuals	\$2,417	\$257	(\$2,159)	-89.3%	Various Equipment Replacement Design and Construction: \$2.2M (schedule change)

**ATTACHMENT 3
FY26 CIP Variance Report (\$000s)**

	FY26 Budget May	FY26 Actuals May	Actuals vs. Budget		Explanations
			\$	%	
CSO	\$4,410	\$2,436	(\$1,974)	-44.8%	<u>Less than planned spending</u> Somerville Marginal New Pipe Connection: \$1.7M (contractor progress less than anticipated) and REI:\$550k (work being done under technical assistance contract)
Other Wastewater	\$52,463	\$36,964	(\$15,499)	-29.5%	<u>Less than planned spending</u> I/I Local Financial Assistance: \$15.5M (less than anticipated requests for community grants and loans)
Total Wastewater	\$159,868	\$102,110	(\$57,759)	-36.1%	
Waterworks					
Drinking Water Quality Improvements	\$3,959	\$1,123	(\$2,836)	-71.6%	<u>Less than planned spending</u> CWTP Technical Assistance: \$2.8M (lower than projected task order work)
Transmission	\$49,284	\$33,756	(\$15,529)	-31.5%	<u>Less than planned spending</u> Wachusett Lower Gatehouse Pipe & Boiler Replacement Construction: \$2.5M (work anticipated in FY26 that was completed in FY25) Metro Redundancy Interim Improvements CP2 Shaft 5 Construction, CA and REI: \$2.4M, (work scheduled for F26 performed in FY25) WASM 3 -MEPA/Design/CA/RI: \$1.7M, Geotechnical Support Services: \$1.1M, Construction Management: \$1.2M, and Program Support Services: \$627k (consultants progress less than planned), and Waltham Water Pipeline REI: \$498k, (less than anticipated REI services) Sudbury/Foss Dam Construction: \$1.8M (updated schedule for work at the Foss Dam) Quabbin Maintenance Garage/Wash Bay/Storage Building - Construction: \$1.9M, Needham Dewatering Drain: \$1.3M, and Ware River Shaft 8 Retaining Wall: \$583k (schedule changes) Quinapoxet Dam Removal - Construction: \$387k (balancing credit change order) <u>Greater than planned spending</u> Metropolitan Water Tunnel Final Design/ESDC: \$578k (consultant progress greater than planned)

ATTACHMENT 3
FY26 CIP Variance Report (\$000s)

	FY26 Budget May	FY26 Actuals May	Actuals vs. Budget		Explanations
			\$	%	
Distribution & Pumping	\$47,022	\$40,625	(\$6,397)	-13.6%	<u>Less than planned spending</u> CP-1 Section 68 Construction: \$4.7M (schedule change) Section 75A and 47 Extension - CP-1 Construction and REI: \$3.2M (less than planned contractor progress) NIH Storage - Design CA/RI:\$2.1M, and Sections 14, 53 & 99 Construction & REI: \$400k (updated schedules) CP-2, Sections 25 & 24 - Construction 1.4M, (less than planned contractor progress) Cathodic Protection Shaft E, N & W Improvements - Construction: \$1.1M (Notice to proceed later than anticipated) CP-2, Sections 25 & 24 - REI: \$691k (less than anticipated REI services) <u>Greater than planned spending</u> CP-2 NEH Improvements: \$5.M, Section 89/29 Replacement Construction: \$1.6M, and Section 56 Replacement/Saugus River - Construction: \$1.4M (greater than planned contractor progress)
Other Waterworks	\$46,937	\$22,236	(\$24,701)	-52.6%	<u>Less than planned spending</u> Local Water Pipeline Financial Assistance Program: \$19.9M (less than anticipated distributions for the Community Water Loan Program) Roofs at Gillis/Brattle Court/Newton Pump Stations Construction and REI: \$2.8M, and Steel Tank Improvements Construction Phase 2: \$1.2M (schedule changes) Steel Tank Improvements - Design/CA and REI: \$1.6M (CA and REI services less than anticipated) <u>Greater than planned spending</u> Steel Tank Improvements Construction: \$1.1M (contractor progress greater than anticipated) CWTP SCADA Upgrades - Design, Programming, RE: \$471k (consultant progress greater than anticipated)
Total Waterworks	\$147,202	\$97,740	(\$49,462)	-33.6%	

**ATTACHMENT 3
FY26 CIP Variance Report (\$000s)**

	FY26 Budget May	FY26 Actuals May	Actuals vs. Budget		Explanations
			\$	%	
Business & Operations Support					
Total Business & Operations Support	\$25,787	\$9,345	(\$16,442)	-63.8%	<u>Less than planned spending</u> As-Needed Design Contracts: \$3.5M (lower than projected task order work) Chelsea Administration Building Heat Pumps: \$2.3, and Heat Pumps at Wachusett Lower Gatehouse, New Neponset Pump Station and Newton Street Pumping Station: \$2.0M, Deer Island Solar Canopy Project: \$2.0M, Cabling: \$1.1M, Data Center Firewalls: \$711k, and Intranet: \$438K (schedule changes) Security Equipment & Installation: \$1.7M (delays with projects including upgrades to communication circuits and Incident Management System) DITP Wind Turbine 1 Replacement: \$830k (less than anticipated contractor progress) Servers v.2: \$466k (less than anticipated progress for implementation) <u>Greater than planned spending</u> Lawson Upgrade: \$633k, and Hyperion v.2: \$514k (greater than anticipated progress for implementation)
Total MWRA	\$332,857	\$209,194	(\$123,663)	-37.2%	

Attachment 4
FY26 Budget vs. FY26 Projection

TOTAL MWRA	FY26 Budget	FY26 Projection	Change FY26 Budget vs FY26 Projection	
			\$	%
EXPENSES				
WAGES AND SALARIES	\$ 133,658,993	\$ 126,807,748	\$ (6,851,245)	-5.1%
OVERTIME	6,449,017	6,126,566	(322,451)	-5.0%
FRINGE BENEFITS	30,489,107	28,507,315	(1,981,792)	-6.5%
WORKERS' COMPENSATION	2,179,730	2,397,703	217,973	10.0%
CHEMICALS	19,307,228	18,341,867	(965,361)	-5.0%
ENERGY AND UTILITIES	33,579,064	35,779,064	2,200,000	6.6%
MAINTENANCE	43,622,667	45,447,667	1,825,000	4.2%
TRAINING AND MEETINGS	689,741	482,819	(206,922)	-30.0%
PROFESSIONAL SERVICES	11,302,703	10,398,487	(904,216)	-8.0%
OTHER MATERIALS	7,656,637	7,273,805	(382,832)	-5.0%
OTHER SERVICES	39,045,372	32,308,492	(6,736,880)	-17.3%
TOTAL DIRECT EXPENSES	\$ 327,980,260	\$ 313,871,534	\$ (14,108,726)	-4.3%
INSURANCE	\$ 5,529,174	\$ 5,209,230	\$ (319,944)	-5.8%
WATERSHED/PILOT	35,118,900	32,454,789	(2,664,111)	-7.6%
HEEC PAYMENT	6,837,804	6,687,466	(150,338)	-2.2%
MITIGATION	1,869,152	1,869,152	-	0.0%
ADDITIONS TO RESERVES	1,967,483	1,967,483	-	0.0%
RETIREMENT FUND	26,347,116	26,347,116	-	0.0%
POSTEMPLOYMENT BENEFITS	5,349,184	5,349,184	-	0.0%
TOTAL INDIRECT EXPENSES	\$ 83,018,813	\$ 79,884,420	\$ (3,134,393)	-3.8%
STATE REVOLVING FUND	\$ 84,683,758	\$ 84,057,341	\$ (626,417)	-0.7%
SENIOR DEBT	289,254,619	292,959,593	3,704,974	1.3%
SUBORDINATE DEBT	91,345,699	87,436,556	(3,909,143)	-4.3%
LOCAL WATER PIPELINE CP	10,208,818	6,597,818	(3,611,001)	-35.4%
CURRENT REVENUE/CAPITAL	21,500,000	21,500,000	-	0.0%
CAPITAL LEASE	3,217,060	3,217,060	-	0.0%
DEBT PREPAYMENT	8,500,000	8,500,000	-	0.0%
DEBT SERVICE ASSISTANCE	-	-	-	0.0%
TOTAL DEBT SERVICE	\$ 508,709,954	\$ 504,268,367	\$ (4,441,587)	-0.9%
TOTAL EXPENSES	\$ 919,709,027	\$ 898,024,321	\$ (21,684,706)	-2.4%
REVENUE & INCOME				
RATE REVENUE	\$ 878,761,000	\$ 878,761,000	\$ -	0.0%
OTHER USER CHARGES	10,939,765	11,158,560	218,795	2.0%
OTHER REVENUE	6,675,837	7,610,454	934,617	14.0%
RATE STABILIZATION	-	-	-	0.0%
INVESTMENT INCOME	23,332,425	25,854,205	2,521,780	10.8%
TOTAL REVENUE & INCOME	\$ 919,709,027	\$ 923,384,220	\$ 3,675,193	0.4%

VARIANCE: **\$ (25,359,899)** **\$ (25,359,899)**

STAFF SUMMARY

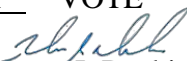


TO: Board of Directors
FROM: Stephen Estes-Smargiassi, Executive Director
DATE: June 24, 2026
SUBJECT: Approval of the FY27 Final Capital Improvement Program

COMMITTEE: Administration, Finance & Audit

 INFORMATION
 X VOTE

Michael J. Cole, Budget Director
James J. Coyne, Budget Manager
Preparer/Title


Thomas J. Durkin
Director, Finance

RECOMMENDATION:

To approve the FY27 Final Capital Improvement Program (CIP) with planned spending of \$322.1 million, including \$256.9 million in project spending and \$65.2 million in community assistance loan programs.

DISCUSSION:

The Fiscal Year 2027 Capital Improvement Program (CIP) represents an update to the FY26 CIP Program approved by the Board in June 2025 for Fiscal Year 2026. This budget includes the latest cost estimates and revised schedules that were the result of prioritizing the planned projects to support the MWRA’s core operations and meet regulatory requirements. It also reaffirms MWRA’s commitment to the community financing assistance programs on both the water and wastewater sides. The FY27 Final CIP projects \$322.1 million in spending for FY27, of which \$149.6 million supports Wastewater System Improvements, \$140.8 million supports Waterworks System Improvements, and \$31.6 million is for Business and Operations Support. The projects with spending of \$10.0 million or greater in FY27 include Deer Island Clarifier Rehabilitation Phase 2 Construction (\$30.0 million), Metropolitan Tunnel Redundancy Final Design/Engineering Services During Construction (\$28.6 million), and NHS – Revere & Malden Pipeline CP-1 Section 68 Construction (\$10.0 million).

The CIP continues to address critical redundancy improvements for the Metropolitan Tunnel System. The FY27 Final CIP includes \$2.2 billion in spending for this project, an increase of \$56.3 million from the FY26 Approved CIP primarily as a result of projected inflation adjustments for the CP-1 and CP-2 Tunnel construction contracts as well as updated cost estimates for Construction CP-3. The initial contract for Program Support Services began in April 2019. This contract provides assistance with program-wide activities, such as risk management, quality management, design and construction package planning, independent technical reviews, construction practices review and implementation, independent cost estimates, critical path scheduling, and budget tracking. Preliminary Design and MEPA Review was awarded in May 2020 and was completed in January 2024. The third contract, Metropolitan Water Tunnel Program Geotechnical Support Services, for \$12.8 million and a term of 36 months was awarded in

December 2022. This contract focuses on the collection of geotechnical/geological data to support final design, bidding and construction of the Program. The Final Design/ESDC was awarded in October 2024 for \$93.6 million and commenced in November 2024. The ESDC related to this contract is anticipated to be awarded at a later time. Construction Management contract was awarded in April 2026 in the amount of \$153.8 million. The construction support services will include construction contract administration, full resident engineering and resident inspection staffing, and additional services including oversight of the contractor's quality assurance and safety programs for both the North and South Tunnel construction packages. Contract administration will include tracking, managing, and responding to all submittals between the contractor, Final Design Engineer's, and the Authority and will include project controls for scheduling, payments, and progress reporting. Owners Representative Services contract was awarded in April 2026 in the amount of \$6.0 million. The Owner's Representative will provide professional oversight and will be tasked with conducting a peer review of engineering elements, serving as the primary manager of value engineering, and filing annual reports on the project with the Inspector General.

The next phase of the CSO program, the Long-term CSO Control Plan includes 7 new projects that were added to the FY27 Final CIP. These projects total \$772.4 million with the majority of the spending in the FY29-33 period of \$267.1 million and beyond FY33 of \$477.2 million. This spending addresses the remaining CSO outfalls located in the Alewife Brook/Upper Mystic River Basin and the Lower Charles River/Charles Basin. Prior CSO work in this area reduced CSO discharges within the region by 88% from conditions in the late 1980s at a total cost of over \$900 million. The Control Plan builds upon four years of robust technical analysis and collaboration undertaken by the cities of Somerville and Cambridge and the MWRA. It aims to be an implementable and feasible plan that will achieve meaningful water quality benefits, be grounded in climate resilience, and recognize where factors outside of CSO control may drive remaining water quality impacts. It will lead the nation in the next round of CSO control that contemplates the difficult and technically challenging questions around CSO elimination, climate resilience, and other drivers of regional water quality.

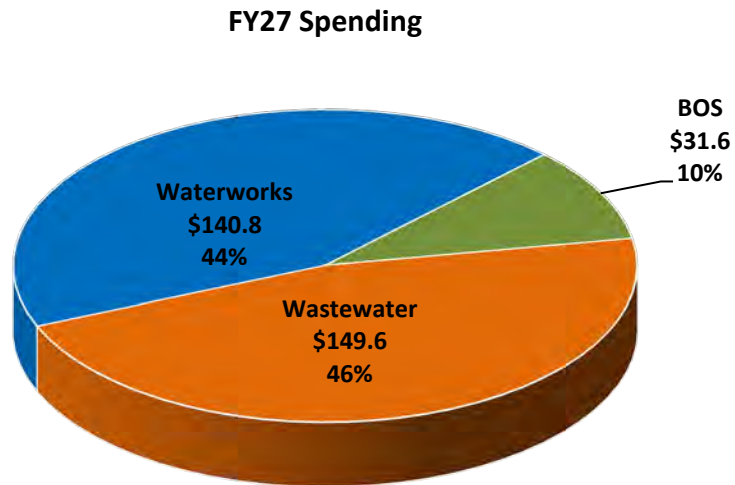
The FY27 Final CIP includes \$31.7 million for projects supporting DCR's Division of Water Supply Protection. Upcoming projects include the Quabbin Administration Building Design and Construction (\$14.8 million), the New Salem Building Design and Construction (\$6.1 million), and the Quabbin Maintenance Garage project (\$7.9 million) that is currently being designed.

The FY27 Capital Program reaffirms MWRA's commitment to the community financing assistance programs on both the water and wastewater sides.

Today, the Authority is better positioned to reinvest in rehabilitation and replacement of aging facilities as a result of conservative fiscal management which includes judicious control of expenses, and the fact that MWRA has implemented the practice of utilizing available funds for defeasances resulting in the reduction of debt service expense. MWRA projects an overall reduction in outstanding principal of debt during the FY24-28 cap period.

Final FY27 Spending

The FY27 Final Capital Improvement Program projects \$322.1 million in spending for FY27, of which \$149.6 million supports Wastewater System Improvements, \$140.8 million supports Waterworks System Improvements, and \$31.6 million is for Business and Operations Support.



The FY27 Final CIP includes \$65.2 million for community assistance programs, which are a combination of loan and partial grant programs, with net expenditures of \$50.3 million for the local Infiltration/Inflow program and net expenditures of \$15.0 million for the local water pipeline program.

The \$322.1 million in projected spending is driven by 35 active wastewater and water projects. Of this \$322.1 million in projected spending, the top spending project contracts in FY27, excluding local community assistance programs, total \$146.9 million and account for 38.6% of the total annual spending. Of the top 10 projects, 7 have already been awarded. These projects are presented in the following table:

Project	Subphase	FY27 Spending \$s in Millions
DI Treatment Plant Asset Protection	Clarifier Rehab Phase 2 - Construction	\$30.0
Metro Water Tunnel Program	Final Design/ESDC	\$28.6
NHS - Revere & Malden Pipelines	CP-1 Section 68 Construction	\$10.0
Northern Extra High Service New Pipelines	CP-2 NEH Improvements	\$9.0
New Connect Mains-Shaft 7 to WASM 3	Section 75 Extension - Construction CP-1	\$9.0
Facility Asset Protection	Hayes Pump Station Rehab Construction	\$7.4
Facility Asset Protection	Interceptor Renewal 7-Malden & Melrose - Construction	\$7.3
Metro Redundancy Interim Improvements	WASM 3 Rehab CP-2	\$6.4
Metro Water Tunnel Program	Needham Dewatering Drain CP3.3	\$6.0
Metro Water Tunnel Program	Admin Legal & Public Outreach	\$6.0
Total Top 10 Spending Subphases (excluding Loan Programs)		\$119.5
% of FY27 Spending		37.1%
Other Project Spending		\$202.5
Total FY27 Spending		\$322.1

Clarifier Rehabilitation Phase 2 Construction - \$30.0 million (\$302.0 million total construction cost). This project will rehabilitate the sludge removal system in the primary tanks and the aeration/recirculation systems in the secondary tanks. The influent gates, effluent launders and aeration systems, and concrete corrosion in primary clarifiers will also be addressed and repaired.

Final Design/ESDC for the Metropolitan Tunnel - \$28.6 million (\$136.6 million total contract cost). Final Design and Engineering Services During Construction of the Northern and Southern Tunnels, including connecting mains.

CP-1 Section 68 Construction - \$10.0 million (\$18.0 million total construction cost). Construction of 900 linear feet of 48-inch Section 68, rehabilitation of 100 linear feet of 48-inch Section 84, and replacement of valve vault 53-1-A.

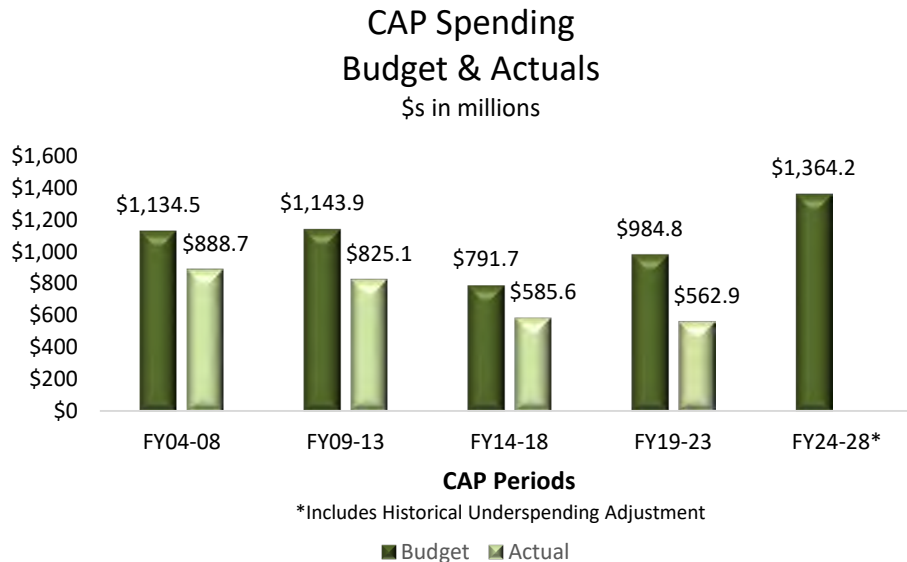
Northern Extra High CP-2 NEH Improvements - \$9.0 million (\$27.8 million total project cost). CP2 includes installation of up to 11,100 linear feet of new water main in Lexington to interconnect an existing MWRA water main to the new water main installed in CP1 to help improve redundancy. CP2 also includes installation of a new meter for Lexington and replacement of 3,400 linear feet of existing, undersized water main in Arlington.

New Connecting Mains to WASM 3 Section 75 Extension Construction CP-1 - \$9.0 million (\$17.7 million total project cost). Addition of approximately 4,000 feet of new 30-inch diameter pipe to extend Section 75 easterly to Section 24 in Newton, to provide a redundant feed to the Intermediate High pressure zone supplying Arlington, Belmont and Watertown, and rehabilitation of a portion of Section 47, and replacement of Meters 111 and 81.

Hayes Pump Station Rehab Construction - \$7.4 million (\$25.8 million total project cost). Construction of improvements to Hayes Pump Station, which was constructed in 1987. Due to its age, all major facility components require replacement or rehabilitation.

FY24-28 Expenditures & Five-Year Spending Cap

The concept of a five-year spending Cap was first introduced at the Advisory Board's recommendation in 2003 for the FY04-08 period. The FY24-28 Cap is the fifth cap established by the Authority at \$1.4 billion when the FY24 CIP was adopted. The Cap represents a targeted maximum spending limit to ensure adequate capital program funding and to serve as a guide for long-term planning estimates and community assessments. The following graph illustrates the history of the past four five-year Caps and the Final FY24-28 Cap, both in terms of the Cap levels and actual spending:



MWRA project spending (excluding water and wastewater loan programs) has been approximately 25% under plan levels on average since FY04. Underspending for the past two Cap periods, FY14-18 and FY19-23, were 26% and 43%, respectively. To better predict future spending, the Authority discounts projected Cap spending by applying a Spend Rate Adjustment of 25%. This will be a better reflection of likely spending targets without removing future projects from plan. The FY24-28 Base-Line Cap is set at \$1.4 billion. The Base-Line Cap includes Cap cash flows total \$1.8 billion and net to \$1.4 billion after applying the 25% Spend Rate Adjustment. Annual cash flows for the Cap period are shown in the following table (in millions):

FY24-28 Baseline CAP		FY24	FY25	FY26	FY27	FY28	FY24-28
	Projected Expenditures excl. Metro Tunnel	\$288.2	\$357.9	\$313.5	\$349.8	\$349.1	\$1,658.5
	Metropolitan Tunnel	\$14.4	\$25.2	\$23.9	\$23.9	\$78.6	\$166.2
	I/I Program	(42.9)	(41.5)	(27.5)	(28.4)	(34.2)	(174.5)
	Water Loan Program	(14.1)	(10.9)	(5.0)	(2.6)	8.6	(24.0)
	MWRA Spending	\$245.6	\$330.8	\$304.9	\$342.8	\$402.2	\$1,626.3
	Contingency	15.2	21.8	20.7	23.6	31.7	113.0
	Inflation on Unawarded Construction	1.9	8.1	12.2	22.1	36.1	80.4
	Chicopee Valley Aqueduct Projects	(0.3)	(0.5)	0.0	0.0	0.0	(0.8)
	Projected Spending before Adjustment	\$262.4	\$360.2	\$337.8	\$388.5	\$469.9	\$1,818.9
Spend Rate Adjustment (25%)*	(65.6)	(90.1)	(84.5)	(97.1)	(117.5)	(454.7)	
FY24 Final FY24-28 Spending	\$196.8	\$270.2	\$253.4	\$291.4	\$352.5	\$1,364.2	

*Based on historical underspending FY04-FY22 excluding community loan programs

FY24-28 Cap spending based on the FY27 Final Budget totals \$1.3 billion before the Spend Rate Adjustment of \$238.7 million nets FY24-28 forecast of \$1.1 billion, \$308.8 million under the FY24-28 Base-Line Cap. Annual cashflows for the FY24-28 period are presented in the following table:

FY27 Final CAP		FY24	FY25	FY26	FY27	FY28	FY24-28
	Projected Expenditures excl. Metro Tunnel	\$199.2	\$185.7	\$281.6	\$275.3	\$414.3	\$1,356.0
	Metropolitan Tunnel	\$9.0	\$21.5	\$45.4	\$46.8	\$78.8	\$201.5
	I/I Program	(22.0)	(17.2)	(67.6)	(50.3)	(63.1)	(220.1)
	Water Loan Program	(26.2)	(10.7)	(35.6)	(15.0)	(17.3)	(104.7)
	MWRA Spending	\$160.1	\$179.2	\$223.9	\$256.8	\$412.7	\$1,232.6
	Contingency	0.0	0.0	0.0	17.1	31.3	48.4
	Inflation on Unawarded Construction	0.0	0.0	0.0	1.7	12.5	14.1
	Chicopee Valley Aqueduct Projects	0.0	0.0	0.0	(1.1)	0.0	(1.1)
	Projected Spending before Adjustment	\$160.1	\$179.2	\$223.9	\$274.5	\$456.5	\$1,294.1
Spend Rate Adjustment (25%)*	0.0	0.0	(56.0)	(68.6)	(114.1)	(238.7)	
FY27 Final FY24-28 Spending	\$160.1	\$179.2	\$167.9	\$205.9	\$342.4	\$1,055.4	

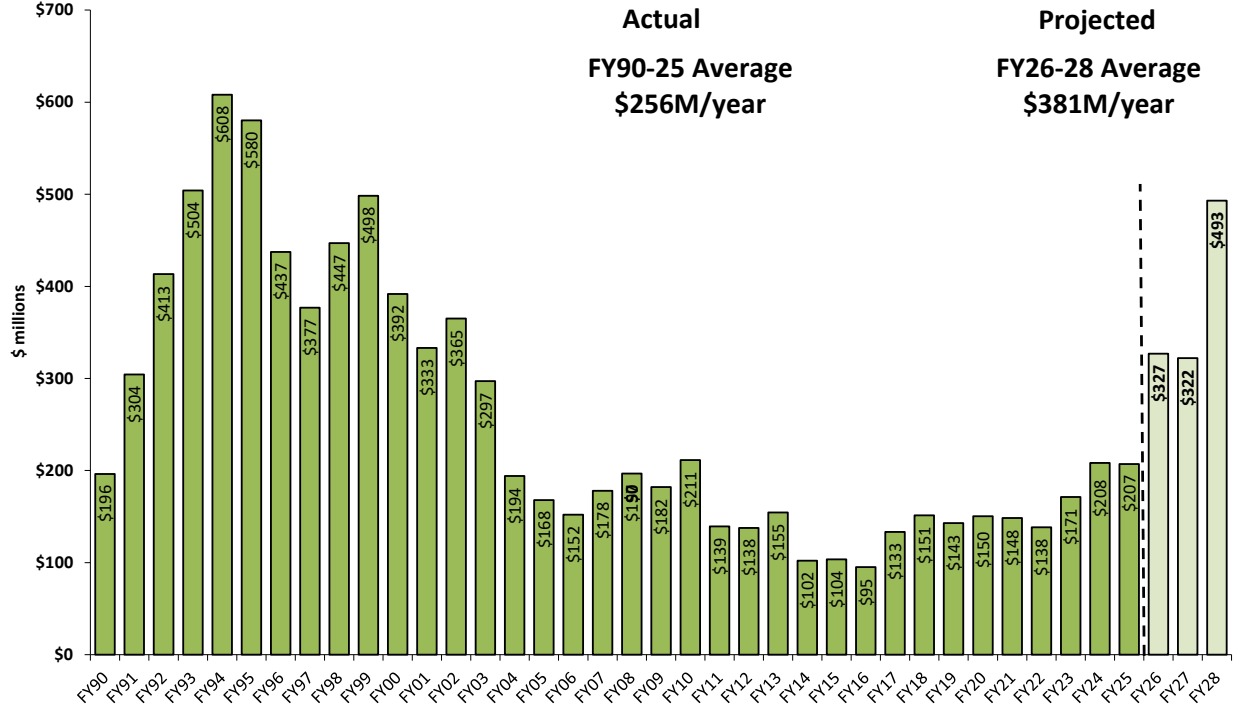
*Based on historical underspending FY04-FY22 excluding community loan programs

In addition to the Spend Rate Adjustment, the format of the Cap table is adjusted to account separately for MWRA and Metropolitan Tunnel spending, and excludes the local I/I grant and loan program and the local water pipeline loan spending which are both outside of MWRA's control. The Cap also excludes Chicopee Valley Aqueduct system projects. As in past Caps, contingency for each fiscal year is incorporated into the CIP to fund the uncertainties inherent to construction. The contingency budget is calculated as a percentage of budgeted expenditure outlays. Specifically, contingency is 7% for non-tunnel projects and 15% for tunnel projects. Inflation is added for unawarded construction contracts.

Historical & Projected Spending

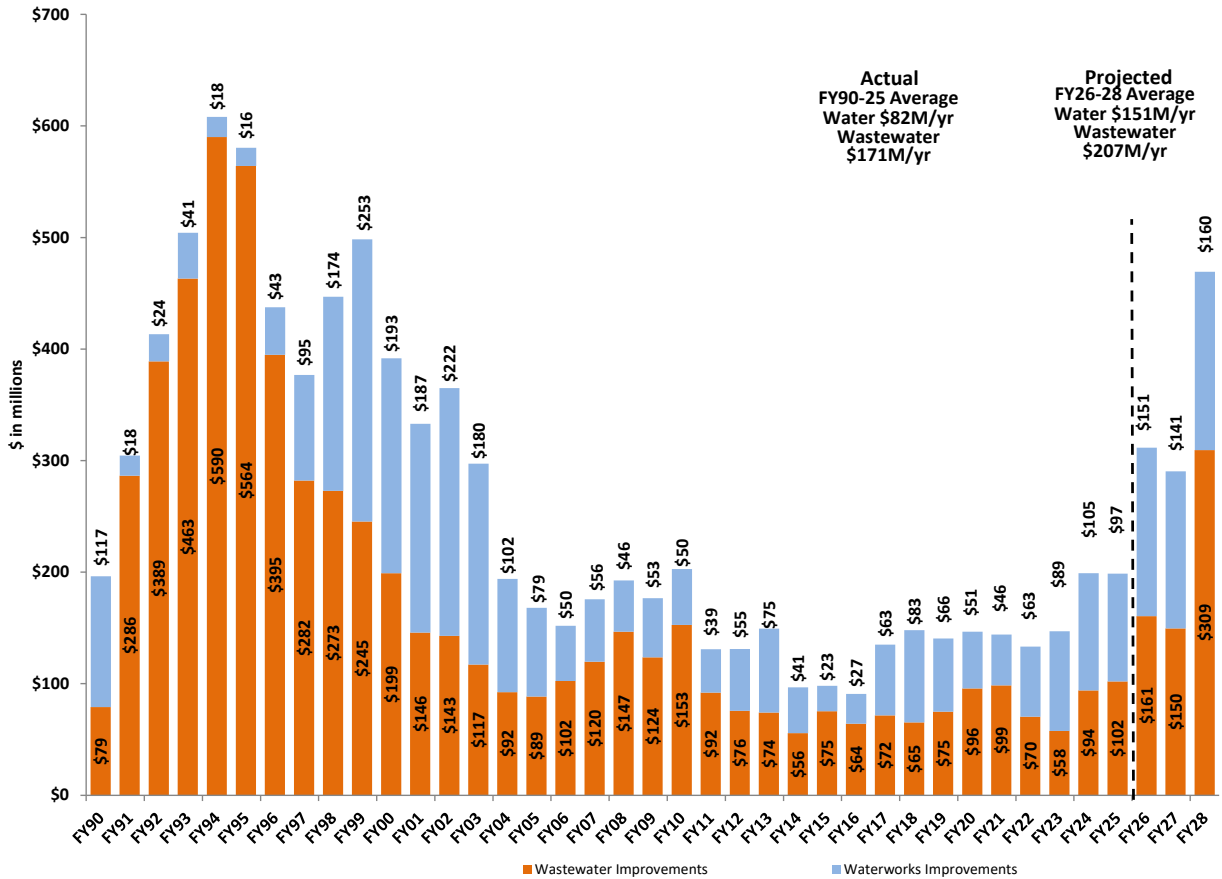
The following chart captures the historical CIP spending through FY25 and projects spending through FY28 based on the FY27 CIP. Average annual CIP spending through FY25 was \$256 million. Average annual CIP spending for the FY26-28 period is projected to be \$381 million.

Annual CIP Spending



The following chart shows the historical CIP spending from FY90 through FY25 by utility with projections through FY28. Average annual CIP spending through FY25 was \$82 million for Waterworks and \$171 million for Wastewater. Average annual CIP spending for FY26-28 is projected to be \$151 million for Waterworks and \$207 million for Wastewater.

Annual CIP Spending by Utility



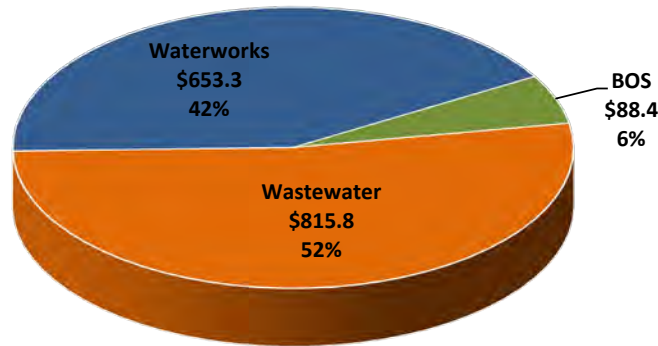
Actual
 FY90-25 Average
 Water \$82M/yr
 Wastewater \$171M/yr

Projected
 FY26-28 Average
 Water \$151M/yr
 Wastewater \$207M/yr

FY24-28 Spending

Spending during the FY24-28 timeframe is planned to be \$1.6 billion, including local community spending of \$220.1 million for the I/I loan and grant program and \$104.7 million for the water pipeline loan program. Spending under the Wastewater and Waterworks programs is projected at \$815.8 million and \$653.3 million, respectively, followed by Business and Operations at \$88.4 million. The spending projections set forth here include updates to the approved FY26 CIP with the latest cost estimates, revised schedules, and new projects.

FY24-28 Spending



Yearly projected expenditures for the FY24-28 period by program are shown below in millions:

	Future Spending Beyond FY25	FY24	FY25	FY26	FY27	FY28	Total FY24-28
Wastewater System Improvements	\$5,835.9	\$94.0	\$102.1	\$160.6	\$149.6	\$309.4	\$815.8
Interception & Pumping	1,345.9	20.4	12.6	23.2	42.3	86.4	184.9
Treatment	3,210.5	41.4	68.5	67.0	53.4	130.5	360.8
Residuals	306.4	0.0	0.2	-0.2	0.0	0.0	0.0
CSO	785.0	10.2	3.6	3.1	3.6	29.4	49.9
Other Wastewater	188.0	22.0	17.2	67.6	50.3	63.1	220.1
Waterworks System Improvements	\$3,174.7	\$105.0	\$96.6	\$151.0	\$140.8	\$159.9	\$653.3
Drinking Water Quality Improvements	94.4	2.6	1.8	2.5	3.5	4.4	14.7
Transmission	2,429.2	39.3	56.7	55.4	71.4	104.2	327.0
Distribution & Pumping	679.6	31.3	23.6	46.6	41.7	25.9	169.1
Other Waterworks	(28.5)	31.8	14.6	46.5	24.2	25.4	142.5
Business & Operations Support	\$92.5	\$9.3	\$8.4	\$15.4	\$31.6	\$23.7	\$88.4
Total MWRA	\$9,103.1	\$208.2	\$207.1	\$327.0	\$322.1	\$493.0	\$1,557.5

It is important to emphasize that the majority of spending within the Wastewater and Waterworks programs is concentrated in several larger projects with significant spending in the FY24-28 timeframe. The top 10 project contracts in terms of spending for the FY24-28 period total \$508.2 million, which excludes local community assistance programs. These 10 projects account for over 32.6% of total period spending and 8 of those contracts have already been awarded. Largest construction initiatives in terms of FY24-28 spending include the Clarifier Rehabilitation at Deer Island of \$205.7 million (total cost \$302.0 million), Tunnel Final Design \$87.4 million (total cost \$136.6 million), Tunnel Administration, Legal, and Public Outreach \$34.4 million (total cost \$147.1 million), Metro Redundancy Interim Improvements Waltham Water Pipeline Construction \$31.1 million (total cost \$34.6 million), Tunnel Construction CP2 \$28.0 million (total cost \$1,070.0 million), Northern Extra High CP-2 NEH Improvements \$27.8 million (total costs \$27.8 million), and Hayes Pump Station Rehab Construction \$25.8 million (total cost \$25.8 million)

The table below highlights major project spending in the FY24-28 timeframe:

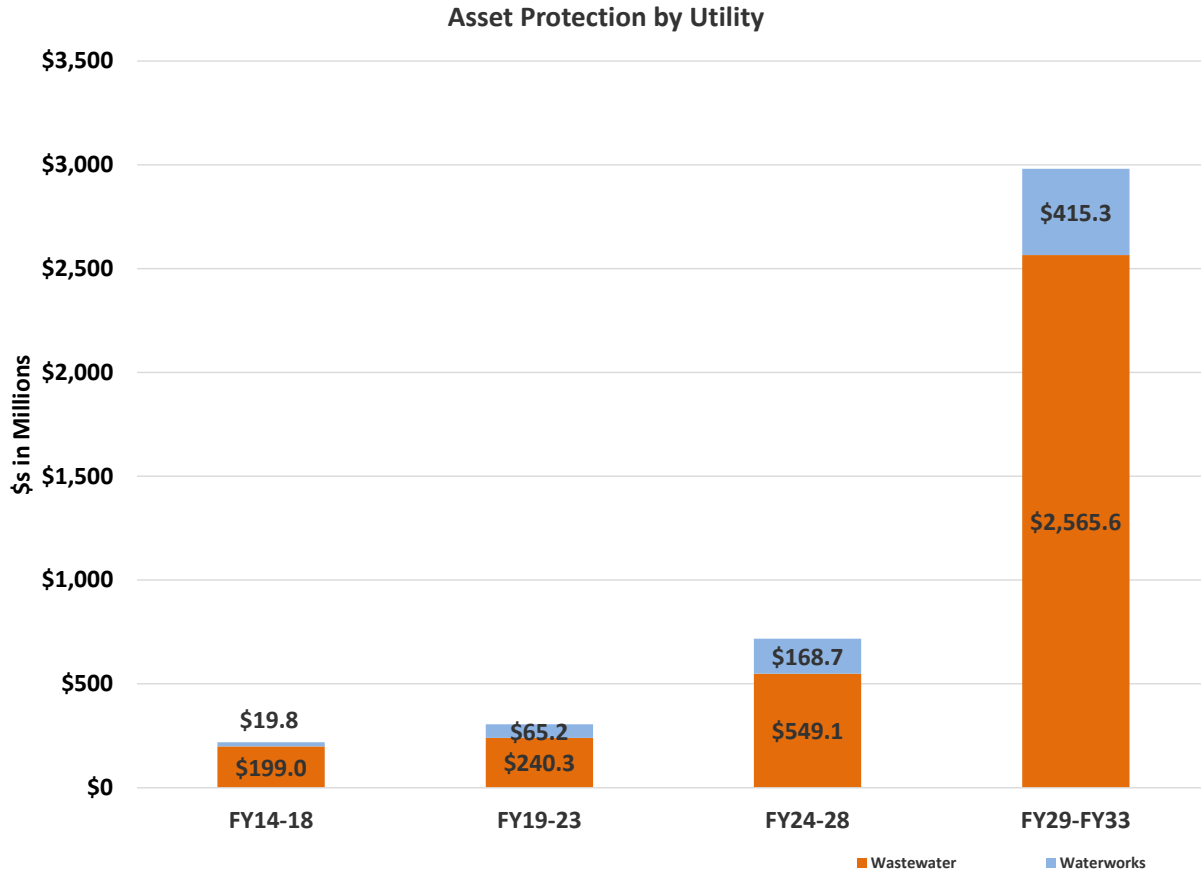
Project	Subphase	FY24-28 Spending \$s in Millions
DI Treatment Plant Asset Protection	Clarifier Rehab Phase 2 - Construction	\$205.7
Metro Water Tunnel Program	Final Design/ESDC	\$87.4
Metro Water Tunnel Program	Admin Legal & Public Outreach	\$34.4
Metro Redundancy Interim Improvements	Waltham Water Pipeline Construction	\$31.1
Metro Water Tunnel Program	Tunnel Construction South CP2	\$28.0
Northern Extra High Service New Pipelines	CP-2 NEH Improvements	\$27.8
Facility Asset Protection	Hayes Pump Station Rehab Const	\$25.8
DI Treatment Plant Asset Protection	Residual Facility Rehab Construction	\$25.0
New Connect Mains-Shaft 7 to WASM 3	Section 25 & 24 - Construction CP-2	\$21.9
Quabbin Transmission System	Wachusett Lower Gate House Pipe & Boiler Replacement Constructio	\$21.1
Total Top 10 Spenders (excluding Loan Programs)		\$508.2
% of FY24-28 Spending		32.6%
Other Project Spending		\$1,049.3
Total FY24-28 Spending		\$1,557.5

Asset Protection accounts for the largest share of capital expenditures for the FY24-28 period. The FY27 Final CIP includes \$731.2 million for asset protection initiatives, representing 46.9% of total MWRA spending in this timeframe. Asset protection spending by program is as follows: Wastewater (\$549.1 million), Waterworks (\$168.7 million), and Business and Operations Support (\$13.4 million). Spending for Water Redundancy projects totals \$357.5 million in the same FY24-28 period, accounting for 23.0% of total spending.

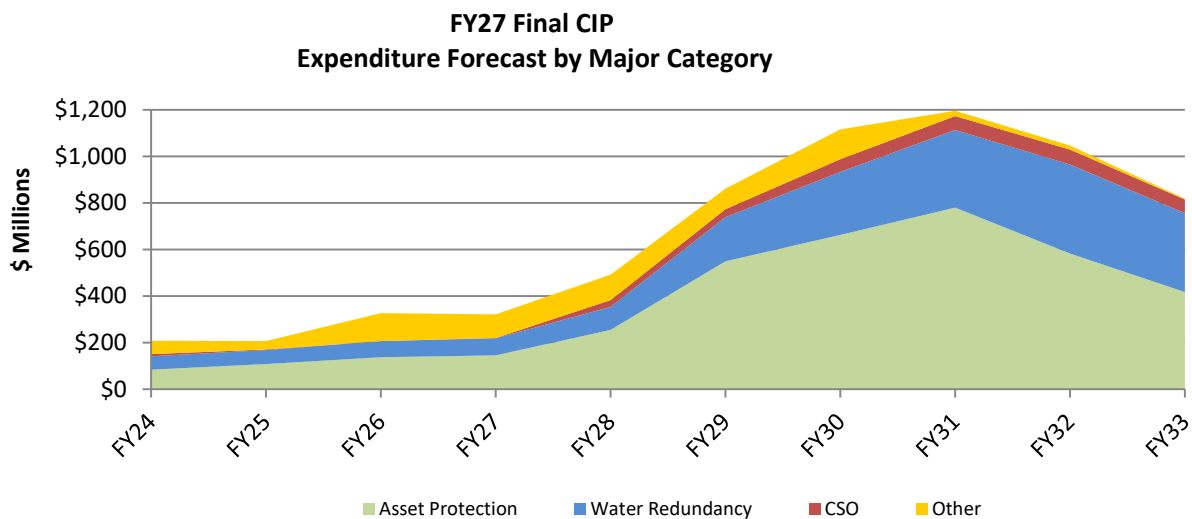
**Changing nature of the CIP by Category
(\$s in millions)**

Project Category	FY19-23	FY24-28	Beyond 28
Asset Protection	\$313.4	\$731.2	\$5,019.4
Water Redundancy	\$186.9	\$357.5	\$2,310.2
CSO	\$12.6	\$44.7	\$748.9
Other	\$238.4	\$424.1	-\$117.5
Total	\$751.3	\$1,557.5	\$7,961.0
Asset Protection	41.7%	46.9%	63.0%
Water Redundancy	24.9%	23.0%	29.0%
CSO	1.7%	2.9%	9.4%
Other	31.7%	27.2%	-1.5%
Total	100.0%	100.0%	100.0%

In terms of utility spending, Wastewater Asset Protection accounts for 75.1% of the FY24-28 projected Asset Projection spending at \$549.1 million of which \$345.6 million is designated for the Deer Island Wastewater Treatment Plant and \$203.5 million for headworks and pipelines. The \$168.7 million targeted for Waterworks Asset Protection includes \$109.7 million for water pipeline projects.



As illustrated by the following graph, the next two waves of spending over the FY24-28 and the FY29-33 periods will be for asset protection and water redundancy. This reflects MWRA's commitment to maintaining its physical plant and addressing the need for water system redundancy in some critical service areas. It should also be noted that the next phase of CSO spending totaled \$772.4 million was added in the FY27 Final Budget cycle with \$477.3 million of that spending occurring beyond FY33.



FY27 CIP Future Expenditures

The FY27 CIP contains future spending (beyond FY25) estimated at \$9.1 billion, including \$5.8 billion for Wastewater (primarily Asset Protection of \$4.9 billion) and \$3.2 billion for Waterworks (primarily Redundancy projects of \$2.6 billion). Wastewater Asset Protection includes \$3.1 billion for Deer Island and \$1.2 billion for Wastewater Facility Asset Protection (primarily pump station rehabilitation). Redundancy projects include the Metro Tunnel Redundancy and Metro Redundancy Interim Improvement projects with future spending of \$2.1 billion and \$160.9 million, respectively. FY29-FY33 spending is projected at \$5.0 billion or 55.4% of future spending.

The table below represents the projected spending by the major project categories:

	Future Spending Beyond FY25	Total FY19-23	Total FY24-28	Beyond 28
Wastewater System Improvements	\$5,835.9	\$397.1	\$815.8	\$5,216.2
Interception & Pumping	1,345.9	161.5	184.9	1,194.0
Treatment	3,210.5	63.3	360.8	2,959.6
Residuals	306.4	15.6	0.0	306.6
CSO	785.0	12.6	49.9	748.9
Other Wastewater	188.0	144.1	220.1	7.1
Waterworks System Improvements	\$3,174.7	\$314.4	\$653.3	\$2,723.0
Drinking Water Quality Improvements	94.4	10.8	14.7	84.1
Transmission	2,429.2	105.6	327.0	2,198.1
Distribution & Pumping	679.6	127.9	169.1	565.3
Other Waterworks	(28.5)	70.2	142.5	(124.5)
Business & Operations Support	\$92.5	\$39.7	\$88.4	\$21.7
Total MWRA	\$9,103.1	\$751.3	\$1,557.5	\$7,961.0

FY27 New Projects

The FY27 CIP adds 17 new projects to the FY26 Approved CIP at a total cost of \$1.1 billion with projected spending of \$41.9 million over the FY24-28 period. There are 2 water projects totaling \$15.0 million, 14 wastewater projects at \$1,085.1 million, and 1 BOS project at \$10.0 million. New wastewater projects include \$772.4 million for 7 future CSO projects. This represents the next wave of CSO spending for the Authority's Long-Term CSO Control Plan(as identified below with an *). A complete listing of projects is included as Attachment C.

Project	Total Contract Amount	FY24-28 Spending	Beyond FY28
Walnut St Pipe Bridge Replacement Design & Construction	\$14.2	\$0.0	\$14.2
PT Building CO2 System Upgrades	\$0.8	\$0.8	\$0.0
Total Waterworks(#2)	\$15.0	\$0.8	\$14.2
West Roxbury Tunnel	\$41.7	\$0.0	\$41.7
Residuals Asset Protection	\$82.0	\$0.0	\$82.0
Clinton Wastewater Treatment Plant	\$17.0	\$0.0	\$17.0
CSO MWR003 Gate & Siphon*	\$52.3	\$0.0	\$52.3
CSO Cottage Farm Storage Design and Construction*	\$190.9	\$0.0	\$190.9
CSO Microtunnel for Back Bay Sewer SepaCration Design and Construction*	\$20.1	\$3.0	\$17.1
CSO MWR023 Storage Design and Construction*	\$18.7	\$3.7	\$15.0
CSO Back Bay Sewer Separation Design and Construction*	\$301.5	\$12.0	\$289.5
CSO MWRA Contribution to Cambridge Design and Construction*	\$94.5	\$4.7	\$89.8
CSO MWRA Contribution to Somerville Design and Construction*	\$94.5	\$4.7	\$89.8
Aeration and Clarifier Rehabilitation Construction, Design, ESDC	\$154.0	\$0.0	\$154.0
Roofing Replacement Construction	\$15.0	\$0.0	\$15.0
Alford St. Pump Station Seawall Repair Construction	\$2.6	\$2.6	\$0.0
Modifications of Regulator RE-051 Weir Wall	\$0.4	\$0.4	\$0.0
Total Wastewater (#14)	\$1,085.1	\$31.1	\$1,054.0
Norumbega Solar Project	\$10.0	\$10.0	\$0.0
Total BOS (#1)	\$10.0	\$10.0	\$0.0
Total 17 New Projects	\$1,110.1	\$41.9	\$1,068.2

ATTACHMENTS:

- A. FY27 Project Level Expenditure Forecast
- B. Overview of the FY27 CIP and Changes from the FY26 Final CIP
- C. FY27 New Projects

**Attachment A
FY27 Final CIP
Expenditure Forecast at Project Level
(\$000s)**

Project	Total Budgeted Amount	Payments through FY25	Remaining Balance	FY26	FY27	FY28	FY24-FY28	FY29-FY33	FY34-FY38	Beyond FY38
Total MWRA	14,543,471	5,440,383	9,103,087	327,015	322,059	493,044	1,557,479	5,043,082	2,309,287	608,599
Wastewater	8,490,436	2,654,552	5,835,883	160,634	149,623	309,417	815,788	2,981,148	1,560,946	674,117
Interception & Pumping	2,142,734	796,831	1,345,901	23,175	42,322	86,442	184,913	1,026,218	158,609	9,135
102 Quincy Pump Facilities	25,907	25,907	-	completed project						-
104 Braintree-Weymouth Relief Facilities	250,553	245,693	4,860	1,265	-	-	14,548	1,016	2,579	-
105 New Neponset Valley Relief Sewer	30,300	30,300	-	completed project						-
106 Wellesley Extension Replacement Sewer	64,359	64,359	-	completed project						-
107 Framingham Extension Relief Sewer	47,856	47,856	-	completed project						-
127 Cummingsville Replacement Sewer	8,999	8,999	-	completed project						-
130 Siphon Structure Rehabilitation	29,765	3,532	26,233	2,016	6,961	3,071	12,478	13,684	500	-
131 Upper Neponset Valley Sewer Sdystem	54,174	54,174	-	completed project						-
132 Corrosion & Odor Control	140,112	74,386	65,726	226	-	-	5,170	56,200	9,300	-
136 West Roxbury Tunnel	53,456	10,442	43,014	1,329	-	-	1,457	41,685	-	-
137 Wastewater Central Monitoring	30,982	19,926	11,056	83	476	1,350	1,909	9,147	-	-
139 South System Relief Project	4,939	3,439	1,500	-	-	-	-	1,500	-	-
141 Wastewater Process Optimization	8,310	2,200	6,111	-	-	-	-	6,111	-	-
142 Wastewater Meter System - Equipment Replacement	21,057	11,930	9,126	-	-	540	521	2,160	-	6,426
143 Regional I/I Management & Planning	169	169	-	completed project						-
145 Facility Asset Protection	1,366,097	193,519	1,172,578	18,256	34,885	81,481	148,830	894,018	143,939	-
146 D.I. Cross Harbor Tunnel	5,000	-	5,000	-	-	-	-	-	2,292	2,708
147 Randolph Trunk Sewer Relief	698	-	698	-	-	-	-	698	-	-
Treatment	3,684,917	474,379	3,210,539	67,043	53,402	130,475	360,813	1,407,719	907,200	644,700

**Attachment A
FY27 Final CIP
Expenditure Forecast at Project Level
(\$000s)**

Project	Total Budgeted Amount	Payments through FY25	Remaining Balance	FY26	FY27	FY28	FY24-FY28	FY29-FY33	FY34-FY38	Beyond FY38	
182 Deer Island Primary and Secondary Treatment	(958)	(958)	-	completed project							-
200 Deer Island Plant Optimization	33,279	33,279	-	completed project							-
206 Deer Island Treatment Plant Asset Protection	3,557,334	419,566	3,137,768	64,790	49,002	123,858	345,623	1,366,219	897,700	636,200	
210 Clinton Wastewater Treatment Plant	93,051	20,280	72,770	2,253	4,400	6,617	15,190	41,500	9,500	8,500	
211 Laboratory Services	2,212	2,212	-	completed project							-
Residuals	387,326	80,938	306,388	(241)	-	-	-	143,000	95,000	68,629	
261 Residuals	63,811	63,811	-	completed project							-
271 Residuals Asset Protection	323,515	17,127	306,388	(241)	-	-	-	143,000	95,000	68,629	
CSO	1,713,843	928,805	785,039	3,075	3,640	29,390	49,946	271,721	477,214	-	
CSO MWRA Managed	651,705	435,554	216,152	2,095	3,017	3,000	8,802	93,099	114,941		
339 North Dorchester Bay	221,510	221,510	-	completed project							
347 East Boston Branch Sewer Relief	85,637	85,637	-	completed project							
348 BOS019 Storage Conduit	14,288	14,288	-	completed project							
349 Chelsea Trunk Sewer	31,664	31,664	-	completed project			555				
350 Union Park Detention Treatment Facility	49,583	49,583	-	completed project							
353 Upgrade Existing CSO Facilities	22,385	22,385	-	completed project							
354 Hydraulic Relief Projects	7,542	2,430	5,112	2,095	3,017	-	5,247	-	-		
355 MWR003 Gate & Siphon	4,424	4,424	-	completed project							
357 Charles River CSO Controls	214,673	3,633	211,040	-	-	3,000	3,000	93,099	114,941		
CSO Community Managed	997,023	435,658	561,365		-	25,120	36,248	173,972	362,273		
340 Dorchester Bay Sewer Separation (Fox Point)	55,029	55,029	-	completed project			-	-	-		
341 Dorchester Bay Sewer Separation (Commercial Point)	61,440	61,440	-	completed project			(3)	-	-		

Attachment A
FY27 Final CIP
Expenditure Forecast at Project Level
(\$000s)

Project	Total Budgeted Amount	Payments through FY25	Remaining Balance	FY26	FY27	FY28	FY24-FY28	FY29-FY33	FY34-FY38	Beyond FY38			
342 Neponset River Sewer Separation	2,492	2,492	-	completed project							-	-	-
343 Constitution Beach Sewer Separation	3,731	3,731	-	completed project							-	-	-
344 Stony Brook Sewer Separation	364,496	44,319	320,177	-	-	15,720	15,720	74,972	229,485				
346 Cambridge Sewer Separation	293,483	104,552	188,931	-	-	9,400	9,400	47,000	132,531				
351 BWSC Floatables Controls	946	946	-	completed project							-	-	-
352 Cambridge Floatables Controls	1,127	1,127	-	completed project							-	-	-
355 MWR003 Gate & Siphon	52,257	-	52,257	-	-	-	-	52,000	257				
356 Fort Point Channel Sewer Separation	23,389	23,389	-	completed project							11,131	-	-
358 Morrissey Boulevard Drain	32,181	32,181	-	completed project							-	-	-
359 Reserved Channel Sewer Separation	70,524	70,524	-	completed project							-	-	-
360 Brookline Sewer Separation	24,715	24,715	-	completed project							-	-	-
361 Bulfinch Triangle Sewer Separation	9,032	9,032	-	completed project							-	-	-
362 East Boston CSO Control	2,182	2,182	-	completed project							-	-	-
CSO Planning & Support	65,115	57,593	7,522	980	623	1,270	4,896	4,650					
324 CSO Support	65,115	57,593	7,522	980	623	1,270	4,896	4,650					
Other Wastewater	561,616	373,599	188,016	67,582	50,259	63,110	220,116	132,490	(77,077)	(48,347)			
128 I/I Local Financial Assistance	561,335	373,319	188,016	67,582	50,259	63,110	220,116	132,490	(77,077)	(48,347)			
138 Sewerage System Mapping Upgrades	281	281	-	completed project							-	-	-
Waterworks	5,802,145	2,627,439	3,174,706	151,005	140,791	159,892	653,264	2,040,324	748,212	(65,517)			
Drinking Water Quality Improvements	759,569	665,165	94,404	2,466	3,468	4,355	14,680	84,115					
542 Carroll Water Treatment Plant	455,445	431,091	24,354	2,056	3,218	2,631	9,192	16,450					
543 Quabbin Water Treatment Plant	19,973	19,973	-	completed project							-	-	-

Attachment A
FY27 Final CIP
Expenditure Forecast at Project Level
(\$000s)

Project	Total Budgeted Amount	Payments through FY25	Remaining Balance	FY26	FY27	FY28	FY24-FY28	FY29-FY33	FY34-FY38	Beyond FY38			
544 Norumbega Covered Storage	106,674	106,674	-	completed project							-	-	
545 Blue Hills Covered Storage	40,083	40,083	-	completed project							-	-	
550 Spot Pond Covered Storage Facility	60,126	60,126	-	completed project							-	-	
555 Carroll Water Treatment Plant Asset Protection	77,268	7,218	70,049	410	251	1,724	5,488	67,665					
Transmission	3,455,899	1,026,689	2,429,211	55,435	71,423	104,232	327,015	1,491,726	639,861	66,535			
597 Winsor Station Pipeline	74,330	7,574	66,756	-	-	-	99	58,709	8,047	-			
601 Sluice Gate Rehabilitation	9,158	9,158	-	completed project							-	-	-
604 MetroWest Tunnel	710,670	697,182	13,488	50	571	570	1,192	12,296	-	-			
615 Chicopee Valley Aqueduct Redundancy	8,666	8,666	-	completed project							-	-	-
616 Quabbin Transmission System	47,482	34,749	12,733	2,616	2,552	2,950	28,294	4,615	-	-			
617 Sudbury/Weston Aqueduct Repairs	18,293	4,870	13,423	-	-	500	500	9,577	3,345	-			
620 Wachusett Reservoir Spillway Improvements	9,287	9,287	-	completed project							-	-	-
621 Watershed Land	34,000	29,500	4,500	1,320	1,000	1,925	4,866	255	-	-			
622 Cosgrove Tunnel Redundancy	58,619	58,619	-	completed project							-	-	-
623 Dam Projects	12,303	8,789	3,514	338	1,705	1,471	8,571	-	-	-			
625 Metropolitan Water Tunnel Program	2,183,936	58,308	2,125,627	45,400	46,789	78,786	201,474	1,329,772	558,347	66,535			
628 Metropolitan Redundancy Interim Improvements	257,477	96,592	160,885	5,540	14,755	14,570	74,040	55,898	70,122	-			
630 Watershed Division Capital Improvements	31,678	3,393	28,285	172	4,050	3,460	7,978	20,604	-	-			
Distribution And Pumping	1,326,647	647,097	679,550	46,571	41,745	25,915	169,105	376,771	187,947	600			
618 Peabody Pipeline Project	1,448	1,448	-	completed project							-	-	-
677 Valve Replacement	12,016	12,016	-	completed project							-	-	-
678 Boston Low Service - Pipe & Valve Rehabilitation	23,691	23,691	-	completed project							-	-	-

Attachment A
FY27 Final CIP
Expenditure Forecast at Project Level
(\$000s)

Project	Total Budgeted Amount	Payments through FY25	Remaining Balance	FY26	FY27	FY28	FY24-FY28	FY29-FY33	FY34-FY38	Beyond FY38
683 Heath Hill Road Pipe Replacement	19,358	19,358	-	completed project			-	-	-	-
689 James L. Gillis Pump Station Rehabilitation	33,419	33,419	-	completed project			-	-	-	-
692 Northern High Service (NHS) - Section 27 Improvements	2,136	124	2,013	-	-	-	-	2,013	-	-
693 NHS - Revere & Malden Pipeline Improvements	174,144	38,958	135,186	11,276	12,066	7,550	34,281	34,294	70,000	-
702 New Connecting Mains - Shaft 7 to WASM 3	107,512	64,107	43,406	12,520	10,310	2,397	56,290	17,979	200	-
704 Rehabilitation of Other Pump Stations	51,572	30,090	21,482	-	-	-	-	21,284	198	-
706 NHS - Connecting Mains from Section 91	2,360	2,360	-	completed project			-	-	-	-
708 Northern Extra High Service (NEH) - New Pipelines	85,941	22,035	63,906	16,484	13,437	10,520	45,428	23,466	-	-
712 Cathodic Protection Of Distribution Mains	8,515	1,160	7,355	830	4,350	2,175	7,355	-	-	-
713 Spot Pond Supply Mains Rehabilitation	81,033	65,902	15,131	-	-	-	230	1,183	13,948	-
714 Southern Extra High Sections 41 & 42	3,657	3,657	-	completed project			-	-	-	-
719 Chestnut Hill Connecting Mains	60,452	18,287	42,165	-	-	-	-	23,205	18,960	-
720 Warren Cottage Line Rehabilitation	1,205	1,205	-	completed project			-	-	-	-
721 Southern Spine Distribution Mains	128,978	38,714	90,263	-	1	314	368	85,565	3,783	600
722 Northern Intermediate High (NIH) Redundancy & Storage	160,919	108,646	52,273	5,415	1,516	1,351	23,350	43,991	-	-
723 Northern Low Service Rehabilitation - Section 8	68,982	5,557	63,425	4	13	13	40	63,396	-	-
725 Hydraulic Model Update	598	598	-	completed project			-	-	-	-
727 Southern Extra High (SEH) Redundancy & Storage	179,117	65,094	114,023	42	50	1,038	1,201	32,290	80,604	-
730 Weston Aqueduct Supply Mains (WASM)	80,403	80,403	-	completed project			-	-	-	-
731 Lynnfield Pipeline	5,626	5,626	-	completed project			-	-	-	-
732 Walnut St. & Fisher Hill Pipeline Rehabilitation	2,717	2,717	-	completed project			-	-	-	-
735 Section 80 Rehabilitation	30,848	1,925	28,924	1	2	560	563	28,105	255	-

Attachment A
FY27 Final CIP
Expenditure Forecast at Project Level
(\$000s)

Project	Total Budgeted Amount	Payments through FY25	Remaining Balance	FY26	FY27	FY28	FY24-FY28	FY29-FY33	FY34-FY38	Beyond FY38
Other Waterworks	260,030	288,488	(28,458)	46,533	24,155	25,391	142,463	87,713	(79,597)	(132,652)
753 Central Monitoring System	46,719	41,112	5,606	1,415	517	919	10,859	2,756	-	-
763 Distribution Systems Facilities Mapping	3,008	1,756	1,252	(10)	-	-	171	1,263	-	-
764 Local Water Infrastructure Rehabilitation	7,488	7,488	-	completed project			-	-	-	-
765 Local Water System Assistance Program	39,166	221,409	(182,243)	35,568	14,955	17,255	104,715	12,315	(129,683)	(132,652)
766 Waterworks Facility Asset Protection	163,649	16,723	146,926	9,560	8,683	7,217	26,718	71,380	50,086	-
Business & Operations Support	250,890	158,392	92,498	15,378	31,646	23,735	88,428	21,610	130	
881 Equipment Purchase	43,121	29,751	13,370	3,774	4,468	3,236	14,263	1,763	130	
925 Technical Assistance	-	-	-	-	-	-	-	-	-	-
930 MWRA Facility - Chelsea	9,812	9,812	-	-	-	-	-	-	-	-
931 Business Systems Plan	24,562	24,562	-	-	-	-	-	-	-	-
932 Environmental Remediation	1,479	1,479	-	-	-	-	-	-	-	-
933 Capital Maintenance Planning/Development	48,498	26,183	22,315	2,603	3,712	3,000	13,421	13,000	-	-
934 MWRA Facilities Management & Planning	23,101	20,409	2,692	(8)	-	-	1,711	2,700	-	-
935 Alternative Energy Initiatives	47,592	18,184	29,408	800	13,609	15,000	29,408	-	-	-
940 Applications Improvements Program	25,465	13,729	11,736	4,592	2,534	1,945	16,504	2,665	-	-
942 Information Security Program ISP	5,393	3,101	2,292	1,257	1,035	-	2,281	-	-	-
944 Information Technology Management Program	2	2	-	-	-	-	-	-	-	-
946 IT Infrastructure Program	21,866	11,182	10,684	2,360	6,288	554	10,840	1,482	-	-

ATTACHMENT B
Overview of the FY27 Final CIP and Changes from the FY26
Final CIP

Program and Project	FY26 Final				FY27 Final				Change from Final FY26			
	Total Budget Amount	FY24-28	FY29-33	Beyond 33	Total Budget Amount	FY24-28	FY29-33	Beyond 33	Total Budget Amount	FY24-28	FY29-33	Beyond 33
Total MWRA	11,856,036	1,991,297	4,214,561	625,157	14,543,475	1,557,478	5,043,084	2,917,888	2,687,439	(433,818)	828,524	2,292,732
					14543471	1557479	5043085	2917888				
Wastewater	5,927,054	1,184,903	2,293,365	(9,652)	8,490,439	815,787	2,981,148	2,235,063	2,563,385	(369,115)	687,784	2,244,715
Interception & Pumping	1,639,824	211,129	632,016	32,823	2,142,733	184,913	1,026,219	167,744	502,909	(26,216)	394,203	134,921
102 Quincy Pump Facilities	25,907	-	-	-	25,907	-	-	-	-	-	-	-
104 Braintree-Weymouth Relief Facilities	250,017	14,116	3,492	-	250,553	14,548	1,016	2,579	536	432	(2,476)	2,579
105 New Neponset Valley Relief Sewer	30,300	-	-	-	30,300	-	-	-	-	-	-	-
106 Wellesley Extension Replacement Sewer	64,359	-	-	-	64,359	-	-	-	-	-	-	-
107 Framingham Extension Relief Sewer	47,856	-	-	-	47,856	-	-	-	-	-	-	-
127 Cummingsville Replacement Sewer	8,999	-	-	-	8,999	-	-	-	-	-	-	-
130 Siphon Structure Rehabilitation	24,286	11,205	9,978	-	29,765	12,478	13,684	500	5,479	1,273	3,706	500
131 Upper Neponset Valley Sewer	54,174	-	-	-	54,174	-	-	-	-	-	-	-
132 Corrosion & Odor Control	104,572	5,170	26,008	3,952	140,112	5,170	56,200	9,300	35,540	-	30,192	5,348
136 West Roxbury Tunnel	11,970	1,656	-	-	53,456	1,457	41,685	-	41,486	(199)	41,685	-
137 Wastewater Central Monitoring	30,982	2,399	8,657	-	30,982	1,909	9,147	-	-	(490)	490	-
139 South System Relief Project	4,939	-	1,500	-	4,939	-	1,500	-	-	-	-	-
141 Wastewater Process Optimization	8,310	-	6,111	-	8,310	-	6,111	-	-	-	-	-
142 Wastewater Meter System-Equipment	21,057	1,061	1,620	6,426	21,057	521	2,160	6,426	-	(540)	540	-
143 Regional I/I Management Planning	169	-	-	-	169	-	-	-	-	-	-	-
145 Facility Asset Protection	946,229	175,522	573,952	17,445	1,366,097	148,830	894,018	143,939	419,868	(26,692)	320,066	126,494
146 D.I. Cross Harbor Tunnel Inspection	5,000	-	-	5,000	5,000	-	-	5,000	-	-	-	-
147 Randolph Trunk Sewer Relief	698	-	698	-	698	-	698	-	-	-	-	-
Treatment	2,590,059	682,981	1,483,526	59,064	3,684,918	360,813	1,407,719	1,551,900	1,094,859	(322,168)	(75,807)	1,492,835
182 DI Primary and Secondary	(958)	-	-	-	(958)	-	-	-	-	-	-	-
200 DI Plant Optimization	33,279	-	-	-	33,279	-	-	-	-	-	-	-
206 DI Treatment Plant Asset Protection	2,496,603	665,142	1,460,803	59,065	3,557,334	345,623	1,366,219	1,533,900	1,060,731	(319,519)	(94,584)	1,474,835
210 Clinton Wastewater Treat Plant	58,923	17,839	22,723	-	93,051	15,190	41,500	18,000	34,128	(2,649)	18,777	18,000
211 Laboratory Services	2,212	-	-	-	2,212	-	-	-	-	-	-	-
Residuals	194,126	26,524	62,429	24,476	387,326	-	143,000	163,629	193,200	(26,524)	80,571	139,153
261 Residuals	63,811	-	-	-	63,811	-	-	-	-	-	-	-
271 Residuals Asset Protection	130,315	26,524	62,429	24,476	323,515	-	143,000	163,629	193,200	(26,524)	80,571	139,153

ATTACHMENT B
Overview of the FY27 Final CIP and Changes from the FY26
Final CIP

Program and Project	FY26 Final				FY27 Final				Change from Final FY26			
	Total Budget Amount	FY24-28	FY29-33	Beyond 33	Total Budget Amount	FY24-28	FY29-33	Beyond 33	Total Budget Amount	FY24-28	FY29-33	Beyond 33
CSO	941,429	22,143	4,320	-	1,713,846	49,945	271,720	477,214	772,417	27,802	267,400	477,214
324 CSO Support	65,115	5,225	4,321	-	65,115	4,896	4,650	-	-	(329)	329	-
339 North Dorchester Bay	221,510	-	-	-	221,510	-	-	-	-	-	-	-
340 Dorchester Bay Sewer Separation (Fox Point)	55,029	-	-	-	55,029	-	-	-	-	-	-	-
341 Dorchester Bay Sewer Separation (Commercial Point)	61,440	(3)	-	-	61,440	(3)	-	-	-	-	-	-
342 Neponset River Sewer Separation	2,492	-	-	-	2,492	-	-	-	-	-	-	-
343 Constitution Beach Sewer Separation	3,731	-	-	-	3,731	-	-	-	-	-	-	-
344 Stony Brook Sewer Separation	44,319	-	-	-	364,496	15,720	74,972	229,485	320,177	15,720	74,972	229,485
346 Cambridge Sewer Separation	104,552	-	-	-	293,483	9,400	47,000	132,531	188,931	9,400	47,000	132,531
347 East Boston Branch Sewer Relief	85,637	-	-	-	85,637	-	-	-	-	-	-	-
348 BOS019 Storage Conduit	14,288	-	-	-	14,288	-	-	-	-	-	-	-
349 Chelsea Trunk Sewer	31,664	555	-	-	31,664	555	-	-	-	-	-	-
350 Union Park Detention Treatment Facility	49,583	-	-	-	49,583	-	-	-	-	-	-	-
351 BWSC Floatables Controls	946	-	-	-	946	-	-	-	-	-	-	-
352 Cambridge Floatables Control	1,127	-	-	-	1,127	-	-	-	-	-	-	-
353 Upgrade Existing CSO Facilities	22,385	-	-	-	22,385	-	-	-	-	-	-	-
354 Hydraulic Relief Projects	7,531	5,236	-	-	7,542	5,247	-	-	11	11	-	-
355 MWR003 Gate & Siphon	4,424	-	-	-	56,682	-	52,000	257	52,258	-	52,000	257
356 Fort Point Channel Sewer Separation	23,389	11,131	-	-	23,389	11,131	-	-	-	-	-	-
357 Charles River CSO Controls	3,633	-	-	-	214,673	3,000	93,099	114,941	211,040	3,000	93,099	114,941
358 Morrissey Boulevard Drain	32,181	-	-	-	32,181	-	-	-	-	-	-	-
359 Reserved Channel Sewer Separation	70,524	-	-	-	70,524	-	-	-	-	-	-	-
360 Brookline Sewer Separation	24,715	-	-	-	24,715	-	-	-	-	-	-	-
361 Bulfinch Triangle Sewer Separation	9,032	-	-	-	9,032	-	-	-	-	-	-	-
362 East Boston CSO Control	2,182	-	-	-	2,182	-	-	-	-	-	-	-
Other Wastewater	561,616	242,125	111,073	(126,016)	561,616	220,116	132,490	(125,424)	-	(22,009)	21,417	592
128 I/I Local Financial Assistance	561,335	242,125	111,073	(126,016)	561,335	220,116	132,490	(125,424)	-	(22,009)	21,417	592
138 Sewerage System Mapping Upgrade	281	-	-	-	281	-	-	-	-	-	-	-
Total Waterworks	5,694,675	716,729	1,917,407	634,679	5,802,145	653,263	2,040,326	682,695	107,470	(63,466)	122,919	48,017
Drinking Water Quality	736,349	19,359	56,216	-	759,569	14,680	84,115	-	23,220	(4,679)	27,899	-
542 Carroll Water Treatment Plant	447,780	8,727	9,250	-	455,445	9,192	16,450	-	7,665	465	7,200	-
543 Quabbin Water Treatment Plant	19,973	-	-	-	19,973	-	-	-	-	-	-	-
544 Norumbega Covered Storage	106,674	-	-	-	106,674	-	-	-	-	-	-	-
545 Blue Hills Covered Storage	40,083	-	-	-	40,083	-	-	-	-	-	-	-
550 Spot Pond Storage Facility	60,126	-	-	-	60,126	-	-	-	-	-	-	-
555 CWTP Asset Protection	61,713	10,632	46,966	-	77,268	5,488	67,665	-	15,555	(5,144)	20,699	-

ATTACHMENT B
Overview of the FY27 Final CIP and Changes from the FY26
Final CIP

Program and Project	FY26 Final				FY27 Final				Change from Final FY26			
	Total Budget Amount	FY24-28	FY29-33	Beyond 33	Total Budget Amount	FY24-28	FY29-33	Beyond 33	Total Budget Amount	FY24-28	FY29-33	Beyond 33
Transmission	3,397,730	326,972	1,450,658	689,336	3,455,901	327,014	1,491,726	706,396	58,171	42	41,068	17,060
597 Winsor Station Pipeline	72,570	99	58,686	6,310	74,330	99	58,709	8,047	1,760	-	23	1,737
601 Sluice Gate Rehabilitation	9,158	-	-	-	9,158	-	-	-	-	-	-	-
604 MetroWest Tunnel	709,754	3,467	9,105	-	710,670	1,192	12,296	-	916	(2,275)	3,191	-
615 Chicopee Valley Aqueduct Redundancy	8,666	-	-	-	8,666	-	-	-	-	-	-	-
616 Quabbin Transmission System	46,991	30,803	1,615	-	47,482	28,294	4,615	-	491	(2,509)	3,000	-
617 Sudbury/Weston Aqueduct Repairs	18,275	2,860	10,545	-	18,293	500	9,577	3,345	18	(2,360)	(968)	3,345
620 Wachusett Reservoir Spillway Improvement	9,287	-	-	-	9,287	-	-	-	-	-	-	-
621 Watershed Land	34,000	4,866	255	-	34,000	4,866	255	-	-	-	-	-
622 Cosgrove/Wachusett Redundancy	58,619	-	-	-	58,619	-	-	-	-	-	-	-
623 Dam Projects	12,857	9,126	-	-	12,303	8,571	-	-	(554)	(555)	-	-
625 Metro Water Tunnel Program	2,127,642	190,391	1,313,280	596,162	2,183,936	201,474	1,329,772	624,882	56,294	11,083	16,492	28,720
628 Metro Redundancy Interim Improvement	258,269	74,966	39,022	86,864	257,477	74,040	55,898	70,122	# (792)	(926)	16,876	(16,742)
630 Watershed Division Capital Improvement	31,640	10,394	18,150	-	31,678	7,978	20,604	-	38	(2,416)	2,454	-
Distribution & Pumping	1,298,136	189,500	346,745	169,671	1,326,647	169,106	376,771	188,548	28,510	(20,395)	30,027	18,877
618 Peabody Pipeline	1,448	-	-	-	1,448	-	-	-	-	-	-	-
677 Valve Replacement	12,016	-	-	-	12,016	-	-	-	-	-	-	-
678 Boston Low Service-Pipe & Valve Rehabilitation	23,691	-	-	-	23,691	-	-	-	-	-	-	-
683 Heath Hill Road Pipe Replacement	19,358	-	-	-	19,358	-	-	-	-	-	-	-
689 James L. Gillis Pump Station Rehabilitation	33,419	-	-	-	33,419	-	-	-	-	-	-	-
692 NHS - Section 27 Improvements	2,136	-	2,013	-	2,136	-	2,013	-	-	-	-	-
693 NHS - Revere & Malden Pipeline Improvement	173,145	46,566	21,010	70,000	174,144	34,281	34,294	70,000	999	(12,285)	13,284	-
702 New Connect Mains-Shaft 7 to WASM 3	109,470	58,910	17,417	100	107,512	56,290	17,979	200	(1,958)	(2,620)	562	100
704 Rehabilitation of Other Pump Stations	51,572	1,387	20,095	-	51,572	-	21,284	198	-	(1,387)	1,189	198
706 NHS-Connecting Mains from Section 91	2,360	-	-	-	2,360	-	-	-	-	-	-	-
708 Northern Extra High Service New Pipelines	81,311	46,815	17,448	-	85,941	45,428	23,466	-	4,630	(1,387)	6,018	-
712 Cathodic Protection Of Distrubution Mains	6,718	5,558	-	-	8,515	7,355	-	-	1,797	1,797	-	-
713 Spot Pond Supply Mains Rehabilitation	66,805	233	900	-	81,033	230	1,183	13,948	14,228	(3)	283	13,948
714 Southern Extra High Sections 41 & 42	3,657	-	-	-	3,657	-	-	-	-	-	-	-
719 Chestnut Hill Connecting Mains	59,475	-	23,205	17,983	60,452	-	23,205	18,960	977	-	-	977
720 Warren Cottage Line Rehabilitation	1,205	-	-	-	1,205	-	-	-	-	-	-	-
721 South Spine Distribution Mains	127,034	681	83,794	3,898	128,978	368	85,565	4,383	1,944	(313)	1,771	485
722 NIH Redundancy & Storage	158,657	26,380	38,700	-	160,919	23,350	43,991	-	2,262	(3,030)	5,291	-
723 Northern Low Service Rehabilitation Section 8	68,982	52	63,384	-	68,982	40	63,396	-	-	(12)	12	-
724 Northern High Service - Pipeline Rehabilitation	-	-	-	-	-	-	-	-	-	-	-	-
725 Hydraulic Model Update	598	-	-	-	598	-	-	-	-	-	-	-
727 Southern Extra High Redundancy & Storage	176,133	1,572	31,849	77,690	179,117	1,201	32,290	80,604	2,984	(371)	441	2,914
730 Weston Aqueduct Supply Mains	80,403	-	-	-	80,403	-	-	-	-	-	-	-
731 Lynnfield Pipeline	5,626	-	-	-	5,626	-	-	-	-	-	-	-
732 Walnut St. & Fisher Hill Pipeline Rehabilitation	2,717	-	-	-	2,717	-	-	-	-	-	-	-
733 NHS Pipeline Rehabilitation 13-18 & 48	-	-	-	-	-	-	-	-	-	-	-	-

ATTACHMENT B
Overview of the FY27 Final CIP and Changes from the FY26
Final CIP

Program and Project	FY26 Final				FY27 Final				Change from Final FY26			
	Total Budget Amount	FY24-28	FY29-33	Beyond 33	Total Budget Amount	FY24-28	FY29-33	Beyond 33	Total Budget Amount	FY24-28	FY29-33	Beyond 33
734 Southern Extra High Pipelines-Sections 30, 39,40, & 44	-	-	-	-	-	-	-	-	-	-	-	-
735 Section 80 Rehabilitation	30,201	1,347	26,929	-	30,848	563	28,105	255	647	(784)	1,176	255
Other	262,461	180,896	63,789	(224,329)	260,030	142,463	87,714	(212,249)	(2,431)	(38,434)	23,925	12,080
753 Central Monitoring System	46,709	11,767	1,837	-	46,719	10,859	2,756	-	10	(908)	919	-
763 Distribution Systems Facilities Mapping	3,087	941	572	-	3,008	171	1,263	-	(79)	(770)	691	-
764 Local Water Infrastructure Rehabilitation Assistance Program	7,488	-	-	-	7,488	-	-	-	-	-	-	-
765 Local Water Pipeline Improvement Loan Program	38,459	128,811	(5,348)	(269,476)	39,166	104,715	12,315	(262,335)	707	(24,096)	17,663	7,141
766 Waterworks Facility Asset Protection	166,718	39,378	66,728	45,147	163,649	26,718	71,380	50,086	(3,069)	(12,660)	4,652	4,939
Business & Operations Support	234,307	89,665	3,789	130	250,891	88,428	21,610	130	16,584	(1,237)	17,821	-
881 Equipment Purchase	43,099	15,604	400	130	43,121	14,263	1,763	130	22	(1,341)	1,363	-
925 Technical Assistance	1,055	1,055	-	-	-	-	-	-	(1,055)	(1,055)	-	-
930 MWRA Facility - Chelsea	9,812	-	-	-	9,812	-	-	-	-	-	-	-
931 Business Systems Plan	24,562	-	-	-	24,562	-	-	-	-	-	-	-
932 Environmental Remediation	1,479	-	-	-	1,479	-	-	-	-	-	-	-
933 Capital Maintenance Planning	41,498	17,858	1,562	-	48,498	13,421	13,000	-	7,000	(4,437)	11,438	-
934 MWRA Facilities Management	22,927	2,410	1,827	-	23,101	1,711	2,700	-	174	(699)	873	-
935 Alternative Energy Initiatives	38,684	20,500	-	-	47,592	29,408	-	-	8,908	8,908	-	-
940 Applicat Improv Program	25,047	18,752	-	-	25,465	16,504	2,665	-	418	(2,248)	2,665	-
942 Info Security Program ISP	4,493	1,381	-	-	5,393	2,281	-	-	900	900	-	-
944 Info Tech Mgmt Program	2	-	-	-	2	-	-	-	-	-	-	-
946 IT Infrastructure Program	21,649	12,105	-	-	21,866	10,840	1,482	-	217	(1,265)	1,482	-

Attachment C

New Capital Projects Added to the FY27 CIP

Program	Project	Subphase	Contract Number	Total Contract Amount	NTP	SC	FY26	FY27	FY28	FY24-28	Beyond FY28	Total Expenditures
Interception & Pumping	145 Facility Asset Protection	Alford St. Pump Station Seawall Repair Construction	8194	\$ 2,600,000	Oct-26	Oct-27	\$ -	\$ 2,100,000	\$ 500,000	\$ 2,600,000	\$ -	\$ 2,600,000
Interception & Pumping	136 West Roxbury Tunnel	Tunnel Rehab Design CA/REI	8236	\$ 7,517,026	Sep-28	Sep-32				\$ -	\$ 7,517,026	\$ 7,517,026
Interception & Pumping	136 West Roxbury Tunnel	Tunnel Rehab Construction	8235	\$ 34,168,300	Sep-30	Sep-31				\$ -	\$ 34,168,300	\$ 34,168,300
Treatment	206 Deer Island Treatment Plant (DITP) Asset Protection	Aeration and Clarifier Rehabilitation Design, ESDC, REI	6728	\$ 14,000,000	Nov-32	Nov-39	\$ -	\$ -	\$ -	\$ -	\$ 14,000,000	\$ 14,000,000
Treatment	206 Deer Island Treatment Plant (DITP) Asset Protection	Aeration and Clarifier Rehabilitation Construction	6729	\$ 140,000,000	Nov-34	Niv-38	\$ -	\$ -	\$ -	\$ -	\$ 140,000,000	\$ 140,000,000
Treatment	206 Deer Island Treatment Plant (DITP) Asset Protection	Roofing Replacement Construction	7449	\$ 15,000,000	Jun-28	Jun-30	\$ -	\$ -	\$ -	\$ -	\$ 15,000,000	\$ 15,000,000
Treatment	271 Residuals Asset Protection	Silo Replacement Design and Construction	8209	\$ 82,000,000	Mar-37	Mar-40	\$ -	\$ -	\$ -	\$ -	\$ 82,000,000	\$ 82,000,000
Treatment	210 Clinton Wastewater Treatment Plant	Landfill Cell #4 Design and Construction	8208	\$ 17,000,000	Jun-31	Jun-35	\$ -	\$ -	\$ -	\$ -	\$ 17,000,000	\$ 17,000,000
CSO MWRA Managed	354 Hydraulic Relief Projects	Modifications of Regulator RE-051 Weir Wall	8188	\$ 414,844	May-26	Dec-26	\$ 104,000	\$ 310,844	\$ -	\$ 414,844	\$ -	\$ 414,844
CSO MWRA Managed	355 MWR003 Gate & Siphon	MWR003 Storage	8233	\$ 52,257,400	Jul-28	Jun-33	\$ -	\$ -	\$ -	\$ -	\$ 52,257,400	\$ 52,257,400
CSO MWRA Managed	357 Charles River CSO Controls	Cottage Farm Storage Design and Construction	8224	\$ 190,940,500	Jan-30	Jan-40	\$ -	\$ -	\$ -	\$ -	\$ 190,940,500	\$ 190,940,500
CSO MWRA Managed	357 Charles River CSO Controls	Microtunnel for Back Bay Sewer Separation Design and Construction	8225	\$ 20,099,000	Jan-28	Jan-33	\$ -	\$ -	\$ 3,000,000	\$ 3,000,000	\$ 17,099,000	\$ 20,099,000
CSO Community Managed	344 Stony Brook Sewer Separation	MWR023 Storage Design and Construction	8231	\$ 18,692,070	Jul-27	Jul-32	\$ -	\$ -	\$ 3,720,000	\$ 3,720,000	\$ 14,972,070	\$ 18,692,070
CSO Community Managed	344 Stony Brook Sewer Separation	Back Bay Sewer Separation Design and Construction	8230	\$ 301,485,000	Jan-28	Jan-48	\$ -	\$ -	\$ 12,000,000	\$ 12,000,000	\$ 289,485,000	\$ 301,485,000
CSO Community Managed	346 Cambridge Sewer Separation	MWRA Contribution to Cambridge Design and Construction	8227	\$ 94,465,300	Jan-28	Jan-48	\$ -	\$ -	\$ 4,700,000	\$ 4,700,000	\$ 89,765,300	\$ 94,465,300
CSO Community Managed	346 Cambridge Sewer Separation	MWRA Contribution to Somerville Design and Construction	8228	\$ 94,465,300	Jan-28	Jan-48	\$ -	\$ -	\$ 4,700,000	\$ 4,700,000	\$ 89,765,300	\$ 94,465,300
Drinking Water Quality Improvements	555 Carroll Water Treatment Plant Asset Protection	PT Building CO2 System Upgrades	8190	\$ 788,000	Dec-26	Dec-27	\$ -	\$ 250,000	\$ 538,000	\$ 788,000	\$ -	\$ 788,000

Attachment C

New Capital Projects Added to the FY27 CIP

Distribution And Pumping	713 Spot Pond Supply Mains Rehabilitation	Walnut St Pipe Bridge Replacement Design	8191	\$ 2,032,960	Jan-33	Jan-38	\$ -	\$ -	\$ -	\$ -	\$ 2,032,960	\$ 2,032,960
Distribution And Pumping	713 Spot Pond Supply Mains Rehabilitation	Walnut St Pipe Bridge Replacement Construction	8192	\$ 12,197,760	Jan-35	Jan-37	\$ -	\$ -	\$ -	\$ -	\$ 12,197,760	\$ 12,197,760
Business And Operations Support	935 Alternative Energy Initiatives	Norumbega Solar Project	7324	\$ 10,000,000	Dec-26	Jun-28	\$ -	\$ 3,000,000	\$ 7,000,000	\$ 10,000,000	\$ -	\$ 10,000,000
SUMMARY:												
Total Wastewater Projects				\$ 1,085,104,740			\$ 104,000	\$ 2,410,844	\$ 29,158,000	\$ 31,134,844	\$ 1,053,969,896	\$ 1,085,104,740
Total Water Projects				\$ 15,018,720			\$ -	\$ 250,000	\$ 538,000	\$ 788,000	\$ 14,230,720	\$ 15,018,720
Total Business & Operations Support Projects				\$ 10,000,000			\$ -	\$ 3,000,000	\$ 7,000,000	\$ 10,000,000	\$ -	\$ 10,000,000
Total Projects				\$ 1,110,123,460			\$ 104,000	\$ 5,660,844	\$ 36,696,000	\$ 41,922,844	\$ 1,068,200,616	\$ 1,110,123,460

STAFF SUMMARY




TO: Board of Directors
FROM: Stephen Estes-Smargiassi, Executive Director
DATE: June 24, 2026
SUBJECT: Approval of the FY27 Final Current Expense Budget

COMMITTEE Administration, Finance & Audit

 INFORMATION

 X VOTE

Michael J. Cole, Budget Director
James J. Coyne, Budget Manager
Preparer/Title


Thomas J. Durkin
Director, Finance

The Proposed FY27 Current Expense Budget (CEB) submitted to the Advisory Board at the February 2026 Board meeting included a 3.0% combined assessment increase

MWRA received the Advisory Board comments and recommendations in May 2026, which recommended a combined assessment increase of 2.5%. This represents a \$4.4 million decrease to the Proposed FY27 Rate Revenue Requirement. The Authority has updated the Proposed Budget with the latest information, incorporated many of the Advisory Board recommendations and was able to achieve a 2.5% combined assessment increase.

As every year, the main focus is on next year’s budget, but always with the goal of continuing to utilize MWRA’s multi-year rate management strategy to provide sustainable, and predictable assessment increases to its member communities. To achieve this goal again this year, MWRA has continued to employ conservative budgeting and fiscal discipline which includes controlled spending and use of historical variable interest rate assumptions. The combination of these measures resulted in assessment increase projections at 3.0% for the next several years.

The FY27 Final Budget reflects the benefits of a \$29.3 million defeasance and bond tender executed in FY26 with targeted savings during FY27-31. Besides the planned defeasances, the Authority is continuing to address the Pension and the Other Post Employment Benefits (OPEB) obligations, which are the largest long-term liabilities after the debt payments.

RECOMMENDATION:

1. To adopt the Final FY27 Current Expense Budget (CEB) set forth in Attachment A with current revenue and expense of \$943,119,556.
2. To adopt the Final FY27 Operating Budget (Trustee’s Budget) set forth in Attachment B.

DISCUSSION:

This staff summary presents the Final FY27 CEB. Discussions and materials are provided herein outlining changes to the budget since the transmittal of the FY27 Proposed CEB in February 2026. In working with the MWRA Advisory Board, staff revisited all major line items of the budget and evaluated options to increase the Rate Revenue Requirement by 2.5% over FY26.

For a line-item comparison between the Proposed FY27 CEB and the Final FY27 CEB, please refer to Attachment A.

Summary

The FY27 Final Budget recommends a combined increase in rates and charges of 2.5%. Total expenses are \$943.1 million, an increase of \$23.4 million or 2.5% over the FY26 Budget. Capital Financing costs remain the largest component of the CEB and account for 53.3% of total expenses. The Final FY27 Budget assumes an offset of \$1.2 million for Debt Service Assistance Received in March 2026.

Total expenses include \$502.9 million for Capital Financing costs and \$440.2 million for operating expenses, of which \$352.3 million is for Direct Expenses and \$87.9 million is for Indirect Expenses. The \$23.4 million increase in total expenses is due to higher Direct Expenses of \$24.3 million and Indirect Expenses of \$4.9 million, partially offset by lower Capital Financing costs of \$5.8 million.

The FY27 Final Budget revenues, excluding rate revenue, total \$42.4 million, an increase of \$1.5 million or 3.6% over the FY26 Budget primarily due to an increase in Other User Charges and Investment Income. The FY27 Final Budget non-rate revenue estimates includes \$18.5 million in Other User Charges and Other Revenue, and \$23.9 million for Investment Income.

The FY27 Final Rate Revenue Requirement is \$900.7 million, an increase of \$21.9 million or 2.5% over the FY26 Budget.

Table 1 on the following page provides a comparison of the Final FY27 CEB to the Approved FY26 CEB by major categories. Additional detail by line item is provided in Attachment A.

Table 1
MWRA Current Expense Budget
FY27 Final Budget versus FY26 Approved Budget

(\$ in Millions)	FY26 Approved Budget	FY27 Final Budget	\$ Change	% Change
Directs	\$ 328.0	\$ 352.3	\$ 24.3	7.4%
Indirects	83.0	87.9	4.9	5.9%
Sub-Total Operating Expenses	\$ 411.0	\$ 440.2	\$ 29.2	7.1%
Capital Financing (before Offsets)	508.7	504.2	(4.6)	-0.9%
<i>Offsets:</i> Bond Redemption ¹	-	-	-	-
Variable Debt Savings	-	-	-	-
Debt Service Assistance	-	(1.2)	(1.2)	-
Sub-Total Capital Financing	\$ 508.7	\$ 502.9	\$ (5.8)	-1.1%
Total Expenses	\$ 919.7	\$ 943.1	\$ 23.4	2.5%
Investment Income	\$ 23.3	\$ 23.9	\$ 0.6	2.5%
Non-Rate Revenue	17.6	18.5	0.9	5.2%
Rate Stabilization ¹	-	-	-	-
Sub-Total Non-Rate Revenue	\$ 40.9	\$ 42.4	\$ 1.5	3.6%
Rate Revenue	878.8	900.7	21.9	2.5%
Total Revenue & Income	\$ 919.7	\$ 943.1	\$ 23.4	2.5%
FY27 Rate Revenue Increase				
		2.5%		
Combined Use of Reserves				
		\$ -		

1 MWRA has two reserve funds (Bond Redemption and Rate Stabilization) which can be used at the discretion of the Authority to manage the rate revenue requirement. Use of the Bond Redemption reduces total expenses and Rate Stabilization increases total revenue. Under the terms of the General Bond Resolution the annual use of Rate Stabilization funds cannot exceed 10% of the year's senior debt service. Bond Redemption funds can be used only to retire or prepay outstanding debt. There is no annual limit on the amount of Bond Redemption funds used in a year, however the use is tied to the bonds' maturity dates and it is utility specific.

EXPENSES:

Direct Expenses

FY27 Direct Expenses total \$352.3 million, an increase of \$24.3 million, or 7.4%, over the FY26 Budget.

FY27 FINAL CURRENT EXPENSE BUDGET				
MWRA DIRECT EXPENSES BY LINE ITEM				
Line Item	FY26 Approved Budget	FY27 Final Budget	Change FY27 vs FY26	
WAGES AND SALARIES	\$133,658,993	\$140,690,531	\$7,031,538	5.3%
OVERTIME	\$6,449,017	\$6,899,456	\$450,439	7.0%
FRINGE BENEFITS	\$30,489,107	\$33,872,720	\$3,383,613	11.1%
WORKERS' COMPENSATION	\$2,179,730	\$2,419,889	\$240,159	11.0%
CHEMICALS	\$19,307,228	\$19,803,588	\$496,360	2.6%
ENERGY AND UTILITIES	\$33,579,064	\$35,982,504	\$2,403,440	7.2%
MAINTENANCE	\$43,622,667	\$51,991,315	\$8,368,648	19.2%
TRAINING AND MEETINGS	\$689,741	\$725,173	\$35,432	5.1%
PROFESSIONAL SERVICES	\$11,302,703	\$12,385,894	\$1,083,191	9.6%
OTHER MATERIALS	\$7,656,637	\$8,129,436	\$472,799	6.2%
OTHER SERVICES	\$39,045,372	\$39,376,274	\$330,902	0.8%
TOTAL	\$327,980,260	\$352,276,780	\$24,296,520	7.4%

- *Wages and Salaries* – The budget includes \$140.7 million for Wages and Salaries as compared to \$133.7 million in the FY26 Budget, an increase of \$7.0 million or 5.3%. Regular Pay makes up \$137.5 million or 97.7% of the total Wages and Salaries. The FY27 Budget includes 1,167.4 FTE’s which is 1.2 FTEs greater than the FY26 Budget. As always, new hires and backfilling of vacant positions will be managed at the agency level and addressed on a case-by-case basis by senior management. A vacancy adjustment (reduction) of \$10.5 million is factored into the FY27 Final Budget.
- *Overtime* – The budget includes \$6.9 million for Overtime, an increase of \$450,000 or 7.0% over the FY26 Budget. Overtime was increased to reflect wage increases and recent trends in planned overtime for off-hours maintenance, emergency, coverage, and planned projects that include construction.
- *Fringe Benefits* – The budget includes \$33.9 million for Fringe Benefits, an increase of \$3.4 million or 11.1% over the FY26 Budget. Health Insurance premiums total \$29.7 million, an increase of \$3.0 million over the FY26 Budget largely due to updated health plan rate increases.

- *Workers' Compensation* – The budget includes \$2.4 million for Workers' Compensation. This is \$240,000 or 11.0% greater than the prior year's level and is based on a three-year historical average of spending for Worker's Compensation.
- *Chemicals* – The budget includes \$19.8 million for Chemicals, an increase of \$496,000 or 2.6% over the FY26 Budget. Several chemicals increased including Hydrogen Peroxide by \$495,000 or 61.5% due to higher volume and price, Ferric Chloride by \$148,000 or 3.7% primarily due to higher volume, Activated Carbon by \$142,000 or 26.1% due to price and volume, and Sodium Hypochlorite by \$114,000 or 2.0% primarily due to higher price. These increases were partially offset by lower Sodium Bisulfite of \$225,000 or 28.6% due to projected usage, and Hydrofluosilic Acid of \$182,000 or 32.4% primarily due to a decrease in price. The FY27 Budget includes \$507,000 for the anticipated Deer Island National Pollutant Discharge Elimination System (NPDES) permit, which is projected to have more stringent requirements for enterococcus treatment compliance.
- *Utilities* - The budget includes \$36.0 million for Utilities, which is an increase of \$2.4 million or 7.2% over the FY26 Budget. The budget funds \$27.6 million for Electricity, an increase of \$1.4 million or 5.5% greater than the FY26 budget primarily due to updated pricing at Deer Island. Higher Diesel Fuel expense of \$394,000 is primarily due to increased price, Higher Natural Gas of \$330,000 is due to increased volume and price for the FOD facilities, and Water expense of \$259,000 is based on increased volume and price.
- *Maintenance* – The budget includes \$52.0 million for Maintenance projects, an increase of \$8.4 million or 19.2% from the FY26 budget. The increase is driven by higher Plant and Machinery Services of \$5.6 million for new project for Oxygen Generation Facility Compressor, Farm Pond Inlet Chamber Repair, updated projected work for the Boiler, STG, Hydroplant and Wind Service contract, Pipe Cleaning at DITP, Nut Island Headworks Outfall Cleaning, additional work for hydro flood remediation, second digester mixer replacement, partially offset by work completed or nearly completed for Wicket Gate work, and Solar repair at Carroll Water Treatment Plant. Building and Grounds Services increased by \$1.3 million due to updated costs for Elevator Service Inspection/Controllers, and new projects for Piezometer Repair/Upgrade, River Road Slope Repair, Chestnut Hill Reservoir Gatehouses work, Reservoir Spill Response Equipment, and fragment barriers. Plant and Machinery Materials increased by \$670,000 due anticipated purchases of stop logs, Reactor Gearbox 250 HP replacement, Rolling Stock Maintenance EV's, partially offset by completed items in FY26 including North Main Pump Station Mechanical Seal Without Base, W3 line, and Union Park Flood Protection. Electrical Services increased by \$419,000 for EV Chargers at Carroll Water Treatment Plant and updated cost for heat pump at Reservoir Road Pumping Station.
- *Training and Meetings* – The budget includes \$725,000 for Training and Meetings, an increase of \$35,000 or 5.1% over the FY26 Budget based on anticipated training/conference attendance.

- *Professional Services* – The budget includes \$12.4 million for Professional Services, an increase of \$1.1 million or 9.6% over the FY26 Budget. The increase is primarily driven by higher Computer Systems Consultant of \$400,000 for updated costs including MAXIMO, Sharepoint, LIMS, Aruba Wireless amongst others, Lab & Testing & Analysis of \$267,000 for updated costs including HOM Water Column Monitoring, Resident Inspection of \$250,000 for resident inspection related to dam safety consulting, and Legal Services of \$225,000 for updated costs for outside counsel.
- *Other Materials* – The budget includes \$8.1 million for Other Materials, an increase of \$473,000 or 6.2% over the FY26 Budget. Higher Computer Hardware of \$281,000 is for updated costs for servers and storage replacements, and surface/laptop hardware refresh, Lab & Testing Supplies of \$101,000, and Health and Safety Materials of \$99,000 both due to departmental supply needs.
- *Other Services* – The budget includes \$39.4 million for Other Services, an increase of \$331,000 or 0.9% compared to the FY26 Budget. Space and Lease Rentals of \$947,000 primarily for the fit-out of the Needham Facility for construction management services and the updated cost for the Chelsea Facility lease. This increase is partially offset by lower Telecommunications costs of \$382,000 based on updated costs, and Grit & Screenings Removal of \$231,000 based on multi-year average of quantities.

Indirect Expenses

Indirect Expenses for FY27 total \$87.9 million, an increase of \$4.9 million or 5.9% over the FY26 Budget. Below are the highlights of major changes:

- The budget includes \$4.9 million for Insurance, a decrease of \$586,000 or 10.6% from the FY26 Budget. Insurance Premiums decreased 11.4% based on proposals received. Claim payments increased 2.3% and are based on a 5-year average.
- The budget includes \$36.6 million for Watershed Management, an increase of \$1.5 million or 4.1% above the FY26 Budget. The budget includes \$27.0 million for reimbursement of operating expenses net of revenues, and \$9.6 million for Payment in Lieu of Taxes (PILOT). The budget increase is driven by contractual wage increases, fringe benefits, higher maintenance costs, and PILOT.
- The budget includes \$6.7 million for the Harbor Energy Electric Company (HEEC), a decrease of \$178,000 or 2.6% from the FY26 Budget. The budget reflects the latest cost estimates due for the prior calendar year.
- The budget includes \$1.9 million for Mitigation payments to the City of Quincy and Town of Winthrop in accordance with the mitigation agreements.

- Funding for the Additions to the Operating Reserve for FY27 is \$4.0 million. The Operating Reserve balance is in compliance with MWRA General Bond Resolution which requires a balance of one-sixth of annual operating expenses. Based on the FY27 Budget, the required balance is \$65.7 million versus the \$61.7 million required in FY26.
- The budget includes \$28.4 million for the Retirement Fund, an increase of \$2.1 million or 7.8% over the FY26 budget. This is based on the January 2026 actuarial valuation an Actuarially Required Contribution (ARC) of \$21.9 million plus an additional payment of \$6.5 million. MWRA's pension fund is at the 87.2% funding level and projected to be fully funded by June 30, 2030.
- The Authority continues to comply with the GASB 45, *Accounting and Financial Reporting by Employers for Postemployment Benefits Other than Pensions (OPEB)*, by disclosing this liability in the year-end Financial Statements. As part of the multi-year strategy to address its unfunded liabilities for OPEB and pension holistically, the Board approved a plan to pay down the pension liability and upon reaching full funding, move to address the OPEB obligation. To maximize the benefits in terms of returns and accounting treatment, an irrevocable OPEB Trust was established with Board approval and funding started on April 23, 2015. The OPEB Trust had an actuarial fund balance was \$106.8 million (54.0% funded) as of January 2026. Starting in FY18, GASB 75 is the governing regulation for employee OPEB contributions. The FY27 \$5.4 million budget is based on 50% of the Annual Determined Contribution (ADC) determined in the January 1, 2026 actuarial report. This is a \$55,000 increase over FY26.

Capital Financing

Capital financing as a percent of total expenses is 53.3% which is a 1.1% reduction when compared to the FY26 Current Expense Budget. Much of this debt service is for completed projects, primarily the Boston Harbor Project, the Integrated Water Supply Improvement Program, and the original Combined Sewer Overflow (CSO) projects. MWRA's capital spending, from its inception, had been dominated by projects mandated by court ordered or regulatory requirements, which in total have accounted for ~70% of capital spending to date. Going forward, the majority of spending will be focused on asset protection and water redundancy initiatives.

The Authority has actively managed its debt structure to take advantage of favorable interest rates. Tools used by MWRA to lower borrowing costs and manage rates include current and advanced refunding of outstanding debt, maximizing the use of the subsidized State Revolving Fund (SRF) debt, issuance of variable rate debt, swap agreements (all swaps terminated in FY24), and the use of positive year-end budget variances to defease debt. MWRA also uses tax exempt commercial paper to minimize the financing cost of construction in process.

The FY27 Budget capital financing costs total \$502.9 million and remain the largest portion of the MWRA's budget.

The FY27 Budget includes the benefit of a bond tender and defeasance of \$29.3 million in FY26 which reduced debt service by approximately \$1.3 million in FY27, \$1.3 million in FY28, \$6.9 million in FY29, \$15.4 million in FY30, and \$5.8 million in FY31.

The FY27 Budget assumes a 4.0% interest rate for variable rate debt which is less than the FY26 assumed rate of 4.25%. The Authority's variable rate debt assumption is comprised of three separate elements: the interest rate for the daily and weekly series; liquidity fees for the Standby Bond Purchase Agreement, Letter of Credit, and Direct Purchase providers; and remarketing fees.

The FY27 Budget capital financing costs decreased by \$5.8 million or 1.1% compared to the FY26 Budget. This decrease in the MWRA's debt service is the result of the new money and refunding transaction completed in June 2026, the proposed structure of the FY27 borrowings, the structure of the existing debt, the receipt of debt service assistance and by the impact of the projected defeasance.

The FY27 capital financing budget includes:

- \$312.2 million in principal and interest payments on MWRA's senior fixed rate bonds. This amount includes \$30.2 million to support a new money issuance of \$400 million in FY27;
- \$63.2 million in principal and interest payments on subordinate bonds;
- \$83.7 million in principal and interest payments on SRF loans. This amount includes \$3.1 million to support an issuances of \$50 million during FY27;
- \$22.5 million to fund ongoing capital projects with current revenue and to meet coverage requirements;
- \$9.9 million in debt prepayment;
- \$9.5 million to fund the interest expense related to the Local Water Pipeline Assistance Program; and,
- \$3.2 million for the Chelsea Lease.
- \$1.2 million offset to Capital Finance for the Debt Service Assistance received in FY26.

Revenue

FY27 non-rate revenue totals \$42.4 million, which is an increase of \$1.5 million or 3.6% versus the FY26 Budget. The FY27 non-rate revenue budget includes:

- \$11.8 million in Other User Charges, including \$6.4 million for the Chicopee Valley Aqueduct (CVA) communities, \$2.6 million for Deer Island water usage, \$500,000 for the Commonwealth's partial reimbursement for Clinton Wastewater Treatment Plant

expenses, and \$426,000 for entrance fees payments from existing member communities. Other User Charges are \$831,000 or 7.6% higher than the FY26 Budget.

- \$6.8 million in Other Revenue, an increase of \$87,000 or 1.3% over the FY26 Budget. Other Revenue includes \$2.2 million from the sale of the Authority's Renewable Portfolio Credits, revenue from participation in load response programs, and the sale of generated power to the grid. The balance of Other Revenue includes \$3.2 million in permit fees and penalties, an increase of \$43,000 over the FY26 Budget.
- \$23.9 million in Investment Income, an increase of \$577,000 or 2.5% over the FY26 Budget. The budget assumes an average interest short-term interest rate of 3.5% in FY27 (down from 3.75% in FY26).

The Rate Revenue Requirement for FY27 is \$900.7 million, an increase \$21.9 million or 2.5% over the FY26 Budget. The Rate Revenue Requirement is the difference between total expenses of \$943.1 million and non-rate revenue of \$42.4 million.

Planning Estimates and Future Rate Projections

MWRA's planning estimates are projections based on a series of assumptions about future spending (operating and capital), interest rates, inflation, and other factors. MWRA uses the planning estimates to model and project what future rate increases might be based upon these assumptions, as well as to test the impact of changes to assumptions on future rate increases. The planning estimates are not predictions of what rate increases will be but rather they provide the context and framework for guiding MWRA financial policy and management decision making that ultimately determine the level of actual rate increases on an annual basis. Historically, the planning estimates were based on conservative financial assumptions. Conservative projections of future rate increases benefit the MWRA by providing assurance to all stakeholders, including the rating agencies that MWRA anticipates raising revenues sufficient to pay for its operations and outstanding debt obligations now and over the long-term. Additionally, conservative forecasts of rate revenue requirements enable member communities to adequately plan and budget for future payments to MWRA.

Table 3 below presents the combined estimated future rate increases and household charges based on the FY27 Budget. The planning estimates shown below assume no Debt Service Assistance from the Commonwealth or use of Bond Redemption reserves in future years and modest amounts of Rate Stabilization being used beginning in FY28. The planning estimates have capital spending capped at \$700 million in FY29 and FY30 and \$750 million in FY31.

Table 3

Rates & Budget Projections						
FY27 CEB	FY2026	FY2027	FY2028	FY2029	FY2030	FY2031
Total Rate Revenue (\$000)	\$ 878,761	\$ 900,677	\$ 927,477	\$ 955,342	\$ 984,166	\$1,013,482
Rate Revenue Change from Prior Year (\$000)	\$ 23,273	\$ 21,916	\$ 26,800	\$ 27,865	\$ 28,824	\$ 29,316
Rate Revenue Increase	2.7%	2.5%	3.0%	3.0%	3.0%	3.0%
Use of Reserves (\$000)	\$ -	\$ -	\$ 782	\$ 740	\$ 140	\$ 12

Estimated Household Bill

Based on annual water usage of 61,000 gallons	\$1,484	\$1,544	\$1,610	\$1,679	\$1,752	\$1,827
Based on annual water usage of 90,000 gallons	\$2,189	\$2,279	\$2,376	\$2,478	\$2,584	\$2,695

CEB Review and Adoption Process

In February, the MWRA transmitted the Proposed FY27 Budget to the Advisory Board for its review and comments. MWRA staff have worked closely with MWRA Advisory Board staff in an effort to review the budget and reduce the rate revenue requirement from 3.0% in the FY27 Proposed Budget to 2.5% in the FY27 Final Budget.

ATTACHMENTS:

- Attachment A FY27 Final Budget vs. FY27 Proposed Budget vs. FY26 Approved Budget
- Attachment B FY27 Final Operating Budget (Trustee’s Budget)
- Attachment C FY27 Final Budget vs. FY26 Projection
- Attachment D MWRA Responses to Advisory Board’s FY27 Integrated CIP and CEB
Comments and Recommendations

ATTACHMENT A

FY27 Final Budget vs. FY27 Proposed Budget vs. FY26 Approved Budget

TOTAL MWRA	FY26 Approved Budget	FY27 Final Budget	Change FY27 Final Budget vs FY26 Approved Budget		Change FY27 Final Budget vs FY27 Proposed Budget	
			\$	%	\$	%
EXPENSES						
WAGES AND SALARIES	\$ 133,658,993	\$ 140,690,531	\$ 7,031,538	5.3%	\$ 186,516	0.1%
OVERTIME	6,449,017	6,899,456	450,439	7.0%	2,999	0.0%
FRINGE BENEFITS	30,489,107	33,872,720	3,383,613	11.1%	(1,383,181)	-3.9%
WORKERS' COMPENSATION	2,179,730	2,419,889	240,159	11.0%	-	0.0%
CHEMICALS	19,307,228	19,803,588	496,360	2.6%	(480,415)	-2.4%
ENERGY AND UTILITIES	33,579,064	35,982,504	2,403,440	7.2%	(46,982)	-0.1%
MAINTENANCE	43,622,667	51,991,315	8,368,648	19.2%	6,264,661	13.7%
TRAINING AND MEETINGS	689,741	725,173	35,432	5.1%	5,002	0.7%
PROFESSIONAL SERVICES	11,302,703	12,385,894	1,083,191	9.6%	650,000	5.5%
OTHER MATERIALS	7,656,637	8,129,436	472,799	6.2%	125,304	1.6%
OTHER SERVICES	39,045,372	39,376,274	330,902	0.8%	2,128,425	5.7%
TOTAL DIRECT EXPENSES	\$ 327,980,260	\$ 352,276,780	\$ 24,296,520	7.4%	\$ 7,452,328	2.2%
INSURANCE	\$ 5,529,174	\$ 4,943,076	(586,098)	-10.6%	(984,086)	-16.6%
WATERSHED/PILOT/DEBT	35,118,900	36,576,199	1,457,299	4.1%	431,200	1.2%
HEEC PAYMENT	6,837,804	6,660,088	(177,716)	-2.6%	417,190	6.7%
MITIGATION	1,869,152	1,915,881	46,729	2.5%	-	0.0%
ADDITIONS TO RESERVES	1,967,483	4,008,582	2,041,099	103.7%	1,147,572	40.1%
RETIREMENT FUND	26,347,116	28,410,126	2,063,010	7.8%	-	0.0%
POSTEMPLOYMENT BENEFITS	5,349,184	5,404,129	54,945	1.0%	-	0.0%
TOTAL INDIRECT EXPENSES	\$ 83,018,813	\$ 87,918,081	\$ 4,899,268	5.9%	\$ 1,011,876	1.2%
STATE REVOLVING FUND	\$ 84,683,758	\$ 83,672,073	(1,011,685)	-1.2%	(930,683)	-1.1%
SENIOR DEBT	289,254,619	312,163,003	22,908,384	7.9%	(5,843,821)	-1.8%
SUBORDINATE DEBT	91,345,699	63,226,384	(28,119,315)	-30.8%	-	0.0%
LOCAL WATER PIPELINE CP	10,208,818	9,530,742	(678,076)	-6.6%	(522,708)	-5.2%
CURRENT REVENUE/CAPITAL	21,500,000	22,500,000	1,000,000	4.7%	-	0.0%
CAPITAL LEASE	3,217,060	3,217,060	-	0.0%	-	0.0%
DEBT PREPAYMENT	8,500,000	9,850,000	1,350,000	15.9%	(650,000)	-6.2%
DEBT SERVICE ASSISTANCE	-	(1,234,567)	(1,234,567)	0.0%	(1,234,567)	0.0%
TOTAL DEBT SERVICE	\$ 508,709,954	\$ 502,924,695	\$ (5,785,259)	-1.1%	\$ (9,181,779)	-1.8%
TOTAL EXPENSES	\$ 919,709,027	\$ 943,119,556	\$ 23,410,529	2.5%	\$ (717,575)	-0.1%
REVENUE & INCOME						
RATE REVENUE	\$ 878,761,000	\$ 900,677,158	21,916,158	2.5%	(4,386,566)	-0.5%
OTHER USER CHARGES	10,939,765	11,770,813	831,048	7.6%	170,563	1.5%
OTHER REVENUE	6,675,837	6,762,585	86,748	1.3%	(143,239)	-2.1%
RATE STABILIZATION	-	-	-	0.0%	-	0.0%
INVESTMENT INCOME	23,332,425	23,909,000	576,575	2.5%	3,641,667	18.0%
TOTAL REVENUE & INCOME	\$ 919,709,027	\$ 943,119,556	\$ 23,410,529	2.5%	\$ (717,575)	-0.1%
Rate Revenue Increase over FY26	2.5%					

ATTACHMENT B

**Massachusetts Water Resources Authority
Fiscal Year 2027 Operating Budget for Filing with the Trustee
Pursuant to Section 712 of General Bond Resolution Adopted January 24, 1990**

(\$000s)

Projected Monthly Deposits:

Fund	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Total
Operating	\$30,739	\$38,424	\$30,739	\$30,739	\$38,424	\$30,739	\$30,739	\$38,424	\$30,739	\$30,739	\$38,424	\$30,739	\$399,610
Debt Service & Coverage	38,687	48,358	38,687	38,687	48,358	38,687	38,687	48,358	38,687	38,687	48,358	38,687	502,925
Debt Service Reserve	---	---	---	---	---	---	---	---	---	---	---	---	0
CORE	---	---	---	---	---	---	---	---	---	---	---	---	0
Commonwealth Obligations	2,814	3,517	2,814	2,814	3,517	2,814	2,814	3,517	2,814	2,814	3,517	2,814	36,576
Operating Reserve	308	385	308	308	385	308	308	385	308	308	385	308	4,009
Insurance Reserve	---	---	---	---	---	---	---	---	---	---	---	---	0
Renewal & Replacement Reserve	---	---	---	---	---	---	---	---	---	---	---	---	0
Rate Stabilization Reserve	---	---	---	---	---	---	---	---	---	---	---	---	0
Total	<u>\$72,548</u>	<u>\$90,685</u>	<u>\$72,548</u>	<u>\$72,548</u>	<u>\$90,685</u>	<u>\$72,548</u>	<u>\$72,548</u>	<u>\$90,685</u>	<u>\$72,548</u>	<u>\$72,548</u>	<u>\$90,685</u>	<u>\$72,548</u>	<u>\$943,120</u>

Attachment C

FY27 Final Budget vs. FY26 Projection

TOTAL MWRA	FY26 Projection	FY27 Final Budget	Change	% Change
EXPENSES				
WAGES AND SALARIES	\$ 126,807,748	\$ 140,690,531	\$ 13,882,783	10.9%
OVERTIME	6,126,566	6,899,456	772,890	12.6%
FRINGE BENEFITS	28,507,315	33,872,720	5,365,405	18.8%
WORKERS' COMPENSATION	2,234,223	2,419,889	185,666	8.3%
CHEMICALS	18,341,867	19,803,588	1,461,721	8.0%
ENERGY AND UTILITIES	35,779,064	35,982,504	203,440	0.6%
MAINTENANCE	45,447,667	51,991,315	6,543,648	14.4%
TRAINING AND MEETINGS	482,819	725,173	242,354	50.2%
PROFESSIONAL SERVICES	11,076,649	12,385,894	1,309,245	11.8%
OTHER MATERIALS	7,886,336	8,129,436	243,100	3.1%
OTHER SERVICES	32,308,492	39,376,274	7,067,782	21.9%
TOTAL DIRECT EXPENSES	\$ 314,998,746	\$ 352,276,780	\$ 37,278,034	11.8%
INSURANCE	\$ 5,209,230	\$ 4,943,076	\$ (266,154)	-5.1%
WATERSHED/PILOT/DEBT	32,454,789	36,576,199	4,121,410	12.7%
HEEC PAYMENT	6,687,466	6,660,088	(27,378)	-0.4%
MITIGATION	1,869,152	1,915,881	46,729	2.5%
ADDITIONS TO RESERVES	1,967,483	4,008,582	2,041,099	103.7%
RETIREMENT FUND	26,347,116	28,410,126	2,063,010	7.8%
POSTEMPLOYMENT BENEFITS	5,349,184	5,404,129	54,945	1.0%
TOTAL INDIRECT EXPENSES	\$ 79,884,420	\$ 87,918,081	\$ 8,033,661	10.1%
STATE REVOLVING FUND	\$ 84,057,341	\$ 83,672,073	\$ (385,268)	-0.5%
SENIOR DEBT	284,872,966	312,163,003	27,290,037	9.6%
SUBORDINATE DEBT	87,503,176	63,226,384	(24,276,792)	-27.7%
LOCAL WATER PIPELINE CP	6,892,555	9,530,742	2,638,187	38.3%
CURRENT REVENUE/CAPITAL	21,500,000	22,500,000	1,000,000	4.7%
CAPITAL LEASE	3,217,060	3,217,060	-	0.0%
DEBT PREPAYMENT	8,500,000	9,850,000	1,350,000	15.9%
DEBT SERVICE ASSISTANCE		(1,234,567)	(1,234,567)	0.0%
TOTAL DEBT SERVICE	\$ 496,543,098	\$ 502,924,695	\$ 6,381,597	1.3%
TOTAL EXPENSES	\$ 891,426,264	\$ 943,119,556	\$ 51,693,292	5.8%
REVENUE & INCOME				
RATE REVENUE	\$ 878,761,000	\$ 900,677,158	\$ 21,916,158	2.5%
OTHER USER CHARGES	11,158,560	11,770,813	612,253	5.5%
OTHER REVENUE	7,610,454	6,762,585	(847,869)	-11.1%
RATE STABILIZATION	-	-	-	0.0%
INVESTMENT INCOME	25,854,205	23,909,000	(1,945,205)	-7.5%
TOTAL REVENUE & INCOME	\$ 923,384,219	\$ 943,119,556	\$ 19,735,337	2.1%

ATTACHMENT D
MWRA's Responses to the Advisory Board's FY2027 Integrated CIP and CEB Recommendations and Comments (as shown in Appendix A and B)

Advisory Board Recommendations and Comments	MWRA Responses
1. The Advisory Board recommends reducing the FY27 Rate Revenue Requirement by \$4,332,350, resulting in a combined wholesale assessment increase of 2.50%. The detailed water, sewer, and combined calculations supporting this recommendation are included in Appendix C: Dunphy Sheet.	Agree.
2. As a matter of budget practice, the Advisory Board recommends that MWRA preserve the long-standing expectation that final assessments remain at or below proposed assessments unless a post-proposal increase is clearly explained and available for review before final adoption. Where MWRA identifies a known, uncertain, and potentially material cost, the Advisory Board further recommends that the proposed budget clearly reflect that exposure rather than relying on Spring Revisits to increase the funding assumption later in the process. Spring Revisits should continue to refine the budget, not redefine the budget.	MWRA agrees that the expectation that the final assessments remain at or below the proposed assessments unless a post-proposal increase is clearly explained and available for review before final adoption. MWRA views the spring revisit as a final refinement to the budget. In the event that new circumstances require a significant change to the budget, staff will work with the Advisory Board to ensure that the change is discussed and justified as far in advance as possible.
3. The Advisory Board recommends applying an additional vacancy rate of adjustment equal to 48 FTEs.	Partially agree. MWRA had seen a variance on Wages & Salaries of -10.5% in FY23, -10.9% in FY24, and -11.2% in FY25. The vacancy adjustment increased from -\$5.6 million to -\$10.5 million in the FY26 CEB in response to the MWRA Advisory Board's recommendation. The FY26 Wages & Salaries variance is only -5.4% through May (11 months of the fiscal year). In FY25, FTEs were 1,065 or 103 under budget. Through May of FY26, FTEs are 1,084 or 82 under budget. The FTE count is trending higher.
4. The Advisory Board recommends allocating the 48-FTE adjustment by reducing the water-side Wages and Salaries budget by \$1.72 million, equivalent to 15 FTEs, and the sewer-side Wages and Salaries budget by \$3.8 million, equivalent to 33 FTEs.	Partially agree. MWRA had seen a variance on Wages & Salaries of -10.5% in FY23, -10.9% in FY24, and -11.2% in FY25. The vacancy adjustment increased from -\$5.6 million to -\$10.5 million in the FY26 CEB in response to the MWRA Advisory Board's recommendation. The FY26 Wages & Salaries variance is only -5.4% through May (11 months of the fiscal year). In FY25, FTEs were 1,065 or 103 under budget. Through May of FY26, FTEs are 1,084 or 82 under budget. The FTE count is trending higher.
5. The Advisory Board recommends reducing Fringe Benefits by \$1.104 million as part of the overall vacancy adjustment, including \$345,000 on the water side and \$759,000 on the sewer side.	Health Insurance is the biggest category within Fringe Benefits making up 87.7% of total fringe costs. Unlike the Division of Water Supply Protection at DCR (which budgets fringe based on an allocation per FTE), the Authority budgets for Health Insurance for active employees and retirees at the plan type and insurer level which makes it more difficult to predict as staffing changes can occur throughout the year.
6. The Advisory Board recommends removing the landfill-related cost assumption included within Sludge Pelletization, including the approximately \$2.2 million increase on the sewer side incorporated in the Draft Final FY27 budget and the approximately \$2.38 million in landfill-related costs embedded in the Proposed Budget. Given the ongoing uncertainty surrounding PFAS-related disposal requirements, the Advisory Board believes that any additional costs related to landfill disposal can be absorbed within the MWRA's CEB.	There continues to be significant regulatory uncertainty regarding disposal options for biosolids, both in Massachusetts and across the country. Each year, additional states are banning or restricting the land application of biosolids. Given the current environment, MWRA staff feel that it is prudent to continue to budget for landfill costs so that should all or portion of our biosolids need to be landfilled in the upcoming fiscal year, we have the funding to support a shift in disposal method. If unspent, staff plan to reallocate these funds to the Defeasance Account.
7. The Advisory Board recommends that MWRA establish a formal pension funding policy before full funding is achieved in 2030. The policy should address target funding levels above 100%, treatment of future gains and losses, contribution stability, and the use of any funded-position buffer to reduce the risk of returning to an underfunded position while maintaining transparency around ratepayer impacts.	Agree. MWRA will work to develop a formal pension funding policy that to address funding levels above 100% and the treatment of future gains and losses. Staff are monitoring guidance from the Massachusetts Public Employee Retirement Administration Commission which will need to issue guidelines for the treatment of future gains and losses.
8. The Advisory Board recommends that MWRA establish a formal OPEB trust utilization policy before trust assets are used to offset retiree healthcare costs. The policy should address target funding levels, conditions for drawing on trust assets, use of any funded-position buffer, treatment of investment gains and losses, and how future trust use will be reflected in the Current Expense Budget and long-term rate planning.	Agree. As the OPEB trust's assets grow, MWRA will develop a policy for managing funding levels and the use of funds to meet the retiree health benefit costs.
9. The Advisory Board recommends that MWRA conduct a thorough assessment of Deer Island Asset Protection needs within the FY29-33 and FY34-38 capital spending cap periods in order to model the anticipated debt service impacts of Deer Island Asset Protection, the Metropolitan Tunnel Redundancy project, and CSO LTCP projects, in coordination with the work of the Long-Term Rates Management Working Group.	Staff will review the planned projects for asset protection of DI within the FY29-33 and FY34-38 capital spending period including a review of planned projects, schedules, scope of work (high level), operational criticality, and interdependencies/interface with off island projects and wastewater operations so as to allow for modelling of anticipated debt service impacts to DI AP, the MWTP, and CSO LTCP projects.
10. The Advisory Board recommends that MWRA work with WSCAC and the Advisory Board to translate community questions into an actionable scope of work for a graduate-level UMASS researcher to perform. The Advisory Board offers to facilitate this project by utilizing its established administrative infrastructure to oversee and manage the project's deliverables and fiscal reporting.	MWRA staff will evaluate this request.

ATTACHMENT D
MWRA's Responses to the Advisory Board's FY2027 Integrated CIP and CEB Recommendations and Comments (as shown in Appendix A and B)

Advisory Board Recommendations and Comments	MWRA Responses
<p>11. The Advisory Board recommends that MWRA develop and implement a centralized, publicly accessible online 8(m) notification form by March 31, 2027 for excavation, drilling, and construction activity near MWRA infrastructure. The form should provide a clear point of entry for municipalities, contractors, property owners, and other stakeholders, while improving consistency, documentation, internal routing, response tracking, and MWRA’s ability to identify notification patterns over time. The Advisory Board further recommends that MWRA continue working with the Advisory Board, municipal representatives, and relevant stakeholders as the form is developed and implemented, including evaluation of practical steps to clarify points of contact, strengthen municipal and contractor notification practices, and assess longer-term coordination tools such as municipal screening mechanisms, outreach to licensed professionals, and state-level permitting coordination.</p>	<p>The Toxic Reduction and Control (TRAC) Department is currently reviewing its existing permitting and compliance database for potential replacement. During this process, TRAC will review potential replacement options with the 8(m) permitting program in mind. In the interim, MWRA will continue to work with the Advisory Board on ways to enhance overall 8(m) permitting outreach and to identify communication pathways for member communities, permittees and other stakeholders.</p>
<p>12. The Advisory Board recommends that MWRA staff work with Advisory Board staff to review historical procurement and contract award trends, with particular attention to bidder participation, engineer’s estimates, final bid results, project type, scope complexity, timing, market conditions, and related contract award information. This review should help identify patterns that can inform future procurement planning, improve understanding of bid outcomes, and support clearer communication at the time of Board review. The goal is not to revisit individual award decisions, but to use information already generated through the procurement process to better understand how market conditions, project complexity, bidder availability, and estimate development interact over time. A clearer historical record of these trends would help MWRA, the Advisory Board, and member communities distinguish isolated deviations from broader procurement patterns that may affect future costs, schedules, and long-term affordability.</p>	<p>The Authority welcomes the opportunity to work with the Advisory Board to review historical procurement trends.</p>
<p>13. As structural vacancies persist, future discussion need to address whether long-unfilled positions should be reclassified, consolidated, or removed altogether to improve budget transparency and align workforce planning with operational priorities.</p>	<p>Agree. As vacancies occur or are anticipated, MWRA reviews positions to assure they align with operational need. Job descriptions and classifications are considered and updated to attract a broad talent pool. In some instances, long-unfilled, but needed positions are temporarily filled with staff augmentation while staff seek to attract qualified candidates.</p>
<p>14. The Advisory Board supports MWRA’s use of a structured non-union compensation study to evaluate market competitiveness, benefits, job descriptions, and internal compensation structure. As MWRA considers any resulting changes, the Authority should clearly distinguish between study findings and implementation decisions; document the recruitment, retention, salary collision, internal equity, and operational rationale for proposed adjustments; and phase or structure implementation where appropriate. Compensation changes should be evaluated in the context of actual staffing patterns and real spending behavior, and should be communicated to ratepayers as part of a sustainable, predictable, and responsible workforce strategy.</p>	<p>At the MWRA Board of Directors direction, a total compensation study was conducted by the Collins Center at UMass Boston. This study was overseen by a sub-committee of the Board. Additional information on internal salary compression and collision and further implementation analysis was provided to the Board at their request. MWRA agrees that any implementation decisions should be supported by the study’s analysis and should be complemented by a leadership succession plan to assure continuity of leadership and to attract and retain highly qualified internal and external applicants.</p>
<p>15. The Advisory Board supports continued pursuit of CSO reductions and cleaner rivers. As the Draft Updated CSO Control Plan advances through public review, MWRA should clearly document the expected environmental and public health benefits, costs, construction impacts, implementation timelines, external funding assumptions, and long-term community-level ratepayer obligations associated with each major pathway. Uncommitted external funding should be distinguished from committed funding, and planning materials should make clear how obligations extend beyond the 2050 planning horizon.</p>	<p>The Draft Updated CSO Control Plan for the Charles River, Upper Mystic River and Alewife Brook submitted to MassDEP on April 31, 2026 documents environmental and public benefits, costs, construction impacts, implementations timelines, external funding assumptions and long term community level-ratepayer obligations associated the proposed alternatives. During the 5 month regulatory and public comment period, MWRA staff are providing numerous presentations to the public, various specific stakeholder groups, municipal officials, and legislators summaries the Draft Plan. Currently there are no external funds available to support the Draft Plan work. MWRA is committed to continue to peruse funding opportunities through the Plan implementation.</p>
<p>16. The Advisory Board urges MWRA to work with the Advisory Board in supporting the PILOT Commission’s statewide review of host-community compensation and to clearly explain the existing watershed PILOT framework as part of that process. MWRA should emphasize that watershed PILOT payments are already funded by ratepayers through the water budget, calculated using local commercial tax rates, protected by hold-harmless treatment, paid in full, and supplemented in certain Quabbin communities by annexed-lands payments.</p>	<p>MWRA staff understand the Advisory Board’s position on this issue, respects its advocacy and looks forward to engaging in this conversation.</p>

ATTACHMENT D
MWRA's Responses to the Advisory Board's FY2027 Integrated CIP and CEB Recommendations and Comments (as shown in Appendix A and B)

Advisory Board Recommendations and Comments	MWRA Responses
<p>17. The Advisory Board urges MWRA to join the Advisory Board in opposing Mass Ready Act provisions that would assign new MWRA-funded payments to Quabbin communities before the PILOT Commission has completed its work, including payments drafted as temporary or subject to sunset. Any change to host-community compensation should be evaluated through the Commission process and grounded in a consistent statewide framework before new obligations are assigned to MWRA ratepayers.</p>	MWRA staff understand the Advisory Board's position on this issue and respects its advocacy.
<p>18. The Advisory Board urges MWRA to oppose the proposed addition of a Quabbin-related seat to the MWRA Board of Directors and any other piecemeal changes to the Authority's governance structure tied to Quabbin-related compensation concerns. Changes to MWRA governance should be evaluated directly, transparently, and with careful attention to the balanced structure that has supported the Authority's success.</p>	MWRA staff understand the Advisory Board's position on this issue and respects its advocacy.
<p>19. As MWRA undertakes its first Executive Director transition in approximately 25 years, the Advisory Board urges the Authority to treat this moment as an opportunity to reaffirm and carry forward the governance principles that have made the MWRA model successful. Those principles include balanced Board accountability, transparent decision-making, disciplined rate management, strong senior staff expertise, and sustained attention to the communities and ratepayers that fund the system. As the Authority enters a period of larger and more complex decisions, the next phase of leadership should preserve the stability of this model while strengthening MWRA's ability to communicate major investments, evaluate long-term tradeoffs, attract and develop talent, and ensure that decisions remain sustainable, predictable, and responsible for the communities and ratepayers that fund the system.</p>	MWRA staff agree with these recommendations. The Board of Directors created a Preliminary Screening Committee to lead the search for the new MWRA Executive Director and hired a firm.
<p>20. The Advisory Board expects MWRA to update its Personnel expenses in the final budget to reflect a \$222,649 increase on the Sewer side and a \$(36,134) decrease on the Water side for Wages & Salaries, resulting in a net increase of \$186,515; a \$2,961 increase on the Sewer side and \$39 increase on the Water side for Overtime, resulting in a net increase of \$3,000; and a \$(861,794) decrease on the Sewer side and a \$(521,387) decrease on the Water side for Fringe Benefits, resulting in a net decrease of \$(1,383,181).</p>	Agree.
<p>21. The Advisory Board expects MWRA to update its Chemicals budget to reflect Spring Revisit adjustments, including a \$207,733 decrease on the Sewer side, a \$272,682 decrease on the Water side, and a \$480,415 net decrease Authority-wide.</p>	Agree.
<p>22. The Advisory Board expects MWRA to update its Energy & Utilities budget to reflect Spring Revisit adjustments, including a \$(28,450) decrease on the Sewer side, an \$18,056 increase on the Water side, and a \$(10,393) net decrease Authority-wide.</p>	Agree.
<p>23. The Advisory Board expects MWRA to update its maintenance expenses in the final budget to reflect a \$3.99 million increase for Sewer Maintenance, a \$2.27 million increase for Water Maintenance, and a \$6.26 million net increase for Maintenance overall.</p>	Agree.
<p>24. The Advisory Board expects MWRA to update its Training and Meetings budget to reflect Spring Revisit adjustments, including a \$4,418 increase on the Sewer side, a \$584 increase on the Water side, and a \$5,002 net increase Authority-wide.</p>	Agree.
<p>25. The Advisory Board expects MWRA to update its Professional Services budget to reflect Spring Revisit adjustments, including a \$273,099 increase on the Sewer side, a \$376,901 increase on the Water side, and a \$650,000 net increase Authority-wide.</p>	Agree.
<p>26. The Advisory Board expects MWRA to update its Other Materials budget to reflect Spring Revisit adjustments, including a \$97,759 increase on the Sewer side, a \$27,545 increase on the Water side, and a \$125,304 net increase Authority-wide.</p>	Agree.
<p>27. The Advisory Board expects MWRA to update its Other Services budget to reflect Spring Revisit adjustments, including a \$2,196,442 increase on the Sewer side, a \$(68,018) decrease on the Water side, and a \$2,128,424 net increase Authority-wide.</p>	Agree.

STAFF SUMMARY

TO: Board of Directors
FROM: Stephen Estes-Smargiassi, Executive Director
DATE: June 24, 2026
SUBJECT: Final FY27 Water and Sewer Assessments



COMMITTEE: Administration, Finance & Audit

 INFORMATION
 X VOTE

Michael Cole, Budget Director



Christine Pieroni, Asst. Mgr. Rates, Revenue and Finance
Preparer/Title

Thomas J. Durkin
Director of Finance

The Proposed FY27 Current Expense Budget (CEB) was submitted to the Advisory Board at the February 2026 Board meeting and included a 3.0% combined assessment increase.

MWRA's long-term goal has been to provide sustainable and predictable assessments to its member communities. In the past few years, the Advisory Board challenged MWRA to limit the assessment increases at a level less than 4%. MWRA has continuously been successful in achieving this goal by utilizing a multi-year rates management strategy, which includes controlled spending, the use of historical variable rate assumptions, and the practice of targeted debt defeasance.

Consistent with the FY27 Final Budget, the combined assessment increase of 2.5% includes a 1.7% increase for sewer assessments, and a 3.8% increase for water assessments.

RECOMMENDATION:

To adopt the following effective July 1, 2026:

- 1) Water system assessments of \$336,033,868 and sewer system assessments of \$564,643,290 for FY27.
- 2) FY27 sewer assessments of \$500,000 for the Town of Clinton and \$487,120 for the Lancaster Sewer District.
- 3) FY27 charge to the City of Worcester of \$254,495 representing approximately 7.9% of the direct operating expenses for the Clinton Wastewater Treatment Plant.
- 4) FY27 water assessments of \$4,476,161 for the City of Chicopee, \$898,349 for South Hadley Fire District #1, and \$1,035,375 for the Town of Wilbraham.
- 5) A wholesale water rate of \$5,092.06 per million gallons.
- 6) A retail sewer rate of \$9,022.36 per million gallons.

DISCUSSION:

The Final FY27 Current Expense Budget includes a Rate Revenue Requirement of \$900,677,160 an increase of 2.5% over the FY26 requirement.

	Rate Revenue Requirement		Change from FY26	
	FY27 Final	FY26 Approved	Dollars	Percent
Water	\$336,033,868	\$323,597,942	\$12,435,926	3.8%
Sewer	\$564,643,290	\$555,163,058	\$9,480,232	1.7%
Total	\$900,677,158	\$878,761,000	\$21,916,158	2.5%

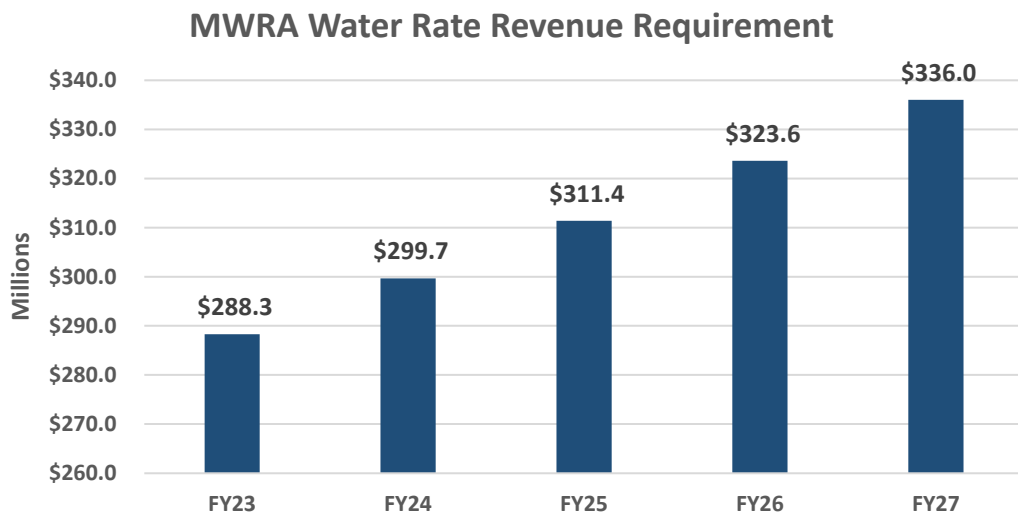
Attachment 1 details the FY27 wholesale water and sewer charges for each MWRA community.

The estimated annual impact of the FY27 assessment increase on the MWRA portion of the average household bill for water and sewer service in a fully served MWRA community that uses close to the system average of 61,000 gallons of water per year is approximately \$61.

Water Assessments

MWRA calculates water assessments for customer communities by apportioning the water rate revenue requirement according to each community’s share of total water use for the most recent calendar year. FY27 assessments are based on each community's share of CY25 water use of 65.991 billion gallons, a 2.1% increase compared to CY24 water use of 64.647 billion gallons. Changes in FY27 water assessments for customer communities compared to FY26 assessments will vary considerably, depending on each community's use of water and how that use factors into their share of the water system in CY25 compared to CY24. This is particularly true for communities that receive only part of their water from MWRA.

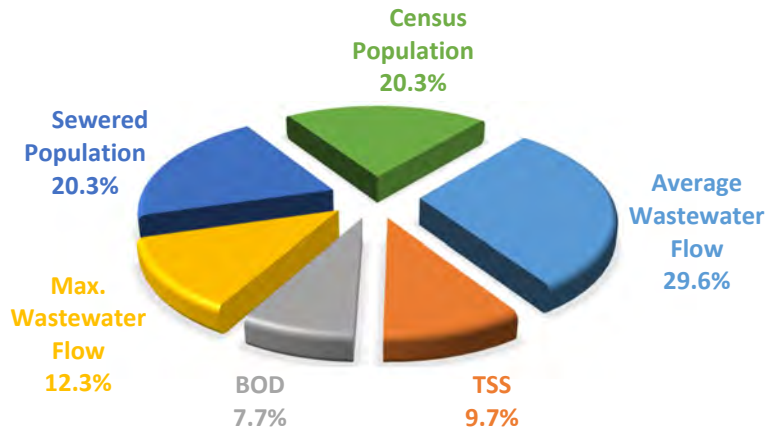
The graph below illustrates the water Rate Revenue Requirement for the past 5 years. The changes from FY26 to FY27 are primarily the result of increased debt service related to water system rehabilitation and improvements.



Sewer Assessments

MWRA allocates sewer assessments based on each community's share of the following allocation parameters: three-year average of annual wastewater flow, maximum month flow, strength of flow, census population, and sewered population.

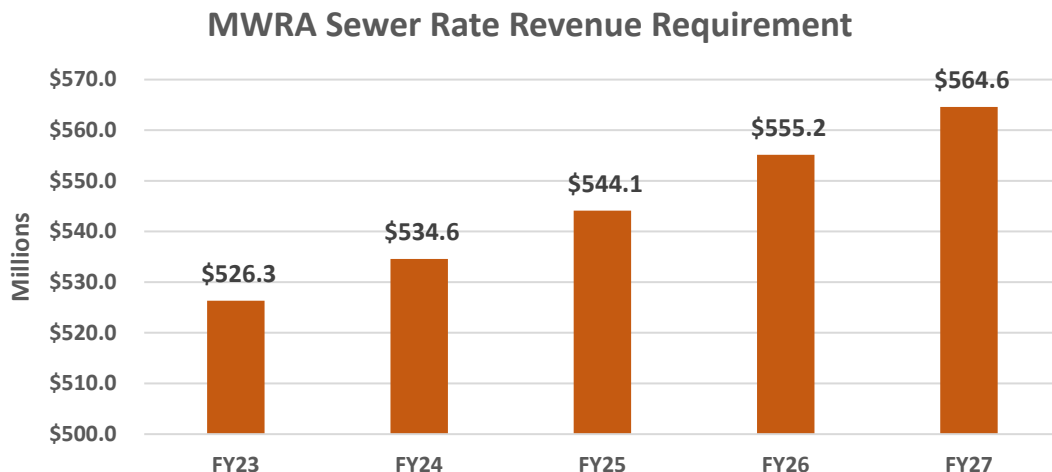
On average, approximately 59% of a community's FY27 sewer assessment is based on each community's share of wastewater flow and strength of flow (total suspended solids or TSS and biochemical oxygen demand or BOD), and approximately 41% is based on population as illustrated in the following graph.



The population component of FY27 assessments were calculated using July 2024 community population estimates from the U.S. Census Bureau, as well as the percentage of total population receiving municipal sewer service reported by each MWRA community.

The flow component of the FY27 assessments were calculated using the average of CY23, CY24 and CY25 wastewater flows and strength of flows.

The graph below illustrates the sewer Rate Revenue Requirement for the past 5 years. As with the water utility, the annual changes continue to be primarily the result of increased debt service related to sewer system rehabilitation and improvements.



Clinton Sewer Service Area Assessments

FY27 operating and maintenance (O&M) and capital expenses attributable to the Clinton Wastewater Treatment Plant are \$5,522,624, an increase of 0.2% from FY26. This includes a 2.3% increase in operating costs, and a 4.5% decrease in capital expenses.

In accordance with the agreement that allows the City of Worcester to take water from the Wachusett watershed, Worcester is charged approximately 7.9% of the direct operating expenses for the Clinton Wastewater Treatment Plant. FY27 direct operating expenses for the plant total \$3,216,979, resulting in a FY27 charge of \$254,495 for the City of Worcester. Worcester has been paying this annual charge to MWRA or its predecessors since 1914.

The Town of Clinton and the Lancaster Sewer District are allocated proportional shares of the remaining expenses based on annual metered wastewater flow to the Clinton Plant. Based on FY27 expenses and the average of CY23, CY24, and CY25 wastewater flows, Lancaster's FY27 charge is \$487,120, a decrease of .7% from FY26.

The FY27 charge for the Town of Clinton is \$4,715,443. However, pursuant to Chapter 307, Section 8 of the Acts of 1987, Clinton is only liable for the first \$500,000 of its share of O&M and capital costs.

Attachment 2 details the expenses and corresponding charges for the Clinton Sewer Service Area.

CVA Water Assessments

Based on the FY27 CIP and CEB for the Chicopee Valley Aqueduct (CVA) water system, the FY27 system assessment is \$6,409,885, an increase of 6.89% from FY26.

MWRA's CVA water assessment methodology allocates CVA assessments to the three communities served by the CVA system based on their share of prior calendar year water use. Based on CY25 water use, FY27 assessments are as follows:

- City of Chicopee: \$ 4,476,161 (+7.2%)
- South Hadley Fire District #1: \$ 898,349 (+2.0%)
- Town of Wilbraham: \$ 1,035,375 (+10.2%)

As with the metropolitan water system, changes in FY27 water assessments for each CVA community compared to FY26 assessments vary depending on their water use and how that use factors into their share of the CVA water system in CY25 compared to CY24. Chicopee's share of the CVA water system increased by 0.34% in CY25, while South Hadley Fire District #1's share decreased by 4.89% and Wilbraham's share increased by 3.09%.

Attachment 3 details the expenses and corresponding assessments for the CVA Water Service Area.

Wholesale Water Rate

MWRA's wholesale water rate per million gallons is applied to customers purchasing MWRA water on a pay-as-you-go basis (including customers with emergency agreements). The wholesale water rate for FY27 is \$5,092.06 per million gallons. The FY27 CEB includes revenue of \$227,075 from these customers.

Retail Sewer Rate

MWRA provides direct retail sewer service to Regis College in Weston and the New England Center for Children in Southborough. In accordance with MWRA Policy #OP.11, "Admission of New Community to MWRA Sewer System and Other Requests for Sewer Service to Locations Outside MWRA Sewer Service Area", both entities are charged a modified per million gallon "retail" rate that captures both sanitary and non-sanitary flows. Based on FY27 sewer assessments, the FY27 retail sewer rate is \$9,022.36 per million gallons. The FY27 CEB includes revenue of \$80,730 from these customers.

ATTACHMENTS:

1. FY27 Water and Sewer Assessments
2. Clinton Wastewater Treatment Plant Sewer User Charge Determination
3. Chicopee Valley Aqueduct System Assessment

MWRA Fully Served Water and Sewer Customers	Final FY26 Water Assessment	Final FY27 Water Assessment	Percent Change from FY26	Final FY26 Sewer Assessment	Final FY27 Sewer Assessment	Percent Change from FY26	Final FY26 Combined Assessment	Final FY27 Combined Assessment	Dollar Change from FY26	Percent Change from FY26
ARLINGTON	\$6,087,599	\$6,220,048	2.2%	\$9,607,850	\$9,750,473	1.5%	\$15,695,449	\$15,970,522	\$275,073	1.8%
BELMONT	3,608,362	3,647,054	1.1%	5,740,003	5,781,051	0.7%	9,348,365	9,428,105	79,740	0.9%
BOSTON (BWSC)	112,816,245	114,660,162	1.6%	152,091,678	156,577,126	2.9%	264,907,923	271,237,288	6,329,365	2.4%
BROOKLINE	8,986,468	9,501,994	5.7%	13,172,037	13,441,258	2.0%	22,158,505	22,943,252	784,747	3.5%
CHELSEA	6,200,998	6,504,704	4.9%	10,260,239	10,554,959	2.9%	16,461,237	17,059,663	598,426	3.6%
EVERETT	7,072,297	6,947,100	-1.8%	10,587,729	10,820,606	2.2%	17,660,026	17,767,706	107,680	0.6%
FRAMINGHAM	10,197,614	10,494,212	2.9%	15,742,436	15,743,008	0.0%	25,940,050	26,237,221	297,171	1.1%
LEXINGTON	8,650,822	8,893,285	2.8%	9,333,555	9,401,143	0.7%	17,984,377	18,294,427	310,050	1.7%
MALDEN	9,243,076	9,542,490	3.2%	14,572,763	14,832,592	1.8%	23,815,839	24,375,082	559,243	2.3%
MEDFORD	8,387,383	8,472,723	1.0%	13,768,213	14,059,873	2.1%	22,155,596	22,532,596	377,000	1.7%
MELROSE	3,762,588	3,894,200	3.5%	6,828,033	6,870,589	0.6%	10,590,621	10,764,789	174,168	1.6%
MILTON	4,294,618	4,407,571	2.6%	7,283,496	7,507,722	3.1%	11,578,114	11,915,293	337,179	2.9%
NEWTON	15,601,358	16,423,135	5.3%	25,494,669	25,708,766	0.8%	41,096,027	42,131,901	1,035,874	2.5%
NORWOOD	4,842,022	4,955,387	2.3%	9,595,999	9,689,116	1.0%	14,438,021	14,644,503	206,482	1.4%
QUINCY	15,546,511	16,169,353	4.0%	23,477,168	23,573,488	0.4%	39,023,679	39,742,842	719,163	1.8%
READING	3,089,421	3,178,593	2.9%	5,075,578	5,183,907	2.1%	8,164,999	8,362,499	197,500	2.4%
REVERE	6,847,418	7,259,636	6.0%	12,903,732	13,305,832	3.1%	19,751,150	20,565,469	814,319	4.1%
SOMERVILLE	11,051,015	10,980,268	-0.6%	18,396,138	18,391,349	0.0%	29,447,153	29,371,618	(75,535)	-0.3%
STONEHAM	4,019,561	3,852,120	-4.2%	6,135,875	6,038,589	-1.6%	10,155,436	9,890,708	(264,728)	-2.6%
WALTHAM	13,409,660	13,740,203	2.5%	15,082,080	15,259,153	1.2%	28,491,740	28,999,355	507,615	1.8%
WATERTOWN	4,688,527	4,706,278	0.4%	7,675,590	7,814,397	1.8%	12,364,117	12,520,675	156,558	1.3%
WINTHROP	2,047,059	2,083,842	1.8%	4,209,668	4,312,773	2.4%	6,256,727	6,396,616	139,889	2.2%
TOTAL	\$270,450,622	\$276,534,359	2.2%	\$397,034,529	\$404,617,773	1.9%	\$667,485,151	\$681,152,132	\$13,666,981	2.0%

MWRA Full Sewer and Partial Water Customers	Final FY26 Water Assessment	Final FY27 Water Assessment	Percent Change from FY26	Final FY26 Sewer Assessment	Final FY27 Sewer Assessment	Percent Change from FY26	Final FY26 Combined Assessment	Final FY27 Combined Assessment	Dollar Change from FY26	Percent Change from FY26
ASHLAND	\$0	\$0	-	\$3,059,045	\$3,115,424	1.8%	\$3,059,045	\$3,115,424	\$56,379	1.8%
BURLINGTON	2,573,260	3,388,146	31.7%	6,369,082	6,426,225	0.9%	8,942,342	9,814,371	872,029	9.8%
CANTON	2,690,642	2,683,811	-0.3%	5,327,610	5,564,118	4.4%	8,018,252	8,247,930	229,678	2.9%
NEEDHAM	1,776,283	2,192,971	23.5%	7,763,087	7,831,474	0.9%	9,539,370	10,024,445	485,075	5.1%
STOUGHTON	95,933	108,407	13.0%	5,897,834	5,756,571	-2.4%	5,993,767	5,864,979	(128,788)	-2.1%
WAKEFIELD	3,685,827	3,611,566	-2.0%	6,724,353	6,859,233	2.0%	10,410,180	10,470,798	60,618	0.6%
WELLESLEY	3,710,550	3,782,670	1.9%	7,355,370	7,292,866	-0.8%	11,065,920	11,075,536	9,616	0.1%
WILMINGTON	1,102,504	986,564	-10.5%	3,385,069	3,304,406	-2.4%	4,487,573	4,290,970	(196,603)	-4.4%
WINCHESTER	2,410,018	2,621,652	8.8%	5,755,305	5,769,320	0.2%	8,165,323	8,390,972	225,649	2.8%
WOBRURN	5,759,665	7,942,077	37.9%	11,559,336	11,593,608	0.3%	17,319,001	19,535,685	2,216,684	12.8%
TOTAL	\$23,804,682	\$27,317,864	14.8%	63,196,091	63,513,245	0.5%	\$87,000,773	\$90,831,109	\$3,830,336	4.4%

MWRA Fully Served Sewer-only Customers	Final FY26 Water Assessment	Final FY27 Water Assessment	Percent Change from FY26	Final FY26 Sewer Assessment	Final FY27 Sewer Assessment	Percent Change from FY26	Final FY26 Combined Assessment	Final FY27 Combined Assessment	Dollar Change from FY26	Percent Change from FY26
BEDFORD	\$3,950,878	\$3,950,878	0.0%	\$3,950,602	\$3,950,602	0.0%	\$3,950,878	\$3,950,602	(\$276)	0.0%
BRAINTREE	10,548,153	10,813,373	2.5%	10,813,373	10,813,373	0.0%	10,548,153	10,813,373	265,220	2.5%
CAMBRIDGE	32,988,091	34,174,822	3.6%	34,174,822	34,174,822	0.0%	32,988,091	34,174,822	1,186,731	3.6%
DEDHAM	6,358,854	6,277,125	-1.3%	6,358,854	6,277,125	-1.3%	6,358,854	6,277,125	(81,729)	-1.3%
HINGHAM SEWER DISTRICT	2,107,708	2,178,996	3.4%	2,178,996	2,178,996	0.0%	2,107,708	2,178,996	71,288	3.4%
HOLBROOK	2,236,223	2,251,862	0.7%	2,251,862	2,251,862	0.0%	2,236,223	2,251,862	15,639	0.7%
NATICK	6,950,548	6,912,594	-0.5%	6,912,594	6,912,594	0.0%	6,950,548	6,912,594	(37,954)	-0.5%
RANDOLPH	7,609,601	7,686,938	1.0%	7,686,938	7,686,938	0.0%	7,609,601	7,686,938	77,337	1.0%
WALPOLE	4,828,356	4,812,255	-0.3%	4,812,255	4,812,255	0.0%	4,828,356	4,812,255	(16,101)	-0.3%
WESTWOOD	3,065,348	3,015,749	-1.6%	3,015,749	3,015,749	0.0%	3,065,348	3,015,749	(49,599)	-1.6%
WEYMOUTH	14,288,678	14,437,956	1.0%	14,437,956	14,437,956	0.0%	14,288,678	14,437,956	149,278	1.0%
TOTAL	\$94,932,438	\$96,512,272	1.7%	\$94,932,438	\$96,512,272	1.7%	\$94,932,438	\$96,512,272	\$1,579,834	1.7%

MWRA Fully Served Water-only Customers	Final FY26 Water Assessment	Final FY27 Water Assessment	Percent Change from FY26	Final FY26 Sewer Assessment	Final FY27 Sewer Assessment	Percent Change from FY26	Final FY26 Combined Assessment	Final FY27 Combined Assessment	Dollar Change from FY26	Percent Change from FY26
LYNNFIELD WATER DISTRICT	\$947,614	\$1,034,163	9.1%				\$947,614	\$1,034,163	\$86,549	9.1%
MARBLEHEAD	3,195,219	3,342,888	4.6%				3,195,219	3,342,888	147,669	4.6%
MARLBOROUGH	7,280,864	7,468,862	2.6%				7,280,864	7,468,862	187,998	2.6%
NAHANT	550,871	616,965	12.0%				550,871	616,965	66,094	12.0%
NORTHBOROUGH	1,607,902	1,636,234	1.8%				1,607,902	1,636,234	28,332	1.8%
SAUGUS	5,357,267	5,500,539	2.7%				5,357,267	5,500,539	143,272	2.7%
SOUTHBOROUGH	1,234,149	1,501,529	21.7%				1,234,149	1,501,529	267,380	21.7%
SWAMPSCOTT	2,429,832	2,564,825	5.6%				2,429,832	2,564,825	134,993	5.6%
WESTON	2,935,214	2,989,192	1.8%				2,935,214	2,989,192	53,978	1.8%
TOTAL	\$25,538,932	\$26,655,197	4.4%				\$25,538,932	\$26,655,197	\$1,116,265	4.4%

MWRA Partial Water-only Customers	Final FY26 Water Assessment	Final FY27 Water Assessment	Percent Change from FY26	Final FY26 Sewer Assessment	Final FY27 Sewer Assessment	Percent Change from FY26	Final FY26 Combined Assessment	Final FY27 Combined Assessment	Dollar Change from FY26	Percent Change from FY26
DEDHAM-WESTWOOD WATER DISTRICT	\$1,734,437	\$1,750,394	0.9%				\$1,734,437	\$1,750,394	\$15,957	0.9%
LYNN (LWSC)	121,220	344,896	184.5%				121,220	344,896	223,676	184.5%
PEABODY	1,948,049	3,431,158	76.1%				1,948,049	3,431,158	1,483,109	76.1%
TOTAL	\$3,803,706	\$5,526,448	45.3%				\$3,803,706	\$5,526,448	\$1,722,742	45.3%

SYSTEMS TOTAL	\$323,597,942	\$336,033,868	3.8%	\$555,163,058	\$564,643,290	1.7%	\$878,761,000	\$900,677,158	\$21,916,158	2.5%
----------------------	----------------------	----------------------	-------------	----------------------	----------------------	-------------	----------------------	----------------------	---------------------	-------------

BUDGETED EXPENSES: Preliminary FY27	
Clinton Direct Operating Expenses:	\$3,216,979
MWRA Support Allocation:	647,510
Subtotal O&M Expenses:	\$3,864,489
Total Debt Service Expenses:	\$1,658,135
Total Clinton Service Area Expenses	\$5,522,624
Less Revenue (City of Worcester Payment)	-254,495
Clinton WWTP Rate Revenue Requirement:	\$5,268,129

WASTEWATER FLOW and FLOW SHARES:	CY2023-25		
	Town of Clinton Flow	Lancaster Sewer District Flow	Total Wastewater Flow
CY23 Average Flow (MG/YR)	1,044,406	115,892	1,160,297
CY24 Average Flow (MG/YR)	877,947	104,470	982,417
CY25 Average Flow (MG/YR)	684,274	85,155	769,429
3 Year Average Flow (MG/YR)	868,876	101,839	970,714
Proportional Share of Flow	89.51%	10.49%	100.0%

Sewer User Charge Determination

TOWN OF CLINTON	
O&M Expenses	\$3,864,489
Less Revenue (City of Worcester Payment)	-254,495
O&M Expenses to be Recovered	\$3,609,994
Clinton's Share of Flow	89.51%
Clinton's Share of O&M Costs	\$3,231,265
Total Clinton O&M Charge	\$3,231,265

LANCASTER SEWER DISTRICT	
O&M Expenses	\$3,864,489
Less Revenue (City of Worcester Payment)	-254,495
O&M Expenses to be Recovered	\$3,609,994
Lancaster's Share of Flow	10.49%
Lancaster's Share of O&M Costs	\$378,729
Total Lancaster Sewer District O&M Charge	\$378,729

Debt Service Costs to be Recovered	\$1,658,135
Clinton's Share of Wastewater Flow	89.51%

Debt Service Costs to be Recovered	\$1,658,135
Lancaster's Share of Wastewater Flow	10.49%

Total Clinton Debt Service Charge	\$1,484,178
--	--------------------

Total Lancaster Sewer District Debt Service Charge	\$173,957
---	------------------

Total Clinton O&M and Debt Service Charge	\$4,715,443
--	--------------------

Total Lancaster O&M and Debt Service Charge	\$552,686
--	------------------

Less MWRA Water Ratepayer Subsidy	-4,215,443
Billable Charge to the Town of Clinton as per CH. 307, Section 8 The Acts of 1987	\$500,000

Billable Charge to Lancaster Sewer District	\$552,686
---	-----------

Clinton WWTP Charges and Payment Schedule

Sewer Customer	Billable Charges	Change from Prior Year	
		Amount	Percentage
Town of Clinton (billable)	\$500,000	\$0	0.0%
Lancaster Sewer District (before adj.)	\$552,686		
Lancaster Sewer District (prior yr. adj.)	-\$65,566		
Lancaster Sewer District (billable)	\$487,120	-\$3,269	-0.7%
Total Billable Sewer Use Charges	\$987,120		
City of Worcester	\$254,495	\$6,718	2.7%

Payment 1 on or before Sept 15, 2026	Payment 2 on or before Nov 15, 2026	Payment 3 on or before Feb 15, 2027	Payment 4 on or before May 15, 2027
\$125,000	\$125,000	\$125,000	\$125,000
\$121,780	\$121,780	\$121,780	\$121,780
\$246,780	\$246,780	\$246,780	\$246,780
\$0	\$0	\$254,495	\$0

Massachusetts Water Resources Authority

Chicopee Valley Aqueduct Water System Assessment

FY2027 Budget and Assessments

CVA Operating Budget	FY26	FY27
CVA Cost Center Expenses	\$1,152,923	\$1,275,813
Allocated Waterworks Expenses	158,401	168,456
Allocated Watershed/PILOT	576,682	630,430
Allocated Watershed Land Acquisition	29,782	32,320
Allocated MWRA Indirect Expenses	818,120	949,427
SUBTOTAL OPERATING BUDGET	\$2,735,908	\$3,056,445

Change from Prior Year	
Dollars	Percent
\$122,890	10.7%
10,055	6.3%
53,748	9.3%
2,537	8.5%
131,307	16.0%
\$320,537	11.7%

CVA Capital Budget	FY26	FY27
Capital Expenses	\$3,369,644	\$3,380,855
TOTAL CVA BUDGET	\$6,105,552	\$6,437,300

Change from Prior Year	
Dollars	Percent
\$11,211	0.3%
\$331,748	5.4%

BASE COMMUNITY ASSESSMENT	FY26 ¹	FY27 ²
Chicopee	\$4,249,703	\$4,495,803
South Hadley Fire District #1	899,515	901,994
Wilbraham	956,334	1,039,503
CVA BASE SYSTEM ASSESSMENT	\$6,105,552	\$6,437,300

Change from Prior Year	
Dollars	Percent
\$246,100	5.8%
2,479	0.3%
83,169	8.7%
\$331,748	5.4%

PRIOR PERIOD ADJUSTMENTS ³	FY26	FY27
Chicopee	-\$72,704	-\$19,642
South Hadley Fire District #1	-18,700	-3,645
Wilbraham	-17,168	-4,128
TOTAL ADJUSTMENTS	-\$108,572	-\$27,416

Change from Prior Year	
Dollars	Percent
\$53,062	-73.0%
15,055	-80.5%
13,039	-76.0%
\$81,156	-74.7%

ADJUSTED ASSESSMENT	FY26	FY27
Chicopee	\$4,176,999	\$4,476,161
South Hadley Fire District #1	880,815	\$898,349
Wilbraham	939,166	\$1,035,375
ADJUSTED ASSESSMENT	\$5,996,980	\$6,409,885

Change from Prior Year	
Dollars	Percent
\$299,162	7.2%
17,534	2.0%
96,209	10.2%
\$412,904	6.89%

¹ Based on CY2024 water use and before prior period adjustments.

² Based on CY2025 water use and before prior period adjustments.

³ Prior period adjustment to account for budget to actual expenses.


STAFF SUMMARY



TO: Board of Directors
FROM: Stephen Estes-Smargiassi, Executive Director
DATE: June 24, 2026
SUBJECT: Amendment 3 to Purchase Order Contract for Senior Business Analyst Consultant
Acro Service Corporation
Bid WRA-5258Q, State Contract ITS77 Category 1A

COMMITTEE: Administration, Finance, & Audit

___ INFORMATION
___ VOTE


Michele S. Gillen
Director of Administration

Paul Fentross, Business Applications Manager
Preparer/Title


Paula Weadick
Director, MIS

RECOMMENDATION:

To authorize the Executive Director, on behalf of the Authority, to approve Amendment 3 to Purchase Order # 1328053, Senior Business Analyst Consultant with Acro Service Corporation, increasing the contract amount by \$163,800, from \$491,400 to \$655,200, and the billable hours by 1,950, from 5,850 to 7,800, for 52 weeks.

DISCUSSION:

The MIS Enterprise Resource Planning (ERP) team supports the Infor Lawson and associated integrated systems. Since January of 2021, MIS has been seeking to fill a vacant System Analyst/Programmer III position in this group. The position has been posted multiple times; however, no qualified applicants have been found. While the search process continues to find a permanent replacement, a Consultant has been utilized to ensure continued support for the critical ERP applications and to assist with the following MIS ERP initiatives until the vacant ERP position is filled:

- assist with Infor Lawson to CloudSuite SaaS migration and implementation;
- assist with Lawson and Landmark Application and support;
- support Infor Lawson Strategic Sourcing, Contracts Management, and Procurement;
- develop and support Infor Process Automation interfaces and flows; and
- provide technical consulting services to support the three tiers of the Lawson system.

Amendment 1:

By March 2024, staff were not able to find qualified applicants for the permanent position; therefore, in April 2024, staff requested and received Board approval for Amendment 1 of this

purchase order contract to increase the purchase order amount by \$163,800, for an additional 1,950 billable hours, while staff continued to search for and hire a full-time candidate for the open position.

Amendment 2

In 2025 MIS executed the Infor Cloudsuite Enterprise Resource Planning (ERP) migration. Maintaining current staffing levels for the ERP Migration project was critical to its success and extending the Consultant’s contract ensured that the required efficiency and quality of the project tasks and deliverables were sustained. Therefore, in April 2025, staff requested and received Board approval for Amendment 2 of this purchase order contract to increase the purchase order amount by \$163,800 for an additional 1,950 billable hours. This allowed the existing Consultant to participate in much of the project training, design workshops, configurations development and systems integrations testing. The Consultant assisted with the maintenance and setup of user accounts in both the existing and future ERP platform, developed reports and data views for staff and performed needed data validation for the migration.

This Amendment

MIS has recently implemented the ERP application and is now working with users to identify issues that require resolution and enhancements that will make users more productive. Maintaining current staffing levels to support the CloudSuite application is critical at this point in the implementation and extending the Consultant’s contract will help ensure that the required efficiency and quality of the support is sustained. Also, a key member of the MIS ERP team will be retiring in July 2026, which will result in two vacancies within this team. Until a full-time replacement is hired, it will be particularly important to have the Consultant on staff.

The Consultant has excellent skills and has performed well in the role displaying an understanding of relevant technologies and functionality and has developed a good understanding of MWRA’s environment. For these reasons, staff recommend extending the existing contract so that these services can continue to be provided without disruption.

This amendment, if approved, would increase the purchase order amount in a lump sum amount of \$163,800 for 1,950 billable hours at the same rate as the original contract and prior amendments of \$84.00 per hour.

CONTRACT SUMMARY:

	<u>Amount</u>	<u>Time</u>	<u>Dated</u>
Original Contract:	\$163,800.00	1,950 hours	3/15/2023
Amendment 1	\$163,800.00	1,950 hours	4/17/2024
Amendment 2	\$163,800.00	1,950 hours	4/16/2025
Amendment 3	\$163,800.00	1,950 hours	Pending
Amended Contract:	\$655,200.00		

BUDGET/FISCAL IMPACT:

There are sufficient funds for this purchase order included in the FY27 Draft Final Current Expense Budget under the Professional Services Account 86100-52611.

MBE/WBE PARTICIPATION:

Acro Service Corporation is a certified Minority-Owned business.


STAFF SUMMARY




TO: Board of Directors
FROM: Stephen Estes-Smargiassi, Executive Director
DATE: June 24, 2026
SUBJECT: Amendment 3 to Purchase Order for Data Reporting Analyst (Report Writer)
Consultant
Mindlance Inc.
Bid WRA-5281Q, State Contract ITS77 Category 1A

COMMITTEE: Administration, Finance, & Audit

___ INFORMATION
___ VOTE


Michele S. Gillen
Director of Administration

Michael Farmer, Program Manager, Tech Services
Paul Fentross, Business Applications Manager
Preparer/Title


Paula Weadick
Director, MIS

RECOMMENDATION:

To authorize the Executive Director, on behalf of the Authority, to approve Amendment 3 to Purchase Order # 1328515, Data Reporting Analyst Consultant with Mindlance Inc., in the amount of \$168,148.50, increasing the contract from \$504,445.50 to \$672,594, and increasing the billable hours by 1,950, from 5,850 to 7,800 hours, for 52 weeks.

DISCUSSION:

In March 2022 the sole MWRA MIS Report Writer resigned. Initial efforts to fill this position were unsuccessful, resulting in the need for this consultant contract. During the course of this contract additional efforts to permanently fill this position have resulted in more than a hundred applicants, but only one who met the position's minimum qualifications. That applicant declined MWRA's offer. The Report Writer is a critical role that provides report development and support for various departments, especially the Maximo Asset Management users.

Continued staff augmentation is needed to provide this support until the Report Writer position is filled. The MWRA Program Manager of Technical Services works with the Consultant to prioritize report development. The Consultant will be responsible for the following:

- participate in discussions with users to meet report requirements;
- complete Report definition document;
- code and publish report to the development environment;
- work with business users to identify and remediate any issues;

- ensure that all report source code reside in the MWRA's repository;
- Obtain approval from Operations and MIS representatives before publishing to production environment; and
- publish completed report to the production environment following established change management process.

Amendment 1:

In April 2024, with the Report Writer position still being vacant, a one-year contract extension was requested and approved by the Board. Staff advised the Board that the Consultant, with excellent skills, performed well in the role, understanding relevant technologies, developing a good understanding of MWRA's environment and the reporting that the consultant supports and addressing a number of enhancements and bugs within the reporting applications. Staff explained that maintaining the existing Consultant would ensure continuity of support while the search for permanent staff continued.

Amendment 2:

In May 2025, as the search for permanent staff continued, a second one-year contract extension was requested and approved by the Board. Staff advised the Board that MWRA operational and administrative personnel had a significant inventory of available reports that they used in their daily activities. In addition, there were new reporting requirements that regularly needed to be fulfilled. Staff further advised the Board that maintaining a Report Writer is critical to providing necessary reporting services to MWRA staff.

This Amendment

MWRA operational and administrative personnel continue to utilize custom reports developed over many years. These reports allow end users to monitor activities and data within applications across the Authority. There are also new reporting requirements that regularly need to be fulfilled. Maintaining a Report Writer is still critical to providing reporting services to MWRA staff. The existing Report Writer Consultant has provided excellent support and has performed well. The Consultant understands MWRA's environment, user groups and tools. The Consultant develops Crystal Reports and administers the reporting servers and universes for MIS, VMM, FOD and DITP. The Consultant also migrates reports and schemas and updates reporting documentation as required.

MIS currently has an open Report Writer position and will review and update the job description in light of the recent and upcoming technology changes prior to reposting the position again.

For these reasons explained above, staff recommend extending the existing contract so that these services can continue to be provided without disruption. This Amendment, if approved, would increase the purchase order amount by a lump sum amount of \$168,148.50 for 1,950 billable hours maintaining the original rate of \$86.23 per hour, which is consistent with the prior amendments.

CONTRACT SUMMARY:

	<u>Amount</u>	<u>Time</u>	<u>Dated</u>
Original Contract:	\$168,148.50	1,950 hours	4/25/2023
Amendment 1	\$168,148.50	1,950 hours	4/25/2024
Amendment 2	\$168,148.50	1,950 hours	4/25/2025
Amendment 3	\$168,148.50	1,950 hours	Pending
Amended Contract:	\$672,594.00		

BUDGET/FISCAL IMPACT:

There are sufficient funds for this purchase order included in the FY27 Draft Final Current Expense Budget under Account 86100-52611.

MBE/WBE PARTICIPATION:

Mindlance Inc. is a certified Minority--Owned business.

STAFF SUMMARY


TO: Board of Directors
FROM: Stephen Estes-Smargiassi, Executive Director
DATE: June 24, 2026
SUBJECT: Wastewater Advisory Committee Contract



COMMITTEE: Wastewater Policy & Oversight

Rebecca Weidman, Deputy Chief Operating Officer
David Wu, Director, Environmental Quality
Sally Carroll, Senior Analyst, Environmental Quality
Preparer/Title

 INFORMATION
 X VOTE


Sean Navin
Director, Public Affairs

RECOMMENDATION:

To authorize the Executive Director, on behalf of the Authority, to execute a contract, substantially in the form attached hereto, with the Wastewater Advisory Committee for a term of one year, from July 1, 2026 to June 30, 2027, for a total contract cost of \$96,925.

DISCUSSION:

In addition to the critical oversight functions of the Advisory Board, many of MWRA's policy decisions are made with advice and support from two standing citizens' advisory committees, the Wastewater Advisory Committee (WAC) and the Water Supply Citizens Advisory Committee (WSCAC). A separate staff summary presented at this meeting recommends authorization for the Executive Director to execute a similar contract with WSCAC for FY27.

WAC was created in 1990 to offer independent recommendations on wastewater programs and policies; it is a successor to the Facilities Planning Citizen Advisory Committee established during the planning of the Deer Island Treatment Plant. WAC's members include citizen advocates, representatives from the Metropolitan Area Planning Council, watershed associations, the engineering and business communities, environmental law, science and education fields. The Advisory Board has historically appointed a member as well.

The proposed FY27 WAC contract is 4.46% higher than the FY26 contract. Health insurance increased by 7.6%, while hourly salaries increased by 4%. Health insurance is budgeted at 80% reimbursement for the Executive Director only, not-to-exceed \$16,815, with an optional health insurance buy-out program similar to that offered to MWRA employees who do not use MWRA's health insurance benefit. Office space and support services for WAC are provided by MWRA at 2 Griffin Way, Chelsea, MA 02150. The proposed total FY27 WAC funding is \$96,925.

WAC's monthly meetings are geared toward engendering discussion and facilitating timely recommendations to MWRA's Board of Directors and staff on wastewater policies, projects, and program initiatives directly related to MWRA, and public concerns. Current topics of interest to WAC include reissuance of MWRA NPDES permits, operations and maintenance, combined

sewer overflows, green energy, PFAS, treatment technologies, climate change, and wastewater/water policy and funding initiatives in Massachusetts.

WAC elects its Chair and employs an Executive Director (selected by WAC's membership with the concurrence and approval of MWRA's Public Affairs Department). WAC's current Chair is Kannan Vembu and WAC's current Executive Director is Andreae Downs.

BUDGET/FISCAL IMPACT:

Sufficient funds for the WAC contract are included in the Draft Final FY27 Current Expense Budget.

ATTACHMENT:

Agreement between Massachusetts Water Resources Authority and Wastewater Advisory Committee

AGREEMENT
BETWEEN
MASSACHUSETTS WATER RESOURCES AUTHORITY
AND
WASTEWATER ADVISORY COMMITTEE

This Agreement (“Agreement”) is by and between the Massachusetts Water Resources Authority (“Authority”), a body politic and corporate and a public instrumentality of the commonwealth, created by Chapter 372 of the Acts of 1984, with offices at Deer Island, 33 Tafts Avenue, Boston, MA 02128 and the Wastewater Advisory Committee (“WAC”) a body created by the Authority’s Board of Directors (“Board”) with offices at 2 Griffin Way, Chelsea, MA 02150 (collectively “Parties”).

WHEREAS, WAC was created to offer independent advice to the Board and to the professional staff of the Authority, regarding wastewater programs and policies directly related to the Authority;

WHEREAS, WAC will (i) review and comment to the Authority on wastewater reports and related proposed documents, and (ii) offer independent commentary and advice on current and proposed wastewater program and policy directions to further Authority objectives;

WHEREAS, WAC membership is designed to reflect the knowledge and interest of major affected constituencies, including engineering, construction, business/industry, planning, academic research, and environmental advocacy;

WHEREAS, the Authority desires WAC to advise the Authority in wastewater planning; and

WHEREAS, WAC desires to have a role advising the Authority on such matters.

NOW, THEREFORE, for the consideration of mutual promises contained herein, the Authority and WAC agree as follows:

ARTICLE 1. EFFECTIVE DATE

This Agreement shall be effective from **July 1, 2026 through June 30, 2027**, inclusive.

ARTICLE 2. COMPENSATION, BUDGET, PAYMENT, AND EXPENSES

2.1 The Authority shall make funds available as follows:

a) Executive Director Salary and Duties

Executive Director. An Executive Director shall be chosen by WAC members. The Authority's Public Affairs Unit must concur with and approve the selection of the WAC Executive Director. In order to minimize WAC's expenses and for WAC's convenience, the Authority will review and make direct monthly payments for verified expenses accrued in the previous month following receipt of a monthly requisition statement from the WAC Executive Director that also includes the WAC Executive Director's salary. Such payments shall not exceed **\$76,836** from **July 1, 2026 through June 30, 2027**, inclusive. The hourly salary rate (inclusive of payroll taxes) shall be **\$53.10** with annual total hours of 1,447 (average 30 hours per week for 49 weeks). The duties of the Executive Director shall be in accordance with the job description prepared by WAC, and on file with the Authority.

b) Reimbursable Expenses

- (1) The Authority shall reimburse WAC for 80% of the non-employer-sponsored health insurance for the WAC Executive Director (not-to-exceed **\$16,815**). The percentage rate for reimbursement of health insurance costs shall be changed to that of Authority staff if the Group Insurance Commission changes the rate.
- (2) Health insurance buy-out: The WAC Executive Director may elect a monetary allowance in lieu of reimbursement of health insurance costs, provided he or she has health insurance coverage through another employer-sponsored plan that meets Internal Revenue Service "minimum value" criteria, throughout that six-month period. The amount of the allowance will be \$1,000 to waive family coverage or \$700 for waiving individual coverage. The WAC Executive Director is responsible for any withholding taxes on these payments with WAC being responsible for the employer share of payroll taxes.
- (3) The Authority shall reimburse WAC for expenses related to mileage, public transportation, highway tolls, parking incurred by WAC's Executive Director and members from attendance at WAC meetings, pertinent conferences and seminars, or while performing other functions directly related to WAC's scope of services. Such expenses will be reimbursed when submitted to the Authority's Public Affairs Unit. Mileage costs will be reimbursed at the prevailing Authority rate per mile.
- (4) The Authority shall reimburse WAC for office supplies (such as payroll and tax services, letterhead, envelopes, pencils, paper clips), postage, office telephone and internet access, meeting expenses, and general administrative and office expenses.
- (5) The Authority shall reimburse WAC for purchase or rental by WAC staff of books, films, cassettes, tapes, etc., if specifically approved by the Authority's

Public Affairs Director in advance, except that single copies of individual publications, books, and other written documents may be purchased for the WAC library without prior approval, provided that the cost per item does not exceed \$200. All materials purchased under this section shall be considered property of the Authority.

- (6) Other miscellaneous expenses of WAC staff may be approved by the Authority on a case-by-case basis. When possible, requests for approval should be submitted in writing to the Authority's Public Affairs Director and received in advance of incurring such expenditures. Such expenses may be reimbursed when timely submitted to the Authority's Public Affairs Director for consideration.
- (7) The Authority may advance up to \$450 to WAC, such advance to be applied to the payment of Miscellaneous Expenses as defined herein and as approved and budgeted under the terms of this Agreement. Payments made from an advance shall be accounted for in the same manner as all other Miscellaneous Expense payments. Prior to the expiration of this Agreement, any outstanding balance on an advance shall be applied against amounts due WAC.
- (8) The annual total expense reimbursement to WAC, excluding health insurance reimbursement or buy-out, shall not exceed **\$3,274** from **July 1, 2026 through June 30, 2027**.

(c) Non-reimbursable expenses

The following expenses are not reimbursable: meals, entertainment, room and board, fines, fees, or costs assessed as a result of improper or illegal actions on the part of the member, such as parking tickets or speeding fines.

ARTICLE 3. RESPONSIBILITIES OF THE AUTHORITY AND WAC

- a) WAC shall employ an Executive Director, who is prohibited from being a member of WAC while serving his or her term as a paid employee.
- b) WAC shall, whenever applicable, take all necessary steps to receive an exemption from the Massachusetts Sales and Use taxes for materials, printing, and equipment purchased by WAC on behalf of the Authority.
- c) WAC shall submit monthly statements to the Authority requesting payment for expenses listed in Article 2. Such requests shall be supplemented or accompanied by timesheets, travel and expense vouchers, preferably in Microsoft Excel format, and by such other supporting data as may be required by the Authority.
- d) WAC shall maintain accounts, records, documents, and other evidence directly pertinent to performance of work under this Agreement. The Parties and their duly authorized representatives shall have access to such records, documents, and other evidence for the purposes of inspection, audit, and copying.

- e) The Authority, or its duly authorized agent, shall have the right at any and all reasonable times to examine and audit WAC's records, documents and other evidence.
- f) This Agreement is subject to the laws dealing with the expenditures of public funds, including Chapter 12A of the Massachusetts General Laws.
- g) The Parties shall agree to any reasonable modifications or changes in this contract that may be required by the Commonwealth of Massachusetts or any of its agencies.
- h) WAC acknowledges that the Authority is a state agency for purposes of Chapter 268A of the General Laws (the Massachusetts Conflict of Interest Law) and understands that for the purposes of that law, WAC staff and members are special state employees.
- i) WAC shall be responsible for compliance with all applicable provisions and requirements of the Massachusetts Open Meeting Law and the Massachusetts Public Records Law.

ARTICLE 4. RESPONSIBILITIES OF WAC STAFF

4.1 WAC staff shall be responsible for the following tasks:

- a) aiding WAC in its tasks under Article 6, managing the WAC office, educating the public, and acting as liaison with the Authority and its staff;
- b) preparing monthly progress reports for submission to the WAC Executive Committee, WAC members, and the Authority;
- c) maintaining financial records, minutes of WAC meetings, and other WAC records;
- d) providing to the Authority copies of the notices for and minutes of all meetings of WAC and of all WAC correspondence relative to Authority projects and proposals as soon as such materials are available; and
- e) administering and maintaining compliance by all its members and staff with the provisions of the Massachusetts Conflict of Interest Law including, without limitation, those mandatory provisions relating to: (i) annual distribution to members and staff of the State Ethics Commission's (SEC) Summary of Law and maintenance and archiving of acknowledgements of receipt of the Summary of Law from all members and staff, and (ii) compliance by members and staff with the SEC's bi-annual educational training exercises.

ARTICLE 5. MEMBERSHIP, MEETINGS, TERMS

5.1 WAC membership, meetings and terms shall be as follows:

- a) WAC will have a maximum of twenty (20) members (“Members”) (alternates or designees are prohibited);
- b) Appointment of WAC Members shall be by joint designation by WAC and the Authority and shall have a goal of achieving at least 10% minority representation on WAC;
- c) WAC shall meet once per month and maintain records of its meetings;
- d) To the extent reasonable, Members will meet as a committee of the whole, without resort to subcommittees;
- e) Members will elect their Chair;
- f) Members’ terms will be three (3) years;
- g) Members may succeed themselves; and
- h) Members unable to maintain reasonable participation in the committee’s work will be expected to resign. The Authority’s Public Affairs Unit, in consultation with the WAC Chair, will nominate a replacement.

ARTICLE 6. WAC TASKS

WAC shall undertake the following tasks.

6.1 Wastewater Policies and Programs Review

Advise the Authority’s staff and Board. Participate in review and evaluation of wastewater management plans (e.g., local limits, I/I, CSO), reports, and new ideas for programs. Provide comments, information, advice, recommendations and guidance as to the direction, intent and execution of wastewater planning and policy development directly related to MWRA.

6.2 Outreach and Education

Strive to increase citizen participation and education by providing assistance in outreach to various groups regarding the Authority’s wastewater programs and state wastewater resource policies. Review programs and explain plans and policies to organizations and citizens. Provide comments and assistance on legislation of importance to the Authority.

6.3 Working Group Representation

When requested, provide a representative on Authority working groups, comprising MWRA staff and consultants, related to wastewater programs and policy development, including the Advisory Board and its subcommittees and the Water Supply Citizens Advisory Committee.

6.4 Recommendations on Long-Term Public Involvement

Provide to the Authority's staff and Board, proposals for continued effective and efficient long-term public involvement in wastewater programs.

6.5 Recommendations and Discussion Documents

WAC staff shall be responsible for providing to the Authority's staff, Board, and others, recommendation and discussion documents on wastewater programs and policy. Documents may be in the form of minutes of WAC meetings, memoranda, letters, reports, presentations, and discussions as appropriate.

ARTICLE 7. MISCELLANEOUS REQUIREMENTS

7.1 Nondiscrimination and Equal Employment Opportunity

- a) WAC agrees to comply with all federal and state laws pertaining to Civil Rights and Equal Opportunity, including executive orders and rules and regulations regarding employment, demotion, transfers, recruitment, layoffs or termination, rates of pay or other compensation and training, including apprenticeships. With regard to WAC membership, WAC agrees to affirmatively solicit minority representation.
- b) WAC agrees to comply with the Authority's policy regarding non-discrimination and affirmative action.

ARTICLE 8. GENERAL PROVISIONS

8.1 Termination of Contract

- a) This Agreement may be terminated in writing, at any time, in whole or in part, by the Authority for its convenience or in the event of substantial failure by WAC to fulfill its obligations, or for violation of any of the covenants and stipulations of this Agreement.
- b) If termination is effected by the Authority an equitable adjustment shall be made providing for payment to WAC for services rendered and expenses incurred prior to the termination.
 - 1) No termination hereunder may be effected unless the terminating party gives the other party: (1) not less than forty-five days' written notice delivered by certified mail, return receipt requested, of intent to terminate; and (2) an opportunity for consultation with the other party prior to termination; or (3) by mutual agreement of the parties.

8.2 Ownership of Property

Upon termination of this Agreement for any reason, WAC shall turn over to the Authority all materials, equipment, including computer equipment currently on loan from

the Authority and owned by the Authority, unused office supplies, books, pamphlets, publications and all other properties for which Authority reimbursements were made in whole or in part, directly or indirectly.

8.3 Assignability

WAC shall not assign or transfer this Agreement or delegate its responsibility for the performance of services under this Agreement.

8.4 Integration Clause

This Agreement integrates and supersedes all prior negotiations, representations, or agreements.

8.5 Amendment

This Agreement may be amended only by a writing executed by the Parties.

8.6 Severability of Provisions

If any provision of this Agreement shall, to any extent, be held invalid or unenforceable, the remainder of this Agreement shall not be deemed affected thereby.

8.7 Massachusetts Law to Govern

The Parties to this Agreement agree that this Agreement shall be governed by and enforced in accordance with the laws of the Commonwealth of Massachusetts.

8.8 Duplicate Originals

This Agreement may be signed in more than one identical counterpart, each of which shall be deemed to be an original hereof.

8.9 Notices

The Parties shall be deemed duly notified in accordance with the terms and provisions hereof, if written notices are mailed or emailed to the following addresses:

Executive Director
Wastewater Advisory Committee
c/o MWRA
2 Griffin Way
Chelsea, MA 02150
Attention: Andreae Downs; Andreae.Downs@mwra.com

Executive Director
Massachusetts Water Resources Authority
Deer Island
33 Tafts Avenue
Boston, MA 02128
Attention: Stephen Estes-Smargiassi; Stephen.Estes-Smargiassi@mwra.com

Director of Public Affairs
Massachusetts Water Resources Authority
Deer Island
33 Tafts Avenue
Boston, MA 02128
Attention: Sean Navin; Sean.Navin@mwra.com

IN WITNESS WHEREOF, this Agreement is executed as of this ____ day of
June, 2026.

FOR: WASTEWATER ADVISORY COMMITTEE

By: _____
Kannan Vembu, Chair

FOR: MASSACHUSETTS WATER RESOURCES AUTHORITY

By: _____
Stephen Estes-Smargiassi, Executive Director

STAFF SUMMARY



TO: Board of Directors
FROM: Stephen Estes-Smargiassi, Executive Director
DATE: June 24, 2026
SUBJECT: Three-Year, Sole-Source Extended Warranty, Service and Maintenance Agreement for the Process Instrumentation and Control System at the Deer Island Treatment Plant with ABB, Inc.

COMMITTEE: Wastewater Policy & Oversight

 INFORMATION
 X VOTE


Michele S. Gillen

Director of Administration

Chad A. Whiting, Director, Deer Island Treatment Plant
Lisa Wong, Deputy Director, Deer Island Treatment Plant
Patrick Phillips, Senior Program Manager, PICS
Preparer/Title



Kathleen M. Murtagh, P.E.
Chief Operating Officer

RECOMMENDATION:

To approve the award of a sole-source extended warranty, service, and maintenance contract for the process instrumentation and control system at the Deer Island Treatment Plant with ABB, Inc., and authorize the Executive Director, on behalf of the Authority, to execute said contract in the amount of \$1,856,430, for a contract term of three years, from July 1, 2026, through June 30, 2029.

DISCUSSION:

The Deer Island Treatment Plant (DITP) is controlled by the Process Instrumentation and Control System (PICS), which was originally procured competitively and installed under the Boston Harbor Project between 1995 and 2000. The Deer Island PICS is a distributed control system used to control all major equipment in the DITP. PICS provides a means for Deer Island staff to execute overall plant-wide process control and centralized monitoring, enabling the operation of the facility with minimum staffing. Process data from PICS is also available throughout MWRA via secure connections to the MIS network and is essential for compliance reporting, plant optimization efforts, budgeting, and event evaluations.



Figure 1: PICS Distributed Processing Unit Cabinets

The DITP's PICS is among the most expansive of any wastewater plant in the United States. Thousands of field instrumentation devices are used to gather process information, such as temperature, pressure, flow, valve position, and on and off status of remote equipment. These devices are wired to 61 control cabinets, commonly referred to as a distributed processing unit (DPU), which are installed

at various locations around the 160-acre site. (See Figure 1.) More than 30,000 control signals are used in the PICS to either monitor plant information or send commands to plant equipment.

All the information gathered from the process equipment is sent to primary and backup control rooms (see Figure 2) and is displayed through a human machine interface (HMI) supplied by Emerson Process Management Power & Water Solutions, Inc. The HMI includes hardware (computer servers, operator workstations, and security appliances), software, and control graphics. The DITP operators use this HMI as the main tool for monitoring and operator-intervened control of the process at both the DITP and the Thermal/Power Plant. The HMI is the direct interface between the Operations staff and the ABB portion of the PICS. Further, the HMI gathers information from all the processes and presents that information to Operations staff through control graphics.

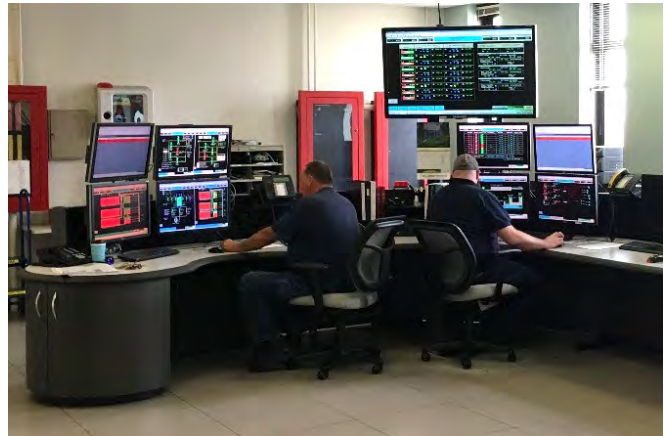


Figure 2: One of Deer Island's Control Rooms

Servicing PICS is critical to its reliable operation. A dedicated team of MWRA staff performs this service, responding to the needs of and requests from Operations staff, and implementing process automation changes driven by changing operational strategies.

For the past 26 years, the PICS has been serviced under a sole-source contract with the original equipment manufacturer ABB, Inc., formerly Bailey Controls Company. The current contract, in the amount of \$1,370,722, will expire on June 30, 2026. The same coverage in the new contract is \$1,359,518, or \$11,000 less than the current contract. However, the total amount in the new contract is \$1,856,430, due to the addition of \$496,912 to complete two upgrade projects and one cyber security project.

Staff recommend that MWRA contract with ABB as the original equipment vendor to provide the extended warranty and the ongoing service of the PICS. Combined with the efforts of MWRA staff, this contract will ensure an uninterrupted supply of replacement parts and up-to-date, system-wide technical information and documentation, and will minimize down-time by ensuring the committed availability of an extensive and qualified field engineering staff necessary for optimum performance. ABB has provided excellent service during all past and current contracts. The vendor's workmanship has been excellent, and ABB's technical support has been very responsive to MWRA's needs. ABB's parts replacement has been timely and professional. The Director of Procurement has approved the sole source nature of this procurement.

Contract Components

The contract scope and cost elements are separated into the following categories and projects:

Extended Warranty Service and Onsite Parts Inventory

\$572,273

A major element of the contract is the extended warranty program for the entire PICS system. Under the extended warranty program, ABB will replace any hardware component that fails, up to a maximum of \$576,000. These parts are supplied at a discounted price of \$521,471, 9.5% less on average. Additionally, similar to the current contract, the new contract includes an onsite ABB parts warehouse, at a cost of \$50,802, for storing the most critical parts and making such readily available to MWRA staff, if required, without impacting warranties. This eliminates delivery delays that could extend downtime. More critical parts will be maintained onsite (valued at \$283,552.32) as part of the inventory access program under the new contract for items that are difficult to obtain.

Onsite Support Services

\$690,525

The installed PICS hardware is running well and is in excellent condition because of current efforts by ABB’s factory trained field service technicians, which include these services at a minimum: routine equipment cleaning; DPU cabinet air filter inspections and changeouts; corrosion inhibitor replacements; and DPU voltage level and indicator light inspections. See Figure 3. ABB will provide up to 600 hours of onsite field service per year to perform these control system preventative maintenance services, as well as other duties as needed.



Figure 2: DPU Cabinet Showing Control Modules

Included in the new contract are onsite support services for up to 36 days (96 hours per year, taken from the 600 hours) for other engineering services outside of the maintenance and related services. These services include after-hours support. Staff have utilized these onsite support services to supplement MWRA staff where continuous operation is critical. This function also provides vendor backup to MWRA staff in the event severe problems are encountered at DITP.

Internet Subscription Service, Telephone Consultation Service

\$54,612

This service has proven to be a valued function by which the vendor provides e-mail notices of new software and firmware updates, and notices of newly identified problems and software bugs, pre-release fixes and workarounds for these problems between major releases. In addition, this function provides MWRA staff with both Internet and telephone access to ABB technical support staff 24 hours per day, 365 days per year – a critically important means to receive technical support for problems that may arise.

Software Maintenance Program

\$42,108

This program is necessary to keep the system engineering software and module firmware up-to-date so that staff can take advantage of improvements and fixes to software for performance or security enhancements.

System Upgrade and Cybersecurity Installation Projects \$496,912

These projects include the installation or replacement of software and licenses, servers, workstations, hardware, and project engineering services for the following:

800xA Upgrade Project \$258,973

- Upgrade the existing PICS control system diagnostics monitoring platform;

S+ Engineering Upgrade Project \$106,577

- Upgrade the PICS engineering system used to configure, change, commission, design, and maintain plant automation; and

Cyber Security Work Place 2.0 Project \$131,362

- Engineering services and installation of ABB’s proprietary software system for maintenance and monitoring of the security controls on the distributed control system.

BUDGET/FISCAL IMPACTS:

There are sufficient funds available for the first portion of this contract in the Draft Final FY27 Current Expense Budget. Appropriate funding will be included in subsequent Proposed CEB requests for the remaining term of the contract.

MBE/WBE PARTICIPATION:

ABB, Inc. is not a certified Minority-owned or Women-owned business.

STAFF SUMMARY

TO: Board of Directors
FROM: Stephen Estes-Smargiassi, Executive Director
DATE: June 24, 2026
SUBJECT: Interceptor Renewal No. 7 Malden-Melrose (Sections 37/41/42/49/54/65)
Insituform Technologies, LLC
Contract 7217



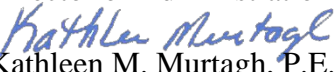
COMMITTEE: Wastewater Policy & Oversight

 INFORMATION

 X VOTE


Michele S. Gillen

Director of Administration


Kathleen M. Murtagh, P.E.

Chief Operating Officer

Brian L. Kubaska, P.E. Chief Engineer
Ester Lwebuga, P.E., Assistant Director, Engineering
Justin Atteberry, P.E., Project Manager
Preparer/Title

RECOMMENDATION:

To approve the award of Contract 7217, Interceptor Renewal No. 7 Malden-Melrose (Sections 37/41/42/49/54/65), to the lowest responsible and eligible bidder, Insituform Technologies, LLC and to authorize the Executive Director, on behalf of the Authority, to execute said contract in the bid amount of \$12,545,692.91, for a contract term of 760 calendar days from the Notice to Proceed.

DISCUSSION:

MWRA’s Malden-Melrose Sewer Interceptor Sections 41, 42, 49, 54, and 65, are part of the North Metropolitan Sewer System serving Melrose and Malden and the upstream communities of Stoneham, Wakefield, Everett, and Revere. The sewers, constructed between 1893 and 1911, vary in cross-section from 12-inch diameter to 25 inches by 38 inches oval pipe and consist of vitrified clay for the smaller diameters and brick for the larger diameters.

The limits of work for Contract 7217 within Malden and Melrose consist of approximately 26,800 linear feet of Cured-In Place Pipe (CIPP) lining as well as the rehabilitation of approximately 141 sewer manholes. See attached Figure 1 – *Contract 7217: Limits of Work in Malden and Melrose*. Specifically, CIPP lining and manhole rehabilitations will include:

- Upstream Sections 42 (approximately 3,048 linear feet) and 49 (approximately 3,893 linear feet), which connect to Section 41 at the intersection of West Wyoming Avenue and Pleasant Street in Melrose;
- Section 41 as it continues through Melrose into Malden (approximately 10,806 linear feet);
- Upstream Section 65 (approximately 4,501 linear feet), which connects to Section 54 at the intersection of Eastern Avenue and Bryant Street in Malden; and
- Section 54 (approximately 4,535 linear feet), which conveys wastewater flow to the downstream end of Section 41 at the intersection of Middlesex Street and Charles Street in Malden.

Contract 7217 also includes the removal and replacement of approximately 300 linear feet of existing CIPP liner for Section 37 in Chelsea Street, East Boston as shown in Figure 2 – *Contract 7217: Limits of Work in East Boston*. The CIPP liner in Section 37 has failed twice within the last 20 years. The liner was first installed in 2003 under Contract 6840, as part of the East Boston Branch Sewer Rehabilitation. Due to installation problems, the liner failed and was removed and replaced in 2004. The liner passed the one-year warranty inspection in 2005. During routine inspection in 2024, MWRA staff discovered a new failure in the same section of sewer. During the construction phase, the existing liner will be tested to determine the means of failure, before removal and installation of a new CIPP liner.

Procurement Process

Contract 7217 was advertised in the Boston Herald, the Central Register, Banner Publications, El Mundo and on COMMBUYS, and bid utilizing MWRA’s e-procurement system in accordance with Chapter 30 of the Massachusetts General Laws. A pre-bid meeting was held virtually on April 22, 2026, and attended by four general contractors. Bids were opened on May 20, 2026, with the following bid results:

BIDDER	BID PRICE
Insituform Technologies, LLC	\$12,545,692.91
<i>Engineer’s Estimate</i>	<i>\$15,150,081.00</i>
D’Alessandro Corp.	\$34,615,000.00

Insituform Technologies, LLC’s (Insituform) bid is the lowest responsive bid at \$12,545,692.91, which is \$2,604,388.09 (17%) below the Engineer’s Estimate. The major differences between Insituform’s bid price and the Engineer’s Estimate were primarily due to Insituform’s unique position as a nationwide company that specializes in CIPP lining with more than 50 years of experience performing this work. Insituform noted it achieved cost savings by owning and operating most of the specialized equipment needed to perform this work and producing its own lining material and epoxy. Moreover, Insituform plans to only subcontract a small portion of the work (to include excavation and bypassing) but will self-perform most of the project work, which includes the CIPP lining and manhole rehabilitation work. Insituform walked the limits of work and reviewed the construction constraints during the bidding phase to gain a full understanding of the scope and risks, allowing it to minimize contingency costs.

Staff reviewed the bid from Insituform and conducted a meeting with its project team on June 2, 2026. During this meeting, Insituform was able to convey a clear understanding of the project work.

Insituform’s references were checked and found to be favorable. Insituform has successfully completed CIPP lining as a subconsultant on other MWRA jobs. Two external references were contacted, and both references cited that Insituform performed work on projects with similar size and complexity. The reference noted that Insituform completed the work on time and within budget, had no safety violations, and had no change orders or time extensions caused by the contractor. One of the references emphasized the effectiveness of its coordination for work with other state agencies and with easement owners. Both references expressed overall satisfaction and would work with the contractor again.

Insituform had two recorded OSHA violations in the last five years in California. Insituform took corrective action by updating its instructions, retraining staff, and communicating these changes company wide. The corrective actions were completed and accepted by OSHA while citations are currently being contested.

Staff have concluded that Insituform Technologies, LLC possesses the skill, ability and integrity necessary to perform the work under this contract and is qualified to do so. Staff have determined the bid price is reasonable, complete and includes the payment of prevailing wages, as required. Therefore, staff recommend the award of this contract to Insituform Technologies, LLC as the lowest responsible and eligible bidder.

BUDGET/FISCAL IMPACTS:

The FY27 Draft Final CIP includes \$14,778,000 for contract 7217. The award amount is \$12,545,692.91.

MBE/WBE PARTICIPATION:

The minimum MBE and WBE participation requirements for this project were established at 7.24% and 3.6% respectively. Insituform Technologies, LLC has committed to 7.81% MBE and 3.9% WBE participation, which meets the established requirements.

ATTACHMENTS:

Figure 1 – Contract 7217: Limits of Work in Malden and Melrose

Figure 2 – Contract 7217: Limits of Work in East Boston

Figure 1
Contract 7217: Limits of Work in Malden and Melrose

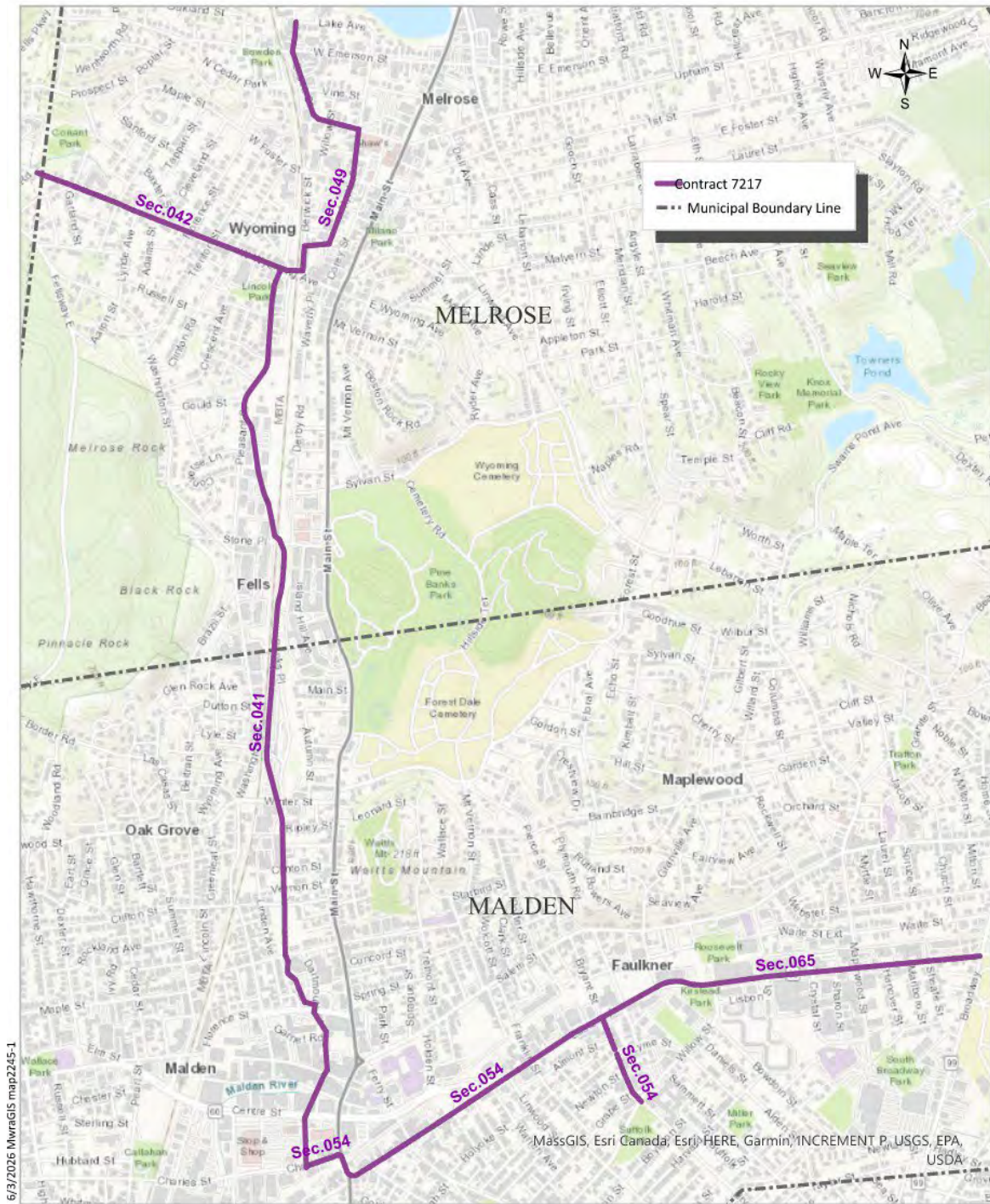
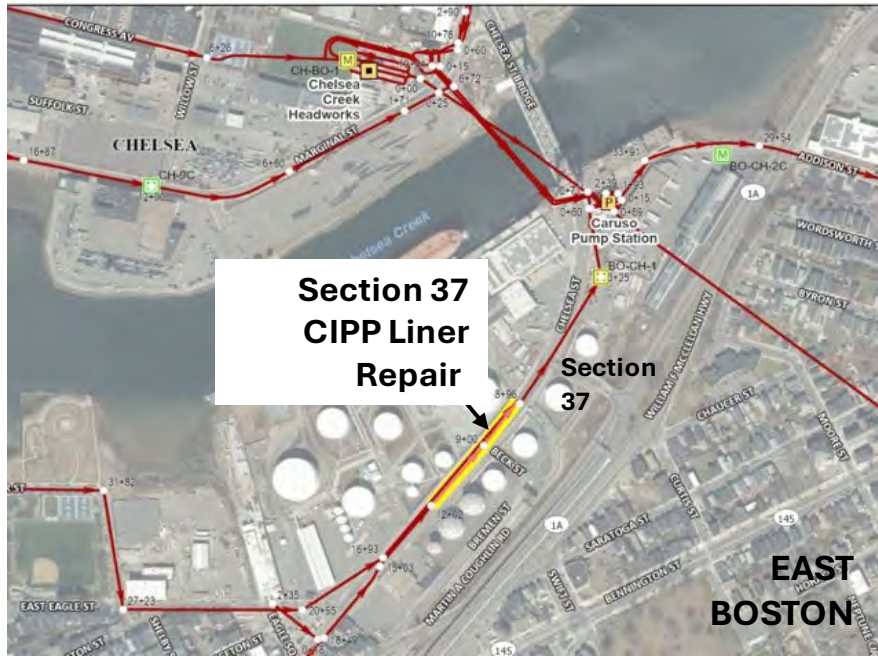


Figure 2
Contract 7217: Limits of Work in East Boston



STAFF SUMMARY




TO: Board of Directors
FROM: Stephen Estes-Smargiassi, Executive Director
DATE: June 24, 2026
SUBJECT: Interceptor Renewal No. 7 Malden-Melrose (Sections 41/42/49/54/65) Design and Engineering Services During Construction
Kleinfelder Northeast, Inc.
Contract 7216, Amendment 1

COMMITTEE: Wastewater Policy & Oversight

 INFORMATION
 X VOTE

Brian L. Kubaska, P.E., Chief Engineer
Ester Lwebuga, P.E., Assistant Director, Engineering
Justin Atteberry, P.E., Project Manager
Preparer/Title


Kathleen M. Murtagh, P.E.
Chief Operating Officer

RECOMMENDATION:

To authorize the Executive Director, on behalf of the Authority, to approve Amendment 1 to Contract 7216, Interceptor Renewal No. 7 Malden-Melrose (Sections 41/42/49/54/65) Design and Engineering Services During Construction, with Kleinfelder Northeast, Inc. increasing the contract amount by \$219,396.90, from \$2,559,233.36 to \$2,778,630.26, and extending the contract term by 36 months, from August 13, 2026 to August 31, 2029.

DISCUSSION:

The Board of Directors approved the award of Contract 7216 to Kleinfelder Northeast, Inc. on October 21, 2020 to provide design and engineering services during construction (ESDC) for the rehabilitation of MWRA’s Malden-Melrose Interceptors sewer Sections 41, 42, 49, 54, and 65. These systems are part of the North Metropolitan Sewer System serving Melrose and Malden and the upstream communities of Stoneham, Wakefield, Everett, and Revere. The sewers, constructed between 1893 to 1911, vary in cross-section from 12-inch diameter to 25 inches by 38 inches oval pipe and consist of vitrified clay for the smaller diameters and brick for the larger diameters.

The underlying construction work consists of approximately 26,800 linear feet of sewer lining as well as the rehabilitation of approximately 141 sewer manholes. See Attachment A, *Figure 1 – Limits of Work in Malden and Melrose, MA*.

The existing sewer infrastructure related to the project currently exists within permanent sewer easements. However, twenty-five temporary easements were acquired from 15 commercial property owners in the cities of Malden and Melrose. These easements were identified during design to allow better access to the sewers and adequate space to set up temporary bypass pumps and piping during the construction phase. Attachment B, *Figure 2 – Temporary Easement Overview Map*, shows the temporary easements within the project limits, which were acquired along the project alignment.

Contract 7216 also includes the design and ESDC services for removal and replacement of approximately 300 linear feet of existing CIPP liner for Section 37 in Chelsea Street, East Boston as shown in *Figure 3 – Location of Work in East Boston, MA*. The CIPP liner in Section 37 has failed twice within the last 20 years. The liner was first installed in 2003 under Contract 6840. Due to installation issues, the liner failed and was removed and replaced in 2004. The liner passed the one-year warranty inspection in 2005. During routine inspection in 2024, MWRA discovered a new failure in the same section of the liner. The existing liner will be tested, during the construction phase, to determine the means of failure prior to the Contractor installing a new CIPP liner.

Construction Contract 7217 will be presented at today’s Board of Directors’ meeting with an anticipated notice to proceed in July 2026 and a contract duration of 760 days. Contract 7217 is a Chapter 30 contract with substantial completion anticipated in July 2028.

This Amendment:

While the existing sewer infrastructure related to the project exists within permanent sewer easements, twenty-five temporary easements from 15 private property owners was also required to allow better access to the sewers and adequate space for temporary bypass pumps and piping during the construction phase. As the design neared completion staff reviewed the potential impacts of service disruption during construction to multiple properties and determined that the work should not proceed without the Authority acquiring temporary easements for access and temporary bypass systems. Staff requested the consultant to develop the design documents, surveys and plans of land needed for such temporary easements, which extended the schedule for development of the construction bid documents and pushed out the overall timeline for the project.

Proposed Amendment 1 will increase the contract term by 36 months from, August 13, 2026 to August 31, 2029, and increase the contract amount by \$219,396.90, allowing ESDC in support of Contract 7217 and providing consultant services through the one-year warranty period, concluding with a first-year certification report of the installed work.

The projected cost increase for Amendment 1 is detailed below.

Project Administration \$113,428.18

Budget is needed for 700 additional hours, and labor rate escalation for such hours, to provide project management through the contract’s extended duration of 36 months.

Escalation \$105,968.72

Budget is needed for escalation in labor rates during the contract’s extended 36-month duration for ESDC and the warranty period.

CONTRACT SUMMARY:

	Amount	Time	Dated
Original Contract	\$2,559,233.36	72 Months	8/13/2020
<u>Amendment 1</u>	<u>\$ 219,396.90</u>	<u>36 Months</u>	<u>Pending</u>
Amended Contract	\$2,778,630.26	108 Months	

Proposed Amendment 1 is 8% of the original contract value.

BUDGET/FISCAL IMPACTS:

The FY26 CIP includes \$2,559,233.00 for Contract 7216. Including this amendment for \$219,396.90, the adjusted contract total will be \$2,778,630.26 or \$219,397.26 greater than the amount in the CIP. This difference will be absorbed within the five-year CIP Spending Cap.

MBE/WBE PARTICIPATION:

The minimum MBE and WBE participation requirements for this project were established at 7.18% and 5.77% respectively. Kleinfelder committed to 37.59% MBE and 8.88% WBE participation.

ATTACHMENT:

Attachment A – Figure 1 Limits of Work in Malden and Melrose, MA

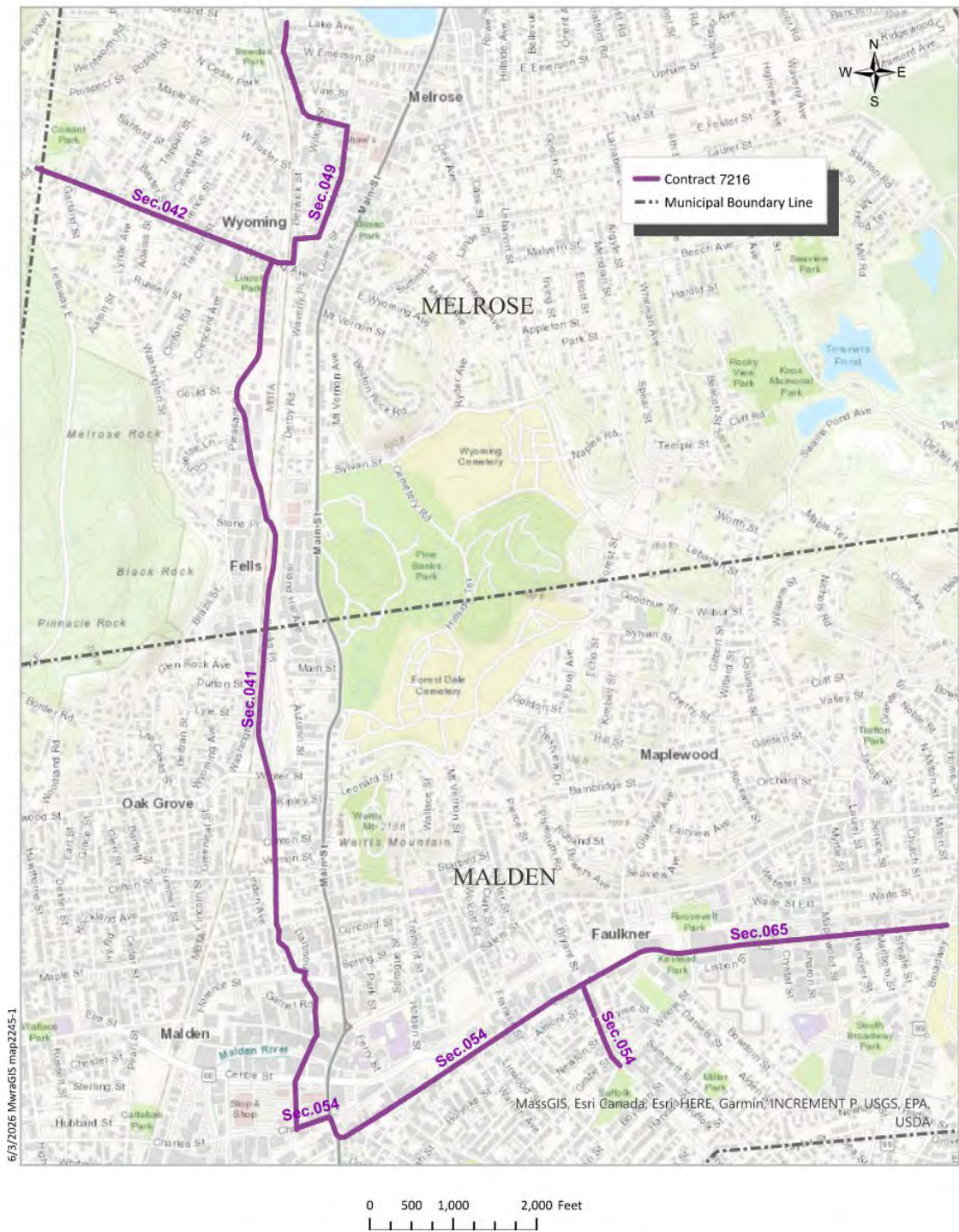
Attachment B – Figure 2 Temporary Easement Overview Map

Attachment C – Figure 3 Location of Work in East Boston, MA

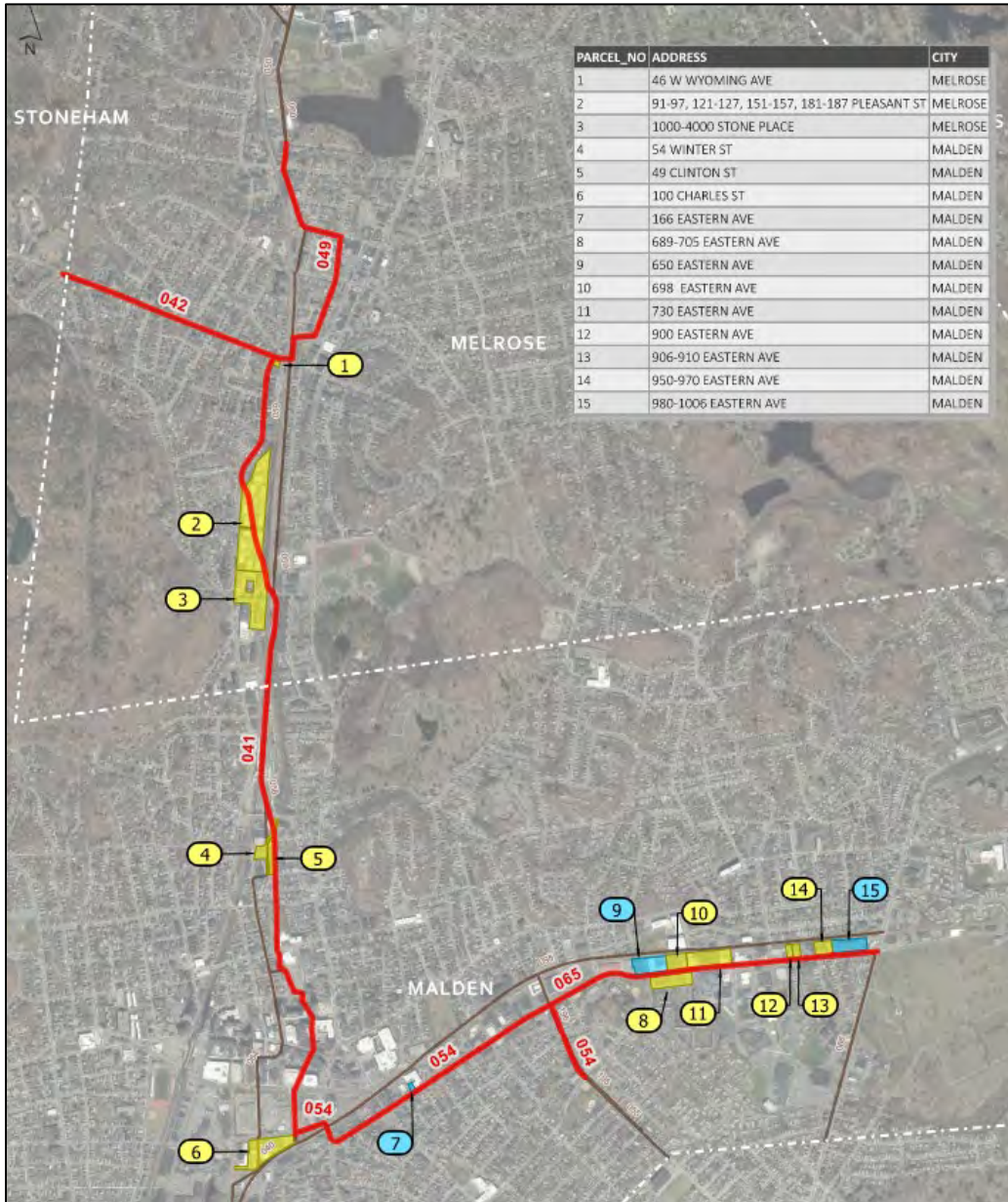
Attachment A

Figure 1 – Limits of Work in Malden and Melrose, MA

Contract 7216 : Limits of work in Malden and Melrose

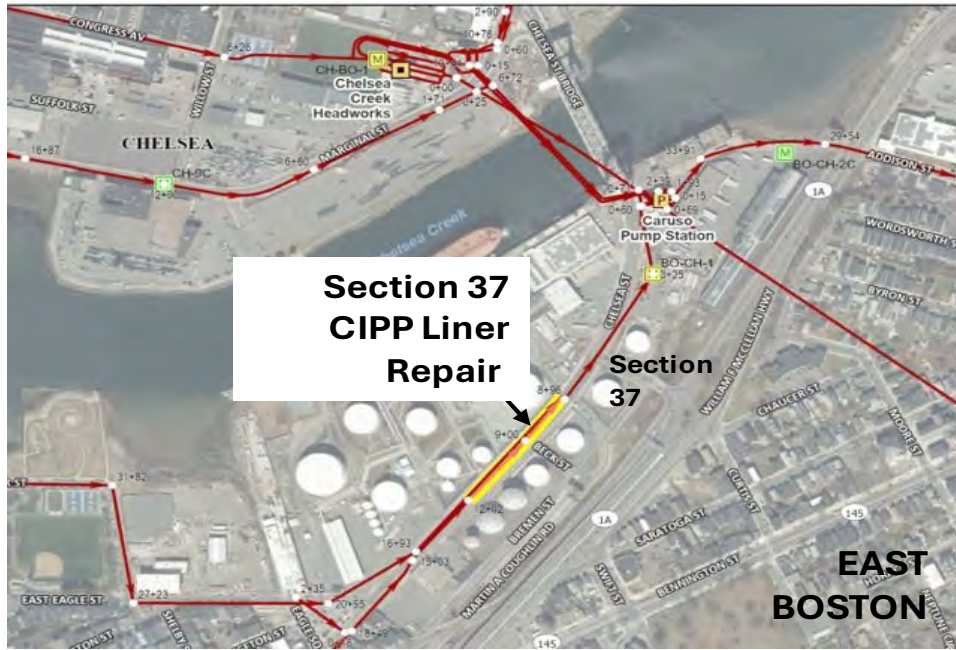


Attachment B
Figure 2 – Temporary Easement Overview Map




Attachment C

Figure 3 – Location of Work in East Boston, MA



STAFF SUMMARY

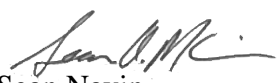
TO: Board of Directors
FROM: Stephen Estes-Smargiassi, Executive Director
DATE: June 24, 2026
SUBJECT: Water Supply Citizens Advisory Committee Contract



COMMITTEE: Water Policy & Oversight

Rebecca Weidman, Deputy Chief Operating Officer
David Wu, Director, Environmental Quality
Sally Carroll, Senior Analyst, Environmental Quality
Preparer/Title

INFORMATION
 VOTE



Sean Navin
Director, Public Affairs

RECOMMENDATION:

To authorize the Executive Director, on behalf of the Authority, to execute a contract, substantially in the form attached hereto, with the Water Supply Citizens Advisory Committee for a term of one-year, from July 1, 2026 to June 30, 2027, for a total contract cost of \$136,250.

DISCUSSION:

In addition to the critical oversight functions of the Advisory Board, many of MWRA's policy decisions are made with advice and support from two standing citizens' advisory committees, the Water Supply Citizens Advisory Committee (WSCAC) and the Wastewater Advisory Committee (WAC). A separate staff summary presented at this meeting recommends authorization for the Executive Director to execute a similar contract with WAC for FY27.

WSCAC originated in 1978 when its predecessor committee, the Northfield Citizens Advisory Committee, was formed at the direction of the Secretary of the Executive Office of Environmental Affairs. WSCAC has received direct funding from MWRA since MWRA's formation in 1984.

The proposed FY27 WSCAC contract is 2.2% greater than the FY26 contract. Health insurance increased 7.6%, while hourly salaries increased 4%. Health insurance is budgeted at 80% reimbursement for the Executive Director only, not-to-exceed \$16,815, with an optional health insurance buy-out program similar to that offered to MWRA employees who do not use MWRA's health insurance benefit. The proposed total FY27 WSCAC funding is \$136,250.

Current topics of interest to WSCAC include system redundancy, energy efficiency and carbon footprint, water system expansion issues, changing drinking water regulations, the Water System Master Plan, and watershed management and protection issues, including forestry. WSCAC currently has 17 active members and continues to work to identify additional members in categories that are not well represented.

WSCAC's office is located at the Quabbin Reservoir in a Massachusetts Department of Conservation and Recreation building. Most meetings were held at MWRA's Southborough facility prior to the pandemic. Since March 2020, meetings have been held virtually. WSCAC's Executive Director is Moussa Siri (selected by WSCAC's Executive Committee). The current Chair is Paul Lauenstein, elected from among the members.

BUDGET/FISCAL IMPACT:

Sufficient funds for the WSCAC contract are included in the FY27 Draft Final Current Expense Budget.

ATTACHMENT:

Agreement between Massachusetts Water Resources Authority and Water Supply Citizens Advisory Committee

AGREEMENT
BETWEEN
MASSACHUSETTS WATER RESOURCES AUTHORITY
AND
WATER SUPPLY CITIZENS ADVISORY COMMITTEE

This Agreement (“Agreement”) is by and between the Massachusetts Water Resources Authority (“Authority”), a body politic and corporate and a public instrumentality of the commonwealth created by Chapter 372 of the Acts of 1984 with offices at Deer Island, 33 Tafts Avenue, Boston, MA 02128 and the Water Supply Citizens Advisory Committee (“WSCAC”) an organization initially created under the Massachusetts Environmental Policy Act (“MEPA”) to ensure public representation and participation in Authority water supply activities, with offices currently at 485 Ware Road, Belchertown, MA 01007 (collectively “Parties”).

WHEREAS, the Authority is required to meet the water needs of its communities;

WHEREAS, the Authority desires WSCAC to continue to advise in water supply planning and programming; and

WHEREAS, WSCAC desires to have a continued role advising the Authority;

NOW, THEREFORE, for the consideration of mutual promises contained herein, the Authority and WSCAC agree as follows:

ARTICLE 1. EFFECTIVE DATE

This Agreement shall be effective from **July 1, 2026 through June 30, 2027**, inclusive.

ARTICLE 2. COMPENSATION, BUDGET, PAYMENT, AND EXPENSES

2.1 The Authority shall make funds available as follows:

(a) Salaries and Duties

Executive Director. An Executive Director shall be chosen by WSCAC members. The Authority’s Public Affairs Unit must concur with and approve the selection of the WSCAC Executive Director. In order to minimize WSCAC’s expenses and for WSCAC’s convenience, the Authority will review and make direct monthly payments for verified expenses accrued in the previous month following receipt of a monthly requisition statement from the WSCAC Executive Director that also includes the WSCAC Executive Director’s salary. Such payments shall not exceed **\$88,465** from **July**

1, 2026 through June 30, 2027, inclusive. The hourly salary rate (inclusive of payroll taxes) shall be **\$53.10** with annual total hours of 1,666 (average 34 hours per week for 49 weeks). The duties of the Executive Director shall be in accordance with the job description prepared by the Executive Committee of WSCAC and on file with the Authority.

Administrative Assistant. A part-time Administrative Assistant shall be chosen by the WSCAC Executive Director, in consultation with the Executive Committee of WSCAC, at a salary not-to-exceed **\$17,674** for the year commencing on **July 1, 2026 through June 30, 2027**, inclusive. The hourly salary rate shall be **\$26.30** (inclusive of payroll taxes) with annual total hours of 672 (average 14 hours per week for 48 weeks). The duties of the Administrative Assistant shall be in accordance with the job description prepared by the Executive Committee of WSCAC and on file with the Authority.

(b) Reimbursable Expenses

- (1) The Authority shall reimburse WSCAC for 80% of the non-employer-sponsored health insurance for the WSCAC Executive Director (not-to-exceed **\$16,815**). The percentage rate for reimbursement of health insurance costs shall be changed to that of Authority staff if the Group Insurance Commission changes the rate.
- (2) Health insurance buy-out: The WSCAC Executive Director may elect a monetary allowance in lieu of reimbursement of health insurance costs, provided he or she has health insurance coverage through another employer-sponsored plan that meets Internal Revenue Service “minimum value” criteria, throughout that six-month period. The amount of the allowance will be \$1,000 to waive family coverage or \$700 for waiving individual coverage. The WSCAC Executive Director is responsible for any withholding taxes on these payments with WSCAC being responsible for the employer share of payroll taxes.
- (3) The Authority shall reimburse WSCAC for expenses related to mileage, public transportation, highway tolls, and parking incurred by WSCAC staff and members from attendance at WSCAC meetings, pertinent conferences and seminars, or while performing other functions directly related to WSCAC’s scope of services. Such expenses will be reimbursed when submitted to the Authority’s Public Affairs Unit. Mileage costs will be reimbursed at the prevailing Authority rate per mile.
- (4) The Authority shall reimburse WSCAC for office supplies (such as payroll and tax services, letterhead, envelopes, pencils, paper clips), postage, office telephone and internet access, meeting expenses, and general administrative and office expenses.
- (5) The Authority shall reimburse WSCAC for purchase or rental by WSCAC staff of books, films, cassettes, tapes, etc., if specifically approved by the Authority’s Public Affairs Director in advance, except that single copies of individual publications, books, and other written documents may be purchased for the WSCAC library without prior approval, provided that the cost per item does not exceed \$200. All materials purchased under this section shall be considered property of the Authority.

(6) Other miscellaneous expenses of WSCAC staff may be approved by the Authority on a case-by-case basis. When possible, requests for approval should be submitted in writing to the Authority's Public Affairs Director and received in advance of incurring such expenditures. Such expenses may be reimbursed when timely submitted to the Authority's Public Affairs Director for consideration. The Authority may advance up to \$450 to WSCAC, such advance to be applied to the payment of Miscellaneous Expenses as defined herein and as approved and budgeted under the terms of this Agreement. Payments made from an advance shall be accounted for in the same manner as all other Miscellaneous Expense payments. Prior to the expiration of this Agreement, any outstanding balance on an advance shall be applied against amounts due WSCAC.

(7) The annual total expense reimbursement to WSCAC, excluding health insurance reimbursement or buy-out, shall not exceed **\$13,297** from **July 1, 2026 through June 30, 2027**, inclusive.

(c) Non-reimbursable expenses

The following expenses are not reimbursable: meals, entertainment, room and board, fines, fees, or costs assessed as a result of improper or illegal actions on the part of the member, such as parking tickets or speeding fines.

ARTICLE 3. RESPONSIBILITIES OF THE AUTHORITY AND WSCAC

(a) WSCAC shall employ an Executive Director, who is prohibited from being a member of WSCAC while serving his or her term as a paid employee.

(b) WSCAC shall, whenever applicable, take all necessary steps to receive an exemption from the Massachusetts Sales and Use taxes for materials, printing, and equipment purchased by WSCAC on behalf of the Authority.

(c) WSCAC shall submit monthly statements to the Authority requesting payment for expenses listed in Article 2. Such requests shall be supplemented or accompanied by timesheets, travel and expense vouchers, preferably in Microsoft Excel format, and by such other supporting data as may be required by the Authority.

(d) WSCAC shall maintain accounts, records, documents, and other evidence directly pertinent to performance of work under this Agreement. The Parties and their duly authorized representatives shall have access to such records, documents, and other evidence for the purpose of inspection, audit, and copying.

(e) The Authority or its duly authorized agent shall have the right at any and all reasonable times to examine and audit WSCAC's records, documents and other evidence.

- (f) This Agreement is subject to the laws dealing with the expenditures of public funds, including Chapter 12A of the Massachusetts General Laws.
- (g) The Parties shall agree to consent to any reasonable modifications or changes in this contract that may be required by the Commonwealth of Massachusetts or any of its agencies.
- (h) WSCAC acknowledges that the Authority is a state agency for purpose of Chapter 268A of the General Laws (the Massachusetts Conflict of Interest Law) and understands that for the purposes of that law, WSCAC staff and members are special state employees.
- (i) WSCAC shall be responsible for compliance with all applicable provisions and requirements of the Massachusetts Open Meeting Law and the Massachusetts Public Records Law.

ARTICLE 4. RESPONSIBILITIES OF WSCAC STAFF

4.1 WSCAC staff shall be responsible for the following tasks:

- (a) aiding WSCAC in its tasks under Article 6, managing the WSCAC office, educating the public, and acting as liaison with the Authority and its staff;
- (b) preparing monthly progress reports for submission to the WSCAC Executive Committee, WSCAC members, and the Authority;
- (c) maintaining financial records, minutes of the WSCAC meetings, and other WSCAC records;
- (d) providing to the Authority copies of the notices for and minutes of all meetings of WSCAC and of all WSCAC correspondence as soon as such materials are available;
- (e) administering and maintaining compliance by all its members and staff with the provisions of the Massachusetts Conflict of Interest Law including, without limitation, those mandatory provisions relating to: (i) annual distribution to members and staff of the State Ethics Commission's (SEC) Summary of Law and maintenance and archiving of acknowledgements of receipt of the Summary of Law from all members and staff; and, (ii) compliance by members and staff with the SEC's bi-annual educational training exercises; and
- (f) assuring that at least every other meeting be held in Eastern Massachusetts at a location to be jointly agreed upon by WSCAC and the Authority where Authority attendance is expected.

ARTICLE 5. MEMBERSHIP

5.1 Membership of WSCAC shall be as follows:

- (a) membership of WSCAC shall maintain parity between those individuals representing the interests of the communities listed in section 8(d) of the Authority's Enabling Act, c. 372 of the

Acts of 1984, (“User Representatives”) and those individuals representing the interests of the watershed communities (“Donor Representatives”) and those individuals representing the interests of statewide or other appropriate interests as mutually agreed upon by WSCAC and the MWRA (“Other Representatives”);

(b) in order to maintain WSCAC membership status, members must be active participants, as defined in the WSCAC by-laws; and

(c) appointment of WSCAC members shall be by joint designation by WSCAC and the Authority and shall have a goal of achieving at least 10% minority representation on WSCAC.

ARTICLE 6. WSCAC TASKS

WSCAC shall undertake the following tasks.

6.1 Water Supply Policies and Programs Review

Advise the Authority’s staff and Board. Participate in review and evaluation of water supply plans, reports, and new ideas for programs. Provide comments, information, advice, recommendations and guidance as to the direction, intent and execution of water planning and policy development directly related to MWRA.

6.2 Outreach and Education

Strive to increase citizen participation and education by providing assistance in outreach to various groups regarding the Authority’s water supply programs and state water resources legislation and policies. Review programs and explain plans and policies to organizations and citizens. Provide comments and assistance on legislation of importance to the Authority.

6.3 Working Group Representation

When requested, provide a representative on Authority working groups, comprising MWRA staff and consultants, related to water supply planning and policy development, including the Advisory Board and its subcommittees and the Wastewater Advisory Committee.

6.4 Recommendations on Long-Term Public Involvement

Provide to the Authority’s staff and Board, proposals for continued effective and efficient long-term public involvement in water programs.

6.5 Recommendations and Discussion Documents

WSCAC staff shall be responsible for providing to the Authority’s staff, Board, and others, recommendation and discussion documents on water supply programs and policy. Documents may be in the form of minutes of WSCAC meetings, memoranda, letters, reports, presentations, and discussions as appropriate.

ARTICLE 7. MISCELLANEOUS REQUIREMENTS

7.1 Nondiscrimination and Equal Employment Opportunity

(a) WSCAC agrees to comply with all federal and state laws pertaining to Civil Rights and Equal Opportunity, including executive orders and rules and regulations regarding employment, demotion, transfers, recruitment, layoffs or termination, rates of pay or other compensation and training, including apprenticeships. With regard to WSCAC membership, WSCAC agrees to affirmatively solicit minority representation.

(b) WSCAC agrees to comply with the Authority's policy regarding non-discrimination and affirmative action.

ARTICLE 8. GENERAL PROVISIONS

8.1 Termination of Contract

(a) This Agreement may be terminated in writing, at any time, in whole or in part, by the Authority for its convenience or in the event of substantial failure by WSCAC to fulfill its obligations, or for violation of any of the covenants and stipulations of this Agreement.

(b) If termination is effected by the Authority an equitable adjustment shall be made providing for payment to WSCAC for services rendered and expenses incurred prior to the termination.

(c) No termination hereunder may be effected unless the terminating party gives the other party: (1) not less than forty-five days' written notice delivered by certified mail, return receipt requested of intent to terminate; and (2) an opportunity for consultation with the other party prior to termination; or (3) by mutual agreement of the Parties.

8.2 Ownership of Property

Upon termination of this Agreement for any reason, WSCAC shall turn over to the Authority all materials, equipment, including computer equipment currently on loan from the Authority and owned by the Authority, unused office supplies, books, pamphlets, publications and all other properties for which Authority reimbursements were made in whole or in part, directly or indirectly.

8.3 Assignability

WSCAC shall not assign or transfer this Agreement or delegate its responsibility for the performance of services under this contract.

8.4 Integration Clause

This Agreement integrates and supersedes all prior negotiations, representations, or agreements.

8.5 Amendment

This Agreement may be amended only by a writing executed by the Parties.

8.6 Severability of Provisions

If any provision of this Agreement shall, to any extent, be held invalid or unenforceable, the remainder of this Agreement shall not be deemed affected thereby.

8.7 Massachusetts Law to Govern

The Parties to this Agreement agree that this Agreement shall be governed by and enforced in accordance with the laws of the Commonwealth of Massachusetts.

8.8 Duplicate Originals

This Agreement may be signed in more than one identical counterpart, each of which shall be deemed to be an original hereof.

8.9 Notices

The Parties shall be deemed duly notified in accordance with the terms and provisions hereof, if written notices are mailed to the following addresses:

Executive Director
Water Supply Citizens Advisory Committee
485 Ware Road
Belchertown, MA 01007
Attention: Moussa Siri; info@wscac.org

Executive Director
Massachusetts Water Resources Authority
Deer Island
33 Tafts Avenue
Boston, MA 02128
Attention: Stephen Estes-Smargiassi; Stephen.Estes-Smargiassi@mwra.com

Director of Public Affairs
Massachusetts Water Resources Authority
Deer Island
33 Tafts Avenue
Boston, MA 02128
Attention: Sean Navin; Sean.Navin@mwra.com

IN WITNESS WHEREOF, this Agreement is executed as of this ____ day of June, 2026.

FOR: WATER SUPPLY CITIZENS ADVISORY COMMITTEE

By: _____
Paul Lauenstein, Chair

Dated: _____


FOR: MASSACHUSETTS WATER RESOURCES AUTHORITY

By: _____
Stephen Estes-Smargiassi, Executive Director

Dated: _____

STAFF SUMMARY


TO: Board of Directors
FROM: Stephen Estes-Smargiasi, Executive Director
DATE: June 24, 2026
SUBJECT: Water Sections 50 & 57 Rehabilitation – Medford/Everett
Design, Construction Administration and Resident Engineering/Inspection
Services with Weston & Sampson Engineers, Inc.
Contract 7450, Amendment 1



COMMITTEE: Water Policy & Oversight

INFORMATION
 VOTE

Brian L. Kubaska, P.E., Chief Engineer
Patrick E. Smith, P.E., Program Manager
Preparer/Title


Kathleen M. Murtagh, P.E.
Chief Operating Officer

RECOMMENDATION:

To authorize the Executive Director, on behalf of the Authority, to approve Amendment 1 to Contract 7540, Water Sections 50 & 57 Rehabilitation – Medford/Everett, Design, Construction Administration and Resident Engineering/Inspection Services with Weston & Sampson Engineers, Inc., to increase the contract term by 91 months from May 19, 2022, to December 31, 2029 with no additional cost.

DISCUSSION:

On June 7, 2017, the Board approved the award of Contract 7540 to Weston & Sampson Engineers, Inc., in an amount not-to-exceed \$5,980,403 for a contract term of 58 months. The contract was executed on July 19, 2017, to provide design, engineering services during construction (ESDC,) and resident engineering/inspection (REI) services for pipeline rehabilitation to Water Sections 50 and 57 and Sewer Sections 20 and 21 paralleling Section 57. See Figure 1.

Water Section 57 is a 48-inch diameter steel pipeline installed in 1938 through Medford (predominately within Riverside Avenue) that drops below the Malden River entering Everett before continuing into Chelsea. Services under Contract 7540 included evaluating and designing the rehabilitation of approximately 8,000 feet of unlined pipe. This rehabilitation was spurred by dozens of leaks recorded within a 2,000-foot portion of Section 57. Water Section 50 is a 20-inch diameter cast iron pipeline installed in 1922 traversing from Winchester Street in Medford, southeasterly across Interstate 93 and the Mystic River to Highland Avenue in Malden. The pipeline passes through many private properties along its route. Services under Contract 7540 included evaluating and designing the rehabilitation of 10,000 feet of unlined pipe.

Sewer Sections 20 and 21 are a 51-inch by 54-inch horseshoe-shaped brick gravity sewer constructed in 1893, traveling parallel to Water Section 57 along Riverside Avenue in Medford. Portions of Sewer Sections 20 and 21 run below Water Section 57 with as little as five feet of separation. Although no structural issues were noted in earlier sewer inspections, Contract 7540

included rehabilitation, given the close proximity to Water Section 57.

During the design phase the scope of work for Contract 7540 evolved, based on actual conditions and design phase evaluations, with some scope deleted from the project and other scope added to the project.

- Field investigations conducted during the design phase determined that Section 57 from Clippership Drive to Spring Street was in good structural condition and did not require immediate rehabilitation. However, the approximately 2,000 feet of Section 57 presenting chronic leaks was in need of rehabilitation (see Figure 1) and remained in the 100% design. Rehabilitation of portions of Sewer Sections 20 and 21 were deleted at the 30% design phase due to potential excessive disruption to the municipality. Rehabilitation of remaining sewer sections were deleted at the 60% design phase with the elimination of Section 57 from Clippership Drive to Spring Street.
- Similarly, the majority of Water Section 50 was determined through field investigations to be in good structural condition and did not require rehabilitation at this time. However, several hundred feet of the Section 50 pipeline pass through a wetland on elevated, exposed wood pilings and supports that are in poor condition. In addition, the above grade/exposed configuration of this portion of Section 50 as it crosses Winter Brook in Medford is a security concern. This portion of the Section 50 rehabilitation was included in the 100% design (see Figure 1).
- In addition, during the design phase MWRA staff identified the need for additional mainline and blow-off valves/structures on either side of the Malden River and River's Edge Drive along Section 57. The work included the acquisition of additional easements and two license agreements. Installation of these blow-offs and lining of the segment of Section 57 passing under the Malden River were included in the 100% design.

The 100% design for Section 50 and 57 improvements was submitted by Weston & Sampson in November 2020, at which time the contract was put on hold due to difficulties experienced by National Grid obtaining the required municipal street grant-of-location for relocation of 1,500 feet of gas mains that were in direct conflict with the project work, requiring the utility to be moved.

This Amendment

If approved, Amendment 1 will increase the contract term by 91 months from May 19, 2022, to December 31, 2029, with no additional cost.

Additional Time

91 months

National Grid received the long-awaited municipal grant-of-location in February 2026. Amendment 1 will extend the original contract duration by 91 months to allow completion of bid documents, provide bidding assistance services, ESDC and REI.

Staff evaluated alternatives for the most efficient means to move this project forward and concluded that the proposed Amendment 1 to the Weston & Sampson Contract 7540 is the most efficient means of constructing the Section 50 and 57 improvements. Weston & Sampson agreed to finalize the bid documents and provide bidding services, ESDC and REI services within the

budget amount remaining in the contract. Weston & Sampson further agreed to hold the original contract indirect cost rates for both office and field staff that are well below its current 2026 MWRA provisional indirect cost rates. The Weston & Sampson fee will also remain the same, and the personnel project team remains relatively intact. Weston & Sampson will also maintain the higher than required MBE/WBE participation as stipulated in the original contract.

Despite the anticipated additional design work required to update the 2020 bid documents and the escalation of labor rates from 2019 to 2027, no additional funding is required for Amendment 1. The updated design and escalation costs will be offset by the reduced project scope that was identified during the 30% and 60% design phases based on the results of field investigations and project decisions to defer non-critical work to reduce municipal impacts during construction.

Staff evaluated re-procurement for services to complete Contract 7540 and determined that re-procurement would delay the project restart and could result in an award to Weston & Sampson at a higher cost, including a higher indirect cost rate, or to another consultant altogether, at a likely even higher cost and further delays due to the major redesign effort that would be required if a new consultant were engaged. Such a delay will also require the resubmittal for the grant-of-location request, because the current grant-of-location approval includes a one-year start time limit.

Although Contract 7540 expired on May 19, 2022, it has not been closed out, given the continued efforts by National Grid over the past six years to receive the required municipal grant-of-location and MWRA’s need to perform this important work.

CONTRACT SUMMARY:

	Amount	Time	Dated
Original Contract	\$5,980,403	58 Months	7/19/2017
Amendment 1	<u>\$0</u>	<u>91 Months</u>	Pending
Adjusted Contract	\$5,980,403	149 Months	

BUDGET/FISCAL IMPACTS:

The final FY26 CIP includes \$3,215,167 for Contract 7540, reduced from the original contract amount of \$5,980,403 to reflect actual spending to date. This amendment will reinstate the original contract value in the CIP to \$5,980,403. This amount will be absorbed within the five-year CIP spending cap.

ME/WBE PARTICIPATION:

The minimum MBE and WBE participation requirements for this contract are 7.18% and 5.77%, respectively, and will remain unchanged by this Amendment.

ATTACHMENT:

Figure 1 - Contract 7540 Overview Map of Original and Revised Scope Limits

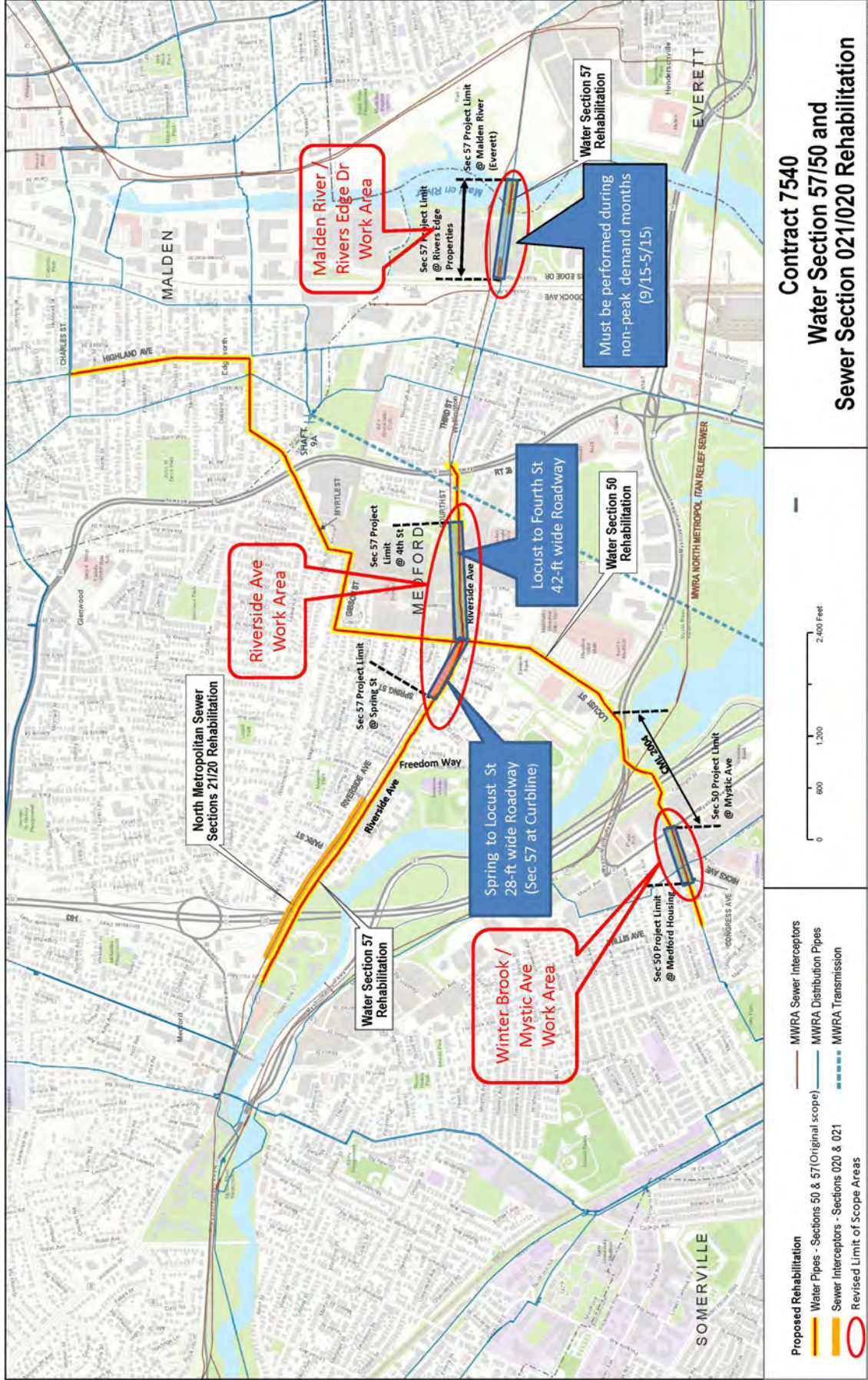


Figure 1 - Contract 7540 Overview Map of Original and Revised Scope Limits

STAFF SUMMARY




TO: Board of Directors
FROM: Stephen Estes-Smargiassi, Executive Director
DATE: June 24, 2026
SUBJECT: Approval of the 2026 Affirmative Action Plan

COMMITTEE: Personnel & Compensation

 INFORMATION
 X VOTE

Tomeka Cribb, Associate Special Assistant for
Affirmative Action
Wendy Chu, Chief Equity and Inclusion Officer
Preparer/Title


Michele S. Gillen
Director, Administration

RECOMMENDATION:

That the Board of Directors approve the Massachusetts Water Resources Authority’s Affirmative Action Plan effective for a one-year period from January 1, 2026 through December 31, 2026.

DISCUSSION:

The Affirmative Action Plan (“Plan”) sets out the basic parameters of MWRA’s commitment to equal opportunity in the areas of employment and procurement for contracted services. The Plan is prepared pursuant to Section 7(g) of Chapter 372 of the Acts of 1984, which states:

The Authority shall develop policies and programs for affirmative action in employment, procurement, and contracting in accordance with law and consistent with general policies and programs of the commonwealth.

MWRA updates the Plan annually and provides information on the development, implementation, and monitoring of its Workforce Development Program and Access to Contract Opportunities Program for minority, women, and disadvantaged business enterprises. The proposed Affirmative Action Plan for 2026, including appendices, is attached as Attachment A.

Workforce Development Program

At the end of the 2025 Plan year, MWRA employed a total of 1,087 employees. The male composition of the workforce was 78.5% and the female composition of the workforce was 21.5%. In addition, the non-minority composition of the workforce was 75.2% and the minority composition of the workforce was 24.8%. The Authority exceeded the overall staffing benchmarks for both female employees and minority employees established in the 2025 Plan.

	<u>2025 Benchmark %</u>	<u>2025 Actual %</u>
Females in the Workforce	20.5%	21.5%
Minorities in the Workforce	23.2%	24.6%

MWRA made a total of 114 new appointments and 96 promotions during the 2025 Plan year. Females comprised 24% of all new appointments and 18% of all promotions. Minorities made up 19% of all new appointments and 21% of all promotions.

2025 New Appointments (114)		2025 Promotions (96)	
<u>Females</u>	<u>Minorities</u>	<u>Females</u>	<u>Minorities</u>
27 (24%)	22 (19%)	17 (18%)	20 (21%)

Using the employment data from 2025, staff identified seven specific job groups where underutilization exists for both females and minorities and established new benchmarks in the 2026 Plan for each of these underutilized job groups. The new benchmarks can be found in Part IV.B.6 of the 2026 Plan. Notwithstanding this, MWRA continues to make strides in achieving its overall placement goals for females and minorities in the workforce, having exceeded established benchmarks in the past five consecutive years.

The 2026 Plan benchmarks for minorities and females in the workforce are 23.4% and 20.80% respectively. In 2026, MWRA will continue its good faith efforts to maintain workforce staffing representation, assure equal employment opportunities for all qualified individuals, and further reduce the number of job groups underutilized by women and minorities. MWRA is also committed to reaching out to veterans and disability advocacy organizations regarding employment opportunities at the Authority.

In 2026, AACU will also begin work on a review of our job groups, and make recommendations, if any, related to whether certain job titles should be moved to another job group. This effort will help to ensure that the analysis into underutilization and the establishment of benchmarks accurately reflect the nature of our positions and availability of qualified individuals in and around MWRA’s member communities. In addition, AACU will assist in the review of job descriptions to make sure they reflect the essential qualifications and requirements of each job, with special attention to positions where underutilization exists.

Access to Contract Opportunities Program

It is the policy of MWRA to ensure the equitable participation of minority business enterprises (“MBEs”) and women business enterprises (“WBEs”) in the award of all contracts including contracts for construction, goods/non-professional services, and professional services. As required by the Massachusetts Department of Environmental Protection (“MassDEP”) via the U.S. Environmental Protection Agency, the program also includes disadvantaged business enterprises (“DBEs”) for contracts funded through the state revolving fund (“SRF”).

AACU places participation goals on the MWRA’s construction and professional services contracts where there is a reasonable expectation of participation from available MBEs and WBEs, whether as prime contractors or as subcontractors, to perform the contracted work. The participation goals included in construction contracts are minimally 7.24% for MBEs and 3.6% for WBEs. In 2025, MWRA monitored 13 construction contracts, of which 10.65% (approximately \$6.4 million) of all construction payments went to MBEs and 5.67% (approximately \$3.4 million) went to WBE construction firms. For professional services contracts, the participation goals are minimally 7.18% for MBEs and 5.77% for WBEs. In 2025, MWRA monitored 26 professional services contracts, of which 13.22% (approximately \$2.9 million) of all contract payments went to MBE firms and 3.92% (\$884,470) went to WBE firms.

While there was a shortfall with respect to payments made to WBEs under professional services contracts in 2025, the minimum 5.77% participation goal is intended to apply to all payments made during the contract term and professional services contracts are generally billed over a longer contract duration so any shortages in 2025 should be offset during the remainder of the contract term.

MWRA further participates in the MassDEP SRF Program wherein MassDEP sets participation goals of 4.2% for D/MBEs and 4.5% for D/WBEs. In 2025, AACU monitored eight (8) construction projects under the SRF Program, of which 3.73% (approximately \$2.7 million) of all SRF construction payments were made to D/MBEs and 1.17% (approximately \$860,392 thousand) of such payments were made to D/WBEs. More recently, MassDEP announced that the SRF Program would no longer require funding recipients to adhere to participation goals and instituted new requirements for contractors to adhere to certain good faith efforts identified in 40 C.F.R. 33.301. These six good faith efforts are discussed in the 2026 Plan and MWRA will apply such requirements where applicable.

In 2025, as part of MWRA's commitment to engagement, AACU staff attended the City of Boston's Pathways to Partnership event, the state's Diverse & Small Business Opportunity Fair, and the MASSBUYS EXPO.

Disparity Study

MWRA is in the process of procuring an expert firm to conduct MWRA's M/WBE Disparity Study. This comprehensive assessment is intended to determine what changes, if any, should be made to the MWRA's business inclusion programs for contracts and procurements. The study will give insight into the availability of MBEs and WBEs in and around MWRA's member communities for construction, maintenance, and design and engineering contracts typically entered into by the MWRA, as well as assist in identifying any barriers to doing business with the MWRA. Currently, the Selection Committee is reviewing bids from five (5) proposers and anticipates bringing a recommendation to a Board meeting in the near future.

ATTACHMENT:

Attachment A - Affirmative Action Plan

MASSACHUSETTS WATER RESOURCES AUTHORITY



WORKFORCE DEVELOPMENT AND ACCESS TO CONTRACT OPPORTUNITIES PROGRAMS

AFFIRMATIVE ACTION PLAN

JANUARY 1, 2026 – DECEMBER 31, 2026

Stephen Estes-Smargiassi
Executive Director

Wendy Chu
Chief Equity and Inclusion Officer
Affirmative Action & Compliance Unit

TABLE OF CONTENTS

I.	INTRODUCTION.....	<u>1</u>
II.	LEADERSHIP STATEMENTS.....	<u>3</u>
	Executive Director’s Statement.....	<u>3</u>
	Board of Director’s Statement.....	<u>4</u>
III.	RESPONSIBILITY FOR PLAN IMPLEMENTATION.....	<u>5</u>
IV.	EQUAL EMPLOYMENT OPPORTUNITY.....	<u>7</u>
	A. Dissemination and Communication.....	<u>7</u>
	B. Workforce Data (2025).....	<u>8</u>
V.	WORKFORCE DEVELOPMENT PROGRAM.....	<u>17</u>
VI.	ACCESS TO CONTRACT OPPORTUNITIES PROGRAM.....	<u>21</u>
	D. Minority, Women, and Disadvantaged Business Enterprises.....	<u>23</u>
VII.	HARASSMENT PREVENTION.....	<u>28</u>
VIII.	INTERNAL AUDITING AND REPORTING SYSTEM.....	<u>30</u>
IX.	APPENDICES.....	<u>31</u>

I. INTRODUCTION

The Massachusetts Water Resources Authority (the “MWRA” or “Authority”), created by the Massachusetts legislature in December 1984, provides wholesale water and sewer services to 3.1 million people and 5,500 businesses in 61 communities in eastern and central Massachusetts. Since 1985, the MWRA has invested more than \$6 billion in essential new facilities. While the Boston Harbor clean-up is the best known of its projects, MWRA has also completed a modernization of the region’s drinking water system. In addition, MWRA maintains hundreds of miles of water and sewer pipes, and dozens of other facilities that regularly require upgrades or replacements.

This Affirmative Action Plan (“Plan”) for the MWRA is prepared and adopted pursuant to Section 7(g) of Chapter 372 of the Acts of 1984, which states:

The Authority shall develop policies and programs for affirmative action in employment, procurement and contracting in accordance with law and consistent with general policies and programs of the commonwealth.

MWRA’s policies and personnel practices discussed in this Plan adhere to the nondiscrimination provisions of all applicable state and federal laws and regulations.

MWRA is committed to attracting, developing, and retaining a highly skilled and engaged workforce that is consistent with the MWRA’s values. MWRA further strives to support local businesses by making procurement and contracting opportunities accessible to all potential qualified vendors and firms. The following values serve as the fundamental principles that define the identity of the MWRA and shape its approach to carrying out its mission:

- Diversity
- Equity
- Inclusion
- Collaboration
- Innovation
- Accessibility
- Partnership
- Transparency
- Excellence
- Accountability
- Respect
- Trust

The Plan covers the time period January 1, 2026 through December 31, 2026 and includes programs designed to develop a workforce that reflects the communities in and around the MWRA’s service area, ensure a workplace that is free of discrimination, promote job opportunities for all qualified individuals, and make procurement and contracting opportunities

more accessible to minority, women, and disadvantaged business enterprises operating in and around the MWRA's member communities.

The Plan has been reviewed by the MWRA Board of Directors, voted on and approved for full implementation, and shall remain in full force and effect until a successor annual plan is approved by the MWRA Board of Directors.

II. LEADERSHIP STATEMENTS

Executive Director's Statement

MWRA's mission is the provision of reliable, cost-effective, high-quality water and wastewater treatment services that protect the public health, promote environmental stewardship and justice, maintain customer confidence, and support a vital economy. MWRA serves 3.1 million people in 61 communities in eastern and central Massachusetts. We serve residents in every neighborhood, economic class, and cultural group in our service area, and strive to ensure equitable opportunities in employment and contracting. MWRA will be in harmony with its social role only when our work environment reflects our broader social aspirations for equal opportunity, justice, personal dignity, inclusion, and cross-cultural respect. To that end, we must take responsibility for diversity and inclusivity in our organization and our community.

We believe MWRA staff are stronger as a team when we include diverse perspectives, backgrounds, experiences and approaches. We work to advance equity and environmental justice into all of our work when planning and implementing programs and policies in furtherance of our mission.

All of us at the MWRA recognize that we must take affirmative action to prevent, and address when necessary, any discriminatory effects of business or employment practices that may be based on factors such as race, color, religion, sex, sexual orientation, gender identity and expression, genetic information, national origin, age, ancestry, citizenship, disability, and veteran or marital status. We further support and encourage the greatest possible participation of Minority Business Enterprises, Women Business Enterprises, and other small and local businesses in the award of contracts for work that supports our mission.

On behalf of the MWRA, its managers, and employees, I fully support the MWRA's Affirmative Action Plan and am committed to taking those steps which ensure equitable opportunities in our employment and contracting programs by the members of any protected class group without regard to race, color, religion, sex, sexual orientation, gender identity and expression, genetic information, national origin, age, ancestry, citizenship, disability, veteran status, and marital status. We are committed to achieving equal opportunity for all through fair and effective implementation of our Affirmative Action Plan.

Stephen Estes-Smargiassi
Executive Director

Board of Directors' Statement

We, the Board of Directors of the MWRA, take great pride in our diverse and talented workforce. We recognize that our continued success depends largely on the collective strengths of our employees. Developing the right mix of skills, ideas, and individuals requires an unwavering commitment to Equal Employment Opportunity and Affirmative Action. Accordingly, it is our policy to recruit, hire, and advance qualified and skilled individuals without regard to their race, color, religion, sex, sexual orientation, gender identity and expression, genetic information, national origin, age, ancestry, citizenship, disability, and veteran or marital status.

Our commitment to the principles of Affirmative Action and Equal Employment Opportunity is reflected in all MWRA policies and procedures from recruitment and hiring to training, compensation, benefits, transfers, and promotions. This commitment is based on sound management and business practices, as well as legal requirements.

In keeping with fair employment practices, MWRA maintains a positive and productive work environment which calls for the highest standard of personal conduct. In accordance with this standard, any type of harassment or discrimination directed toward any employee or applicant for employment on the basis of race, color, religion, sex, sexual orientation, gender identity and expression, genetic information, national origin, age, ancestry, citizenship, disability, and veteran or marital status will not be tolerated.

We, the Board of Directors of the MWRA, further support efforts to overcome barriers that impact equity in the procurement and provision of services that support the MWRA's mission. When a diverse, competitive business community fully participates in the procurement and provision of such services, efficiencies and new approaches emerge resulting in the best results for the Authority. Moreover, equitable workforce participation through good labor and equity practices in contracting promotes equitable pay and safe worksites, free from discrimination and harassment.

MWRA is committed to Equal Employment Opportunity. MWRA expects each employee and all contractors and service providers to be active partners in this effort by supporting, in word and deed, the spirit and principles of equal opportunity and non-discrimination. Further, MWRA expects that these values will govern the relationships it establishes with communities MWRA serves and does business with. Working together, MWRA will build upon this commitment and create an environment that reflects diversity in its fullest and truest sense.

The Chief Equity and Inclusion Officer, who serves as the Authority's special assistant for affirmative action and compliance pursuant to Section 7(g) of Chapter 372 of the Acts of 1984, has responsibility for developing, implementing, enforcing, and monitoring the Authority's annual Affirmative Action Plan for employment, workforce development and access to contract opportunities. Employees are encouraged to contact the Affirmative Action & Compliance Unit directly in order to obtain a copy of the Authority's Affirmative Action Policy (ADM.04).

III. RESPONSIBILITY FOR PLAN IMPLEMENTATION

A. Senior Management Responsibilities

The Executive Director, Chief Equity and Inclusion Officer, Director of Human Resources, Division/Department Directors, and other MWRA managers are responsible for the effective implementation of the Plan consistent with the MWRA's values, and are committed to developing a workforce with the knowledge, skills, and experience that best meet the Authority's mission while maintaining a safe and inclusive workplace and providing fair and equal access to contracting opportunities.

B. Affirmative Action and Compliance Unit Staff Responsibilities

The Chief Equity and Inclusion Officer, in conjunction with staff from the Affirmative Action and Compliance Unit ("AACU"), is responsible for taking the following actions:

- Developing and recommending to the MWRA Board of Directors the employment, procurement and contracting programs under the Plan in accordance and consistent with state and federal law and the general policies and programs of the Commonwealth;
- Ensuring compliance with the Plan;
- Implementing, updating, and monitoring MWRA's workforce development and access to contract opportunities programs, including for minority, women, and disadvantaged business enterprises, and assisting Divisions and Departments with the implementation of the Plan;
- Developing, reviewing, and revising policy statements related to equal employment opportunity and affirmative action;
- Developing a recruitment plan to attract external candidates to address workforce underutilization categories;
- Reporting on workforce demographics and trends;
- Periodically reviewing, with the Chairperson of the MWRA Board of Directors and the Executive Director, the progress of senior managers in the implementation of the Plan;
- Serving as a liaison between MWRA and enforcement agencies, community groups, and trade and special interest organizations;
- Reviewing the Plan with managers and supervisors to ensure measures taken in connection with the workforce development and procurement and contracting programs reflect the operational needs of the Authority and are consistent with the MWRA's values; and

- Ensuring that the procurement and contracting program incorporates MWRA's Supplementary Provisions for Equal Employment Opportunity, Anti-Discrimination, and Affirmative Action.

The Chief Equity and Inclusion Officer is provided with sufficient authority, senior management support, and staff to execute these responsibilities. Further, the Chief Equity and Inclusion Officer shall, as needed, propose additional programs and activities to strengthen the MWRA's commitment to the development of a knowledgeable and skilled workforce that reflects the makeup of its member communities.

C. Line Management Responsibilities

Managers and supervisors will assist with the implementation of the Plan in the following ways:

- Assisting in identifying problem areas including, but not limited to, knowledge and skill gaps between the current workforce and future needs, obsolete job requirements, and succession planning needs;
- Maintaining an open-door policy for employees to discuss career development, mentoring, and training opportunities;
- Reinforcing the MWRA's values and ensuring adherence to MWRA policies;
- Assisting with internal audits to determine the effectiveness of the programs established under this Plan; and
- Evaluating the performance of subordinate managers and supervisors in achieving the Plan's objectives.

D. Other Key Staff Responsibilities

The Director of Human Resources, in coordination with the Chief Equity and Inclusion Officer, develops, implements and updates, as necessary, appropriate mechanisms to ensure accessibility of employment opportunities for all applicants and employees.

The General Counsel, Associate General Counsel for Labor & Employment, and other staff in the Law Division provide legal advice regarding compliance with laws pertaining to equal employment opportunities, affirmative action, and non-discrimination as they affect the Authority's programs under this Plan.

IV. EQUAL EMPLOYMENT OPPORTUNITY

A. Dissemination and Communication

MWRA will assure accessibility to information regarding rights available under state and federal laws related to the prohibition of workplace discrimination, equal employment opportunity, harassment prevention, and parental and/or family medical leave, and other required labor notices. MWRA will communicate its equal employment opportunity and non-discrimination policies to all relevant audiences in the following manner:

1. Internal Communications

- Inform employees about the existence of this Plan and make it available on the Affirmative Action section of the internal website (Pipeline);
- Prominently display required workforce posters including, but not limited to, notices related to wages, fair employment, and veteran services throughout all business locations and identifying appropriate staff to contact;
- Educate managers, supervisors, and employees about the Authority's equal employment opportunity and nondiscrimination policies, individual responsibilities under these policies, and the Executive Director's support of such policies;
- Discuss the related policies in employee orientation sessions and reference it in management training sessions;
- Publicize the equal opportunity and non-discrimination policies on the MWRA's internal website (Pipeline);
- Provide updates related to equal employment opportunities and workforce development efforts on the MWRA's internal website (Pipeline); and
- Include non-discrimination clauses in union agreements, and work to eliminate contract provisions that may have discriminating effects.

2. External Communications

- Communicate the existence of the Plan to applicants for employment and potential contract bidders, and make it available for review if requested;
- Publicize the equal opportunity and non-discrimination policies on the MWRA's external website;
- Incorporate non-discrimination clause in all professional service and construction contracts; and

- Communicate to all recruitment sources that the MWRA is an equal opportunity employer, with an emphasis on communities in and around the MWRA’s service area.

B. Workforce Data (2025)

1. Workforce Analysis

As of November 30, 2025, MWRA employed 1,087 people. MWRA divides its workforce into 34 departments within the Executive, Administration, Finance, Law, and Operations Divisions as follows:

MWRA’s Departments	
Affirmative Action	MIS
Clinton	Occupational Health & Safety
Controller	Security
Deer Island	Operations Administration
Director’s Office	Operations Support
Division Director	Planning Department
Engineering & Construction	Procurement
ENQUAL	Public Affairs
Executive Office	Rates & Budget
Facilities Management	Residuals
Fleet Services	Risk Management
FOD Administration	TRAC
Human Resources	Treasury
Internal Audit	Tunnel Redundancy
Laboratory Services	Wastewater Operations
Law	Water Operations & Maintenance
Metro Maintenance	Water Quality Assurance

MWRA maintains a workforce analysis to depict staffing patterns. It is a method to determine whether barriers to equal opportunity exist within an organization overall and in specific job categories, and provides information for AACU to make recommendations to the Authority in order to make informed decisions related to activities for workforce development.

The Workforce Analysis Report (Appendix A) lists each job title ranked from highest to lowest paid within each department. The report displays the total number of incumbents, the total number of male and female incumbents, and the total number of male and female incumbents who are White, Black, Hispanic, Asian, American Indian, Native Hawaiian and Other, and Two or More Races within each department for each job title. Finally, the report also supplies a wage rate code for each job title.

2. Employment Activities from December 2024 through November 2025

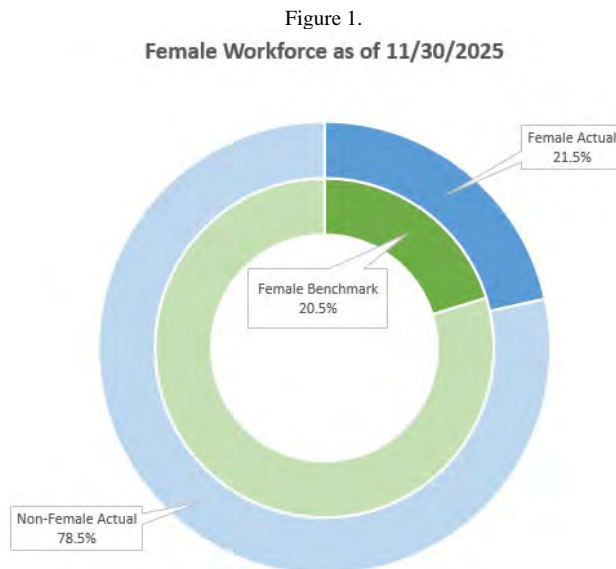
From December 31, 2024 through November 30, 2025, there were a total of 114 new hires at the MWRA, which consisted of 87 (76%) males, 27 (24%) females, 92 (81%) non-minorities, and 22 (19%) minorities.

A total of 96 promotions occurred during this reporting period, which consisted of 79 (82%) males, 17 (18%) females, 76 (79%) non-minorities, and 20 (21%) minorities. For reporting purposes, 87 of these promotions reflect employee promotions where there was a change in Job Group as described under “Availability Analysis.” Of these 87 promotions involving a change in Job Group, 71 (82%) comprised males, 16 (18%) comprised females, 70 (80%) comprised non-minorities, and 17 (20%) comprised minorities.

A total of 70 separations occurred within the period, and of these, 47 (67%) were males, 23 (33%) were females, 52 (74%) were non-minorities, and 18 (26%) were minorities. Of the total number of terminations, 62 (89%) left voluntarily, and of those, 41 (59%) were employees who retired and 21 (30%) were employees who resigned.

3. Demographic Summary

At the end of the 2025 Affirmative Action Plan year, of the total 1,087 employees, the total male composition of the workforce was 78.5% and the female composition of the workforce was 21.5%, which is greater than the overall 2025 MWRA workforce staffing benchmark of 20.5%. See Figure 1.



At the end of the 2025 Affirmative Action Plan year, the total non-minority composition of the workforce was 75.2%, and the total minority composition of the workforce was 24.8%, which is greater than the overall 2025 MWRA workforce staffing benchmark of 23.2%. See Figure 2.

Figure 2.
Minority Workforce as of 11/30/2025

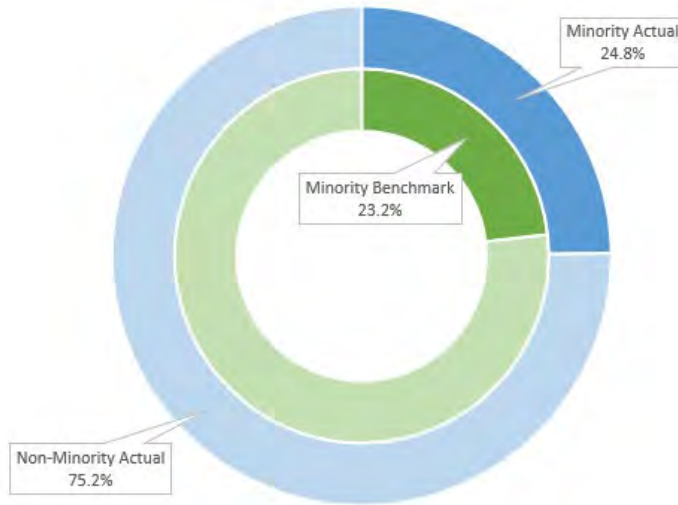
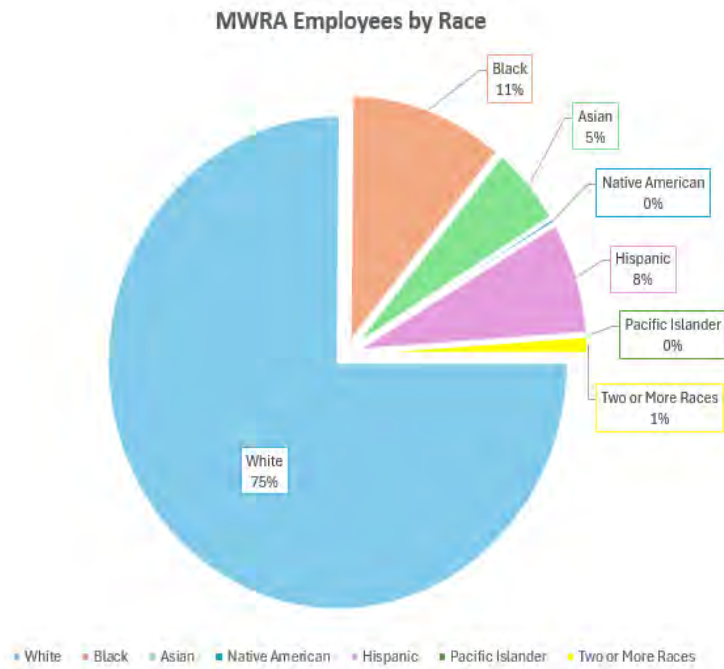


Figure 3 below demonstrates the racial makeup of the MWRA workforce as of November 30, 2025.

Figure 3.



At the end of the 2025 Affirmative Action Plan year, employees also self-identified as follows:

- 3 employees self-identified as veterans, which is 0.27% of the total MWRA workforce (the hiring benchmark for veterans is 5.1%);
- 10 employees self-identified themselves with disabilities (the hiring benchmark for individuals with disabilities is 7%); and
- 1 employee self-identified as non-binary.

4. Five-Year Analysis of Benchmarks and Movement

For the past five years, MWRA exceeded its minority and female benchmarks but continues to actively recruit candidates who better reflect these demographics in and around MWRA’s member communities. Please see Figures 4 and 5 which demonstrate MWRA’s prior workforce benchmarks as compared to the actual workforce for minorities and females over the past 5 years.

Figure 4.

5 Year Analysis of Minority Workforce Goals (%) 2020-2025

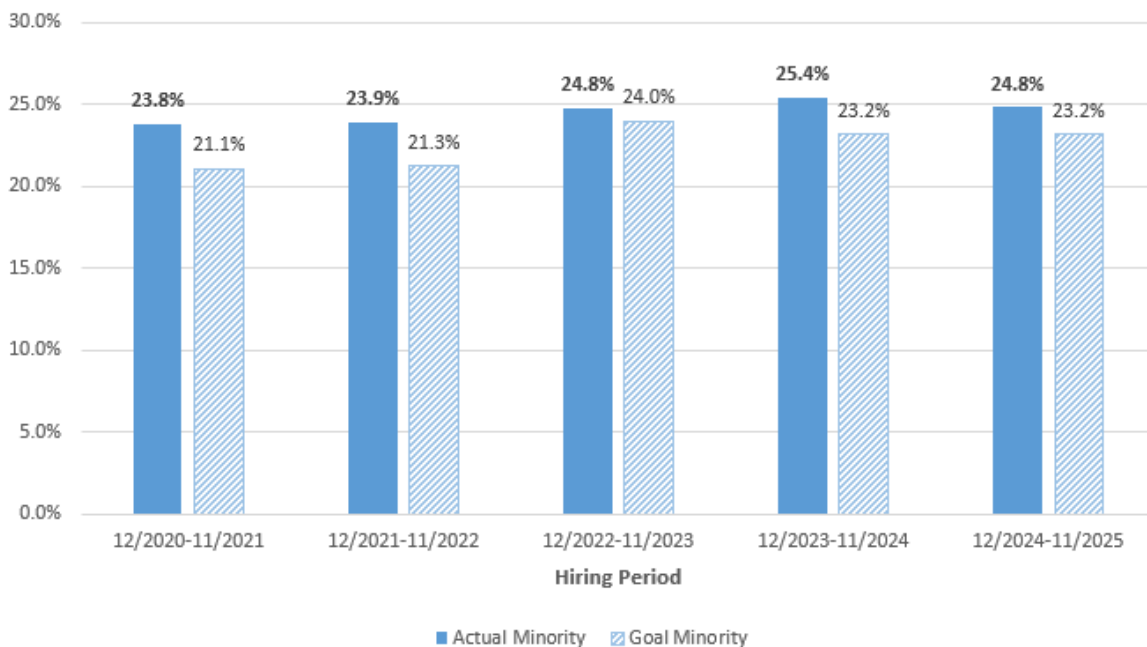
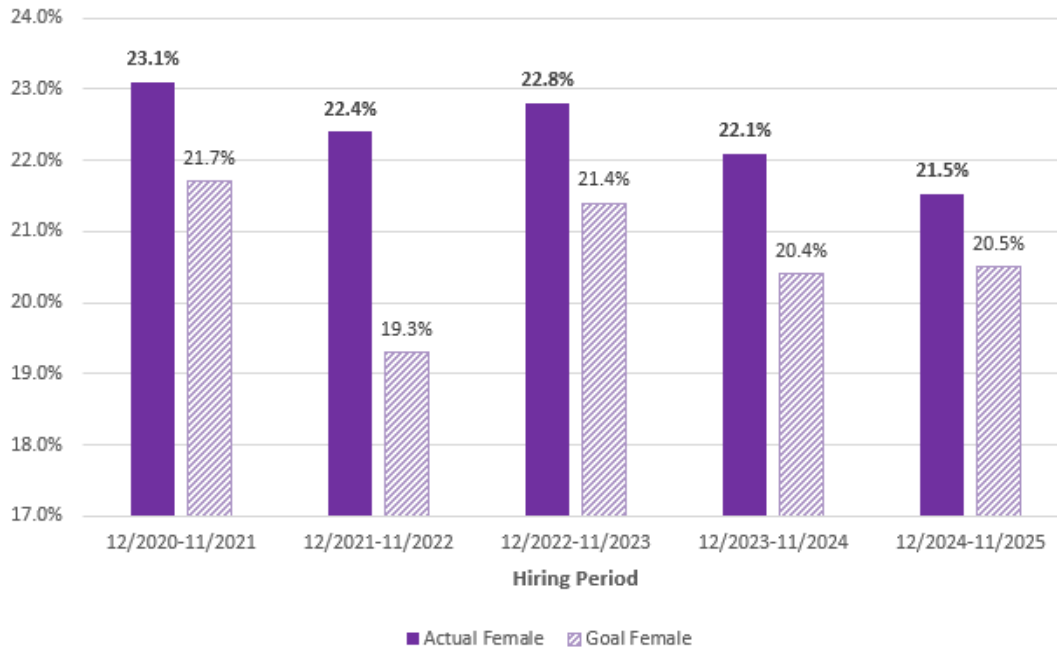


Figure 5.

5 Year Analysis of Female Workforce Goals (%) 2020-2025



Figures 6 and 7 below demonstrate the trend of minority new hires and promotions over the past five years.

Figure 6.

Minority New Hires From 2020-2025

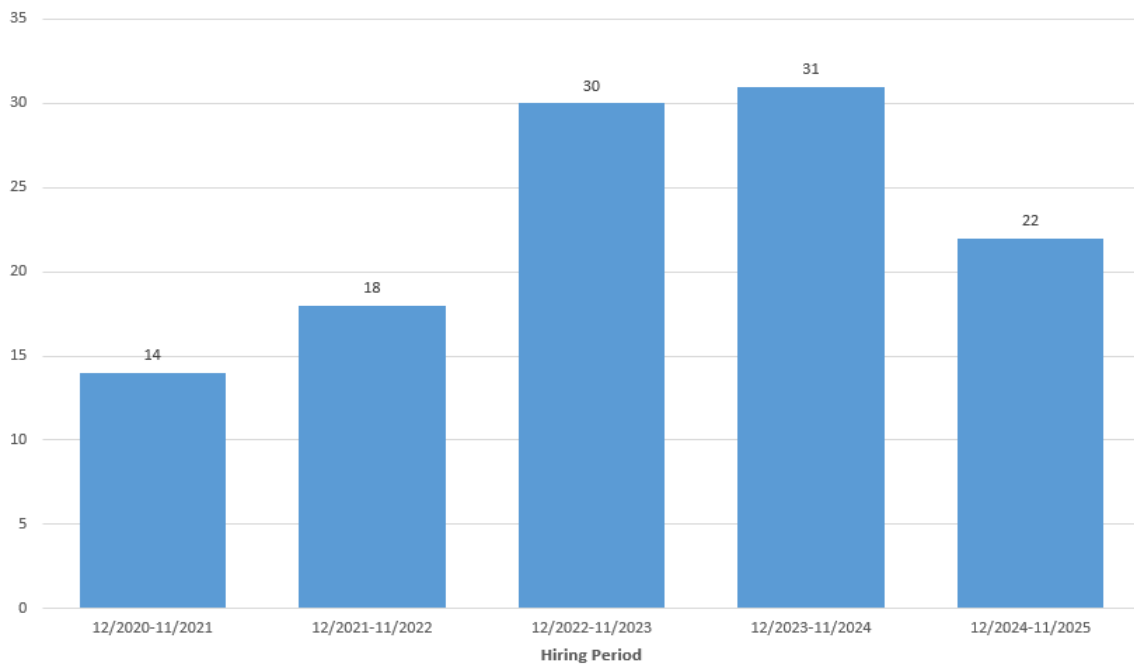
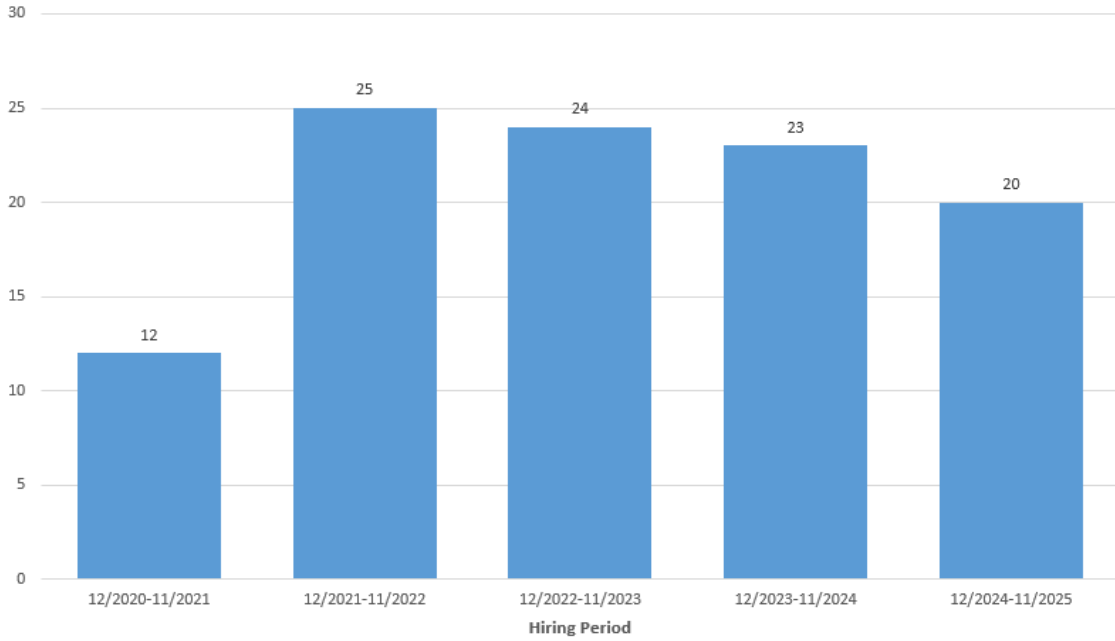


Figure 7.
Minority Promotions from 2020-2025



Figures 8 and 9 below demonstrate the trend of female new hires and promotions over the past five years.

Figure 8.

Female New Hires from 2020-2025

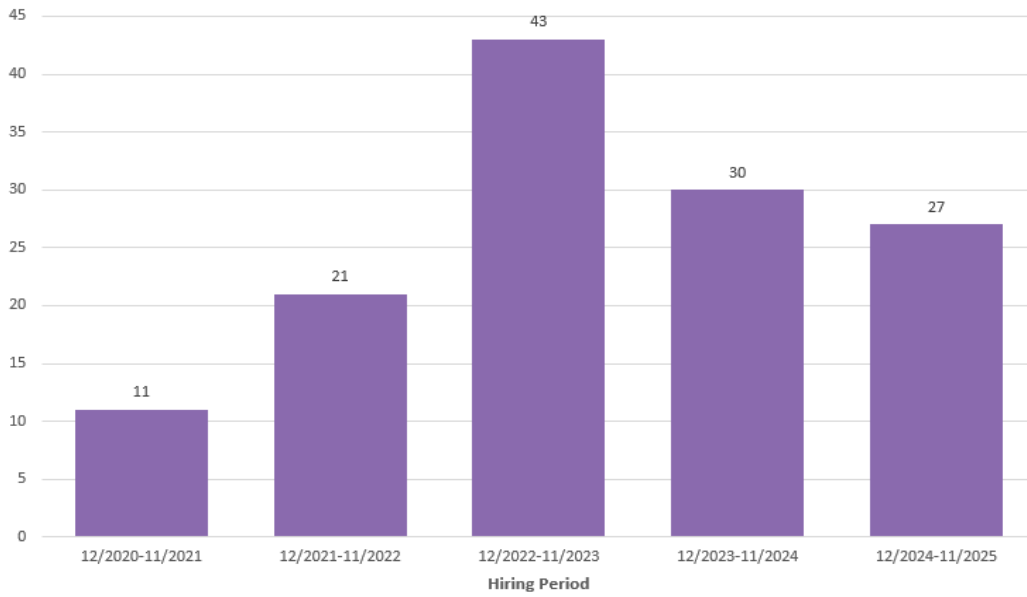
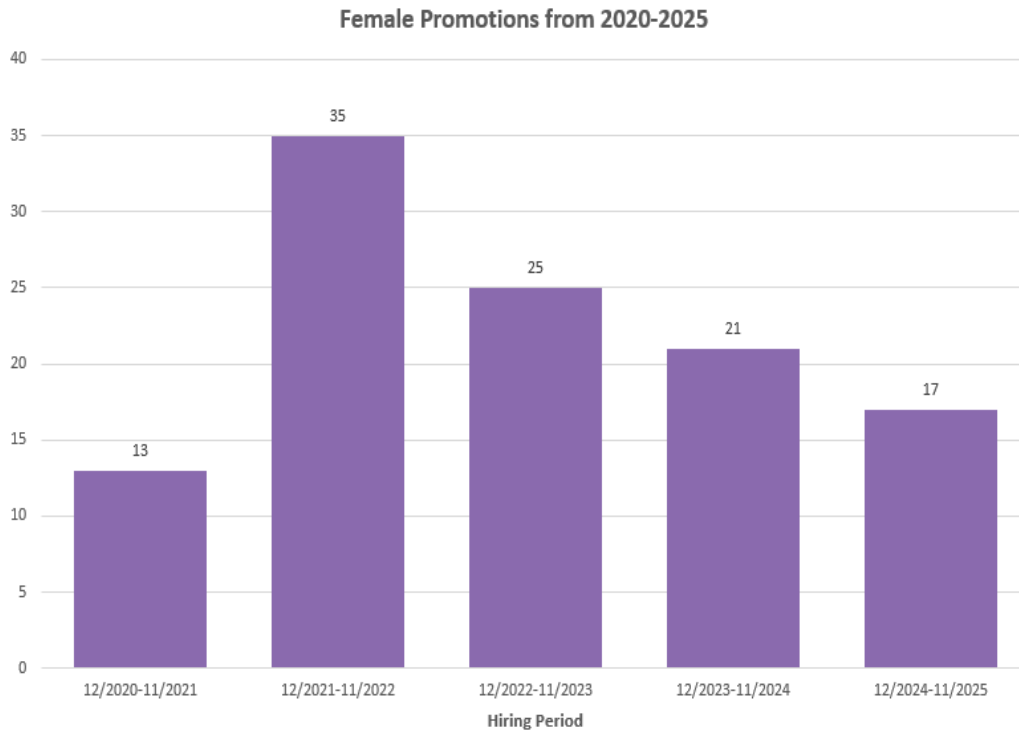


Figure 9.



5. Availability Analysis

“Availability” is an estimate of the number of qualified minorities or females available for employment in a given job group. MWRA conducted an analysis of its positions, taking into consideration similar content, wage rates and opportunities, to create 18 Job Groups for 2025 (see Appendix B – Job Group Analysis Report):

MWRA Job Groups*	
Administrator A	Management A
Administrator B	Management B
Clerical A	Operator A
Clerical B	Operator B
Engineers A	Para Professional
Engineers B	Professional A
Craft A	Professional B
Craft B	Technical A
Laborers	Technical B

*Note: MWRA does have a temporary job group (TP) for interns, but that job group is only included in the new hire data.

Moreover, the 18 Job Groups have been kept sufficiently large enough to make for meaningful statistical analyses. The grouping avoids placing job titles from different job categories within the

same Job Group, wherever possible. This analysis of the major Job Groups on the Availability Analysis for 2025 is attached as Appendix C and is generated through Affirmity, a nationally known computer software package, that produces workforce staffing reports based on employee data, feeders¹, value weights², and availability³ of qualified applicants.

6. Identification of Areas for Special Attention

According to the Availability Analysis, current underutilization in the MWRA’s workforce exists in the following Job Groups:

Underutilized Job Groups	
CB – Clerical B	L – Laborers
EA – Engineer A	MA – Management A
KA – Craft A	OA – Operator A
KB – Craft B	

Special attention is required to increase the representation of minorities and/or females in these job groups by the following:

- Identify any barriers to equal employment opportunity; and
- Conduct training/awareness sessions with managers to ensure that the Authority’s anti-discrimination policies are being followed.

Based on this analysis, MWRA has established benchmarks for minorities and females in the specific Job Groups where underutilizations exist in our workforce during the 2026 Affirmative Action Plan year. They are as follows:

Job Group: CB - CLERICAL B

Class	Employees at Plan Date %	Benchmark %
Female	13.6%	27.7%
Minority	18.1%	22.8%

Representative Job Titles: Administrative Assistant, File Clerk, Secretary

¹ A feeder is an internal labor pool that is considered as part of the source of availability. A job group is considered a feeder when movement, such as promotions, regularly occur out of this group into another job group.

² A value weight is a percentage representing the relative number of people an organization draws from each factor in staffing its job group. For example, in job group Management A, 80% of the qualified individuals might be available in a reasonable recruitment area (Factor 1), but 20% of qualified individuals can come from a promotion within an organization (Factor 2).

³ Availability is the theoretical demographic availability for each job group. It consists of availability of existing employees that could be promoted or transferred into a job group, and external availability of those individuals who are qualified to be employed in a job group within a reasonable recruitment area.

Job Group: EA – ENGINEER A

Class	Employees at Plan Date %	Benchmark %
Female	22.1%	26.9%
Minority	19.8%	25.5%

Representative Job Titles: Program Manager, Project Engineer, Senior Engineer, Senior Program Manager

Job Group: KA - CRAFT A

Class	Employees at Plan Date %	Benchmark %
Female	0.0%	9.5%
Minority	13.5%	20.1%

Representative Job Titles: Trades Foreman, Unit Supervisor, Automotive Fleet Technician, Instrumentation Specialist

Job Group: KB - CRAFT B

Class	Employees at Plan Date %	Benchmark %
Female	0.1%	3.4%

Representative Job Titles: General Foreman, M&O Specialist, Unit Supervisor, Automotive Repairman Assistant

Job Group: L - Laborers

Class	Employees at Plan Date %	Benchmark %
Minority	21.1%	24.8%

Representative Job Titles: Electrician, Construction Pipelayer, HVAC Technician, Heavy Equipment Operator, Machinist, Welder, Plumber, Toolmaker

Job Group: MA - MANAGEMENT A

Class	Employees at Plan Date %	Benchmark %
Minority	20.9%	24.8%

Representative Job Titles: Construction Coordinator, Manager, Program Manager, Senior Program Manager

Job Group: OA - OPERATORS A

Class	Employees at Plan Date %	Benchmark %
Female	3.6%	17.4%
Minority	5.4%	26.8%

Representative Job Titles: Area Supervisor, Supervisor, Operator - Transport

Throughout the 2026 Affirmative Action Plan year, staff will continue to review available information related to all job groups and make adjustments, as needed, to assure equal employment opportunities for all qualified individuals.

V. Workforce Development Program

MWRA is committed to a strong policy of equal employment opportunity and workforce development and this commitment is clearly expressed in this Plan, which covers all aspects of the employment process from recruiting and hiring to training and promotion.

MWRA takes affirmative action to ensure that applicants for employment and employees are treated fairly, and to develop a workforce that has the knowledge and skills to effectuate the MWRA’s mission. MWRA also takes affirmative steps and makes good faith efforts to develop and implement action-oriented programs designed to remove any employment barriers, expand employment opportunities, and strive to achieve a workforce that better reflects the demographics in and around MWRA’s member communities.

During 2026, MWRA will make good faith efforts to continue to develop and implement an action-oriented program designed to promote equal employment opportunities, while tailoring the size of its workforce to meet its future mission and maintain organizational efficiency.

1. Employee Development and Career Counseling Initiatives

The Chief Equity and Inclusion Officer, working in conjunction with MWRA Division Directors, will take affirmative steps to establish the following joint accountability good faith efforts to direct their attention toward employee development programs and career counseling initiatives to prepare all interested employees for consideration of future promotional opportunities. These efforts include, but are not limited to the following:

- Assisting Divisions in efforts to promote qualified employees to fill current or unanticipated vacancies;
- Working with hiring managers to determine appropriate outreach to attract a qualified applicant pool in and around the MWRA’s member communities;
- Reviewing the appropriate education, experience and skill requirements for successful job performance, and updating job postings accordingly to be more inclusive;

- Meeting with employees who request information on MWRA work development strategies including promotion and training;
- Encouraging employees to take advantage of training and developmental opportunities, as well as applying to promotional opportunities for which they may be qualified;
- Monitoring and reviewing, where appropriate, the qualifications of all employees to ensure that all interested employees are given full opportunities for appropriate training and available promotional opportunities;
- Developing more career paths, including the creation of entry-level positions to strengthen career development and mobility efforts within the Authority; and
- Ensuring that all promotional opportunities are posted.

MWRA conducts regular trainings for staff related to diversity, equity and inclusion, unconscious bias, and respect in the workplace, as well as seminars, lunch and learns, and other events that educate and promote cultural sensitivity and compliance with all relevant laws.

MWRA assures that training programs and seminars are offered to all employees on the basis of appropriate and realistic need. The Authority's training needs are continuously evaluated and Training personnel coordinate with managers to determine areas of high priority with emphasis placed on programs that increase productivity and meet job requirements. Authority staff also conduct informal cross-functional training to facilitate promotional opportunities, reassignments, transfers, and other avenues of internal movement. This training often results in employees developing new skills and obtaining new licenses and/or certifications.

In addition, all eligible employees are encouraged to participate in the Authority's tuition assistance benefit programs for continued education, career development, and job advancement.

During the 2026 Affirmative Action Plan year, the Authority will continue to offer, as needed or as required, classes which make up the training components of the Unit 2 and Unit 3 Productivity Improvement Program (PIP) and the Unit 1 Administrative Certificate Program (ACP). In the 2026 Affirmative Action Plan year, MWRA will also continue to provide license examination preparatory courses in several areas including, but not limited to, water and wastewater treatment and distribution, hoisting and heavy equipment operation, commercial drivers' licenses, and various trades. These courses allow staff to obtain and/or maintain required licenses, as well as to enhance new skills and development. While PIP and ACP classes are required for employees in designated job titles, classes are available for general enrollment by individuals developing their qualifications for future job openings. Further, the Authority continues to offer a wide variety of other professional development training programs including mentorship, public speaking, and supervisory development.

2. Advertising and Recruitment

- Over 30 public and private recruitment sources receive vacancy announcements from MWRA (see Appendix D – List of Veteran Organizations, and Public and Private Recruitment Services). Other sources include state employment offices, community organizations, and interest groups.
- Staff distribute literature, attend career fairs, and maintain contact with referral sources to ensure a steady flow of qualified applicants from in and around the MWRA’s services area.
- LinkedIn and other social media platforms are used by staff to engage with job seekers.

3. Selection Procedures

- Human Resources and AACU staff review existing promotion, transfer, training, and selection procedures to ensure equal opportunity.
- Human Resources and AACU staff monitor the selection process to ensure equal opportunity for all applicants.
- Managers and Supervisors ensure that qualified employees receive equal consideration in all selections.

4. Promotion and Transfer

Promotion and transfer practices are designed to provide equal opportunity to all employees regardless of race, color, religion, sex, sexual orientation, gender identity and expression, national origin, age, ancestry, citizenship, disability, and veteran or marital status.

- The Chief Equity and Inclusion Officer, MWRA Division/Department Directors, and MWRA managers and supervisors are to encourage all employees who demonstrate management potential to seek advancement into supervisory or other managerial positions.
- The Chief Equity and Inclusion Officer, MWRA Division/Department Directors, and MWRA managers and supervisor are to encourage all employees to take advantage of the benefits and financial support provided to them for professional development and continuing education, which may enhance their promotional opportunities.

5. Compensation

The principle of equal pay for equal work for all employees is a reality. All employees receive compensation in accordance with the same standards. Opportunities for overtime or other earning enhancements, when available, are afforded to qualified employees without discrimination based on race, color, religion, sex, sexual orientation, gender identity and expression, genetic information, national origin, age, ancestry, citizenship, disability, and veteran or marital status.

MWRA does not reduce the amount of compensation offered because of any disability income, pension or other benefit the applicant or employee receives from another source.

6. Facilities

MWRA maintains all of its facilities on a non-segregated basis. MWRA maintains appropriate facilities sensitive to gender, gender identity, and disability.

7. School Education and Public Outreach Programs

MWRA offers School Education Program presentations for grades K-12. This School Education Program has provided meaningful educational experiences to students of the MWRA service community including those in environmental justice communities within the metropolitan area. Subjects range from the Quabbin Reservoir and the water distribution system to Deer Island and the transformation of wastewater into effluent. One of the School Education Program's benchmarks and objectives is to increase outreach to the schools in communities that reflect the population of the MWRA service area. The School Education Program has been instrumental in informing students, and by extension the general public in these communities, of the operation and work of the MWRA. The aim of the School Education Program is to inspire the next generation to pursue careers that support the MWRA's mission. In 2025, MWRA's School Education staff presented to more than 9,000 students, including 83 schools in environmental justice communities.

9. MWRA Quench Buggy

In 2025, MWRA staff attended 168 public events with the MWRA Quench Buggy, providing free cold water at events across the region. These opportunities allow MWRA to engage residents in MWRA's member communities, including environmental justice communities, and provide valuable information about the history and operation of our system.

10. Job Fairs and Workforce Engagement

MWRA staff, led by AACU, attend career fairs throughout the year to assist with ongoing recruitment and outreach efforts.

- From December 31, 2024 through November 30, 2025, MWRA staff attended a total of 61 job fairs.
- During the 2025 Affirmative Action Plan year, the MWRA staff engaged with 460 undergraduate and graduate students to promote the Authority's internship program.
- MWRA attended industry-specific job fairs in underrepresented communities including, but not limited to, Recruit Military, Boston Veteran Stand Down Career Fair, Government and Public Sector Job Fair, Latino Business Fair, Mass Hire Veterans Career Fair, Virtual Veteran Career Expo, Mass Hire Career Technical Initiative (CTI) Regional Adult Trade Job Fair, and met over 60 job seekers.

- MWRA staff also participated in industry-specific job fairs related to engineering and science, technology, engineering and mathematics (STEM) including, but not limited to, Careers in STEM at UMASS Lowell, Engineering, Computing, Data Science, and Biotech Career Fair at Boston University, and Engineering Career Fair at UMass Amherst.
- AACU attended the annual Community (Diversity) Employment Day Career Fair in the fall of 2025 to promote open positions and spoke with 77 professionals in fields such as finance, information technology, and administration.
- High school and post-secondary students from EJ Communities toured Deer Island and received information about careers in the water/wastewater industry. Schools that participated include Minuteman Regional Vocational Technical High School, Winthrop High School, Randolph High School, Brooke Charter School – Mattapan, Somerville High School, PATHwayS Camp – UMass Boston, Dedham High School, Maimonides School – Brookline, Medford Vocational Technical High School, Norfolk County Agricultural High School, Revere High School, Walpole High School, and Star Academy – Watertown.
- The Diversity Equity and Inclusion/Employer Partnership Committee hosted undergraduate students from Tufts University focusing on environmental and public health at the annual fall STEM Fair on Deer Island.
- During the 2025 Affirmative Action Plan year, AACU and Human Resources upgraded the MWRA’s LinkedIn subscription to assist with enhanced outreach efforts. Staff have greater ability to engage with experienced job seekers and promote senior level and professional positions. Since April 1, 2025, the MWRA’s LinkedIn account has gained 835 followers from a wide range of professional disciplines including Operations, Engineering, Program and Project Management, Information Technology, Human Resources and Finance. In addition, between April 1, 2025 and December 31, 2025, the MWRA posted 30 job vacancies on LinkedIn, all of which received applications by a LinkedIn user. The application rate benchmark (rate of applicants who viewed the posting and subsequently applied) established by LinkedIn is 9%. One-third (33.33%) of the positions posted on LinkedIn met or exceeded this 9% application rate benchmark.

MWRA will continue its efforts to participate in regional career fairs, networking events, and seminars in support of workforce development. AACU staff will also continue to oversee its co-op program for high school students.

VI. ACCESS TO CONTRACT OPPORTUNITIES PROGRAM

A. Policy Statement

It is the policy of the Authority to ensure equitable access to contract opportunities for firms, including Minority Business Enterprises (“MBE”), Women Business Enterprises (“WBE”), and Disadvantaged Business Enterprises (“DBE”), for all contracts including contracts for

construction, goods/non-professional services (e.g., supplies and equipment) and professional services (e.g., design selection and consultants).

B. Outreach

The Authority communicates with appropriate advocacy groups and representatives such as the Massachusetts Supplier Diversity Office (“SDO”), Massachusetts Minority Contractors Association, and National Association of Minority and Women Owned Law Firms, as well as others, to develop new sources of supply, discuss the MWRA’s Access to Contract Opportunities Program, and develop initiatives designed to enhance the Plan’s effectiveness.

MWRA will participate in the annual MASSBUYS EXPO that connects public purchasing and procurement officials from government agencies, municipalities, non-profit organizations, and public education institutions for a day of networking and learning. MWRA will also attend SDO’s supplier diversity fair to present contracting opportunities and post opportunities on the SDO’s Supplier Diversity Hub. In addition, MWRA will conduct site visits of our construction projects to meet with contractors that participate in our MBE/WBE program, and explore further networking opportunities with contractors or vendors.

C. Monitoring and Reporting

AACU will maintain such records, data, and information as may be required to document compliance with Authority policies and procedures and applicable federal, state, and local laws and regulations.

1. MBE/WBE Eligibility

For the purposes of data collection related to MBE/WBE participation, the Authority recognizes minority, women, or combination business firms which:

- are certified by the SDO; or
- applied for certification with SDO by the deadline for submission of proposals or qualifications statements.

2. DBE Eligibility

For the purposes of data collection related to DBE participation, the Authority recognizes disadvantaged business which are certified by:

- U.S. Small Business Administration, under its 8(a) Business Development Program or Small Disadvantaged Business Program; or
- the U.S. Department of Transportation; or
- SDO, provided the certification meets the U.S. citizenship requirement under the U.S. Environmental Protection Agency’s program.

D. Minority, Women, and Disadvantaged Business Enterprises

1. MWRA Participation Goals

In accordance with (1) the April 7, 2025 *Recipient/Applicant Information Notice (RAIN – 2025 - GO2,)* *Class Exception from Requirements under 40 CFR Part 33 and Class Waiver from EPA Order 5700.6 A2 CHG 2, Section 7.0* (Class Exception and Waiver), in which the U.S. Environmental Protection Agency (“EPA”) suspended certain agency actions related to its DBE Program, (2) the EPA’s revised General Term and Condition, “Utilization of Disadvantaged Business Enterprises,” and (3) the Massachusetts Department of Environmental Protection’s (“MassDEP”) *Notification of Project Solicitation Period* of May 23, 2025, which suspended requirements related to the DBE program and announced that MassDEP requires State Revolving Fund (“SRF”) recipients to continue to agree to adhere to the six good faith efforts of 40 C.F.R. 33.301, MWRA commits to complying with the following six good faith efforts when procuring construction, equipment, services, and supplies for the 2026 Affirmative Action Plan year:

- (a) MWRA will ensure DBEs are made aware of contracting opportunities to the fullest extent practicable through outreach and recruitment activities. This will include placing DBEs on solicitation lists and soliciting them whenever they are potential sources.
- (b) MWRA will make information on forthcoming opportunities available to DBEs and arrange time frames for contracts and establish delivery schedules, where the requirements permit, in a way that encourages and facilitates participation by DBEs in the competitive process. This includes, whenever possible, posting solicitations for bids or proposals for a minimum of 30 calendar days before the bid or proposal closing date.
- (c) MWRA will consider in the contracting process whether firms competing for large contracts could subcontract with DBEs. This will include dividing total requirements when economically feasible into smaller tasks or quantities to permit maximum participation by DBEs in the competitive process.
- (d) MWRA will encourage contracting with a consortium of DBEs when a contract is too large for one of these firms to handle individually.
- (e) MWRA will use the services and assistance of the U.S. Small Business Association and the Minority Business Development Agency of the U.S. Department of Commerce.
- (f) MWRA will ensure that its contractors who award subcontracts will also take the five aforementioned steps.

MWRA will not require percentage goals for D/MBE and D/WBE participation in contracts for the 2026 Affirmative Action Plan year.

The Chief Equity and Inclusion Officer shall ensure that AACU staff collaborate with staff in the Procurement Department to (1) monitor and ensure the MWRA’s and contractors’ compliance

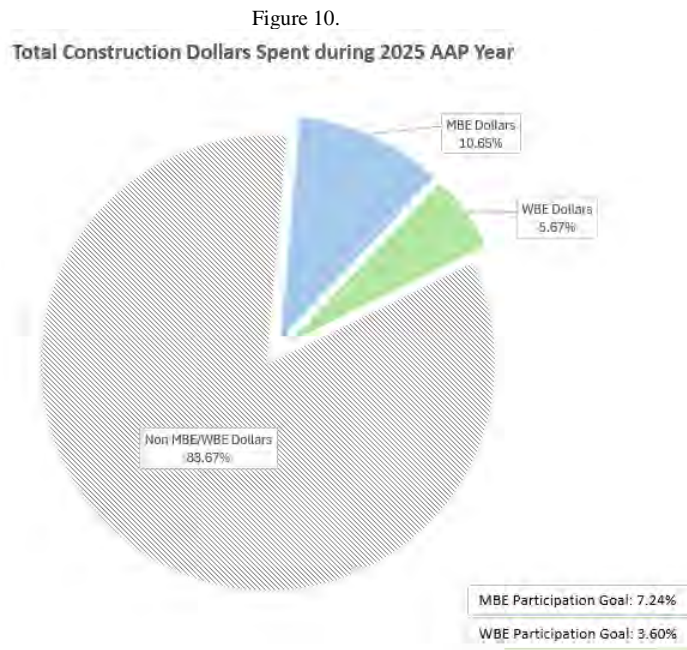
with the six good faith efforts; and (2) retain appropriate documentation to demonstrate the MWRA’s and contractors’ compliance with the six good faith efforts.

Based upon the Authority’s 2002 Availability Study, the MBE and WBE participation goals for the 2025 Affirmative Action Year were as follows:

Procurement Categories		
	Construction Goals	Professional Goals
MBE	7.24%	7.18%
WBE	3.60%	5.77%

a) Construction Contracts

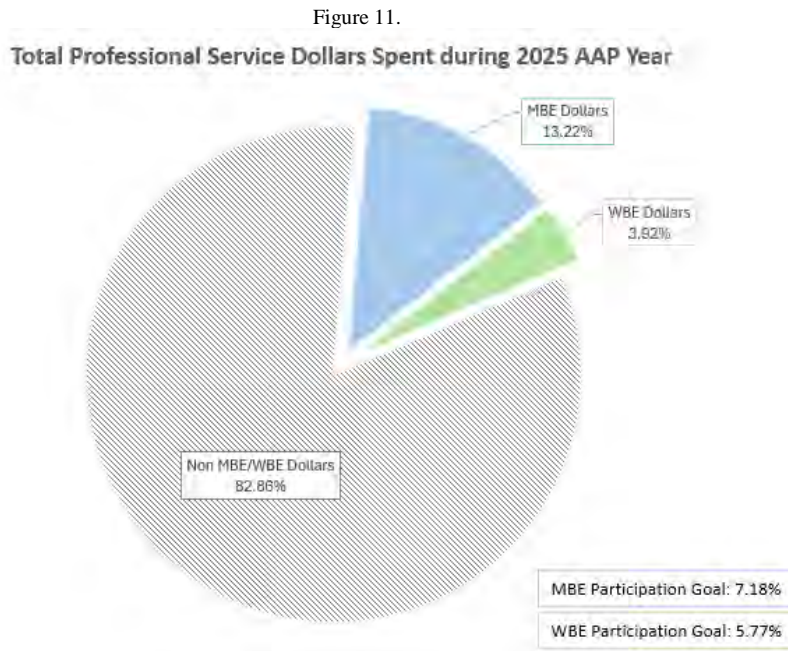
As of November 30, 2025, MWRA was monitoring 13 construction contracts. A total of 38 MBE and WBE construction firms participated in our Access to Contract Opportunities Program during the 2025 Affirmative Action Plan year. From December 1, 2024 through November 30, 2025, MWRA spent approximately \$6,409,671 (10.65% of total construction contract spending) on MBE construction firms, and approximately \$3,412,162 (5.67% of total construction contract spending) on WBE construction firms. A total of 16.33% of all payments made on active construction contracts during the 2025 Affirmative Action Plan year were made to M/WBE’s. See Figure 10.



MWRA has exceeded its construction participation goals for both MBE and WBE firms for the 2025 Affirmative Action Plan year.

b) Professional Services Contracts

As of November 30, 2025, MWRA was monitoring 26 professional services contracts. A total of 15 MBE and WBE professional services firms participated in our Access to Contract Opportunities Program during the 2025 Affirmative Action Plan year. From December 1, 2024 through November 30, 2025, MWRA spent approximately \$2,981,432 (13.22% of total professional services contract spending) on MBE professional services firms, and approximately \$884,470 (3.92% of total professional contract services spending) on WBE professional services firms. This is equal to a total of 17.14% of all payments made to active professional services contracts during the 2025 Affirmative Action Plan year. See Figure 11.



MWRA exceeded its professional services participation goal for MBE firms. However, it did not meet its participation goal for WBE firms. This shortfall is likely attributable to the nature and progression of billing on professional services contracts because eight of 26 of the professional services contracts are more than 75% complete, the monies spent on WBE firms in prior years outside of the 2025 Affirmative Action Plan year. Of the remaining contracts, MWRA will continue to monitor WBE firm participation with professional services contracts for the upcoming plan year.

As of November 30, 2025, MWRA spent a total of \$9.4 million and \$4.3 million respectively with minority and women owned businesses in all of its contracts including construction, professional services, non-professional services, and goods and services contracts.

2. DBE Participation

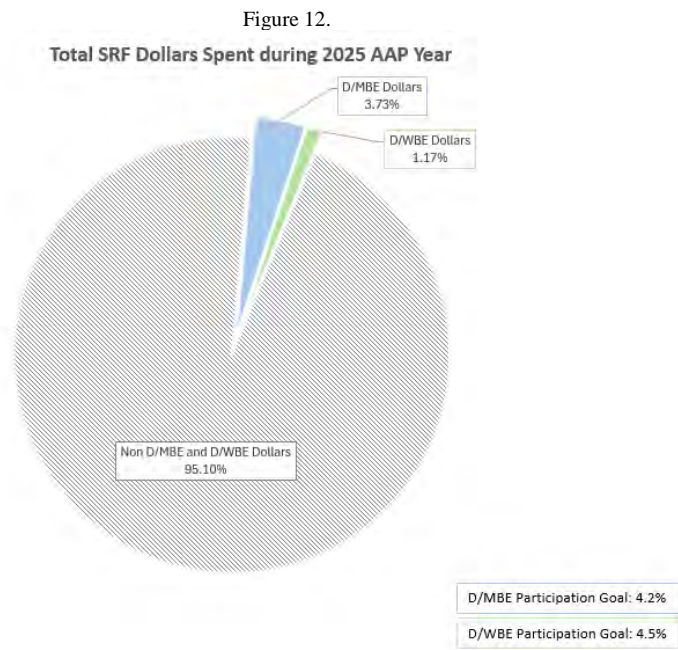
MassDEP has undertaken an Availability Analysis to develop the D/MBE and D/WBE participation goals under the SRF. Between January 1, 2018 and May 22, 2025, the participation

goals for all categories – Construction, Professional Services, Goods and Equipment – were 4.2% for D/MBE and 4.5% for D/WBE. As of May 23, 2025, MassDEP suspended requirements related to the DBE program and announced that MassDEP now requires SRF recipients to agree to adhere to the six good faith efforts of 40 C.F.R. 33.301.

Procurement Categories

	Construction Goals	Professional Goals
D/MBE	4.2%	4.2%
D/WBE	4.5%	4.5%

As of November 30, 2025, MWRA was monitoring four construction projects that were benefiting from the SRF Financial Assistance Program. A total of eight D/MBE and D/WBE firms participated in this program during the 2025 Affirmative Action Plan year. From December 1, 2024, through November 30, 2025, MWRA spent approximately \$2,755,463 on D/MBE firms, and approximately \$860,392 on D/WBE firms. This is equal to 3.73% of all payments made to D/MBE firms and 1.17% to D/WBE firms, for a total of 4.90% of all payments made under SRF contracts. See Figure 12.



MWRA has fallen short on D/MBE and D/WBE construction participation goals. This is attributable to the fact that two of the four contracts the MWRA was monitoring received partial waivers from MassDEP of the D/MBE or D/WBE requirement.

3. Construction Workforce

Under M.G.L. c. 149, § 44A(2)(G), all MWRA construction contracts are required to contain workforce participation goals for minorities and women. The workforce participation goals are set at 15.3% for minorities and 6.9% for women. In all of the MWRA construction contracts,

processes and procedures are outlined to ensure compliance with the workforce participation goals, including reporting and enforcement provisions.

As of November 30, 2025, MWRA tracked 20 construction contracts that have reported a total of 479,337.20 workforce hours, of which, 142,279.72 hours (29.68%) were associated with minorities, and 22,162.83 hours (4.62%) were associated with women. See Figures 13 and 14 below.

Figure 13.

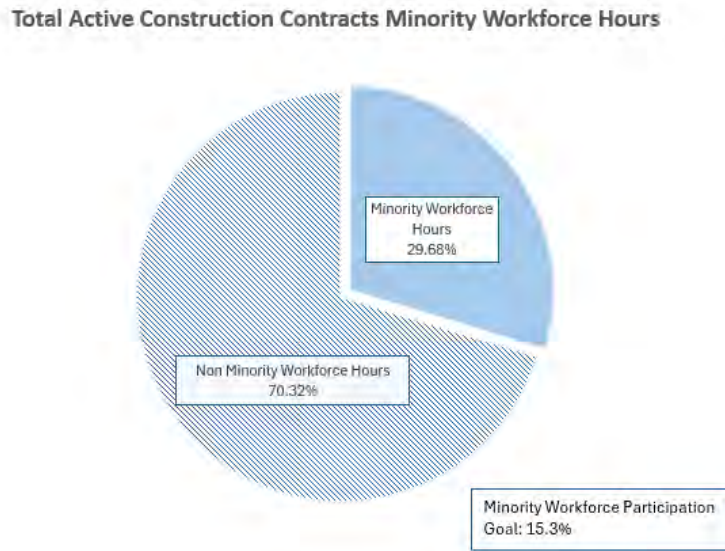
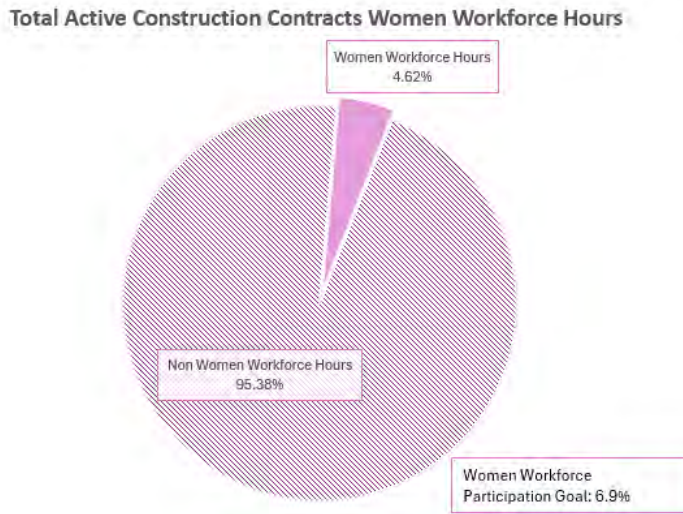


Figure 14.



Although MWRA did not meet the workforce participation goal of 6.9% for women in its construction contracts, it exceeded the 15.3% goal for minorities in construction contracts.

E. Disparity Study

MWRA has taken steps to procure an expert firm to conduct MWRA's M/WBE Disparity Study. This study will provide current statistical data in accordance with best practices for such studies. The study will also help document the challenges or barriers for businesses desiring to conduct business with the Authority, and will recommend ways to address those barriers going forward in the procurement of MWRA's contracts.

VII. HARASSMENT PREVENTION AND NON-DISCRIMINATION POLICIES

MWRA is committed to promoting and maintaining a workplace that is free from all forms of harassment and discrimination. The Harassment Prevention Policy, HR.21, (Appendix E) was originally approved in 1996 and was most recently updated on March 25, 2019. The Non-Discrimination Policy, HR.24, (Appendix F) was developed in 2014 and most recently updated also on March 25, 2019.

Acts of harassment and/or discrimination by employees are prohibited employment practices under Massachusetts General Laws Chapter 151(B) and the aforementioned policies. Inappropriate conduct will be immediately corrected, including through training and education, sanctions, and disciplinary measures.

A. Protections under the Policies

Employees and applicants for employment shall not be subjected to harassment, intimidation, threats, coercion, or discrimination on the basis of their race, color, national or ethnic origin, age, religion, mental or physical disability, sex or gender, sexual orientation, gender identity and expression including transgender identity, genetics, or veteran status (protected category), or in retaliation for engaging in protected activity such as filing a complaint of discrimination or harassment, participating in an investigation of such a claim, or expressing opposition to harassment or discrimination. These protections are in all aspects of employment including, but not limited to, hiring, recruitment, promotion, transfer, layoff, termination, compensation, or training opportunities. MWRA will ensure that all personnel actions and employment decisions are based on valid job requirements.

MWRA policies define discrimination as occurrences when a person is harassed or treated arbitrarily or differently because their real or perceived membership in a protected category. Harassment includes both overt acts of verbal, written, or physical abuse, as well as more subtle, but equally damaging, forms of offensive conduct such as the use of epithets or slurs, name-calling, racial insults, bullying, displaying or circulating hostile or denigrating graphic or written materials, or making threats or other acts or gestures intended to harass or intimidate another person. Sexual harassment includes unwelcome sexual advances, requests for sexual favors, and verbal or physical conduct of a sexual nature when (1) submission to or rejection of such advances, requests, or conduct is made explicitly or implicitly a term or condition of employment or as a basis for employment decisions or (2) such advances, requests, or conduct have the purpose or effect of

unreasonably interfering with an individual's work performance by creating an intimidating, hostile, humiliating, or sexually offensive work environment.

B. Investigation of Complaints

The Harassment Prevention and Non-Discrimination Policies both set forth procedures for employees to report complaints of discrimination, harassment, including sexual harassment, or retaliation. MWRA will investigate complaints in a prompt, thorough, and confidential manner, and appropriate corrective action will be taken when violations of the policies are found.

C. Communication of the Policies

The Harassment Prevention Policy, HR.21, and the Non-Discrimination Policy, HR.24, are both available to employees on the policies and procedures section of the Authority's internal website (Pipeline). The MWRA also provides each new employee a copy of the policies during orientation. In addition, the careers page of the Authority's external website includes a statement of equal employment opportunity and non-discrimination. The MWRA is also committed to conducting regular and recurrent trainings for all staff on harassment prevention and respect in the workplace. During these trainings, the Harassment Prevention and Non-Discrimination Policies are disseminated to participants.

D. Voluntary Disclosure

Employees and applicants for employment may voluntarily disclose their race and/or gender or voluntarily self-identify as a veteran, disabled veteran, or individual with a disability. Voluntary disclosure can be done at any time including, but not limited to, when applying for a position with the MWRA, during new employee orientation, in response to the Authority's regular and recurring self-disclosure campaigns, and when requesting an accommodation.

Information submitted regarding voluntary disclosures will be maintained separate from other personnel records and kept as confidential as possible, except that (1) supervisors and managers may be informed regarding restrictions on the work or duties of individuals with disabilities and necessary accommodations; (2) emergency medical and safety personnel may be informed when, and to the extent appropriate, the individual has a condition that might require emergency treatment and/or response; and (3) government officials engaged in enforcing laws may be informed as required.

E. Requests for Accommodations

The MWRA commits to making reasonable accommodations to qualified individuals with disabilities, qualified disabled veterans, individuals with sincerely held religious beliefs, and individuals who are pregnant or have pregnancy-related conditions, provided such accommodations do not impose an undue hardship on the MWRA's business.

Individuals may make a request for reasonable accommodations at any time to AACU or Human Resources. MWRA may request medical documentation to support a request when the disability

and/or the need for the accommodation is not known or obvious. However, MWRA will not require medical documentation if one of the following accommodations is made for pregnancy or a pregnancy-related condition:

- More frequent restroom, food, or water breaks;
- Seating;
- Limits on lifting more than 20 pounds; or
- Private, non-bathroom space for expressing breast milk.

Documentation related to requests for accommodation are treated as confidential medical records and will be maintained separate from other personnel records.

The Chief Equity and Inclusion Officer or their designee shall be notified of all reasonable accommodation requests made directly to a supervisor or manager.

VIII. INTERNAL AUDITING AND REPORTING SYSTEMS

Internal auditing and reporting for the annual Plan is managed through the use of monthly, quarterly, and annual reports generated by AACU and shared with management. Reports reflecting workforce compensation, promotions, transfers and terminations, and exit interview data are reviewed to ensure that the policy of non-discrimination and equal employment opportunity is carried out. State and local governments information reports (EEO-4) are prepared and submitted in accordance with regulation and written instructions.

A. Internal Complaint Procedure

The internal complaint procedure provides the opportunity for any individual (including employees, applicants, and members of the public) who believes that they have been harassed, discriminated against, or unfairly treated by the MWRA to file a complaint following the procedures set forth in the MWRA's Harassment Prevention and Non-Discrimination Policies.

B. Filing Complaints with State and Federal Government Agencies

In addition to MWRA's internal complaint procedures, formal complaints may be filed with the government agencies listed below. Using MWRA's complaint process does not prohibit an individual from filing a complaint with these agencies.

Massachusetts Commission Against
Discrimination (MCAD)
One Ashburton Place, 6th Floor, Suite 601
Boston, MA 02108
(617) 994-6000
mcad@mass.gov

MCAD Worcester
18 Chestnut Street, Room 520
Worcester, MA 01608
(508) 453-9630
mcad@mass.gov

MCAD Springfield
436 Dwight Street, Room 220
Springfield, MA 01103
(413) 739-2145
mcad@mass.gov

U.S. Equal Employment Opportunity Commission
JFK Federal Building
15 New Sudbury Street, Room 475
Boston, MA 02203
(800) 669-4000

Massachusetts Office of Diversity
and Equal Opportunity
100 Cambridge Street, Suite 600
Boston, MA 02114
(617) 727-7441
TTY (617) 878-9819

IX. APPENDICES

Appendix A – Workforce Analysis Report

Appendix B – Job Group Analysis Report

Appendix C – Availability Analysis

Appendix C-1 – Incumbency vs. Estimated Availability Report

Appendix D – List of Veterans Organizations, and Public and Private Recruitment Services

Appendix E – MWRA Harassment Prevention Policy (HR.21)

Appendix F – MWRA Non-Discrimination Policy (HR.24)

APPENDIX A
WORKFORCE ANALYSIS REPORT

Workforce Summary by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
ADMINISTRA	135	Male	92	54	12	14	0	11	0	1	0
		Female	43	27	6	5	1	3	0	1	0
		Non-binary	0	0	0	0	0	0	0	0	0
		Unknown	0	0	0	0	0	0	0	0	0
AFFIRMATIV	6	Male	2	0	2	0	0	0	0	0	0
		Female	4	2	2	0	0	0	0	0	0
		Non-binary	0	0	0	0	0	0	0	0	0
		Unknown	0	0	0	0	0	0	0	0	0
EXECUTIVE	3	Male	1	1	0	0	0	0	0	0	0
		Female	2	2	0	0	0	0	0	0	0
		Non-binary	0	0	0	0	0	0	0	0	0
		Unknown	0	0	0	0	0	0	0	0	0
FINANCE	45	Male	20	15	3	1	0	0	0	1	0
		Female	25	12	4	3	0	5	0	1	0
		Non-binary	0	0	0	0	0	0	0	0	0
		Unknown	0	0	0	0	0	0	0	0	0
INTERNAL A	6	Male	3	2	0	1	0	0	0	0	0
		Female	3	2	0	1	0	0	0	0	0
		Non-binary	0	0	0	0	0	0	0	0	0
		Unknown	0	0	0	0	0	0	0	0	0
LAW	12	Male	5	4	0	1	0	0	0	0	0
		Female	7	7	0	0	0	0	0	0	0
		Non-binary	0	0	0	0	0	0	0	0	0
		Unknown	0	0	0	0	0	0	0	0	0
OPERATIONS	853	Male	716	565	72	16	2	55	0	6	0
		Female	136	102	15	13	0	4	0	2	0
		Non-binary	1	0	1	0	0	0	0	0	0
		Unknown	0	0	0	0	0	0	0	0	0
PUBLIC AFF	10	Male	5	4	1	0	0	0	0	0	0
		Female	5	4	0	0	0	1	0	0	0
		Non-binary	0	0	0	0	0	0	0	0	0
		Unknown	0	0	0	0	0	0	0	0	0

Workforce Summary by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
RETIREMENT	2	Male	0	0	0	0	0	0	0	0	0
		Female	2	2	0	0	0	0	0	0	0
		Non-binary	0	0	0	0	0	0	0	0	0
		Unknown	0	0	0	0	0	0	0	0	0
SECURITY	6	Male	3	2	0	0	0	1	0	0	0
		Female	3	2	0	1	0	0	0	0	0
		Non-binary	0	0	0	0	0	0	0	0	0
		Unknown	0	0	0	0	0	0	0	0	0
TUNNEL RED	9	Male	6	6	0	0	0	0	0	0	0
		Female	3	2	0	1	0	0	0	0	0
		Non-binary	0	0	0	0	0	0	0	0	0
		Unknown	0	0	0	0	0	0	0	0	0
Totals	1,087	Male	853	653	90	33	2	67	0	8	0
		Female	233	164	27	24	1	13	0	4	0
		Non-binary	1	0	1	0	0	0	0	0	0
		Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: ADMINISTRA

Job Title	EEO Code	Salary Code	Total		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races				
			Employees									Unknown				
BUS. DOCUMENT AND TRAIN. SPEC	2	10	1	Male	0	0	0	0	0	0	0	0	0	0		
				Female	1	0	1	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0	0	0
IS PROJECT LEADER	2	10	1	Male	1	1	0	0	0	0	0	0	0	0		
				Female	0	0	0	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0	0	0
IT ASSET MANAGEMENT ANALYST	2	10	1	Male	1	0	0	0	0	1	0	0	0	0		
				Female	0	0	0	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0	0	0
IT FINANCIAL MANAGER	2	10	1	Male	1	0	0	0	0	1	0	0	0	0		
				Female	0	0	0	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0	0	0
LIBRARY SUPERVISOR	2	10	1	Male	0	0	0	0	0	0	0	0	0	0		
				Female	1	1	0	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0	0	0
NETWORK ADMINISTRATOR I	2	10	1	Male	1	0	1	0	0	0	0	0	0	0		
				Female	0	0	0	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0	0	0
.NET DEVELOPER/PROGRAMMER III	2	11	2	Male	2	0	0	2	0	0	0	0	0	0		
				Female	0	0	0	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: ADMINISTRA

Job Title	EEO Code	Salary Code	Total		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	
			Employees									Unknown	
ASST AUTO TECHNICIAN IN TRAINI	8	11	1	Male	1	0	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	
ASST MANAGER, EMPLOYMENT	2	11	1	Male	1	0	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	
ASST MANAGER, LABOR RELATIONS	2	11	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	
BUSINESS SYSTEMS ANALYST II	2	11	2	Male	1	0	0	1	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	
DATABASE ANALYST	2	11	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	
IT SECURITY ANALYST	2	11	1	Male	1	0	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	
PROGRAM MANAGER, TRAINING	2	11	3	Male	0	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: ADMINISTRA

Job Title	EEO Code	Salary Code	Total		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races		
			Employees									Unknown		
REAL PROPERTY PROJECT MANAGER	2	11	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
SENIOR HR ANALYST (BENEFITS)	2	11	1	Male	0	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
SR HR ANALYST (COMPENSATION)	2	11	1	Male	0	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
SYST ANALYST/PROG III (ERP)	2	11	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
SYSTEMS ADMINISTRATOR II	2	11	2	Male	2	1	0	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
SYSTEMS ANALY/PROGR III MAXIMO	2	11	1	Male	1	0	0	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
SYSTEMS ANALYST/PROGRAMMER III	2	11	4	Male	2	1	0	0	0	0	0	1	0	
				Female	2	0	0	2	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: ADMINISTRA

Job Title	EEO Code	Salary Code	Total		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	
			Employees									Unknown	
ASST CONTRACTS MANAGER	2	12	3	Male	2	2	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
BUSINESS SYSTEMS ANALYST III	2	12	2	Male	1	0	0	1	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
IT PROJECT MANAGER III	2	12	2	Male	1	1	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
JR ENGINEERING AIDE	5	12	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
LIBRARY/RECORDS MANAGER	2	12	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
MESSENGER/COURIER	6	12	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
MGR, ANALYSIS & TECH SUPPORT	2	12	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: ADMINISTRA

Job Title	EEO Code	Salary Code	Total		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races		
			Employees									Unknown		
NETWORK ADMINISTRATOR III	2	12	1	Male	1	0	0	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
PROGRAM MANAGER, MIS	2	12	3	Male	3	3	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
SYSTEMS ADMIN III (SYSTEMS)	2	12	1	Male	1	0	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
SYSTEMS ADMINISTRATOR III	2	12	2	Male	2	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
TECHNICAL SUPPORT MANAGER	2	12	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
WAREHOUSE MANAGER	2	12	3	Male	1	1	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
AUTOMOTIVE REPAIRMAN ASSIST	8	13	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: ADMINISTRA

Job Title	EEO Code	Salary Code	Total Employees	Demographics										
				Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown		
DEPUTY CONTRACTS MANAGER	2	13	3	Male	1	1	0	0	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
IT ARCHITECT	2	13	2	Male	2	0	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
MANAGER, REAL PROPERTY&OUTREAC	1	13	1	Male	0	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
MANAGER, VEHICLE MAINTENANCE	2	13	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
MATERIALS MANAGER	2	13	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
NETWORK AND SYSTEMS MANAGER	2	13	1	Male	0	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	0	1	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
SR PROG MGR, APPLICATIONS GRP	3	13	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: ADMINISTRA

Job Title	EEO Code	Salary Code	Total		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races		
			Employees									Unknown		
SR PROG MGR, SYSTEMS ADMIN	3	13	1	Male	1	0	0	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
BUSINESS APPLICATIONS MANAGER	2	14	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
BUSINESS RELATIONSHIP MANAGER	2	14	1	Male	0	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
COMPENSATION MANAGER	2	14	1	Male	0	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
MANAGER, BENEFITS & HRIS	2	14	1	Male	0	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
MANAGER, PURCHASING	2	14	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
MANAGER, TALENT ACQUISITION	2	14	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: ADMINISTRA

Job Title	EEO Code	Salary Code	Total		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races		
			Employees									Unknown		
MANAGER, TRAINING AND DEVELOPM	2	14	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
TECHNICAL OPERATIONS MANAGER	2	14	1	Male	1	0	0	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
WAREHOUSE MATERIALS HANDLER	6	14	8	Male	8	8	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
DEPUTY DIR, PROCUREMENT	1	15	1	Male	1	0	0	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
DIRECTOR, OCCUP HEALTH AND SAF	1	15	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
INVENTORY CONTROL SPECIALIST	6	15	7	Male	7	5	0	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
DIRECTOR, HUMAN RESOURCES	1	16	1	Male	0	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: ADMINISTRA

Job Title	EEO Code	Salary Code	Total Employees	Demographics										
				Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown		
DIRECTOR, MIS	1	16	1	Male	0	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
DIRECTOR, PROCUREMENT	1	16	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
AUTOMOTIVE FLEET TECHNICIAN	7	17	3	Male	3	3	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
DIRECTOR, ADMINISTRATION	1	17	1	Male	0	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
MAIL SERVICES COORDINATOR	6	17	1	Male	1	0	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
RECORDS CENTER SPECIALIST	5	17	2	Male	1	0	1	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE COORDINATOR	6	18	1	Male	1	0	0	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: ADMINISTRA

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races		
												Unknown		
ASSISTANT BUYER	6	18	1	Male	1	0	0	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
SAFETY TECHNICIAN	2	18	2	Male	2	1	0	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
SHIPPING/RECEIVING SUPERVISOR	6	18	2	Male	2	1	0	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
ASSET CONTROL SUPERVISOR	5	19	2	Male	2	2	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
DOCUMENT SPECIALIST	6	19	1	Male	0	0	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
ADMIN SYST COORD SAFETY TRAIN	5	20	1	Male	0	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SYSTEMS COORD	5	20	2	Male	0	0	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: ADMINISTRA

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
AUTOMOTIVE FLEET SUPERVISOR	5	20	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
HR ADMIN SYST COORD EMPLOYMENT	5	20	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
HR SYSTEMS ADMIN COORD GENERAL	5	20	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
BUYER	2	22	3	Male	1	1	0	0	0	0	0	0	0
				Female	2	0	2	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
MATERIALS MGMT COORD I	2	22	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SAFETY COORDINATOR	2	22	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
ADMIN,ADMIN&FINANCE	2	24	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: ADMINISTRA

Job Title	EEO Code	Salary Code	Total Employees	Demographics										
				Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown		
SR BUYER	2	24	1	Male	0	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
PROJECT MANAGER, SAFETY	2	25	1	Male	1	0	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
PROG MGR, SAFETY EVE/TRAIN/ERT	2	29	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
PROG MGR, SAFETY SECUR/CONST/R	2	29	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
PROGRAM MANAGER, SECURITY/SAFE	2	29	1	Male	1	0	0	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
CUSTOMER SUPPORT TECH I	5	8	1	Male	1	0	0	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
FILE CLERK	6	8	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: ADMINISTRA

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
EMPLOYEE RELATIONS SPECIALIST	2	9	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
HR SPECIALIST BENEFITS & COMP	2	9	1	Male	1	0	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SUPERVISOR, TRANS/COURIER/MAIL	2	9	1	Male	1	0	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SYSTEMS ANALY/PROG I (APPLIC)	2	9	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
TALENT ACQUISITION SPECIALIST	2	9	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: ADMINISTRA

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races				
												Unknown				
TECH SUPPORT TECHNICIAN II	2	9	4	Male	4	1	3	0	0	0	0	0	0	0		
				Female	0	0	0	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0	0	0
Totals			135	Male	92	54	12	14	0	11	0	1	0			
				%	68.15	40.00	8.89	10.37	0.00	8.15	0.00	0.74	0.00			
				Female	43	27	6	5	1	3	0	1	0			
				%	31.85	20.00	4.44	3.70	0.74	2.22	0.00	0.74	0.00			
				Non-binary	0	0	0	0	0	0	0	0	0			
				%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
				Unknown	0	0	0	0	0	0	0	0	0			
				%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			

Department: AFFIRMATIV

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races			
												Unknown			
MBE/WBE PROGRAM MANAGER	2	12	1	Male	1	0	1	0	0	0	0	0	0		
				Female	0	0	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0	0
PROGRAM MGR, MONITOR&COMPLIANC	2	12	1	Male	0	0	0	0	0	0	0	0	0		
				Female	1	0	1	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	0	0	

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: AFFIRMATIV

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
ASSOC SPECIAL ASST FOR AFFIR	2	14	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SYSTEMS COORD	5	20	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
COMPLIANCE MONITOR	2	8	1	Male	1	0	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
WORKFORCE RECRUIT. COORD	2	9	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
Totals			6	Male	2	0	2	0	0	0	0	0	0
				%	33.33	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00
				Female	4	2	2	0	0	0	0	0	0
				%	66.67	33.33	33.33	0.00	0.00	0.00	0.00	0.00	0.00
				Non-binary	0	0	0	0	0	0	0	0	0
				%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				Unknown	0	0	0	0	0	0	0	0	0
				%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: EXECUTIVE

Job Title	EEO Code	Salary Code	Total Employees	Demographics										
				Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown		
ASST TO THE EXECUTIVE DIRECTOR	6	11	1	Male	0	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
CHIEF OF STAFF	2	14	1	Male	0	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
EXECUTIVE DIRECTOR	1	20	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
Totals			3	Male	1	1	0	0	0	0	0	0	0	0
				%	33.33	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				Female	2	2	0	0	0	0	0	0	0	0
				%	66.67	66.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				Non-binary	0	0	0	0	0	0	0	0	0	0
				%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				Unknown	0	0	0	0	0	0	0	0	0	0
				%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: FINANCE

Job Title	EEO Code	Salary Code	Total Employees	Demographics										
				Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown		
PAYROLL SPECIALIST	6	10	1	Male	0	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
SR ACCOUNTANT	2	10	3	Male	0	0	0	0	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
SR AP SPECIALIST	2	10	1	Male	0	0	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
SR CONTRACT ADMINISTRATOR	2	10	4	Male	1	1	0	0	0	0	0	0	0	0
				Female	3	1	0	1	0	0	0	1	0	
				Non-binary	0	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	0	
SR FINANCIAL ANALYST	2	10	5	Male	3	2	1	0	0	0	0	0	0	
				Female	2	1	0	0	0	1	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	0	
ASSISTANT FINANCE MANAGER, CIP	2	11	1	Male	1	1	0	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	0	
ASST. CAPITAL FIN MANAGER	2	11	1	Male	1	1	0	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	0	

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: FINANCE

Job Title	EEO Code	Salary Code	Total		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races				
			Employees									Unknown				
DEPUTY PAYROLL MANAGER	2	11	1	Male	0	0	0	0	0	0	0	0	0	0		
				Female	1	1	0	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL IS PROJECT LEADER	2	11	1	Male	1	0	0	1	0	0	0	0	0	0		
				Female	0	0	0	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0	0	0
INSURANCE OFFICER	2	11	1	Male	0	0	0	0	0	0	0	0	0	0		
				Female	1	1	0	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0	0	0
CASH MANAGER	2	12	1	Male	0	0	0	0	0	0	0	0	0	0		
				Female	1	1	0	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	0	0	0	
MANAGER, FINANCE & ADMIN	2	12	1	Male	1	0	0	0	0	0	0	0	1	0		
				Female	0	0	0	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	0	0	0	
MANAGER,FIN & SPECIAL PROJECTS	2	12	1	Male	1	1	0	0	0	0	0	0	0	0		
				Female	0	0	0	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	0	0	0	
ACCOUNTING MANAGER	2	13	1	Male	0	0	0	0	0	0	0	0	0	0		
				Female	1	0	0	0	0	0	1	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	0	0	0	

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: FINANCE

Job Title	EEO Code	Salary Code	Total		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	
			Employees									Unknown	
ASSIST MANGR RATES, REV & FIN	2	13	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PAYROLL MANAGER	2	13	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
BUDGET MANAGER	2	14	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
CONTROLLER	2	15	1	Male	1	0	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
DIRECTOR, RISK MANAGEMENT	1	15	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
BUDGET DIRECTOR	1	16	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
DEPUTY DIR, FINANCE/TREASURER	1	16	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: FINANCE

Job Title	EEO Code	Salary Code	Total		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races		
			Employees									Unknown		
DIRECTOR, FINANCE	1	17	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
PAYROLL/PAYABLES COORDINATOR	6	19	4	Male	0	0	0	0	0	0	0	0	0	0
				Female	4	0	2	0	0	2	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
ACCOUNT COORDINATOR	2	20	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SYSTEMS COORD	5	20	2	Male	0	0	0	0	0	0	0	0	0	0
				Female	2	0	1	0	0	1	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
ACCOUNTING AND PROCURE ADMINIS	2	22	1	Male	0	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
CONTRACT SUPPORT SPECIALIST	2	22	1	Male	0	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
ADMIN, ACCOUNTS PAYABLE	2	24	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: FINANCE

Job Title	EEO Code	Salary Code	Total Employees	Demographics										
				Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown		
ADMINISTRATOR, RISK MGMT	2	24	1	Male	0	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
TREASURY ANALYST	2	8	2	Male	2	2	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
PAYROLL ADMINISTRATOR	5	9	1	Male	1	0	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
Totals				45	Male	20	15	3	1	0	0	0	1	0
			%		44.44	33.33	6.67	2.22	0.00	0.00	0.00	2.22	0.00	
			Female		25	12	4	3	0	5	0	1	0	
			%		55.56	26.67	8.89	6.67	0.00	11.11	0.00	2.22	0.00	
			Non-binary		0	0	0	0	0	0	0	0	0	
			%		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
		Unknown	0	0	0	0	0	0	0	0	0			
		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: INTERNAL A

Job Title	EEO Code	Salary Code	Total Employees	Demographics										
				Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown		
SR AUDITOR	2	10	2	Male	0	0	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	0	
INTERNAL AUDIT MANAGER	2	12	1	Male	0	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	0	
ASST DIRECTOR, INTERNAL AUDIT	1	13	1	Male	1	0	0	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	0	
DIRECTOR, INTERNAL AUDIT	1	16	1	Male	1	1	0	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	0	

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: INTERNAL A

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races				
												Unknown				
INTERNAL AUDIT SPECIALIST	2	8	1	Male	1	1	0	0	0	0	0	0	0	0		
				Female	0	0	0	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0	0	0
Totals			6	Male	3	2	0	1	0	0	0	0	0	0		
				%	50.00	33.33	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00		
				Female	3	2	0	1	0	0	0	0	0	0		
				%	50.00	33.33	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00		
				Non-binary	0	0	0	0	0	0	0	0	0	0		
				%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
				Unknown	0	0	0	0	0	0	0	0	0	0		
				%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Department: LAW

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races				
												Unknown				
STAFF COUNSEL	2	11	1	Male	1	0	0	1	0	0	0	0	0	0		
				Female	0	0	0	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0	0	0
SR STAFF COUNSEL	2	13	3	Male	3	3	0	0	0	0	0	0	0	0		
				Female	0	0	0	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: LAW

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
ASSOCIATE GENERAL COUNSEL	1	15	4	Male	1	1	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
GENERAL COUNSEL	1	17	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
LEGAL COORD, LABOR & EMPLOYMEN	5	20	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
LEGAL COORD, LITIGATION	5	20	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: LAW

Job Title	EEO Code	Salary Code	Total Employees	Demographics									
				Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown	
PARALEGAL	5	20	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
Totals			12	Male	5	4	0	1	0	0	0	0	0
				%	41.67	33.33	0.00	8.33	0.00	0.00	0.00	0.00	0.00
				Female	7	7	0	0	0	0	0	0	0
				%	58.33	58.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				Non-binary	0	0	0	0	0	0	0	0	0
				%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				Unknown	0	0	0	0	0	0	0	0	0
				%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total Employees	Demographics									
				Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown	
DATA MANAGEMENT COORD	3	10	4	Male	3	2	1	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
IS PROJECT LEADER	2	10	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	
			Employees									Unknown	
OPERATIONS LIAISON	2	10	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PUBLIC ACCESS COORDINATOR	2	10	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SR ANALYST, ENQUAL	2	10	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SR CONTRACT ADMINISTRATOR	2	10	2	Male	0	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
STATISTICAL SUPERVISOR	3	10	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SKILLED LABORER	8	11	2	Male	2	2	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
BUILDING/GROUNDS WORKER	8	11 - 13	12	Male	11	7	1	0	0	3	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	
			Employees									Unknown	
AREA MANAGER	2	12	5	Male	5	4	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
FACILITIES MANAGER	2	12	2	Male	2	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
MANAGER,COORDINATION & CONTROL	2	12	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
MATERIALS COORDINATION MANAGER	2	12	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SHIFT OPERATIONS MANAGER	2	12	6	Male	6	4	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
WORK COORDINATION CENTER MGR	2	12	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
WORK COORDINATION CTR MGR FOD	2	12	1	Male	1	0	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races		
			Employees									Unknown		
ASSETS MANAGER	2	13	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
MANAGER, EMERGENCY PLANNING	2	13	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
MANAGER, OPS ADMIN	2	13	1	Male	0	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
MANAGER, POLICY & PLANNING SUP	2	13	1	Male	0	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
MANAGER, POWER GENERATION	2	13	1	Male	1	0	0	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
OMC LABORER	8	13	35	Male	33	26	3	0	0	3	0	1	0	
				Female	2	2	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	0	
OMC LABORER IN TRAINING	8	13	2	Male	2	1	0	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	0	

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	
			Employees									Unknown	
SR SHIFT MANAGER	2	13	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
ASST DIRECTOR, CONSTRUCTION	2	14	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
ASST DIRECTOR, ENGINEERING	1	14	2	Male	0	0	0	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
FENCING FOREMAN	7	14	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
JUNIOR INSTRUMENT TECHNICIAN	7	14	3	Male	3	2	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
MAINTENANCE MANAGER	2	14	2	Male	2	2	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
MANAGER, ENERGY	2	14	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races		
			Employees									Unknown		
MANAGER, OPERATIONS SUPPORT	2	14	1	Male	1	0	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
MANAGER, PROCESS CONTROL	2	14	1	Male	0	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
MANAGER, TRANS & TREATMENT	2	14	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
MANAGER, WESTERN MAINTENANCE	2	14	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
MANAGER, METERING & MONITORING	1	14	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
SECRETARY II	6	14	1	Male	0	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
SUPERINTENDENT, CLINTON	1	14	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total Employees	Demographics										
				Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown		
DEPUTY DIRECTOR, MAINTENANCE	1	15	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	0	
DEPUTY DIRECTOR, WATERWORKS	1	15	1	Male	0	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	0	
DIR, METROPOLITAN OPERATIONS	1	15	1	Male	1	1	0	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	0	
DIRECTOR WW OPERATIONS & MAINT	1	15	1	Male	1	1	0	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	0	
DIRECTOR, LABORATORY SERVICES	1	15	1	Male	1	1	0	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	0	
DIRECTOR, TRAC	1	15	1	Male	1	1	0	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	0	
DIRECTOR, WATER QUALITY	1	15	1	Male	0	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	0	

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total Employees	Demographics										
				Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown		
DIRECTOR, WESTERN OPERATIONS	1	15	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
DIRECTOR, ENVIRONMENTAL QUALITY	1	15	1	Male	1	0	0	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
FACILITIES SPECIALIST	7	15	14	Male	14	11	2	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
HEAVY EQUIPMENT OPERATOR	7	15	3	Male	3	2	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
HVAC TECHNICIAN	7	15	3	Male	3	2	0	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
INSTRUMENT TECHNICIAN	7	15	3	Male	3	2	0	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
MANAGER, ENGINEERING SERVICES	1	15	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	
			Employees									Unknown	
RECORDS COORDINATOR, TRAC	6	15	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SECRETARY I	6	15	2	Male	0	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SPECIALTY VALVE INSTALLER	8	15	1	Male	1	0	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SR LABORATORY TECHNICIAN	2	15	4	Male	4	3	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SR SANITARY ENGINEER AIDE	5	15	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
TELE-INSPECTION OPERATOR	3	15	2	Male	2	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
WATER QUALITY TECHNICIAN	2	15	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races			
			Employees									Unknown			
M & O SPECIALIST - WASTEWATER	7	15 - 16	26	Male	26	23	2	0	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0	0
OPERATOR I (WW TRANSPORT)	7	15 - 16	38	Male	36	19	10	1	0	6	0	0	0	0	
				Female	2	1	0	0	0	0	0	0	1	0	
				Non-binary	0	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0	0
OPERATOR I (WW TREATMENT)	7	15 - 16	20	Male	19	13	3	0	0	2	0	1	0		
				Female	1	1	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	0	0	
CHIEF ENGINEER	1	16	1	Male	1	1	0	0	0	0	0	0	0		
				Female	0	0	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	0	0	
CONSTRUCTION PIPELAYER	7	16	6	Male	6	4	0	0	0	1	0	1	0		
				Female	0	0	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	0	0	
DIRECTOR, CONSTRUCTION	1	16	1	Male	1	1	0	0	0	0	0	0	0		
				Female	0	0	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	0	0	
DIRECTOR, DIWWTP	1	16	1	Male	1	1	0	0	0	0	0	0	0		
				Female	0	0	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	0	0	

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	
												Unknown	
DIRECTOR, ENV & REG AFFAIRS	1	16	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
DIRECTOR, PLANNING & SUSTAINAB	1	16	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
DIRECTOR, WASTEWATER	1	16	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
DIRECTOR, WATERWORKS	1	16	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
ELECTRICIAN	7	16	15	Male	15	9	3	0	0	3	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
FACILITIES SPECIALIST I	7	16	6	Male	6	5	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
M & O SPECIALIST	7	16	14	Male	14	10	1	0	0	3	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races		
			Employees									Unknown		
M & O SPECIALIST - WATER	7	16	6	Male	6	6	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
MASTER WELDER I	7	16	2	Male	2	2	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
METAL FABRICATOR/WELDER	7	16	4	Male	4	4	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
OPERATOR I (METRO WATER)	7	16	7	Male	7	6	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
PLUMBER/PIPEFITTER	7	16	16	Male	16	14	2	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
SR INSTRUMENT TECHNICIAN	3	16	7	Male	7	3	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
TOOLMAKER	7	16	4	Male	3	3	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	
												Unknown	
TRANSM & TREAT OPERATOR I	7	16	11	Male	9	8	0	0	0	1	0	0	0
				Female	2	2	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	
TRANSMISSION & TREATMENT OPERA	7	16	2	Male	2	2	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	
ADMINISTRATIVE COORDINATOR I	6	17	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	
AUTOMOTIVE FLEET TECHNICIAN	7	17	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	
BUILDING/GROUNDS SUPERVISOR	8	17	5	Male	5	4	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	
DEPUTY CHIEF OO, PP&P	1	17	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	
DEPUTY COO, OPERATIONS	1	17	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races		
			Employees									Unknown		
EQUIPMENT REPAIR SPECIALIST	7	17	2	Male	2	2	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
FOREMAN SHAFT 8 LOWER GARAGE	8	17	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
HEAVY EQUIPMENT OPERATOR I	7	17	10	Male	10	9	0	0	0	0	0	1	0	
				Female	0	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	0	
HVAC SPECIALIST	7	17	8	Male	8	8	0	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	0	
INSTRUMENTATION SPECIALIST	7	17	7	Male	7	6	0	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	0	
RESEARCH VESSEL OPERATOR	7	17	1	Male	1	1	0	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	0	
SR FIELD SERVICE TECHNICIAN	3	17	4	Male	4	3	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	0	

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races		
			Employees									Unknown		
TELE-INSPECTION FOREMAN	3	17	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
WORK ORDER COORDINATOR	5	17	1	Male	0	0	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE COORDINATOR	6	18	3	Male	1	0	1	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
BIOLOGIST I	2	18	2	Male	1	1	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
CHEMIST I	2	18	13	Male	6	4	1	0	0	1	0	0	0	0
				Female	6	6	0	0	0	0	0	0	0	0
				Non-binary	1	0	1	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
CHIEF OPERATING OFFICER	1	18	1	Male	0	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
COMMUNICATION & CONTROL TECH.	3	18	11	Male	10	5	1	1	0	3	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total Employees	Demographics										
				Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown		
MICROBIOLOGIST I	2	18	3	Male	0	0	0	0	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
WSS GENERAL FOREMAN	3	18	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
AREA SUPERV I (METRO WATER)	7	19	9	Male	9	9	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
AREA SUPERV I (WW TRANSPORT)	7	19	17	Male	16	15	0	0	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
AREA SUPERV I (WW TREATMENT)	7	19	12	Male	11	10	0	0	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
AREA SUPERVISOR-CLINTON	7	19	2	Male	2	2	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
AREA SUPERVISOR-TRANSPORT	7	19	1	Male	1	0	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	
			Employees									Unknown	
FIELD INSPECTOR, WATER/WASTEWA	2	19	2	Male	2	2	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
GENERAL FOREMAN	8	19	2	Male	2	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
HEAVY EQUIPMENT OPERATOR II	7	19	3	Male	3	2	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
LABORATORY SUPERVISOR	2	19	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
MED VOLT ELECTRICAL SPECIALIST	7	19	10	Male	10	8	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PLANNING ENGINEER	2	19	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SAMPLING ASSOCIATE	2	19	9	Male	6	4	1	1	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total Employees	Demographics										
				Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown		
SEWER MAINT SUPERVISOR	8	19	2	Male	2	2	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	0	
SR DRAFTSPERSON	3	19	2	Male	1	1	0	0	0	0	0	0	0	
				Female	1	0	0	0	0	0	0	1	0	
				Non-binary	0	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	0	
SR TRANSM/TREAT OPERATOR I	7	19	9	Male	9	9	0	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	0	
SR WDS FOREMAN	8	19	3	Male	3	2	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	0	
STAFF ENGINEER	2	19	9	Male	4	4	0	0	0	0	0	0	0	
				Female	5	3	0	1	0	1	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	0	
TRADES FOREMAN	7	19	2	Male	2	2	0	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	0	
UNIT SUPERVISOR - MECH CERT	7	19	7	Male	7	7	0	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	0	

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races		
			Employees									Unknown		
UNIT SUPERVISOR - METAL FABRIC	7	19	1	Male	1	0	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
UNIT SUPERVISOR(MECH HOIST)	7	19	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
UNIT SUPERVISOR, INSTRUMENT	7	19	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
UNIT SUPERVISOR-ELECTRICIAN	7	19	2	Male	2	2	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
UNIT SUPERVISOR-HVAC	7	19	4	Male	4	3	0	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
UNIT SUPERVISOR-MACHINING	7	19	3	Male	3	3	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
UNIT SUPERVISOR-MOTOR EQ REPAI	7	19	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total Employees	Demographics										
				Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown		
UNIT SUPERVISOR- PLUMBER/PIPE	7	19	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	0	
VALVE MAINTENANCE FOREMAN	8	19	5	Male	5	5	0	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	0	
ADMIN SYST COOR OPAD, ENQU PLA	5	20	1	Male	0	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	0	
ADMINISTRATIVE SYSTEMS COORD	5	20	3	Male	0	0	0	0	0	0	0	0	0	
				Female	3	3	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	0	
CHEMIST II	2	20	6	Male	4	1	0	1	0	2	0	0	0	
				Female	2	2	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	0	
CLIENT SERVICES COORDINATOR	2	20	1	Male	1	1	0	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	0	
MICROBIOLOGIST II	2	20	2	Male	2	1	0	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	0	

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races		
			Employees									Unknown		
PERMITTING AND DATA ASSISTANT	5	20	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
PLANNER/SCHEDULER	5	20	1	Male	1	0	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
PLANNING/SCHEDULING COORD	5	20	14	Male	13	9	2	1	0	1	0	0	0	0
				Female	1	0	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
SR MED VOLT ELECT SPECIALIST	7	20	3	Male	3	3	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
TECHNICAL ASSISTANT DI MAINT	2	20	1	Male	0	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
TECHNICAL ASSISTANT THERMAL PL	2	20	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
THIRD CLASS ENGINEER	7	20	5	Male	5	4	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races		
			Employees									Unknown		
ASSISTANT CIVIL ENGINEER	2	21	2	Male	2	2	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
DISTRICT SUPERVISOR	2	21	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
ELECTRICAL OPERATIONS SUPERVIS	7	21	3	Male	3	3	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
ENVIRONMENTAL SCIENTIST	2	21	3	Male	2	2	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
FIELD SUP WW PIPE INSPECTION	3	21	1	Male	1	0	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
OIL GAS SEPARATOR TRAPS INSPEC	2	21	3	Male	2	1	0	0	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
PICS PROJECT ENGINEER	2	21	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races		
			Employees									Unknown		
PLUMBING OPERATIONS SUPERVISOR	7	21	3	Male	3	3	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
PROJECT ENGINEER	2	21	4	Male	3	3	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
PROJECT ENGINEER (OPS ENG)	2	21	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
PROJECT ENGINEER, CADD	2	21	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
PROJECT ENGINEER, CADD-DISC	2	21	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
PROJECT ENGINEER, CIVIL	2	21	1	Male	1	0	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
PROJECT ENGINEER, METER ENGINE	2	21	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	
			Employees									Unknown	
PROJECT ENGINEER, PLANNING	2	21	1	Male	1	0	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	
PROJECT ENGINEER, PROCESS CONT	2	21	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	
PROJECT ENGR WATER AND WW	2	21	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	
PROJECT ENGR, MONITOR AND CTL	2	21	1	Male	1	0	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	
SUP WATER/WW MECHANICAL MAINT	7	21	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	
SUPER WATER/WW METER MAINT	7	21	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	
TECHNICAL SUPERV, METER MAINT	7	21	1	Male	1	0	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	
												Unknown	
TRADES FOREMAN (LICENSED)	7	21	4	Male	4	3	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
VALVE GENERAL FOREMAN	7	21	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
WDS GENERAL FOREMAN	8	21	4	Male	4	3	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
CHEMIST III	2	22	12	Male	6	5	0	1	0	0	0	0	0
				Female	6	4	1	1	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SR SCADA MAINT TECHNICIAN	3	22	5	Male	5	3	0	0	0	1	0	1	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SUPERVISOR, WARE RIVER INTAKE	8	22	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
TECHNICAL INFO SYSTEM ADMINIST	5	22	2	Male	2	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races		
			Employees									Unknown		
CHIEF PIPELINE MAINTENANCE	7	23	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
COMPLIANCE COORDINATOR	2	23	4	Male	2	2	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
ENVIRONMENTAL ANALYST	2	23	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
GIS COORDINATOR	2	23	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL COORDINATOR	2	23	9	Male	5	4	1	0	0	0	0	0	0	0
				Female	4	3	0	1	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
LABORATORY SUPERVISOR II	2	23	3	Male	2	2	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
SR CIVIL ENGINEER	2	23	4	Male	4	2	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	
			Employees									Unknown	
SR ENGINEER	2	23	3	Male	2	2	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	
SR ENGR RESERVOIR OPERATIONS	2	23	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	
SR FIELD INSPECTOR	3	23	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	
SR FIELD INSPECTOR W/WW	3	23	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	
SR MONITOR & CONTROL ENG	2	23	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0	
				Non-binary	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	
SR MONITORING & CONTROL ENG	2	23	2	Male	2	2	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	
SUPERVISOR,LOGISTICS UNIT	8	23	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races		
			Employees									Unknown		
OPERATIONS SUPERVISOR	2	24	6	Male	6	6	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
SECOND CLASS ENGINEER	7	24	5	Male	5	5	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
CADD MANAGER	3	25	2	Male	2	2	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
LABORATORY SUPERVISOR III	2	25	5	Male	3	2	1	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
PRINCIPAL CIVIL ENGINEER	2	25	2	Male	2	2	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
PROJ MGR PROC ENGR & CTL	2	25	1	Male	0	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
PROJ. MGR, ENVIRONMENTAL DATA	2	25	1	Male	0	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	
			Employees									Unknown	
PROJECT MANAGER	2	25	37	Male	28	22	3	2	0	1	0	0	0
				Female	9	7	1	1	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	
PROJECT MANAGER - PLANNING	2	25	3	Male	2	1	0	0	0	1	0	0	0
				Female	1	0	1	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	
PROJECT MANAGER (8(M) PERMIT)	2	25	2	Male	2	2	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	
PROJECT MANAGER, GIS	2	25	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	
PROJECT MANAGER, LAB QUAL ASSU	2	25	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	
PROJECT MANAGER, NPDES	2	25	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	
PROJECT MANAGER, PICS	2	25	2	Male	2	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races		
			Employees									Unknown		
PROJECT MANAGER, SCADA	2	25	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
PROJECT MANAGER,CMS	2	25	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
PROJECT MANAGER,I/I	2	25	1	Male	0	0	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
PROJECT MANAGER,OPERATIONS IN	2	25	1	Male	0	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
PROJECT MGR, ENVIR COMPLIANCE	2	25	1	Male	1	0	0	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
PROJECT MGR, ENVIR PERMITTING	2	25	1	Male	0	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
PROJECT MGR, PICS APPLICATIONS	2	25	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races		
			Employees									Unknown		
SR SAMPLING ASSOCIATE	2	25	3	Male	3	3	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
SUPERVISOR, INSPECTION	8	25	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
SUPERVISOR, EQUIPMENT MAINT	8	26	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
SUPERVISOR, FACILITY MAINT	8	26	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
SUPERVISOR, T&T OPERATIONS	8	26	2	Male	2	2	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
PROG MGR OPERAT TECH NETWORK	2	29	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
PROG MGR, CONSTRUCTION PERMIT	2	29	2	Male	1	1	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races		
			Employees									Unknown		
PROG MGR, ENVIRONMENTAL MONITO	2	29	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
PROG MGR, INSPECTION AND PERMI	2	29	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
PROG MGR, MONITOR & CONTROL	2	29	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
PROGRAM MANAGER	2	29	18	Male	12	9	0	0	0	2	0	1	0	
				Female	6	4	0	2	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	0	
PROGRAM MANAGER, CHEMISTRY	2	29	1	Male	1	0	0	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	0	
PROGRAM MANAGER, ELECTRICAL	2	29	4	Male	4	3	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	0	
PROGRAM MANAGER, ENERGY	2	29	1	Male	1	1	0	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	0	

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total Employees	Demographics										
				Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown		
PROGRAM MANAGER, ENVIRONMENTAL	2	29	2	Male	0	0	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
PROGRAM MANAGER, I & C	2	29	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
PROGRAM MANAGER, MECHANICAL	2	29	1	Male	0	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
PROGRAM MANAGER, METERING	2	29	1	Male	1	0	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
PROGRAM MANAGER, MONITORING	2	29	1	Male	1	0	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
PROGRAM MANAGER, OPERATIONS	2	29	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
PROGRAM MANAGER, OPS ENGINEERI	2	29	2	Male	2	2	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races		
			Employees									Unknown		
PROGRAM MANAGER, PICS CONTROL	2	29	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
PROGRAM MANAGER, PROCESS ENG	2	29	1	Male	0	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
PROGRAM MANAGER, PROCESS MONIT	2	29	1	Male	0	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
PROGRAM MANAGER, SCADA (TECH)	2	29	1	Male	1	0	0	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
PROGRAM MANAGER, SECURITY/SAFE	2	29	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
PROGRAM MANAGER, WATER QUALITY	2	29	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
PROGRAM MANAGER, WRP	2	29	1	Male	0	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	
			Employees									Unknown	
PROGRAM MANAGER,SCADA (ENG)	2	29	2	Male	2	2	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PROGRAM MGR, METRO METER MAINT	2	29	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PROGRAM MGR, STRUCTURAL ENG	2	29	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
CONSTRUCTION COORDINATOR	2	30	3	Male	2	2	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
CONSTRUCTION COORDINATOR-CECD	2	30	4	Male	4	3	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
ENVIRONMENTAL MANAGER	2	30	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
LABORATORY MANAGER	2	30	2	Male	1	1	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total Employees	Demographics										
				Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown		
MANAGER, RESIDUALS OPERATIONS	2	30	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	0	
SR PROG MANAGER PICS	2	30	1	Male	1	0	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	0	
SR PROG MGR ENGINEER & CONSTRU	2	30	1	Male	0	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	0	
SR PROG MGR OPS ENGINEERING	2	30	1	Male	1	1	0	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	0	
SR PROG MGR SCADA WEST	2	30	1	Male	1	1	0	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	0	
SR PROG MGR TECH SUPPORT QUAL	2	30	1	Male	0	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	0	
SR PROGRAM MANAGER	2	30	19	Male	14	13	1	0	0	0	0	0	0	
				Female	5	4	1	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	0	

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races		
			Employees									Unknown		
SR PROGRAM MANAGER, ENQUAD	2	30	1	Male	0	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
SR PROGRAM MANAGER, SCADA	2	30	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
SR PROGRAM MANAGER, VALVES	2	30	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
SR PROGRAM MANAGER,OCC	2	30	1	Male	1	0	0	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
SR PROGRAM MANAGER,T&T OPS	2	30	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
SR PROGRAM MGR, WESTERN MAINT	2	30	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
SR PROGRAM MGR,QUALITY ASSURA	2	30	1	Male	0	0	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown	
ADMINISTRATIVE ASSISTANT I	6	7	1	Male	0	0	0	0	0	0	0	0	0	
				Female	1	0	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
DATA ANALYST	3	8	1	Male	0	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
SPECIAL PROJECTS COORDINATOR	5	8	1	Male	0	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
STATISTICIAN	5	8	1	Male	1	0	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	
												Unknown	
SYSTEMS ANALYST/PROGR I ENQUAL	2	9	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
Totals			853	Male	716	565	72	16	2	55	0	6	0
				%	83.94	66.24	8.44	1.88	0.23	6.45	0.00	0.70	0.00
				Female	136	102	15	13	0	4	0	2	0
				%	15.94	11.96	1.76	1.52	0.00	0.47	0.00	0.23	0.00
				Non-binary	1	0	1	0	0	0	0	0	0
				%	0.12	0.00	0.12	0.00	0.00	0.00	0.00	0.00	0.00
				Unknown	0	0	0	0	0	0	0	0	0
				%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Department: PUBLIC AFF

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	
												Unknown	
COMMUNITY RELATIONS LIAISON	2	11	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
ENVIRON JUSTICE COMM LIAISON	2	11	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: PUBLIC AFF

Job Title	EEO Code	Salary Code	Total Employees	Demographics										
				Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown		
PROJ MANAGER, MEDIA & DESIGN	2	11	1	Male	1	0	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
PROJECT MANAGER, SCHOOL ED	2	11	1	Male	0	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
COMMUNICATIONS MANAGER	2	12	1	Male	0	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
COMMUNITY RELATIONS COORD.	2	12	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
DIRECTOR, PUBLIC AFFAIRS	1	15	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE COORDINATOR	6	18	1	Male	0	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
COMMUNICATION SPECIALIST	2	22	1	Male	0	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: PUBLIC AFF

Job Title	EEO Code	Salary Code	Total Employees	Demographics										
				Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown		
FILE CLERK	6	8	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	0	
Totals			10	Male	5	4	1	0	0	0	0	0	0	
				%	50.00	40.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	
				Female	5	4	0	0	0	1	0	0	0	
				%	50.00	40.00	0.00	0.00	0.00	10.00	0.00	0.00	0.00	
				Non-binary	0	0	0	0	0	0	0	0	0	
				%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
				Unknown	0	0	0	0	0	0	0	0	0	
				%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	

Department: RETIREMENT

Job Title	EEO Code	Salary Code	Total Employees	Demographics									
				Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown	
RETIREMENT COORDINATOR	6	6	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: RETIREMENT

Job Title	EEO Code	Salary Code	Total Employees								Two or more races	Unknown	
				Total	White	Black	Asian	Native American	Hispanic	Pacific Islander			
DIRECTOR OF RETIREMENT BOARD	2	8	1	Male	0	0	0	0	0	0	0	0	0
			Female	1	1	0	0	0	0	0	0	0	0
			Non-binary	0	0	0	0	0	0	0	0	0	0
			Unknown	0	0	0	0	0	0	0	0	0	0
Totals			2	Male	0	0	0	0	0	0	0	0	0
				%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				Female	2	2	0	0	0	0	0	0	0
				%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				Non-binary	0	0	0	0	0	0	0	0	0
				%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				Unknown	0	0	0	0	0	0	0	0	0
				%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Department: SECURITY

Job Title	EEO Code	Salary Code	Total Employees								Two or more races	Unknown	
				Total	White	Black	Asian	Native American	Hispanic	Pacific Islander			
SECURITY SERVICES COORDINATOR	2	10	1	Male	0	0	0	0	0	0	0	0	0
			Female	1	1	0	0	0	0	0	0	0	0
			Non-binary	0	0	0	0	0	0	0	0	0	0
			Unknown	0	0	0	0	0	0	0	0	0	0
MANAGER, SECURITY SERVICES	2	12	1	Male	0	0	0	0	0	0	0	0	0
			Female	1	0	0	1	0	0	0	0	0	0
			Non-binary	0	0	0	0	0	0	0	0	0	0
			Unknown	0	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: SECURITY

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
SR PROGRAM MANAGER, IT SECURIT	2	13	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
DIRECTOR OF SECURITY	1	16	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SECURITY SPECIALIST	2	18	1	Male	1	0	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SECURITY ASSISTANT	5	20	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
Totals			6	Male	3	2	0	0	0	1	0	0	0
				%	50.00	33.33	0.00	0.00	0.00	16.67	0.00	0.00	0.00
				Female	3	2	0	1	0	0	0	0	0
				%	50.00	33.33	0.00	16.67	0.00	0.00	0.00	0.00	0.00
				Non-binary	0	0	0	0	0	0	0	0	0
				%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				Unknown	0	0	0	0	0	0	0	0	0
				%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: TUNNEL RED

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	
												Unknown	
TUNNEL PROGRAM COORD DOC MGMT	2	12	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	
MGR, GEOTECH & TUNNELING	1	14	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	
DIR, DESIGN & CONSTR TUNNEL RE	1	16	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	
STAFF ENGR (TUNNEL REDUND)	2	19	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	
PROJ MANAGER, DESIGN (TUNNEL)	2	25	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	
SR GEOTECH ENGINEER	2	25	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	
PROGRAM MANAGER, DESIGN TUNNEL	2	29	2	Male	2	2	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: TUNNEL RED

Job Title	EEO Code	Salary Code	Total Employees	Demographics										
				Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown		
SR PROG MGR, GEOLOGY	2	30	1	Male	1	1	0	0	0	0	0	0	0	0
			Female	0	0	0	0	0	0	0	0	0	0	
			Non-binary	0	0	0	0	0	0	0	0	0	0	
			Unknown	0	0	0	0	0	0	0	0	0	0	
			Totals	9	Male	6	6	0	0	0	0	0	0	0
		%	66.67	66.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
		Female	3	2	0	1	0	0	0	0	0	0		
		%	33.33	22.22	0.00	11.11	0.00	0.00	0.00	0.00	0.00	0.00		
		Non-binary	0	0	0	0	0	0	0	0	0	0		
		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
		Unknown	0	0	0	0	0	0	0	0	0	0		
		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

APPENDIX B
JOB GROUP ANALYSIS REPORT

Workforce Summary by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group	Total Employees	Female		Male		Minority		White	
		#	%	#	%	#	%	#	%
<i>AA - ADMINISTRATIVE A</i>									
	22	9	40.91	13	59.09	3	13.64	19	86.36
<i>AB - ADMINISTRATIVE B</i>									
	26	8	30.77	18	69.23	5	19.23	21	80.77
<i>CA - CLERICAL A</i>									
	20	15	75.00	5	25.00	9	45.00	11	55.00
<i>CB - CLERICAL B</i>									
	22	3	13.64	19	86.36	4	18.18	18	81.82
<i>EA - ENGINEER A</i>									
	86	19	22.09	67	77.91	17	19.77	69	80.23
<i>EB - ENGINEER B</i>									
	57	18	31.58	39	68.42	16	28.07	41	71.93
<i>KA - CRAFT A</i>									
	126	0	0.00	126	100.00	17	13.49	109	86.51
<i>KB - CRAFT B</i>									
	114	1	0.88	113	99.12	24	21.05	90	78.95
<i>L - LABORERS</i>									
	57	3	5.26	54	94.74	12	21.05	45	78.95
<i>MA - MANAGEMENT A</i>									
	86	31	36.05	55	63.95	18	20.93	68	79.07
<i>MB - MANAGEMENT B</i>									
	37	6	16.22	31	83.78	12	32.43	25	67.57
<i>OA - OPERATORS A</i>									
	56	2	3.57	54	96.43	3	5.36	53	94.64
<i>OB - OPERATORS B</i>									
	76	5	6.58	71	93.42	26	34.21	50	65.79
<i>P - PARA PROFESSIONAL</i>									
	42	18	42.86	24	57.14	16	38.10	26	61.90
<i>PA - PROFESSIONAL A</i>									
	29	14	48.28	15	51.72	8	27.59	21	72.41

Workforce Summary by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group	Total Employees	Female		Male		Minority		White	
		#	%	#	%	#	%	#	%
<i>PB - PROFESSIONAL B</i>	173	74	42.77	98	56.65	56	32.37	117	67.63
<i>TA - TECHNICAL A</i>	53	6	11.32	47	88.68	22	41.51	31	58.49
<i>TB - TECHNICAL B</i>	5	1	20.00	4	80.00	2	40.00	3	60.00
Totals	1,087	233	21.44	853	78.47	270	24.84	817	75.16

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: AA - ADMINISTRATIVE A

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	BUDGET DIRECTOR	1	4.55	0	1	0	1
Massachusetts Water Resources Authority	CHIEF ENGINEER	1	4.55	0	1	0	1
Massachusetts Water Resources Authority	CHIEF OPERATING OFFICER	1	4.55	1	0	0	1
Massachusetts Water Resources Authority	DEPUTY CHIEF OO, PP&P	1	4.55	1	0	0	1
Massachusetts Water Resources Authority	DEPUTY COO, OPERATIONS	1	4.55	0	1	0	1
Massachusetts Water Resources Authority	DEPUTY DIR, FINANCE/TREASURER	1	4.55	0	1	0	1
Massachusetts Water Resources Authority	DIR, DESIGN & CONSTR TUNNEL RE	1	4.55	0	1	0	1
Massachusetts Water Resources Authority	DIRECTOR OF SECURITY	1	4.55	0	1	0	1
Massachusetts Water Resources Authority	DIRECTOR, ADMINISTRATION	1	4.55	1	0	0	1
Massachusetts Water Resources Authority	DIRECTOR, CONSTRUCTION	1	4.55	0	1	0	1
Massachusetts Water Resources Authority	DIRECTOR, DIWWTP	1	4.55	0	1	0	1

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: AA - ADMINISTRATIVE A

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	DIRECTOR, ENV & REG AFFAIRS	1	4.55	1	0	0	1
Massachusetts Water Resources Authority	DIRECTOR, FINANCE	1	4.55	0	1	0	1
Massachusetts Water Resources Authority	DIRECTOR, HUMAN RESOURCES	1	4.55	1	0	1	0
Massachusetts Water Resources Authority	DIRECTOR, INTERNAL AUDIT	1	4.55	0	1	0	1
Massachusetts Water Resources Authority	DIRECTOR, MIS	1	4.55	1	0	1	0
Massachusetts Water Resources Authority	DIRECTOR, PLANNING & SUSTAINAB	1	4.55	0	1	0	1
Massachusetts Water Resources Authority	DIRECTOR, PROCUREMENT	1	4.55	0	1	0	1
Massachusetts Water Resources Authority	DIRECTOR, WATERWORKS	1	4.55	1	0	0	1
Massachusetts Water Resources Authority	EXECUTIVE DIRECTOR	1	4.55	0	1	0	1
Massachusetts Water Resources Authority	GENERAL COUNSEL	1	4.55	1	0	0	1

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: AA - ADMINISTRATIVE A

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	MGR, GEOTECH & TUNNELING	1	4.55	1	0	1	0
Totals:		22		9	13	3	19
				40.91%	59.09%	13.64%	86.36%

Job Group: AB - ADMINISTRATIVE B

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	ASSOCIATE GENERAL COUNSEL	4	15.38	3	1	0	4
Massachusetts Water Resources Authority	ASST DIRECTOR, ENGINEERING	2	7.69	2	0	1	1
Massachusetts Water Resources Authority	ASST DIRECTOR, INTERNAL AUDIT	1	3.85	0	1	1	0
Massachusetts Water Resources Authority	CONTROLLER	1	3.85	0	1	1	0
Massachusetts Water Resources Authority	DEPUTY DIR, PROCUREMENT	1	3.85	0	1	1	0
Massachusetts Water Resources Authority	DEPUTY DIRECTOR, MAINTENANCE	1	3.85	0	1	0	1
Massachusetts Water Resources Authority	DEPUTY DIRECTOR, WATERWORKS	1	3.85	1	0	0	1
Massachusetts Water Resources Authority	DIR, METROPOLITAN OPERATIONS	1	3.85	0	1	0	1

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: AB - ADMINISTRATIVE B

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	DIRECTOR WW OPERATIONS & MAINT	1	3.85	0	1	0	1
Massachusetts Water Resources Authority	DIRECTOR, LABORATORY SERVICES	1	3.85	0	1	0	1
Massachusetts Water Resources Authority	DIRECTOR, OCCUP HEALTH AND SAF	1	3.85	0	1	0	1
Massachusetts Water Resources Authority	DIRECTOR, PUBLIC AFFAIRS	1	3.85	0	1	0	1
Massachusetts Water Resources Authority	DIRECTOR, RISK MANAGEMENT	1	3.85	0	1	0	1
Massachusetts Water Resources Authority	DIRECTOR, TRAC	1	3.85	0	1	0	1
Massachusetts Water Resources Authority	DIRECTOR, WASTEWATER	1	3.85	0	1	0	1
Massachusetts Water Resources Authority	DIRECTOR, WATER QUALITY	1	3.85	1	0	0	1
Massachusetts Water Resources Authority	DIRECTOR, WESTERN OPERATIONS	1	3.85	0	1	0	1
Massachusetts Water Resources Authority	DIRECTOR, ENVIRONMENTAL QUALITY	1	3.85	0	1	1	0
Massachusetts Water Resources Authority	MANAGER, ENGINEERING SERVICES	1	3.85	0	1	0	1

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: AB - ADMINISTRATIVE B

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	MANAGER, REAL PROPERTY&OUTREACH	1	3.85	1	0	0	1
Massachusetts Water Resources Authority	MANAGER, METRO OPERATIONS & MONITORING	1	3.85	0	1	0	1
Massachusetts Water Resources Authority	SUPERINTENDENT, CLINTON	1	3.85	0	1	0	1
Totals:		26		8	18	5	21
				30.77%	69.23%	19.23%	80.77%

Job Group: CA - CLERICAL A

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	ADMINISTRATIVE COORDINATOR	5	25.00	3	2	2	3
Massachusetts Water Resources Authority	ADMINISTRATIVE COORDINATOR	1	5.00	1	0	0	1
Massachusetts Water Resources Authority	ASSISTANT BUYER	1	5.00	0	1	1	0
Massachusetts Water Resources Authority	DOCUMENT SPECIALIST	1	5.00	1	0	1	0
Massachusetts Water Resources Authority	LEGAL COORDINATOR, LABOR & EMPLOYMENT	1	5.00	1	0	0	1
Massachusetts Water Resources Authority	LEGAL COORDINATOR, LITIGATION	1	5.00	1	0	0	1

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: CA - CLERICAL A

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	PAYROLL SPECIALIST	1	5.00	1	0	0	1
Massachusetts Water Resources Authority	PAYROLL/PAYABLES COORDINATOR	4	20.00	4	0	4	0
Massachusetts Water Resources Authority	RETIREMENT COORDINATOR	1	5.00	1	0	0	1
Massachusetts Water Resources Authority	SECRETARY I	2	10.00	2	0	0	2
Massachusetts Water Resources Authority	SHIPPING/RECEIVING SUPERVISOR	2	10.00	0	2	1	1
Totals:		20		15	5	9	11
				75.00%	25.00%	45.00%	55.00%

Job Group: CB - CLERICAL B

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	ADMINISTRATIVE ASSISTANT I	1	4.55	1	0	1	0
Massachusetts Water Resources Authority	FILE CLERK	2	9.09	0	2	0	2
Massachusetts Water Resources Authority	INVENTORY CONTROL SPECIALIST	7	31.82	0	7	2	5
Massachusetts Water Resources Authority	MAIL SERVICES COORDINATOR	1	4.55	0	1	1	0

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: CB - CLERICAL B

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	MESSENGER/COURIER	1	4.55	0	1	0	1
Massachusetts Water Resources Authority	RECORDS COORDINATOR, TRAC	1	4.55	1	0	0	1
Massachusetts Water Resources Authority	SECRETARY II	1	4.55	1	0	0	1
Massachusetts Water Resources Authority	WAREHOUSE MATERIALS HANDLER	8	36.36	0	8	0	8
Totals:		22		3	19	4	18
				13.64%	86.36%	18.18%	81.82%

Job Group: EA - ENGINEER A

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	ASSETS MANAGER	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	DISTRICT SUPERVISOR	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	ENVIRONMENTAL MANAGER	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	LABORATORY MANAGER	2	2.33	1	1	0	2
Massachusetts Water Resources Authority	MANAGER, POWER GENERATION	1	1.16	0	1	1	0

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: EA - ENGINEER A

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	MANAGER, TRANS & TREATMENT	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	MANAGER, WESTERN MAINTENANCE	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	PICS PROJECT ENGINEER	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	PRINCIPAL CIVIL ENGINEER	2	2.33	0	2	0	2
Massachusetts Water Resources Authority	PROG MGR OPERAT TECH NETWORK	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	PROG MGR, MONITOR & CONTROL	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	PROGRAM MANAGER	2	2.33	1	1	0	2
Massachusetts Water Resources Authority	PROGRAM MANAGER, CHEMISTRY	1	1.16	0	1	1	0
Massachusetts Water Resources Authority	PROGRAM MANAGER, DESIGN TUNNEL	2	2.33	0	2	0	2
Massachusetts Water Resources Authority	PROGRAM MANAGER, ELECTRICAL	4	4.65	0	4	1	3
Massachusetts Water Resources Authority	PROGRAM MANAGER, ENERGY	1	1.16	0	1	0	1

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: EA - ENGINEER A

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	PROGRAM MANAGER, ENVIRONMENTAL	2	2.33	2	0	0	2
Massachusetts Water Resources Authority	PROGRAM MANAGER, MECHANICAL	1	1.16	1	0	0	1
Massachusetts Water Resources Authority	PROGRAM MANAGER, METERING	1	1.16	0	1	1	0
Massachusetts Water Resources Authority	PROGRAM MANAGER, OPERATIONS	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	PROGRAM MANAGER, OPS ENGINEERING	2	2.33	0	2	0	2
Massachusetts Water Resources Authority	PROGRAM MANAGER, PICS CONTROL	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	PROGRAM MANAGER, PROCESS ENGINEERING	1	1.16	1	0	0	1
Massachusetts Water Resources Authority	PROGRAM MANAGER, PROCESS MONITORING	1	1.16	1	0	0	1
Massachusetts Water Resources Authority	PROGRAM MANAGER, SCADA (TECH)	1	1.16	0	1	1	0
Massachusetts Water Resources Authority	PROGRAM MANAGER, WRP	1	1.16	1	0	1	0
Massachusetts Water Resources Authority	PROGRAM MANAGER, SCADA (ENG)	2	2.33	0	2	0	2

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: EA - ENGINEER A

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	PROGRAM MGR, METRO METER MAINT	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	PROGRAM MGR, STRUCTURAL ENG	1	1.16	1	0	0	1
Massachusetts Water Resources Authority	PROJECT ENGINEER	4	4.65	1	3	0	4
Massachusetts Water Resources Authority	PROJECT ENGINEER (OPS ENG)	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	PROJECT ENGINEER, CADD	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	PROJECT ENGINEER, CADD-DISC	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	PROJECT ENGINEER, CIVIL	1	1.16	0	1	1	0
Massachusetts Water Resources Authority	PROJECT ENGINEER, METER ENGINE	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	PROJECT ENGINEER, PLANNING	1	1.16	0	1	1	0
Massachusetts Water Resources Authority	PROJECT ENGINEER, PROCESS CONT	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	PROJECT ENGR WATER AND WW	1	1.16	0	1	1	0

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: EA - ENGINEER A

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	PROJECT ENGR, MONITOR AND CTL	1	1.16	0	1	1	0
Massachusetts Water Resources Authority	PROJECT MANAGER	5	5.81	3	2	1	4
Massachusetts Water Resources Authority	SR CIVIL ENGINEER	4	4.65	0	4	2	2
Massachusetts Water Resources Authority	SR ENGINEER	3	3.49	1	2	0	3
Massachusetts Water Resources Authority	SR ENGR RESERVOIR OPERATIONS	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	SR GEOTECH ENGINEER	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	SR MONITOR & CONTROL ENG	1	1.16	1	0	1	0
Massachusetts Water Resources Authority	SR MONITORING & CONTROL ENG	2	2.33	0	2	0	2
Massachusetts Water Resources Authority	SR PROG MANAGER PICS	1	1.16	0	1	1	0
Massachusetts Water Resources Authority	SR PROG MGR OPS ENGINEERING	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	SR PROG MGR SCADA WEST	1	1.16	0	1	0	1

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: EA - ENGINEER A

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	SR PROG MGR TECH SUPPORT QUAL	1	1.16	1	0	0	1
Massachusetts Water Resources Authority	SR PROG MGR, GEOLOGY	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	SR PROGRAM MANAGER	7	8.14	2	5	0	7
Massachusetts Water Resources Authority	SR PROGRAM MANAGER, SCADA	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	SR PROGRAM MANAGER, VALVES	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	SR PROGRAM MANAGER,OCC	1	1.16	0	1	1	0
Massachusetts Water Resources Authority	SR PROGRAM MANAGER,T&T OPS	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	SR PROGRAM MGR,QUALITY ASSURA	1	1.16	1	0	1	0
Totals:		86		19	67	17	69
				22.09%	77.91%	19.77%	80.23%

Job Group: EB - ENGINEER B

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	ASSISTANT CIVIL ENGINEER	2	3.51	0	2	0	2

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: EB - ENGINEER B

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	PLANNING ENGINEER	1	1.75	1	0	1	0
Massachusetts Water Resources Authority	PROJ MANAGER, DESIGN (TUNNEL)	1	1.75	0	1	0	1
Massachusetts Water Resources Authority	PROJ MGR PROC ENGR & CTL	1	1.75	1	0	0	1
Massachusetts Water Resources Authority	PROJ. MGR, ENVIRONMENTAL DATA	1	1.75	1	0	1	0
Massachusetts Water Resources Authority	PROJECT MANAGER	27	47.37	4	23	5	22
Massachusetts Water Resources Authority	PROJECT MANAGER - PLANNING	3	5.26	1	2	2	1
Massachusetts Water Resources Authority	PROJECT MANAGER, GIS	1	1.75	1	0	0	1
Massachusetts Water Resources Authority	PROJECT MANAGER, NPDES	1	1.75	1	0	1	0
Massachusetts Water Resources Authority	PROJECT MANAGER, PICS	2	3.51	0	2	1	1
Massachusetts Water Resources Authority	PROJECT MANAGER, SAFETY	1	1.75	0	1	1	0
Massachusetts Water Resources Authority	PROJECT MANAGER, SCADA	1	1.75	0	1	0	1

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: EB - ENGINEER B

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	PROJECT MANAGER,CMS	1	1.75	0	1	0	1
Massachusetts Water Resources Authority	PROJECT MANAGER,I/I	1	1.75	1	0	1	0
Massachusetts Water Resources Authority	PROJECT MANAGER,OPE RATIONS IN	1	1.75	1	0	1	0
Massachusetts Water Resources Authority	PROJECT MGR, PICS APPLICATIONS	1	1.75	0	1	0	1
Massachusetts Water Resources Authority	STAFF ENGINEER	9	15.79	5	4	2	7
Massachusetts Water Resources Authority	TECHNICAL ASSISTANT DI MAINT	1	1.75	1	0	0	1
Massachusetts Water Resources Authority	TECHNICAL ASSISTANT THERMAL PL	1	1.75	0	1	0	1
Totals:		57		18	39	16	41
				31.58%	68.42%	28.07%	71.93%

Job Group: KA - CRAFT A

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	ASST AUTO TECHNICIAN IN TRAINI	1	0.79	0	1	1	0
Massachusetts Water Resources Authority	AUTOMOTIVE FLEET TECHNICIAN	4	3.17	0	4	0	4

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: KA - CRAFT A

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	CHIEF PIPELINE MAINTENANCE	1	0.79	0	1	0	1
Massachusetts Water Resources Authority	ELECTRICAL OPERATIONS SUPERVIS	3	2.38	0	3	0	3
Massachusetts Water Resources Authority	EQUIPMENT REPAIR SPECIALIST	2	1.59	0	2	0	2
Massachusetts Water Resources Authority	FENCING FOREMAN	1	0.79	0	1	0	1
Massachusetts Water Resources Authority	FOREMAN SHAFT 8 LOWER GARAGE	1	0.79	0	1	0	1
Massachusetts Water Resources Authority	GENERAL FOREMAN	2	1.59	0	2	1	1
Massachusetts Water Resources Authority	HEAVY EQUIPMENT OPERATOR II	3	2.38	0	3	1	2
Massachusetts Water Resources Authority	HVAC SPECIALIST	8	6.35	0	8	0	8
Massachusetts Water Resources Authority	INSTRUMENTATION SPECIALIST	7	5.56	0	7	1	6
Massachusetts Water Resources Authority	M & O SPECIALIST	14	11.11	0	14	4	10
Massachusetts Water Resources Authority	M & O SPECIALIST - WASTEWATER	26	20.63	0	26	3	23

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: KA - CRAFT A

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	M & O SPECIALIST - WATER	6	4.76	0	6	0	6
Massachusetts Water Resources Authority	OMC LABORER IN TRAINING	2	1.59	0	2	1	1
Massachusetts Water Resources Authority	RESEARCH VESSEL OPERATOR	1	0.79	0	1	0	1
Massachusetts Water Resources Authority	SEWER MAINT SUPERVISOR	2	1.59	0	2	0	2
Massachusetts Water Resources Authority	SR MED VOLT ELECT SPECIALIST	3	2.38	0	3	0	3
Massachusetts Water Resources Authority	SR WDS FOREMAN	3	2.38	0	3	1	2
Massachusetts Water Resources Authority	TRADES FOREMAN	2	1.59	0	2	0	2
Massachusetts Water Resources Authority	TRADES FOREMAN (LICENSED)	4	3.17	0	4	1	3
Massachusetts Water Resources Authority	UNIT SUPERVISOR - MECH CERT	7	5.56	0	7	0	7
Massachusetts Water Resources Authority	UNIT SUPERVISOR - METAL FABRIC	1	0.79	0	1	1	0
Massachusetts Water Resources Authority	UNIT SUPERVISOR (MECH HOIST)	1	0.79	0	1	0	1

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: KA - CRAFT A

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	UNIT SUPERVISOR, INSTRUMENT	1	0.79	0	1	0	1
Massachusetts Water Resources Authority	UNIT SUPERVISOR-ELECTRICIAN	2	1.59	0	2	0	2
Massachusetts Water Resources Authority	UNIT SUPERVISOR-HVAC	4	3.17	0	4	1	3
Massachusetts Water Resources Authority	UNIT SUPERVISOR-MACHINING	3	2.38	0	3	0	3
Massachusetts Water Resources Authority	UNIT SUPERVISOR-MOTOR EQ REPAI	1	0.79	0	1	0	1
Massachusetts Water Resources Authority	UNIT SUPERVISOR-PLUMBER/PIPE	1	0.79	0	1	0	1
Massachusetts Water Resources Authority	VALVE MAINTENANCE FOREMAN	5	3.97	0	5	0	5
Massachusetts Water Resources Authority	WDS GENERAL FOREMAN	4	3.17	0	4	1	3
Totals:		126		0	126	17	109
				0.00%	100.00%	13.49%	86.51%

Job Group: KB - CRAFT B

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	AUTOMOTIVE REPAIRMAN ASSIST	1	0.88	0	1	0	1

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: KB - CRAFT B

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	CONSTRUCTION PIPELAYER	6	5.26	0	6	2	4
Massachusetts Water Resources Authority	ELECTRICIAN	15	13.16	0	15	6	9
Massachusetts Water Resources Authority	FACILITIES SPECIALIST	14	12.28	0	14	3	11
Massachusetts Water Resources Authority	FACILITIES SPECIALIST I	6	5.26	0	6	1	5
Massachusetts Water Resources Authority	HEAVY EQUIPMENT OPERATOR	3	2.63	0	3	1	2
Massachusetts Water Resources Authority	HEAVY EQUIPMENT OPERATOR I	10	8.77	0	10	1	9
Massachusetts Water Resources Authority	HVAC TECHNICIAN	3	2.63	0	3	1	2
Massachusetts Water Resources Authority	INSTRUMENT TECHNICIAN	3	2.63	0	3	1	2
Massachusetts Water Resources Authority	JUNIOR INSTRUMENT TECHNICIAN	3	2.63	0	3	1	2
Massachusetts Water Resources Authority	MASTER WELDER I	2	1.75	0	2	0	2
Massachusetts Water Resources Authority	MED VOLT ELECTRICAL SPECIALIST	10	8.77	0	10	2	8

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: KB - CRAFT B

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	METAL FABRICATOR/WELDER	4	3.51	0	4	0	4
Massachusetts Water Resources Authority	PLUMBER/PIPEFITTER	16	14.04	0	16	2	14
Massachusetts Water Resources Authority	PLUMBING OPERATIONS SUPERVISOR	3	2.63	0	3	0	3
Massachusetts Water Resources Authority	SECOND CLASS ENGINEER	5	4.39	0	5	0	5
Massachusetts Water Resources Authority	SPECIALTY VALVE INSTALLER	1	0.88	0	1	1	0
Massachusetts Water Resources Authority	THIRD CLASS ENGINEER	5	4.39	0	5	1	4
Massachusetts Water Resources Authority	TOOLMAKER	4	3.51	1	3	1	3
Totals:		114		1	113	24	90
				0.88%	99.12%	21.05%	78.95%

Job Group: L - LABORERS

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	BUILDING/GROUNDS SUPERVISOR	5	8.77	0	5	1	4
Massachusetts Water Resources Authority	BUILDING/GROUNDS WORKER	12	21.05	1	11	4	8

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: L - LABORERS

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	OMC LABORER	35	61.40	2	33	7	28
Massachusetts Water Resources Authority	SKILLED LABORER	2	3.51	0	2	0	2
Massachusetts Water Resources Authority	SUPERVISOR, EQUIPMENT MAINT	1	1.75	0	1	0	1
Massachusetts Water Resources Authority	SUPERVISOR, T&T OPERATIONS	2	3.51	0	2	0	2
Totals:		57		3	54	12	45
				5.26%	94.74%	21.05%	78.95%

Job Group: MA - MANAGEMENT A

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	ASSOC SPECIAL ASST FOR AFFIR	1	1.16	1	0	1	0
Massachusetts Water Resources Authority	ASST DIRECTOR, CONSTRUCTION	1	1.16	1	0	0	1
Massachusetts Water Resources Authority	BUDGET MANAGER	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	BUSINESS APPLICATIONS MANAGER	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	BUSINESS RELATIONSHIP MANAGER	1	1.16	1	0	0	1

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: MA - MANAGEMENT A

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	CASH MANAGER	1	1.16	1	0	0	1
Massachusetts Water Resources Authority	CHIEF OF STAFF	1	1.16	1	0	0	1
Massachusetts Water Resources Authority	COMPENSATION MANAGER	1	1.16	1	0	0	1
Massachusetts Water Resources Authority	CONSTRUCTION COORDINATOR	3	3.49	1	2	0	3
Massachusetts Water Resources Authority	CONSTRUCTION COORDINATOR-CECD	4	4.65	0	4	1	3
Massachusetts Water Resources Authority	DEPUTY CONTRACTS MANAGER	3	3.49	2	1	1	2
Massachusetts Water Resources Authority	DIRECTOR OF RETIREMENT BOARD	1	1.16	1	0	0	1
Massachusetts Water Resources Authority	MAINTENANCE MANAGER	2	2.33	0	2	0	2
Massachusetts Water Resources Authority	MANAGER, BENEFITS & HRIS	1	1.16	1	0	0	1
Massachusetts Water Resources Authority	MANAGER, EMERGENCY PLANNING	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	MANAGER, ENERGY	1	1.16	1	0	0	1

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: MA - MANAGEMENT A

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	MANAGER, FINANCE & ADMIN	1	1.16	0	1	1	0
Massachusetts Water Resources Authority	MANAGER, OPERATIONS SUPPORT	1	1.16	0	1	1	0
Massachusetts Water Resources Authority	MANAGER, OPS ADMIN	1	1.16	1	0	0	1
Massachusetts Water Resources Authority	MANAGER, POLICY & PLANNING SUP	1	1.16	1	0	0	1
Massachusetts Water Resources Authority	MANAGER, PURCHASING	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	MANAGER, RESIDUALS OPERATIONS	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	MANAGER, TALENT ACQUISITION	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	MANAGER, TRAINING AND DEVELOPM	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	MANAGER, VEHICLE MAINTENANCE	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	MANAGER, COORDINATION & CONTROL	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	MANAGER, FIN & SPECIAL PROJECTS	1	1.16	0	1	0	1

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: MA - MANAGEMENT A

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	MATERIALS MANAGER	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	MBE/WBE PROGRAM MANAGER	1	1.16	0	1	1	0
Massachusetts Water Resources Authority	MGR, ANALYSIS & TECH SUPPORT	1	1.16	1	0	0	1
Massachusetts Water Resources Authority	NETWORK AND SYSTEMS MANAGER	1	1.16	1	0	1	0
Massachusetts Water Resources Authority	PAYROLL MANAGER	1	1.16	1	0	1	0
Massachusetts Water Resources Authority	PROG MGR, ENVIRONMENTAL MONITORING	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	PROGRAM MANAGER	16	18.60	5	11	5	11
Massachusetts Water Resources Authority	PROGRAM MANAGER, I & C	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	PROGRAM MANAGER, MIS	3	3.49	0	3	0	3
Massachusetts Water Resources Authority	PROGRAM MANAGER, WATER QUALITY	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	PROGRAM MGR, MONITOR&COMPLIANCE	1	1.16	1	0	1	0

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: MA - MANAGEMENT A

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	PROJECT MGR, ENVIR COMPLIANCE	1	1.16	0	1	1	0
Massachusetts Water Resources Authority	PROJECT MGR, ENVIR PERMITTING	1	1.16	1	0	0	1
Massachusetts Water Resources Authority	SR PROG MGR ENGINEER & CONSTRU	1	1.16	1	0	0	1
Massachusetts Water Resources Authority	SR PROGRAM MANAGER	12	13.95	3	9	2	10
Massachusetts Water Resources Authority	SR PROGRAM MANAGER, ENQUAD	1	1.16	1	0	0	1
Massachusetts Water Resources Authority	SR PROGRAM MGR, WESTERN MAINT	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	TECHNICAL SUPPORT MANAGER	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	WAREHOUSE MANAGER	3	3.49	2	1	0	3
Massachusetts Water Resources Authority	WORK COORDINATION CENTER MGR	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	WORK COORDINATION CTR MGR FOD	1	1.16	0	1	1	0
Totals:		86		31	55	18	68
				36.05%	63.95%	20.93%	79.07%

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: MB - MANAGEMENT B

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	ACCOUNTING MANAGER	1	2.70	1	0	1	0
Massachusetts Water Resources Authority	AREA MANAGER	5	13.51	0	5	1	4
Massachusetts Water Resources Authority	ASSET CONTROL SUPERVISOR	2	5.41	0	2	0	2
Massachusetts Water Resources Authority	ASSIST MANGR RATES, REV & FIN	1	2.70	1	0	0	1
Massachusetts Water Resources Authority	ASST CONTRACTS MANAGER	3	8.11	1	2	1	2
Massachusetts Water Resources Authority	FACILITIES MANAGER	2	5.41	0	2	1	1
Massachusetts Water Resources Authority	IT SECURITY ANALYST	1	2.70	0	1	1	0
Massachusetts Water Resources Authority	MANAGER, PROCESS CONTROL	1	2.70	1	0	1	0
Massachusetts Water Resources Authority	MATERIALS COORDINATION MANAGER	1	2.70	0	1	0	1
Massachusetts Water Resources Authority	NETWORK ADMINISTRATOR III	1	2.70	0	1	1	0
Massachusetts Water Resources Authority	OPERATIONS SUPERVISOR	6	16.22	0	6	0	6

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: MB - MANAGEMENT B

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	PROJECT MANAGER	5	13.51	2	3	2	3
Massachusetts Water Resources Authority	SHIFT OPERATIONS MANAGER	6	16.22	0	6	2	4
Massachusetts Water Resources Authority	SR SHIFT MANAGER	1	2.70	0	1	0	1
Massachusetts Water Resources Authority	SUPERVISOR, TRANS/COURIER/MAIL	1	2.70	0	1	1	0
Totals:		37		6	31	12	25
				16.22%	83.78%	32.43%	67.57%

Job Group: OA - OPERATORS A

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	AREA SUPERV I (METRO WATER)	9	16.07	0	9	0	9
Massachusetts Water Resources Authority	AREA SUPERV I (WW TRANSPORT)	17	30.36	1	16	1	16
Massachusetts Water Resources Authority	AREA SUPERV I (WW TREATMENT)	12	21.43	1	11	1	11
Massachusetts Water Resources Authority	AREA SUPERVISOR-CLINTON	2	3.57	0	2	0	2
Massachusetts Water Resources Authority	AREA SUPERVISOR-TRANSPORT	1	1.79	0	1	1	0

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: OA - OPERATORS A

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	SR TRANSM/TREAT OPERATOR I	9	16.07	0	9	0	9
Massachusetts Water Resources Authority	SUPERVISOR, FACILITY MAINT	1	1.79	0	1	0	1
Massachusetts Water Resources Authority	SUPERVISOR, INSPECTION	1	1.79	0	1	0	1
Massachusetts Water Resources Authority	SUPERVISOR, WARE RIVER INTAKE	1	1.79	0	1	0	1
Massachusetts Water Resources Authority	SUPERVISOR,L OGISTICS UNIT	1	1.79	0	1	0	1
Massachusetts Water Resources Authority	TRANSMISSION & TREATMENT OPERA	2	3.57	0	2	0	2
Totals:		56		2	54	3	53
				3.57%	96.43%	5.36%	94.64%

Job Group: OB - OPERATORS B

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	OPERATOR I (METRO WATER)	7	9.21	0	7	1	6
Massachusetts Water Resources Authority	OPERATOR I (WW TRANSPORT)	38	50.00	2	36	18	20
Massachusetts Water Resources Authority	OPERATOR I (WW TREATMENT)	20	26.32	1	19	6	14

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: OB - OPERATORS B

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	TRANSM & TREAT OPERATOR I	11	14.47	2	9	1	10
Totals:		76		5	71	26	50
				6.58%	93.42%	34.21%	65.79%

Job Group: P - PARA PROFESSIONAL

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	ADMIN SYST COOR OPAD, ENQU PLA	1	2.38	1	0	0	1
Massachusetts Water Resources Authority	ADMIN SYST COORD SAFETY TRAIN	1	2.38	1	0	0	1
Massachusetts Water Resources Authority	ADMINISTRATIVE SYSTEMS COORD	8	19.05	8	0	2	6
Massachusetts Water Resources Authority	AUTOMOTIVE FLEET SUPERVISOR	1	2.38	0	1	0	1
Massachusetts Water Resources Authority	CUSTOMER SUPPORT TECH I	1	2.38	0	1	1	0
Massachusetts Water Resources Authority	HR ADMIN SYST COORD EMPLOYMENT	1	2.38	1	0	0	1
Massachusetts Water Resources Authority	HR SYSTEMS ADMIN COORD GENERAL	1	2.38	1	0	1	0
Massachusetts Water Resources Authority	JR ENGINEERING AIDE	1	2.38	0	1	1	0

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: P - PARA PROFESSIONAL

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	PARALEGAL	1	2.38	1	0	0	1
Massachusetts Water Resources Authority	PAYROLL ADMINISTRATOR	1	2.38	0	1	1	0
Massachusetts Water Resources Authority	PERMITTING AND DATA ASSISTANT	1	2.38	0	1	0	1
Massachusetts Water Resources Authority	PLANNER/SCHEDULER	1	2.38	0	1	1	0
Massachusetts Water Resources Authority	PLANNING/SCHEDULING COORD	14	33.33	1	13	5	9
Massachusetts Water Resources Authority	RECORDS CENTER SPECIALIST	2	4.76	1	1	1	1
Massachusetts Water Resources Authority	SECURITY ASSISTANT	1	2.38	1	0	0	1
Massachusetts Water Resources Authority	SPECIAL PROJECTS COORDINATOR	1	2.38	1	0	0	1
Massachusetts Water Resources Authority	SR SANITARY ENGINEER AIDE	1	2.38	0	1	0	1
Massachusetts Water Resources Authority	STATISTICIAN	1	2.38	0	1	1	0
Massachusetts Water Resources Authority	TECHNICAL INFO SYSTEM ADMINIST	2	4.76	0	2	1	1

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: P - PARA PROFESSIONAL

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	WORK ORDER COORDINATOR	1	2.38	1	0	1	0
Totals:		42		18	24	16	26
				42.86%	57.14%	38.10%	61.90%

Job Group: PA - PROFESSIONAL A

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	ASST MANAGER, LABOR RELATIONS	1	3.45	1	0	0	1
Massachusetts Water Resources Authority	COMMUNITY RELATIONS COORD.	1	3.45	0	1	0	1
Massachusetts Water Resources Authority	INTERNAL AUDIT MANAGER	1	3.45	1	0	1	0
Massachusetts Water Resources Authority	LABORATORY SUPERVISOR	1	3.45	0	1	0	1
Massachusetts Water Resources Authority	LABORATORY SUPERVISOR II	3	10.34	1	2	0	3
Massachusetts Water Resources Authority	LABORATORY SUPERVISOR III	5	17.24	2	3	1	4
Massachusetts Water Resources Authority	LIBRARY SUPERVISOR	1	3.45	1	0	0	1
Massachusetts Water Resources Authority	OPERATIONS LIAISON	1	3.45	1	0	1	0

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: PA - PROFESSIONAL A

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	PROGRAM MANAGER, SECURITY/SAFE	2	6.90	0	2	1	1
Massachusetts Water Resources Authority	PROJ MANAGER, MEDIA & DESIGN	1	3.45	0	1	1	0
Massachusetts Water Resources Authority	SECURITY SERVICES COORDINATOR	1	3.45	1	0	0	1
Massachusetts Water Resources Authority	SR CONTRACT ADMINISTRATOR	6	20.69	5	1	2	4
Massachusetts Water Resources Authority	SR STAFF COUNSEL	3	10.34	0	3	0	3
Massachusetts Water Resources Authority	TECHNICAL OPERATIONS MANAGER	1	3.45	0	1	1	0
Massachusetts Water Resources Authority	TUNNEL PROGRAM COORD DOC MGMT	1	3.45	1	0	0	1
Totals:		29		14	15	8	21
				48.28%	51.72%	27.59%	72.41%

Job Group: PB - PROFESSIONAL B

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	.NET DEVELOPER/PROGRAMMER III	2	1.16	0	2	2	0
Massachusetts Water Resources Authority	ACCOUNT COORDINATOR	1	0.58	0	1	0	1

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: PB - PROFESSIONAL B

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	ACCOUNTING AND PROCURE ADMINIS	1	0.58	1	0	0	1
Massachusetts Water Resources Authority	ADMIN, ACCOUNTS PAYABLE	1	0.58	0	1	0	1
Massachusetts Water Resources Authority	ADMIN,ADMIN&FINANCE	1	0.58	1	0	1	0
Massachusetts Water Resources Authority	ADMINISTRATOR, RISK MGMT	1	0.58	1	0	0	1
Massachusetts Water Resources Authority	ASSISTANT FINANCE MANAGER, CIP	1	0.58	0	1	0	1
Massachusetts Water Resources Authority	ASST MANAGER, EMPLOYMENT	1	0.58	0	1	1	0
Massachusetts Water Resources Authority	ASST TO THE EXECUTIVE DIRECTOR	1	0.58	1	0	0	1
Massachusetts Water Resources Authority	ASST. CAPITAL FIN MANAGER	1	0.58	0	1	0	1
Massachusetts Water Resources Authority	BIOLOGIST I	2	1.16	1	1	0	2
Massachusetts Water Resources Authority	BUS. DOCUMENT AND TRAIN. SPEC	1	0.58	1	0	1	0
Massachusetts Water Resources Authority	BUSINESS SYSTEMS ANALYST II	2	1.16	1	1	1	1

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: PB - PROFESSIONAL B

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	BUYER	3	1.73	2	1	2	1
Massachusetts Water Resources Authority	CHEMIST I	13	7.51	6	6	3	10
Massachusetts Water Resources Authority	CHEMIST II	6	3.47	2	4	3	3
Massachusetts Water Resources Authority	CHEMIST III	12	6.94	6	6	3	9
Massachusetts Water Resources Authority	CLIENT SERVICES COORDINATOR	1	0.58	0	1	0	1
Massachusetts Water Resources Authority	COMMUNICATION SPECIALIST	1	0.58	1	0	0	1
Massachusetts Water Resources Authority	COMMUNICATIONS MANAGER	1	0.58	1	0	0	1
Massachusetts Water Resources Authority	COMMUNITY RELATIONS LIAISON	1	0.58	0	1	0	1
Massachusetts Water Resources Authority	COMPLIANCE COORDINATOR	4	2.31	2	2	0	4
Massachusetts Water Resources Authority	COMPLIANCE MONITOR	1	0.58	0	1	1	0
Massachusetts Water Resources Authority	CONTRACT SUPPORT SPECIALIST	1	0.58	1	0	0	1

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: PB - PROFESSIONAL B

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	DATABASE ANALYST	1	0.58	0	1	0	1
Massachusetts Water Resources Authority	DEPUTY PAYROLL MANAGER	1	0.58	1	0	0	1
Massachusetts Water Resources Authority	EMPLOYEE RELATIONS SPECIALIST	1	0.58	1	0	0	1
Massachusetts Water Resources Authority	ENVIRON JUSTICE COMM LIAISON	1	0.58	1	0	1	0
Massachusetts Water Resources Authority	ENVIRONMENTAL ANALYST	1	0.58	0	1	0	1
Massachusetts Water Resources Authority	ENVIRONMENTAL SCIENTIST	3	1.73	1	2	0	3
Massachusetts Water Resources Authority	FIELD INSPECTOR, WATER/WASTE WA	2	1.16	0	2	0	2
Massachusetts Water Resources Authority	FINANCIAL IS PROJECT LEADER	1	0.58	0	1	1	0
Massachusetts Water Resources Authority	GIS COORDINATOR	1	0.58	0	1	0	1
Massachusetts Water Resources Authority	HR SPECIALIST BENEFITS & COMP	1	0.58	0	1	1	0
Massachusetts Water Resources Authority	INDUSTRIAL COORDINATOR	9	5.20	4	5	2	7

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: PB - PROFESSIONAL B

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	INSURANCE OFFICER	1	0.58	1	0	0	1
Massachusetts Water Resources Authority	INTERNAL AUDIT SPECIALIST	1	0.58	0	1	0	1
Massachusetts Water Resources Authority	IS PROJECT LEADER	2	1.16	0	2	0	2
Massachusetts Water Resources Authority	IT ARCHITECT	2	1.16	0	2	2	0
Massachusetts Water Resources Authority	IT ASSET MANAGEMENT ANALYST	1	0.58	0	1	1	0
Massachusetts Water Resources Authority	IT FINANCIAL MANAGER	1	0.58	0	1	1	0
Massachusetts Water Resources Authority	IT PROJECT MANAGER III	2	1.16	1	1	1	1
Massachusetts Water Resources Authority	LIBRARY/RECORDS MANAGER	1	0.58	0	1	0	1
Massachusetts Water Resources Authority	MANAGER, SECURITY SERVICES	1	0.58	1	0	1	0
Massachusetts Water Resources Authority	MATERIALS MGMT COORD I	1	0.58	1	0	0	1
Massachusetts Water Resources Authority	MICROBIOLOGIST I	3	1.73	3	0	1	2

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: PB - PROFESSIONAL B

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	MICROBIOLOGIST II	2	1.16	0	2	1	1
Massachusetts Water Resources Authority	NETWORK ADMINISTRATOR I	1	0.58	0	1	1	0
Massachusetts Water Resources Authority	OIL GAS SEPARATOR TRAPS INSPECTOR	3	1.73	1	2	1	2
Massachusetts Water Resources Authority	PROG MGR, CONSTRUCTION PERMIT	2	1.16	1	1	1	1
Massachusetts Water Resources Authority	PROG MGR, INSPECTION AND PERMITTING	1	0.58	0	1	0	1
Massachusetts Water Resources Authority	PROG MGR, SAFETY EVE/TRAIN/ERT	1	0.58	0	1	0	1
Massachusetts Water Resources Authority	PROG MGR, SAFETY SECUR/CONSTRUCTOR	1	0.58	0	1	0	1
Massachusetts Water Resources Authority	PROGRAM MANAGER, MONITORING	1	0.58	0	1	1	0
Massachusetts Water Resources Authority	PROGRAM MANAGER, TRAINING	3	1.73	3	0	0	3
Massachusetts Water Resources Authority	PROJECT MANAGER (8(M) PERMIT)	2	1.16	0	2	0	2
Massachusetts Water Resources Authority	PROJECT MANAGER, LAB QUAL ASSURANCE	1	0.58	1	0	0	1

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: PB - PROFESSIONAL B

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	PROJECT MANAGER, SCHOOL ED	1	0.58	1	0	0	1
Massachusetts Water Resources Authority	PUBLIC ACCESS COORDINATOR	1	0.58	1	0	1	0
Massachusetts Water Resources Authority	REAL PROPERTY PROJECT MANAGER	1	0.58	0	1	0	1
Massachusetts Water Resources Authority	SAFETY COORDINATOR	1	0.58	1	0	0	1
Massachusetts Water Resources Authority	SAFETY TECHNICIAN	2	1.16	0	2	1	1
Massachusetts Water Resources Authority	SAMPLING ASSOCIATE	9	5.20	3	6	2	7
Massachusetts Water Resources Authority	SECURITY SPECIALIST	1	0.58	0	1	1	0
Massachusetts Water Resources Authority	SENIOR HR ANALYST (BENEFITS)	1	0.58	1	0	0	1
Massachusetts Water Resources Authority	SR ACCOUNTANT	3	1.73	3	0	1	2
Massachusetts Water Resources Authority	SR ANALYST, ENQUAL	1	0.58	1	0	1	0
Massachusetts Water Resources Authority	SR AP SPECIALIST	1	0.58	1	0	1	0

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: PB - PROFESSIONAL B

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	SR AUDITOR	2	1.16	2	0	0	2
Massachusetts Water Resources Authority	SR BUYER	1	0.58	1	0	1	0
Massachusetts Water Resources Authority	SR FINANCIAL ANALYST	5	2.89	2	3	2	3
Massachusetts Water Resources Authority	SR HR ANALYST (COMPENSATION)	1	0.58	1	0	0	1
Massachusetts Water Resources Authority	SR LABORATORY TECHNICIAN	4	2.31	0	4	1	3
Massachusetts Water Resources Authority	SR PROGRAM MANAGER, IT SECURITY	1	0.58	0	1	0	1
Massachusetts Water Resources Authority	SR SAMPLING ASSOCIATE	3	1.73	0	3	0	3
Massachusetts Water Resources Authority	STAFF COUNSEL	1	0.58	0	1	1	0
Massachusetts Water Resources Authority	STAFF ENGR (TUNNEL REDUND)	1	0.58	1	0	0	1
Massachusetts Water Resources Authority	SYST ANALYST/PROG III (ERP)	1	0.58	0	1	0	1
Massachusetts Water Resources Authority	SYSTEMS ANALY/PROG I (APPLIC)	1	0.58	1	0	0	1

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: PB - PROFESSIONAL B

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	SYSTEMS ANALY/PROGR III MAXIMO	1	0.58	0	1	1	0
Massachusetts Water Resources Authority	SYSTEMS ANALYST/PROGR R I ENQUAL	1	0.58	1	0	0	1
Massachusetts Water Resources Authority	SYSTEMS ANALYST/PROG RAMMER III	4	2.31	2	2	3	1
Massachusetts Water Resources Authority	TALENT ACQUISITION SPECIALIST	1	0.58	1	0	1	0
Massachusetts Water Resources Authority	TECH SUPPORT TECHNICIAN II	4	2.31	0	4	3	1
Massachusetts Water Resources Authority	TREASURY ANALYST	2	1.16	0	2	0	2
Massachusetts Water Resources Authority	WORKFORCE RECRUIT. COORD	1	0.58	1	0	0	1
Totals:		173		74	98	56	117
				42.77%	56.65%	32.37%	67.63%

Job Group: TA - TECHNICAL A

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	BUSINESS SYSTEMS ANALYST III	2	3.77	1	1	1	1
Massachusetts Water Resources Authority	CADD MANAGER	2	3.77	0	2	0	2

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: TA - TECHNICAL A

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	COMMUNICATION & CONTROL TECH.	11	20.75	1	10	5	6
Massachusetts Water Resources Authority	DATA ANALYST	1	1.89	1	0	0	1
Massachusetts Water Resources Authority	DATA MANAGEMENT COORD	4	7.55	1	3	2	2
Massachusetts Water Resources Authority	FIELD SUP WW PIPE INSPECTION	1	1.89	0	1	1	0
Massachusetts Water Resources Authority	SR DRAFTSPERSON	2	3.77	1	1	1	1
Massachusetts Water Resources Authority	SR FIELD INSPECTOR	1	1.89	0	1	0	1
Massachusetts Water Resources Authority	SR FIELD INSPECTOR W/WW	1	1.89	0	1	0	1
Massachusetts Water Resources Authority	SR FIELD SERVICE TECHNICIAN	4	7.55	0	4	1	3
Massachusetts Water Resources Authority	SR INSTRUMENT TECHNICIAN	7	13.21	0	7	4	3
Massachusetts Water Resources Authority	SR PROG MGR, APPLICATIONS GRP	1	1.89	0	1	0	1
Massachusetts Water Resources Authority	SR PROG MGR, SYSTEMS ADMIN	1	1.89	0	1	1	0

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: TA - TECHNICAL A

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	SR SCADA MAINT TECHNICIAN	5	9.43	0	5	2	3
Massachusetts Water Resources Authority	STATISTICAL SUPERVISOR	1	1.89	1	0	1	0
Massachusetts Water Resources Authority	SUP WATER/WW MECHANICAL MAINT	1	1.89	0	1	0	1
Massachusetts Water Resources Authority	SUPER WATER/WW METER MAINT	1	1.89	0	1	0	1
Massachusetts Water Resources Authority	SYSTEMS ADMIN III (SYSTEMS)	1	1.89	0	1	1	0
Massachusetts Water Resources Authority	SYSTEMS ADMINISTRATOR III	2	3.77	0	2	1	1
Massachusetts Water Resources Authority	TECHNICAL SUPERV, METER MAINT	1	1.89	0	1	1	0
Massachusetts Water Resources Authority	TELE-INSPECTION FOREMAN	1	1.89	0	1	0	1
Massachusetts Water Resources Authority	VALVE GENERAL FOREMAN	1	1.89	0	1	0	1
Massachusetts Water Resources Authority	WSS GENERAL FOREMAN	1	1.89	0	1	0	1
Totals:		53		6	47	22	31
				11.32%	88.68%	41.51%	58.49%

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: TB - TECHNICAL B

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	SYSTEMS ADMINISTRATOR II	2	40.00	0	2	1	1
Massachusetts Water Resources Authority	TELE-INSPECTION OPERATOR	2	40.00	0	2	1	1
Massachusetts Water Resources Authority	WATER QUALITY TECHNICIAN	1	20.00	1	0	0	1
Totals:		5		1	4	2	3
				20.00%	80.00%	40.00%	60.00%
Total Employees in the Plan:		1,087		233	853	270	817
				21.44%	78.47%	24.84%	75.16%

APPENDIX C
AVAILABILITY ANALYSIS

Availability Analysis

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: AA - ADMINISTRATIVE A

Factor	Weight	Total Female		Total Male		Total Minorities		Total White	
		Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite skills in recruitment area	25.00	24.31	6.08	75.69	18.92	14.96	3.74	85.04	21.26
<i>Location:</i>		100.00%	Massachusetts state						
Internally available	75.00	30.77	23.08	69.23	51.92	19.23	14.42	80.77	60.58
<i>Feeders:</i>		100.00%	AB - ADMINISTRATIVE B						
Total Weighted Availability/Benchmark		29.15		70.85		18.16		81.84	

Availability Analysis

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: AB - ADMINISTRATIVE B

Factor	Weight	Total Female		Total Male		Total Minorities		Total White	
		Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite skills in recruitment area	25.00	23.26	5.81	76.74	19.19	17.59	4.40	82.41	20.60
<i>Location:</i>		100.00%	Massachusetts state						
Internally available	75.00	31.81	23.86	68.07	51.06	22.75	17.06	77.25	57.94
<i>Feeders:</i>		40.00%	EA - ENGINEER A						
		40.00%	MA - MANAGEMENT A						
		20.00%	PB - PROFESSIONAL B						
Total Weighted Availability/Benchmark		29.67		70.24		21.46		78.54	

Availability Analysis

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: CA - CLERICAL A

Factor	Weight	Total Female		Total Male		Total Minorities		Total White	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	85.00	78.54	66.76	21.46	18.24	19.74	16.78	80.26	68.22
<i>Location:</i>		100.00%	Massachusetts state						
Internally available	15.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability/Benchmark		66.76	18.24	16.78	68.22				

Availability Analysis

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: CB - CLERICAL B

Factor	Weight	Total Female		Total Male		Total Minorities		Total White	
		Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite skills in recruitment area	50.00	50.16	25.08	49.84	24.92	24.47	12.24	75.53	37.76
<i>Location:</i>		100.00%	Massachusetts state						
Internally available	50.00	5.26	2.63	94.74	47.37	21.05	10.53	78.95	39.47
<i>Feeders:</i>		100.00%	L - LABORERS						
Total Weighted Availability/Benchmark		27.71		72.29		22.76		77.24	

Availability Analysis

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: EA - ENGINEER A

Factor	Weight	Total Female		Total Male		Total Minorities		Total White	
		Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite skills in recruitment area	50.00	18.47	9.23	81.53	40.77	23.59	11.79	76.41	38.21
<i>Location:</i>		100.00%		Massachusetts state					
Internally available	50.00	35.49	17.75	64.36	32.18	27.36	13.68	72.64	36.32
<i>Feeders:</i>		50.00%		EB - ENGINEER B					
		25.00%		MA - MANAGEMENT A					
		25.00%		PB - PROFESSIONAL B					
Total Weighted Availability/Benchmark		26.98		72.95		25.47		74.53	

Availability Analysis

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: EB - ENGINEER B

Factor	Weight	Total Female		Total Male		Total Minorities		Total White	
		Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite skills in recruitment area	60.00	16.55	9.93	83.45	50.07	25.19	15.11	74.81	44.89
<i>Location:</i>		100.00%		Massachusetts state					
Internally available	40.00	21.92	8.77	77.96	31.19	30.98	12.39	69.02	27.61
<i>Feeders:</i>		40.00%		EA - ENGINEER A					
		20.00%		PB - PROFESSIONAL B					
		40.00%		TA - TECHNICAL A					
Total Weighted Availability/Benchmark		18.70		81.25		27.51		72.49	

Availability Analysis

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: KA - CRAFT A

Factor	Weight	Total Female		Total Male		Total Minorities		Total White	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	40.00	19.24	7.69	80.76	32.31	18.59	7.43	81.41	32.57
<i>Location:</i>		100.00%		Massachusetts state					
Internally available	60.00	3.07	1.84	96.93	58.16	21.05	12.63	78.95	47.37
<i>Feeders:</i>		50.00%		KB - CRAFT B					
		50.00%		L - LABORERS					
Total Weighted Availability/Benchmark		9.54		90.46		20.07		79.93	

Availability Analysis

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: KB - CRAFT B

Factor	Weight	Total Female		Total Male		Total Minorities		Total White	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	75.00	3.52	2.64	96.48	72.36	19.28	14.46	80.72	60.54
<i>Location:</i>		100.00%	Massachusetts state						
Internally available	25.00	3.16	0.79	96.84	24.21	18.03	4.51	81.97	20.49
<i>Feeders:</i>		40.00%	KA - CRAFT A						
		60.00%	L - LABORERS						
Total Weighted Availability/Benchmark		3.43		96.57		18.97		81.03	

Availability Analysis

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: L - LABORERS

Factor	Weight	Total Female		Total Male		Total Minorities		Total White	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	90.00	4.50	4.05	95.50	85.95	27.50	24.75	72.50	65.25
<i>Location:</i>		100.00%		Massachusetts state					
Internally available	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability/Benchmark		4.05		85.95		24.75		65.25	

Availability Analysis

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: MA - MANAGEMENT A

Factor	Weight	Total Female		Total Male		Total Minorities		Total White	
		Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite skills in recruitment area	40.00	30.03	12.01	69.97	27.99	20.99	8.40	79.01	31.60
<i>Location:</i>		100.00%	Massachusetts state						
Internally available	60.00	25.24	15.15	74.70	44.82	27.32	16.39	72.68	43.61
<i>Feeders:</i>		30.00%	EA - ENGINEER A						
		30.00%	EB - ENGINEER B						
		30.00%	MB - MANAGEMENT B						
		10.00%	PB - PROFESSIONAL B						
Total Weighted Availability/Benchmark		27.16		72.81		24.79		75.21	

Availability Analysis

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: MB - MANAGEMENT B

Factor	Weight	Total Female		Total Male		Total Minorities		Total White	
		Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite skills in recruitment area	20.00	19.88	3.98	80.12	16.02	17.39	3.48	82.61	16.52
<i>Location:</i>		100.00%	Massachusetts state						
Internally available	80.00	9.98	7.99	89.90	71.92	14.01	11.21	85.99	68.79
<i>Feeders:</i>		40.00%	KA - CRAFT A						
		40.00%	OA - OPERATORS A						
		20.00%	PB - PROFESSIONAL B						
Total Weighted Availability/Benchmark		11.96		87.94		14.69		85.31	

Availability Analysis

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: OA - OPERATORS A

Factor	Weight	Total Female		Total Male		Total Minorities		Total White	
		Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite skills in recruitment area	30.00	47.18	14.15	52.82	15.85	24.06	7.22	75.94	22.78
<i>Location:</i>		100.00%	Massachusetts state						
Internally available	70.00	4.61	3.22	95.39	66.78	27.99	19.60	72.01	50.40
<i>Feeders:</i>		30.00%	KA - CRAFT A						
		70.00%	OB - OPERATORS B						
Total Weighted Availability/Benchmark		17.38		82.62		26.81		73.19	

Availability Analysis

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: OB - OPERATORS B

Factor	Weight	Total Female		Total Male		Total Minorities		Total White	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	40.00	5.29	2.12	94.71	37.88	13.46	5.38	86.54	34.62
<i>Location:</i>		100.00%		Massachusetts state					
Internally available	60.00	4.21	2.53	95.79	57.47	19.54	11.72	80.46	48.28
<i>Feeders:</i>		20.00%		KA - CRAFT A					
		80.00%		L - LABORERS					
Total Weighted Availability/Benchmark		4.64		95.36		17.11		82.89	

Availability Analysis

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: P - PARA PROFESSIONAL

Factor	Weight	Total Female		Total Male		Total Minorities		Total White	
		Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite skills in recruitment area	50.00	50.96	25.48	49.04	24.52	24.37	12.18	75.63	37.82
<i>Location:</i>		100.00%		Massachusetts state					
Internally available	50.00	22.50	11.25	77.50	38.75	22.94	11.47	77.06	38.53
<i>Feeders:</i>		30.00%		CA - CLERICAL A					
		70.00%		KA - CRAFT A					
Total Weighted Availability/Benchmark		36.73		63.27		23.66		76.34	

Availability Analysis

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: PA - PROFESSIONAL A

Factor	Weight	Total Female		Total Male		Total Minorities		Total White	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	50.00	43.44	21.72	56.56	28.28	22.01	11.01	77.99	38.99
<i>Location:</i>		100.00%		Massachusetts state					
Internally available	50.00	42.77	21.39	56.65	28.32	32.37	16.18	67.63	33.82
<i>Feeders:</i>		100.00%		PB - PROFESSIONAL B					
Total Weighted Availability/Benchmark		43.11		56.60		27.19		72.81	

Availability Analysis

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: PB - PROFESSIONAL B

Factor	Weight	Total Female		Total Male		Total Minorities		Total White	
		Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite skills in recruitment area	75.00	38.12	28.59	61.88	46.41	27.53	20.65	72.47	54.35
<i>Location:</i>		100.00%		Massachusetts state					
Internally available	25.00	35.84	8.96	64.16	16.04	41.45	10.36	58.55	14.64
<i>Feeders:</i>		40.00%		CA - CLERICAL A					
		20.00%		OB - OPERATORS B					
		40.00%		TA - TECHNICAL A					
Total Weighted Availability/Benchmark			37.55		62.45		31.01		68.99

Availability Analysis

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: TA - TECHNICAL A

Factor	Weight	Total Female		Total Male		Total Minorities		Total White	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	50.00	22.19	11.09	77.81	38.91	21.99	10.99	78.01	39.01
<i>Location:</i>		100.00%		Massachusetts state					
Internally available	50.00	0.79	0.39	99.21	49.61	20.30	10.15	79.70	39.85
<i>Feeders:</i>		10.00%		KA - CRAFT A					
		90.00%		KB - CRAFT B					
Total Weighted Availability/Benchmark		11.49		88.51		21.14		78.86	

Availability Analysis

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: TB - TECHNICAL B

Factor	Weight	Total Female		Total Male		Total Minorities		Total White	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	50.00	26.28	13.14	73.72	36.86	26.15	13.08	73.85	36.92
<i>Location:</i>		100.00%	Massachusetts state						
Internally available	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability/Benchmark		13.14		36.86		13.08		36.92	

APPENDIX C-1

INCUMBENCY VS ESTIMATED AVAILABILITY

Incumbency vs Availability

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: AA - ADMINISTRATIVE A

Factor	Weight	Total Female		Total Minorities	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	25.00	24.31	6.08	14.96	3.74
Internally available	75.00	30.77	23.08	19.23	14.42
Total Weighted Availability			29.15		18.16
Current Utilization			40.91		13.64
Incumbents	Total: 22		9		3
Expected Incumbents			6.41		4.00
Shortfall in Persons			0.00		1.00
Difference is greater than or equal to 1.00 persons			No		No

Incumbency vs Availability

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: AB - ADMINISTRATIVE B

Factor	Weight	Total Female		Total Minorities	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	25.00	23.26	5.81	17.59	4.40
Internally available	75.00	31.81	23.86	22.75	17.06
Total Weighted Availability			29.67		21.46
Current Utilization			30.77		19.23
Incumbents	Total: 26		8		5
Expected Incumbents			7.71		5.58
Shortfall in Persons			0.00		0.58
Difference is greater than or equal to 1.00 persons			No		No

Incumbency vs Availability

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: CA - CLERICAL A

Factor	Weight	Total Female		Total Minorities	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	85.00	78.54	66.76	19.74	16.78
Internally available	15.00	0.00	0.00	0.00	0.00
Total Weighted Availability			66.76		16.78
Current Utilization			75.00		45.00
Incumbents	Total: 20		15		9
Expected Incumbents			13.35		3.36
Shortfall in Persons			0.00		0.00
Difference is greater than or equal to 1.00 persons			No		No

Incumbency vs Availability

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: CB - CLERICAL B

Factor	Weight	Total Female		Total Minorities	
		Avail	Wtd	Avail	Wtd
Requisite skills in recruitment area	50.00	50.16	25.08	24.47	12.24
Internally available	50.00	5.26	2.63	21.05	10.53
Total Weighted Availability			27.71		22.76
Current Utilization			13.64		18.18
Incumbents	Total: 22		3		4
Expected Incumbents			6.10		5.01
Shortfall in Persons			3.10		1.01
Difference is greater than or equal to 1.00 persons			Yes		Yes

Incumbency vs Availability

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: EA - ENGINEER A

Factor	Weight	Total Female		Total Minorities	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	50.00	18.47	9.23	23.59	11.79
Internally available	50.00	35.49	17.75	27.36	13.68
Total Weighted Availability			26.98		25.47
Current Utilization			22.09		19.77
Incumbents Total: 86			19		17
Expected Incumbents			23.20		21.91
Shortfall in Persons			4.20		4.91
Difference is greater than or equal to 1.00 persons			Yes		Yes

Incumbency vs Availability

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: EB - ENGINEER B

Factor	Weight	Total Female		Total Minorities	
		Avail	Wtd	Avail	Wtd
Requisite skills in recruitment area	60.00	16.55	9.93	25.19	15.11
Internally available	40.00	21.92	8.77	30.98	12.39
Total Weighted Availability			18.70		27.51
Current Utilization			31.58		28.07
Incumbents Total: 57			18		16
Expected Incumbents			10.66		15.68
Shortfall in Persons			0.00		0.00
Difference is greater than or equal to 1.00 persons			No		No

Incumbency vs Availability

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: KA - CRAFT A

Factor	Weight	Total Female		Total Minorities	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	40.00	19.24	7.69	18.59	7.43
Internally available	60.00	3.07	1.84	21.05	12.63
Total Weighted Availability			9.54		20.07
Current Utilization			0.00		13.49
Incumbents Total: 126			0		17
Expected Incumbents			12.02		25.28
Shortfall in Persons			12.02		8.28
Difference is greater than or equal to 1.00 persons			Yes		Yes

Incumbency vs Availability

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: KB - CRAFT B

Factor	Weight	Total Female		Total Minorities	
		Avail	Wtd	Avail	Wtd
Requisite skills in recruitment area	75.00	3.52	2.64	19.28	14.46
Internally available	25.00	3.16	0.79	18.03	4.51
Total Weighted Availability		3.43		18.97	
Current Utilization		0.88		21.05	
Incumbents Total: 114			1		24
Expected Incumbents			3.91		21.63
Shortfall in Persons			2.91		0.00
Difference is greater than or equal to 1.00 persons			Yes		No

Incumbency vs Availability

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: L - LABORERS

Factor	Weight	Total Female		Total Minorities	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	90.00	4.50	4.05	27.50	24.75
Internally available	10.00	0.00	0.00	0.00	0.00
Total Weighted Availability		4.05		24.75	
Current Utilization		5.26		21.05	
Incumbents	Total: 57		3		12
Expected Incumbents			2.31		14.11
Shortfall in Persons			0.00		2.11
Difference is greater than or equal to 1.00 persons			No		Yes

Incumbency vs Availability

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: MA - MANAGEMENT A

Factor	Weight	Total Female		Total Minorities	
		Avail	Wtd	Avail	Wtd
Requisite skills in recruitment area	40.00	30.03	12.01	20.99	8.40
Internally available	60.00	25.24	15.15	27.32	16.39
Total Weighted Availability			27.16		24.79
Current Utilization			36.05		20.93
Incumbents	Total: 86		31		18
Expected Incumbents			23.36		21.32
Shortfall in Persons			0.00		3.32
Difference is greater than or equal to 1.00 persons			No		Yes

Incumbency vs Availability

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: MB - MANAGEMENT B

Factor	Weight	Total Female		Total Minorities	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	20.00	19.88	3.98	17.39	3.48
Internally available	80.00	9.98	7.99	14.01	11.21
Total Weighted Availability			11.96		14.69
Current Utilization			16.22		32.43
Incumbents	Total: 37		6		12
Expected Incumbents			4.43		5.44
Shortfall in Persons			0.00		0.00
Difference is greater than or equal to 1.00 persons			No		No

Incumbency vs Availability

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: OA - OPERATORS A

Factor	Weight	Total Female		Total Minorities	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	30.00	47.18	14.15	24.06	7.22
Internally available	70.00	4.61	3.22	27.99	19.60
Total Weighted Availability			17.38		26.81
Current Utilization			3.57		5.36
Incumbents	Total: 56		2		3
Expected Incumbents			9.73		15.02
Shortfall in Persons			7.73		12.02
Difference is greater than or equal to 1.00 persons			Yes		Yes

Incumbency vs Availability

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: OB - OPERATORS B

Factor	Weight	Total Female		Total Minorities	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	40.00	5.29	2.12	13.46	5.38
Internally available	60.00	4.21	2.53	19.54	11.72
Total Weighted Availability			4.64		17.11
Current Utilization			6.58		34.21
Incumbents Total: 76			5		26
Expected Incumbents			3.53		13.00
Shortfall in Persons			0.00		0.00
Difference is greater than or equal to 1.00 persons			No		No

Incumbency vs Availability

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: P - PARA PROFESSIONAL

Factor	Weight	Total Female		Total Minorities	
		Avail	Wtd	Avail	Wtd
Requisite skills in recruitment area	50.00	50.96	25.48	24.37	12.18
Internally available	50.00	22.50	11.25	22.94	11.47
Total Weighted Availability			36.73		23.66
Current Utilization			42.86		38.10
Incumbents	Total: 42		18		16
Expected Incumbents			15.43		9.94
Shortfall in Persons			0.00		0.00
Difference is greater than or equal to 1.00 persons			No		No

Incumbency vs Availability

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: PA - PROFESSIONAL A

Factor	Weight	Total Female		Total Minorities	
		Avail	Wtd	Avail	Wtd
Requisite skills in recruitment area	50.00	43.44	21.72	22.01	11.01
Internally available	50.00	42.77	21.39	32.37	16.18
Total Weighted Availability			43.11		27.19
Current Utilization			48.28		27.59
Incumbents	Total: 29		14		8
Expected Incumbents			12.50		7.89
Shortfall in Persons			0.00		0.00
Difference is greater than or equal to 1.00 persons			No		No

Incumbency vs Availability

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: PB - PROFESSIONAL B

Factor	Weight	Total Female		Total Minorities	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	75.00	38.12	28.59	27.53	20.65
Internally available	25.00	35.84	8.96	41.45	10.36
Total Weighted Availability			37.55		31.01
Current Utilization			42.77		32.37
Incumbents	Total: 173		74		56
Expected Incumbents			64.97		53.65
Shortfall in Persons			0.00		0.00
Difference is greater than or equal to 1.00 persons			No		No

Incumbency vs Availability

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: TA - TECHNICAL A

Factor	Weight	Total Female		Total Minorities	
		Avail	Wtd	Avail	Wtd
Requisite skills in recruitment area	50.00	22.19	11.09	21.99	10.99
Internally available	50.00	0.79	0.39	20.30	10.15
Total Weighted Availability			11.49		21.14
Current Utilization			11.32		41.51
Incumbents Total: 53			6		22
Expected Incumbents			6.09		11.21
Shortfall in Persons			0.09		0.00
Difference is greater than or equal to 1.00 persons			No		No

Incumbency vs Availability

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: TB - TECHNICAL B

Factor	Weight	Total Female		Total Minorities	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	50.00	26.28	13.14	26.15	13.08
Internally available	50.00	0.00	0.00	0.00	0.00
Total Weighted Availability			13.14		13.08
Current Utilization			20.00		40.00
Incumbents	Total: 5		1		2
Expected Incumbents			0.66		0.65
Shortfall in Persons			0.00		0.00
Difference is greater than or equal to 1.00 persons			No		No

APPENDIX D

**LIST OF VETERAN ORGANIZATIONS, AND PUBLIC AND PRIVATE
RECRUITMENT SERVICES**

APPENDIX D

**Commonwealth of Massachusetts
State Employment Service**

**Commonwealth Corporation
Workforce Training Fund Programs**
529 Main St Ste 110
Charlestown, MA 02129
(617) 242-7660

Executive Office of Energy & Environmental Affairs
100 Cambridge Street, Suite 900
Boston, MA 02114
617-626-1000

Employer Support of The Guard and Reserve
William Valliere
Program Support Specialist
2 Randolph Road
Hanscom AFB MA 01731
339-202-3165
william.valliere.ctr@mail.mil

**City of Cambridge
Office of Workforce Development/
Cambridge Employment Program**
Josh Foley
617-349-6259
jfoley@cambridgema.gov

Human Resources Division
John McCormack Building
One Ashburton Place, Room #301
Boston, MA 02108
617-727-3555

**Executive Office of Labor and Workforce
Development Department of Career Services**
Fall River Center
Erin Campbell
446 North Main Street
Fall River, MA 02720
508-730-5000

**The Office of Diversity and Equal Opportunity
(ODEO)**
Human Resources Division
100 Cambridge Street, Suite 600
Boston, MA 02114
617-878-9700

APPENDIX D

Disability Service Centers and Groups

Massachusetts Commission For the Blind

600 Washington Street
Boston, MA 02111
617-727-5550

Massachusetts Office on Disabilities

One Ashburton Place, Room #1305
Boston, MA 02108
617-727-7440

**Massachusetts Rehabilitation Commission
Executive Office of Health and Human Services**

Fort Point Place
600 Washington Street, Suite 5
Boston, MA 02211
617-204-3600

APPENDIX D

Veterans Service Centers and Groups

City of Chelsea

Francisco Toro, Director of Veterans Services
Chelsea City Hall, Room 112
500 Broadway
Chelsea, MA 02150
617-466-4250

Department of Veterans Affairs

200 Springs Road
Bedford, MA 01730
781-687-2375

Department of Veterans Services

600 Washington Street
7th Floor, Suite 1100
Boston, MA 02114
617-727-3578

Hero 2 Hired

Bob Upton
14 Minuteman Lane
Wellesley, MA 02482
978-807-0167

Italian American War Veterans

40 Oakland Street
Malden, MA 02148
774-321-0859

Veterans Career Center

340 Main Street, Suite 400
Worcester, MA 01608
508-799-1600

Recruit Military

422 West Loveland Ave.
Loveland, Ohio 45140

Marine Corps League, Department of Massachusetts

181 Lake Avenue
Worcester, MA 01604
Marine Corps League State House, Room 545
Boston, MA 02133
508-429-3002

The New England Center and Home for Veterans

17 Court Street
Boston, MA 02108
617-371-1800

Pine Street Inn

444 Harrison Avenue
Boston, MA 02118
617-892-9100

U.S. Veterans Benefits Administration

JFK Federal Building
15 New Sudbury Street, Room #15
Boston, MA 02203
1-800-827-1000

Veterans Inc

69 Grove Street
Worcester, MA 01605
1-800-482-2565

VR&E VetSuccess

JFK Federal Building
15 New Sudbury Street
Boston, MA 02203

APPENDIX D

Community Organizations

ABCD Boston

178 Tremont Street
Boston, MA 02111
617-348-6000

Asian American Civic Association

87 Tyler Street, 5th Floor
Boston, MA 02111
617-426-9492

Caritas Communities, Inc.

25 Braintree Hill Park, #206
Braintree, MA 02184
781-843-1242

**Department of Transitional Assistance
SNAP Program**

600 Washington Street
Roxbury, MA 02111
877-382-2363

Inquilinos Boricuas en Accion

405 Shawmut Avenue
Boston, MA 02118
617-927-1707

La Alianza Hispana, Inc.

1000 Massachusetts Ave #101
Boston, MA 02118
617-427-7175

National Society of Black Engineers

PO Box 301005
Boston, MA 02130

**National Association for the Advancement of Color
People – Boston Chapter**

330 Martin Luther King Boulevard
Roxbury, MA 02119
617-427-9494

One Life at a Time

400 Washington Street
Suite 308
Braintree, MA 02184
781-681-7003

Urban League

88 Warren Street
Roxbury, MA 02119
617-442-4519

Roca

101 Park St. #1
Chelsea, MA 02150
617-889-5210

APPENDIX D

Public Employment Sources

Attleboro Career Center
95 Pine St
Attleboro, MA 02703-2036
508-222-1950

Access Point at NSCC
North Shore Community College
300 Broad Street, LW 131
Lynn, MA 01901
781-739-5526

Boston City Hall
One City Hall Square #500
Boston, MA 02201
617-635-4500

Mass Hire Career Center
100 Sylvan Rd
Woburn, MA 01801
781-932-5500

Mass Hire Boston
1010 Harrison Ave
Boston, MA 02119
617-541-1400

Mass Hire Metro Region
4 Gerrish Avenue
Chelsea, MA 02150
617-884-4333

City Councilor Kim Janey
1 City Hall Square, Suite 550
Boston, MA 02201
617-635-3510

Department of Conservation and Recreation
251 Causeway Street, Suite 900
Boston, MA 02114
617-626-1250

Massachusetts One Stop Career Centers
1671 Worcester Road, Suite 205
Framingham, MA 01701
508-861-7993

**Massachusetts Water Resources Authority
Advisory Board**
2 Griffin Way
Chelsea, MA 02150
617-788-2050

North Central Career Center
100 Erdman Way
Leominster, MA 01453
978-534-1481

North Shore Career Center
70 Washington Street
Salem, MA 01970
781-691-7400

Quincy Career Center
152 Parking Way
Quincy, MA 02169
617-745-4066

Taunton Career Center
72 School Street
Taunton, MA 02780
508-977-1400

Town of Winthrop
Mr. Austin Faison, Town Manager
One Metcalf Square
Winthrop, MA 02152
617-846-1705

Women's Bureau Region One (Department of Labor)
15 Sudbury Street
Boston, MA 02203
617-565-1988

Massachusetts Black & Latino Legislative Caucus

Lucas DeBarros, Director
24 Beacon Street, Room #460
Boston, MA 02133
617-722-2688

APPENDIX D

Private Employment Sources

<p>Goodwill 1010 Harrison Avenue Boston, MA 02119 617-541-1400</p>	
---	--

APPENDIX D

Labor Unions

AFSCME Local 1242

Mr. Edward Considine
AFSCME Council 93
8 Beacon Street, 8th Floor
Boston, MA 02108
617-367-6000

**Boston Metropolitan District
Building Trades Council**

Mr. Brian Doherty, Contact
12A Everdean Street, Suite 2
Dorchester, MA 02122
617-282-0080

M.O.S.E.S.

Mr. Joseph Dorant
90 N. Washington Street
Boston, MA 02114
617-367-2727

NAGE, Local R1-168

Massachusetts Water Resources Authority
Mr. William Lane
NAGE, Local R1-168
159 Thomas E. Burgin Parkway
Quincy, MA 02169
617-376-0220

USWA Local 9358

Massachusetts Water Resources Authority
Ms. Barbara Aylward
33 Tafts Ave
Boston, MA 02128
617-788-4015

USWA Local 9360

Massachusetts Water Resources Authority
Mr. Stephen Coffey
33 Tafts Ave
Boston, MA 02128
617-788-2023

APPENDIX D

Schools

Boston University National Society of Black Engineers

1 University Road
Boston, MA 02215

Clark University

On Campus Recruiting
950 Main Street
Worcester, MA 01610
508-793-7711

Heavy Equipment College of Georgia

581 Sigman Road, Suite 300
Conyers, Georgia 30013
888-504-5208

Fisher Career Services

118 Beacon Street
Boston, MA 02116
617-236-8878

Harvard Extension School

54 Dunster Street
Cambridge, MA 02138
617-496-8946

The Labor Guild

66 Brooks Drive
Braintree, MA 02184
781-340-7887

**Essex North Shore Agricultural
& Technical School**

565 Maple St,
Danvers, MA 01923
978-304-4700

Madison Park Technical School

75 Malcolm X Boulevard
Roxbury Crossing, MA 02120
617-635-8970

Massasoit Community College

1 Massasoit Boulevard
Brockton, MA 02302
508-588-9100

MassBay Community College

50 Oakland Street
Wellesley Hills, MA 02481
781-239-2661

Quinsigamond Community College

670 West Boylston Street
Worcester, MA 01606
508-854-7476

The Peterson School

25 Montvale Avenue
Woburn, MA 01801
781-938-5656

**University of Massachusetts – Lowell
Equal Opportunity & Outreach, Human Resources**

600 Suffolk Street
Lowell, MA 01854
978-934-3567

The 103 Advantage Local 103 IBEW

256 Freeport St
Dorchester, MA 02122
617-436-3710

APPENDIX E

MWRA HARASSMENT PREVENTION POLICY (HR.21)



Harassment Prevention Policy

Policy #: HR.21

Effective Date: November 6, 1996	Last Revised: 12/19/16
Contact: Administration, Human Resources	Former Policy #: N/A
Reviewed by Division Director: Michele S. Gillen	Date: 3/25/19
Reviewed by General Counsel: Carolyn M. Francisco Murphy	Date: 3/25/19
Reviewed by Special Asst. AACU: Patterson Riley	Date: 3/25/19
Reviewed by Internal Audit: Brian A. Rozowsky	Date: 3/25/19
Approved by Executive Director: Frederick A. Laskey	Date: 3/25/19

Purpose In order to promote the goal of a workplace that is free from all forms of harassment, including sexual harassment, and retaliation, the MWRA has adopted a policy consistent with the laws of the Commonwealth of Massachusetts, the detail of which is attached.

Eligibility This policy applies to all MWRA employees.

Continued on next page

Harassment Prevention Policy (HR.21), Continued

In this policy This policy contains the following parts:

Part/Name	Page #
Statement of Policy and Commitment	3
Definition of Sexual Harassment	3
Harassment Other Than Sexual Harassment	5
Conduct Which May Fall Short of The Legal Definition of Sexual Harassment; or Harassment as Set Forth Above, But Nonetheless Violates MWRA Policy	5
Employee Responsibilities	6
Supervisor And Manager Responsibilities	6
Complaint Procedures	6
Investigation	7
Duty To Cooperate	7
Disciplinary Action	7
State And Federal Remedies	7

Continued on next page

Harassment Prevention Policy (HR.21), Continued

I. STATEMENT OF POLICY

The Massachusetts Water Resources Authority (MWRA) believes that everyone should be treated with respect and dignity and supports the right to work in an environment that is free from all forms of harassment, including sexual harassment, and retaliation. It is the MWRA's policy that no employee, whether supervisory or non-supervisory, may harass another on any basis whatsoever, including harassment based on a protected characteristic such as race; color; national or ethnic origin; age; religion; disability; sexual orientation; sex or gender; gender identity and expression, including transgender identity; genetics; or veteran status; herein called a "protected category." This policy also applies to vendors, interns, contractors or others who visit the MWRA's property.

Harassment based on protected categories includes both overt acts of verbal, written or physical abuse, and more subtle – but equally damaging – forms of offensive conduct, including the use of epithets, slurs or name-calling, racial insults, and other verbal abuse, including bullying or the display or circulation of hostile or denigrating graphic or written material. Threats of violence or any acts or gestures intended to harass or intimidate another person are prohibited.

It should be noted that harassment is illegal under Massachusetts and/or federal law when it is based on protected categories or any other characteristic protected by law.

This policy describes examples of conduct that may constitute unlawful sexual harassment or harassment; or is harassment that may fall short of the legal definition, but is prohibited by this policy; or is retaliatory in nature; and sets forth a complaint procedure to be followed by employees, vendors, contractors and others who visit the MWRA's premises who believe that they are victims of harassment.

The MWRA prohibits retaliation of any kind against anyone who reports an incident of alleged harassment or who cooperates in an investigation.

Commitment

The Executive Office will support all efforts made by supervisors and MWRA employees to assist in promoting a workplace free of harassment.

II. DEFINITION OF SEXUAL HARASSMENT

A. Sexual harassment is defined by law as:

Unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature when: (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment; (2) submission to or rejection of such conduct by an individual is used as a basis for employment decisions affecting the individual; or (3) such conduct

has the purpose or effect of interfering with an individual's work performance or creating an intimidating, hostile or offensive employment environment.

Sexual harassment is a form of sex discrimination that is illegal under Titles VII of the Civil Rights Act of 1964 (federal law) and M.G.L. c. 151B (state law).

Both the victim and the harasser can be either a woman or a man, and the victim and harasser can be of the same sex.

B. Examples of conduct that may constitute unlawful sexual harassment:

Sexual harassment refers to behavior that is not welcome and that is personally offensive to a reasonable person. Sexual harassment occurs in a variety of situations which share a common element – the inappropriate introduction of sexual activities or comments into the workplace environment.

Sexual harassment often involves relationships of unequal power. Such situations may include elements of coercion, such as when a supervisor requests sexual favors and this becomes a criterion for granting privileges of favorable treatment on the job to a subordinate. However, sexual harassment may also involve relationships among "equals" such as when repeated advances or demeaning verbal comments by a co-worker towards another co-worker have a harmful effect on a person's ability to perform his or her work. Sexual harassment may also involve employee behavior directed at non-employees or non-employee behavior directed at employees.

Examples of conduct which may, depending upon the circumstances, constitute sexual harassment include the following:

- sexual advances, propositions or flirtations
- verbal abuse, innuendo, or faxes, emails or web pages of sexual nature
- uninvited physical contact, such as touching, hugging, patting, brushing, pinching
- obscene gestures or suggestive or insulting sounds
- demands for sexual favors accompanied by an implied or overt threat concerning an individual's employment status or promises of preferential treatment
- indecent exposure
- display of sexually suggestive objects, pictures, posters, cartoons, email, computer images or cell phone images (including texting)
- continued or repeated jokes, language, epithets or remarks of a sexual nature

These behaviors are unacceptable in the workplace itself and in other work related settings, such as social events and travel and include behavior both on and off MWRA facilities. If an individual is found to have violated the MWRA's Harassment Prevention policy, he or she will be subject to corrective discipline, up to and including termination of employment.

III. HARASSMENT OTHER THAN SEXUAL HARASSMENT

Verbal or physical conduct that denigrates or shows hostility or aversion toward an individual because of his or her protected category, or that of his or her relatives, friends, or associates, and that (1) has the purpose or effect of creating an intimidating, hostile, or offensive working environment; (2) has the purpose or effect of unreasonably interfering with an individual's work performance; or (3) otherwise adversely affects an individual's employment opportunities is also prohibited.

IV. CONDUCT MAY FALL SHORT OF THE LEGAL DEFINITION OF SEXUAL HARASSMENT; OR HARASSMENT AS SET FORTH ABOVE, BUT NONETHELESS VIOLATES MWRA POLICY

The MWRA's prohibition on harassment is not limited to conduct which meets the legal definition of sexual harassment or harassment which is based on a legally protected category. Conduct may be inappropriate or offensive to others and yet may not meet the definition of sexual harassment or harassment set forth above, either because it is not sexual in nature, or because it is not so pervasive or severe to meet the definition of harassment based on a protected category. The MWRA's policy prohibits any unwelcome or offensive statement or conduct that is generally harassing, including bullying or shunning, or is based on another individual's actual or perceived race; color; national or ethnic origin; age; religion; disability; sexual orientation; genetics; sex or gender; gender identity and expression, including transgender identity; veteran status; or is retaliatory.

MWRA also prohibits retaliation based on a protected activity, such as the filing of a complaint of discrimination or harassment; or participation in the investigation of such a claim; or expressing opposition to discrimination or harassment. MWRA will not tolerate retaliation against anyone involved in an investigation for their participation in the fact-finding process. Retaliation includes, but is not limited to refusal to speak with, work with or to extend ordinary work place courtesies to a colleague or encouraging others to do so.

Examples of harassing and/or retaliatory conduct which violate MWRA policy include, but are not limited to:

- slurs, jokes, caricatures, cartoons, graffiti, faxes, web pages, or cell phone images (including texts) which are based on an individual's race, color, national or ethnic origin, age, religion, disability, sexual orientation, sex or gender, gender identity or expression, including transgender identity, genetics, veteran status or other protected characteristic

- refusal to extend ordinary workplace courtesies or assistance to a co-worker based on the co-worker's race; color; national or ethnic origin; age; religion; disability; sexual orientation; sex or gender; gender identity and expression, including transgender identity; genetics; veteran status.
- denial of desirable work assignments, work placements, or other employment benefits based on an individual's protected category or activity
- shunning, bullying, intimidating, obstructing, or interfering with an individual's work whether or not based on the individual's protected category, status or activity such as reporting an alleged incident of harassment or cooperating in an investigation

NOTE: One occurrence or incident is sufficient to be considered a violation of this policy.

V. EMPLOYEE RESPONSIBILITIES

Each MWRA employee is personally responsible for ensuring that he or she does not, harass or retaliate against any other employee or non-employee in the workplace pursuant to this policy. Each employee is responsible for cooperating in, and providing information relevant to, any MWRA investigation of alleged harassment, or retaliation if requested to do so by a person authorized by the MWRA to conduct the investigation. Refusal to participate in an investigation, making false or misleading statements in an investigation, or withholding material information in an investigation are grounds for discipline up to and including termination.

Each employee is responsible for reviewing and understanding this policy.

VI. SUPERVISOR AND MANAGER RESPONSIBILITIES

It is the responsibility of each Manager or Supervisor to strictly enforce the terms of this policy. Managers or Supervisors, who become aware of possible incidents of harassment, or retaliation even in the absence of a formal complaint, are required to immediately report all such incidents to Human Resources.

VII. COMPLAINT PROCEDURES

If any of our employees believe that he or she has been subjected to any conduct described above, the employee has the right to file a complaint with the MWRA. This may be done in writing or verbally to your supervisor, manager or any person listed below.

If you would like to file a complaint, you may do so by contacting Andrea Murphy, Director of Human Resources at MWRA Headquarters, 100 First Avenue, Charlestown Navy Yard at 617-788-4021, Patterson Riley, Special Assistant for Affirmative Action at MWRA Headquarters at 617-788-4070, Steven Perry, Manager, Labor Relations and Workers' Compensation at MWRA Headquarters at 617-788-4006 or Tomeka Cribb-Jones, Associate Special Assistant for Affirmative Action at MWRA Headquarters at 617-788-4033. These persons are also available to

discuss any concerns you may have and to provide information to you about the policy and our complaint process.

If the Director of Human Resources or the Special Assistant for Affirmative Action has reason to believe, other than as a result of a complaint made under this policy, that a violation of the policy has occurred, the Director or Special Assistant may make an unsolicited inquiry to determine whether there is sufficient reason to initiate an investigation.

VIII. INVESTIGATION

When MWRA receives a complaint, it will promptly initiate an investigation of the allegation in a fair and expeditious manner. The investigation will be conducted in such a way as to maintain confidentiality to the extent practicable under the circumstances. The investigation will include a private interview with the person filing the complaint, with witnesses and with the person alleged to have violated the policy. At the conclusion of the investigation, the person filing the complaint and the person alleged to have committed the conduct will be informed of the results of that investigation to the extent that such disclosure is considered appropriate.

If it is determined that inappropriate conduct has occurred, we will act promptly to address the offending conduct, and where it is appropriate, we will also impose disciplinary action up to and including termination.

IX. DUTY TO COOPERATE

The willful filing of false allegations and complaints, the making of false or misleading statements, the withholding of material information, or the failure to cooperate in good faith in the conduct of an investigation by complainants, respondents or witnesses are prohibited, and shall be cause for disciplinary action, up to and including termination.

X. DISCIPLINARY ACTION

If it is determined that inappropriate conduct has been committed by an MWRA employee, we will take such action as is appropriate under the circumstances. Such action may range from counseling to termination of employment, and may include such other forms of disciplinary action as we deem appropriate under the circumstances.

XI. STATE AND FEDERAL REMEDIES

In addition to the above, if you believe you have been subjected to sexual harassment or harassment based on a legally protected category, you may file a formal complaint with either or both of the government agencies listed below. Using our complaint process does not prohibit you from filing a complaint with these agencies. Each of the agencies has a short time period for filing a claim (EEOC – 300 days; MCAD – 300 days).

The United States Equal Employment Opportunity Commission (EEOC)

John F. Kennedy Federal Building
475 Government Center
Boston, MA 02203
800-669-4000

The Massachusetts Commission Against Discrimination (MCAD)

Boston Office

One Ashburton Place – Rm. 601
Boston, MA 02108
617-994-6000

Springfield Office

4236 Dwight Street – Rm. 220
Springfield, MA 01103
413-739-2145

Worcester Office

Worcester City Hall
455 Main Street, Rm. 100
Worcester, MA 01608
508-799-8010

APPENDIX F

MWRA NON-DISCRIMINATION POLICY (HR.24)



Non-Discrimination Policy

Policy #: HR.24

Effective Date: January 1, 2014	Last Revised: 12/22/16
Contact: Administration, Human Resources	Former Policy #: N/A
Reviewed by Division Director: Michele S. Gillen	Date: 3/25/19
Reviewed by General Counsel: Carolyn M. Francisco Murphy	Date: 3/25/19
Reviewed by Special Asst. AACU: Patterson Riley	Date: 3/25/19
Reviewed by Internal Audit: Brian A. Rozowsky	Date: 3/25/19
Approved by Executive Director: Frederick A. Laskey	Date: 3/25/19

Purpose The Non-Discrimination Policy is intended to ensure an MWRA working environment that is free from discrimination, harassment, or retaliation in accordance with and state and federal law

Eligibility This policy applies to all MWRA employees.

Continued on next page

Non-Discrimination Policy (HR.24), Continued

In this policy This policy contains the following parts and forms:

Part/Name	Page #
Non-Discrimination Policy Statement	3
Definition of Discrimination	3
Employee Responsibilities	3
Supervisor and Manager Responsibilities	4
Complaint Procedures	4
Investigation	4
Disciplinary Action	4

Continued on next page

Non- Discrimination Policy (HR.24), Continued

I. NON-DISCRIMINATION POLICY STATEMENT

Massachusetts Water Resources Authority (MWRA) is committed to the principle of equal opportunity in employment. MWRA prohibits discrimination against and harassment of any employee, applicant for employment, third party or community member because of race; color; national or ethnic origin; age; religion; disability; sex or gender; sexual orientation; gender identity or expression, including a transgender identity; genetics; veteran status; and any other characteristic protected under applicable federal or state law, herein called a “protected category.” MWRA expects all employees to join with and uphold this commitment.

MWRA also prohibits retaliation based on a protected activity, such as the filing of a complaint of discrimination or harassment; or participation in the investigation of such a claim; or expressing opposition to discrimination or harassment. MWRA will not tolerate retaliation against anyone involved in an investigation for their participation in the fact-finding process. Retaliation includes, but is not limited to refusal to speak with, work with or to extend ordinary work place courtesies to a colleague or encouraging others to do so.

MWRA will take appropriate corrective action, including suspension and/or termination of employees to prevent and eliminate discrimination and harassment on the basis of race; color; national or ethnic origin; age; religion; disability; sex or gender; sexual orientation; gender identity and expression, including transgender identity; genetics; veteran status, or retaliation with regard to employment or the terms and conditions of employment including, but not limited to, promotions, terminations, transfers, job assignments, compensation, benefits, and discipline. It will also take appropriate action to ensure that managers or co-workers do not retaliate against another employee for filing complaints or for participating in any investigations.

II. DEFINITION OF DISCRIMINATION

Unlawful discrimination occurs when a person is harassed or treated arbitrarily or differently because of their real or perceived membership in a “protected category” such as race; color national or ethnic origin; age; religion; disability; sex or gender; sexual orientation; gender identity and expression, including a transgender identity; veteran status; genetics; and any other characteristic protected under applicable federal or state law.

III. EMPLOYEE RESPONSIBILITIES

Each MWRA employee is personally responsible for ensuring that he or she does not discriminate against or retaliate against any other employee or non-employee in the workplace pursuant to this policy. Each employee is responsible for cooperating in, and providing information relevant to, any MWRA investigation of alleged discrimination or retaliation if requested to do so by a person authorized by the MWRA to conduct the investigation. Refusal to participate in an investigation, making false or misleading statements in an investigation, or withholding material information in an investigation are grounds for discipline up to and including termination.

Each employee is responsible for reviewing and understanding this policy.

IV. SUPERVISOR AND MANAGER RESPONSIBILITIES

It is the responsibility of each Manager or Supervisor to enforce strictly the terms of this policy. Managers or Supervisors, who become aware of possible incidents of discrimination or retaliation even in the absence of a formal complaint, are required to immediately report all such incidents to Human Resources.

V. COMPLAINT PROCEDURES

If any employee believes that he or she has been subjected to any discrimination or harassment described above, the employee has the right to file a complaint with the MWRA. This may be done in writing or verbally to your supervisor, manager, or any person listed below.

If you would like to file a complaint, you may do so by contacting Andrea Murphy, Director of Human Resources at MWRA Headquarters, 100 First Avenue, Charlestown Navy Yard at 617-788-4021, Patterson Riley, Special Assistant for Affirmative Action at MWRA Headquarters at 617-788-4070, Steven Perry, Manager, Labor Relations and Workers' Compensation at MWRA Headquarters at 617-788-4006 or Tomeka Cribb-Jones, Associate Special Assistant for Affirmative Action at MWRA Headquarters at 617-788-4033. These persons are also available to discuss any concerns you may have and to provide information to you about the policy and our complaint process.

If the Director of Human Resources or the Special Assistant for Affirmative Action has reason to believe, other than as a result of a complaint made under this policy, that a violation of the policy has occurred, the Director or Special Assistant may make an unsolicited inquiry to determine whether there is sufficient reason to initiate an investigation.

VI. INVESTIGATION

When MWRA receives a complaint, it will promptly initiate an investigation of the allegation in a fair and expeditious manner. The investigation will be conducted in such a way as to maintain confidentiality to the extent practicable under the circumstances. The investigation will include a private interview with the person filing the complaint, with witnesses and with the person alleged to have violated the policy. At the conclusion of the investigation, the person filing the complaint and the person alleged to have committed the conduct will be informed of the results of that investigation to the extent that such disclosure is considered appropriate.

If it is determined that any conduct prohibited by this policy has occurred, we will act promptly to address the offending conduct, and where it is appropriate, we will also impose disciplinary action.

VII. DISCIPLINARY ACTION

If it is determined that inappropriate conduct has been committed by an MWRA employee, we will take such action as is appropriate under the circumstances. Such action may range from counseling to termination of employment, and may include such other forms of disciplinary action as we deem appropriate under the circumstances.

STAFF SUMMARY

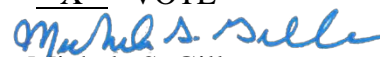
TO: Board of Directors
FROM: Stephen Estes-Smargiassi, Executive Director
DATE: June 24, 2026
SUBJECT: June 2026 PCR Amendments



COMMITTEE: Personnel and Compensation

 INFORMATION
 X VOTE

Wendy Chu, Chief Equity and Inclusion Officer
Preparer/Title


Michele S. Gillen
Director, Administration

RECOMMENDATION:

To approve amendments to the Position Control Register included in the attached chart.

DISCUSSION:

The Position Control Register (PCR) lists all positions of the Authority, filled and vacant. It is updated as changes occur and published at the end of each month. Any changes to positions during the year are proposed as amendments to the PCR. All amendments to the PCR, except those resulting only in a change in title or cost center, must be approved by the Personnel and Compensation Committee of the Board of Directors. All amendments resulting in an upgrade of a position by more than one grade level, and/or an increase in annual cost by \$10,000 or more must be approved by the Board of Directors after review by the Personnel and Compensation Committee.

June 2026 PCR Amendments

There are six PCR Amendments this month.

Organizational Changes:

1. Creation of one Senior Program Manager, Operations Engineering position in the Operations Division, Operations Engineering Department (Unit 9, Grade 30) to meet department needs.
2. Creation of two Third Class Engineer positions in the Operations Division, Thermal Plant Department (Unit 3, Grade 20) to meet department needs.
3. Creation of one Project Manager, GIS position in the Operations Division, Planning Department (Unit 9, Grade 25) to meet department needs.
4. Salary adjustment to one filled position in the Operations Division, Tunnel Redundancy Department for a Manager, Geotechnical and Tunneling (Non-Union, Grade 14) due to internal pay equity issues.

5. Title and grade change to one filled position in the Operations Division, Metro Water Department from a Administrative Coordinator (Unit 1, Grade 18) to Administrative Systems Coordinator (Unit 1, Grade 20) to reflect position's responsibility level.

BUDGET/FISCAL IMPACT:

The maximum annualized budget impact of the PCR amendments will be a cost of \$549,569. Staff will ensure that the costs associated with the PCR amendment will not result in spending over the approved FY26 Approved and FY27 Draft Final Wages and Salaries budgets.

ATTACHMENTS:

Job Descriptions

**MASSACHUSETTS WATER RESOURCES AUTHORITY
POSITION CONTROL REGISTER AMENDMENTS
FISCAL YEAR 2026**

PCR AMENDMENTS REQUIRING BOARD APPROVAL - June 24, 2026																		
Number	Current PCR #	V/F	Type	Current Title	UN	GR	Amended Title	UN	GR	Current/Budget Salary	Estimated New Salary		Estimated Annual \$ Impact		Reason			
															For Amendment			
B23	Operations Engineering Department TBD	N/A	N/A	N/A	N/A	N/A	Senior Program Manager, Operations Engineering	9	30	\$0	\$121,302	-	\$169,830	\$121,302	-	\$169,830	To meet department needs.	
B24	Operations Deer Island Thermal Plant TBD	N/A	N/A	N/A	N/A	N/A	Third Class Engineer	3	20	\$0	\$80,814	-	\$115,658	\$80,814	-	\$115,658	To meet department needs.	
B25	Operations Deer Island Thermal Plant TBD	N/A	N/A	N/A	N/A	N/A	Third Class Engineer	3	20	\$0	\$80,814	-	\$115,658	\$80,814	-	\$115,658	To meet department needs.	
B26	Operations Planning Department TBD	N/A	N/A	N/A	N/A	N/A	Project Manager, GIS	9	25	\$0	\$100,049	-	\$139,888	\$100,049	-	\$139,888	To meet department needs.	
B27	Operations Tunnel Department TBD	F	S	Manager, Geotechnical and Tunneling	N/A	N/A	Manager, Geotechnical and Tunneling	NU	14	\$175,298	\$175,298	-	\$179,610	\$4,312	-	\$4,312	Internal pay equity adjustment.	
B28	Operations Metro Water Department TBD	F	T, G	Administrative Coordinator	1	18	Administrative Systems Coordinator	1	20	\$75,392	\$79,615	-	\$79,615	\$4,223	-	\$4,223	Change due to position's responsibility level.	
BOARD TOTAL =					6													
										TOTAL:				\$391,514		\$549,569		

**MWRA
POSITION DESCRIPTION**

POSITION: Senior Program Manager, Operations Engineering

DIVISION: Operations

DEPARTMENT: Operations Engineering

BASIC PURPOSE:

Manages process control, operational hydraulic support and planning for maintenance and construction projects, and for day-to-day operations within wastewater facilities and collection systems and water facilities, distribution and transmission systems. Provides complete technical support on all operations, troubleshooting, regulatory and process control matters. Acts as a back-up to and assists the managers of water and wastewater operations during emergencies and as needed.

SUPERVISION RECEIVED

Works under the general supervision of the Deputy Director of Waterworks.

SUPERVISION EXERCISED:

Exercises close supervision of assigned technical and engineering staff and supervises water, wastewater operations, and maintenance staff as needed.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Provides technical support and develops/manages project work plans to support operations, maintenance and construction activities to ensure minimal impact to operations and MWRA customers.
- Works with Engineering and Construction Department staff to ensure that operations related design requirements are incorporated into capital improvement projects.
- Manages the development and use of facility and system data to monitor, track and report on water and wastewater facility equipment and process performance and for hydraulic investigations of the water distribution and wastewater collections systems to support system reconfigurations and improvements.
- Develops, updates and manages control strategies to ensure clear documentation of manual and automated facility controls and alarming functions.
- Works to implement and improve upon instrumentation and automated facility controls to reduce energy consumption, reduce maintenance requirements, and improve facility/equipment performance and reliability.
- Manages the performance of facility audits to ensure automation, alarming functions, and emergency safeguards are functioning as designed and documented.
- Develops consultant engineering scope of services, participates in consultant procurement efforts and manages consultant teams as necessary.

- Manages the development of standard operating procedures (SOPs), facility manuals and emergency contingency plans for water and wastewater facilities and associated systems.
- Oversees staff productivity monitoring and continual improvement through staff skill development, strategic planning, SOP improvements, and research and implementation of technology advances.
- Manages and oversees process control and operational engineering issues during construction and start-up of new and rehabilitated facilities to ensure new equipment and automation meet MWRA operational requirements.
- Manages and monitors system performance during wet weather events and system reconfigurations to support construction and maintenance activities. Participates in Emergency Operations Center (EOC) staffing as required. Acts as a back-up to and assists the Managers of Water and Wastewater Operations during emergencies and as needed.
- Assists as directed with maintenance service contracts to support various MWRA needs.
- Assists with recruiting, professional development, training, and performance evaluation of staff in the Operations Engineering group.

SECONDARY DUTIES:

- Performs related duties as required

MINIMUM QUALIFICATIONS:

Education and Experience:

- (A) Knowledge of Engineering and Construction as normally attained through a Bachelor's degree in civil, environmental, chemical or mechanical engineering or related field; and
- (B) Demonstrated knowledge of engineering, design, equipment, methods and practices related to the operations of large water and/ or wastewater facilities and systems as acquired by eight (8) to ten (10) years experience in the field of water resources; and
- (C) Three (3) years of experience managing employees, consultants, projects, or programs; and
- (D) Experience in the design, rehabilitation or startup of contemporary automation systems used for water/wastewater facilities; or
- (E) Any combination of education or experience.

Necessary Knowledge, Skills, and Abilities:

- (A) Demonstrated ability to supervise technical staff
- (B) Demonstrated understanding of process design, system hydraulics and mechanical equipment integral to pumping and treatment systems typically found in water and wastewater facilities.
- (C) Demonstrated abilities to work productively and maintain working relationships with external parties.
- (D) Proficient in the use of personal computers and associated Microsoft Office Suite and use of software used to store, manipulate and analyze historical data (such as OSISoft PI System).
- (E) Experience with GIS, Arcmap, Telog, SCADA, and hydraulic modeling software is preferred.

SPECIAL REQUIREMENTS:

- Must be available to respond to emergencies as needed. Required to be part of an on-call rotation with other Operations Engineering staff twenty-four (24) hours a day, seven (7) days a week.
- Required to provide support during planned off-hour operational events, including wet weather events.
- A valid Massachusetts Class D Motor Vehicle Operators License.
- A valid Grade 6 Wastewater Operator's license or 4D Drinking Water Supply Facilities Operators license preferred.
- Registered Professional Engineer license preferred.

TOOLS AND EQUIPMENT USED:

Office equipment as normally associated with the use of telephone and personal computer.

PHYSICAL DEMANDS:

The physical demands here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to use hands to finger, handle, feel or operate objects, including office equipment or controls and reaches with hands and arms. The employee must frequently lift and or move up to 10 pounds, occasionally lift/or move up to 25 pounds. Specific vision abilities required by this job include close vision, distance vision, depth perception and the ability to focus.

WORK ENVIRONMENT:

The work environment characteristics here are representative of those an employee encounters while performing the essential functions of this job.

While performing the duties of this job, the employee regularly works in an office environment. The employee will also be exposed to outdoor weather conditions. The employee is occasionally exposed to fumes and airborne particles.

The noise level in the work environment is a moderately quiet setting.

June 2026

**MWRA
POSITION DESCRIPTION**

POSITION: Third Class Engineer (Thermal/Power Plant)

DIVISION: Operations

DEPARTMENT: Thermal

BASIC PURPOSE:

Under the direction of the Second Class Engineer (Thermal/Power Plant), operates, adjusts and maintains complex Thermal Power equipment, critical to maintain required supply of heat and electrical power.

SUPERVISION RECEIVED:

Works under the general supervision of the Second Class Engineer (Thermal/Power Plant). May receive some direction from Manager, Power Generation.

SUPERVISION EXERCISED:

None. Provides oversight to interns. Works closely with and provides general direction to outside contractors.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Performs the proper operation of all Thermal/Power Plant equipment in accordance with M.G.L. Chapter 146: high pressure boilers, steam topping turbine, combustion turbine generators, fuel oil and waste gas supply systems, diesel generators, pumps, blowers, compressors, water treatment cooling and heating systems, electrical distribution, instrumentation systems, hydroturbines, and burner management systems.
- Performs standard operating procedures (SOPs) for the Thermal/Power Plant and the electrical distribution system.
- Performs casualty control training as required.
- Inspects engineering plant machinery and operation to determine efficiency and need for maintenance requirements.
- Lubricates equipment and machinery.
- Communicates with other Thermal/Plant personnel on the Thermal/Power Plant Operations.
- Understands and complies with Lockout/Tagout procedures for equipment in the Thermal/Power Plant.
- Works with contractors and vendors to support plant maintenance as required.
- Attends all Toolbox Talks to ensure safety.
- Maintains operating logs and records properly.
- Contributes to a safe working environment and follows safety policies.
- Monitors gauges, meters and recording devices and makes adjustments to maintain specified

pressures and temperature, flows, amperage, voltage and power.

- Makes routine repairs such as replacing gaskets, re-packing pumps, cleaning, scraping and washing out water boxes. Assists in making minor repairs to auxiliary equipment.
- Monitors steam, combustion, and hydro turbines, boilers, feed and circulating pumps, diesel engines, compressors, digester gas systems, digital control systems, etc., controls steam water/oil flows as required.
- Collects water, steam, oil, and gas samples and tests to determine quality. Records results and reports abnormalities to Second Class Engineer.
- Performs as directed, scheduled Preventive Maintenance and minor Corrective Maintenance, including all shift, daily, weekly and monthly checks.
- Maintains a clean and orderly work area.
- Directs all chemical and fuel deliveries/ordering as required.
- Prepares injury and illness reports, safety work orders and maintenance work order requests as necessary.
- Performs light maintenance independently or as part of a team. Light maintenance shall include but not limited to:
 - Operation of forklift or other light equipment that does not require a special license.
 - Generates inspection lists and maintenance reporting through the Computerized Maintenance Management System.
 - Inspects and troubleshoots various systems and equipment
 - Installs and retrofits/new equipment related to plant systems.
 - Modifies and/or aligns existing equipment to specifications.
 - With proper training sets up ladders, staging and rigging and utilizes hoists, jacks, dollies, lifts, etc. for proper access to job and to remove and install equipment.
 - Operates portable pumping, ventilation and other equipment necessary to support and accomplish assigned tasks.
 - Greases and lubricates, replaces oil reserves, minor packing adjustments and opens hatches.
 - Installs safety rails, changes light bulbs and replaces HVAC filters.
 - Conducts routine testing, lockout/tagout, operation (startup/shutdown) and adjustment of process equipment.
 - Removes snow from immediate work area in order to perform tasks.
 - Performs necessary cleanup and housekeeping for work area and other light maintenance tasks.

SECONDARY DUTIES:

- Performs other related duties as required.

MINIMUM QUALIFICATIONS:

Education and Experience:

- (A) Basic technical and communication skills as normally attained through a high school education or the equivalent. Trade or vocational training preferred; and
- (B) Three (3) to five (5) years of experience in the operation of Thermal/Power Plant equipment, high pressure boilers, topping turbines and related auxiliary equipment; or
- (C) Any equivalent combination of education and experience.

Necessary Knowledge, Skills and Abilities:

- (A) Knowledge of operation of generating equipment, plant heating, large diesel-fuel engines and electrical distribution systems.
- (B) Ability to plan, organize and perform assigned duties independently.
- (C) Ability to understand responsibility and work with minimal supervision.
- (D) Extensive knowledge of safety practices and application in Steam Engineering and Wastewater Facilities.
- (E) Ability to work as a team to support the goals of Deer Island Facility.

SPECIAL REQUIREMENTS:

- Required to respond to emergencies and provide overtime shift coverage as required.
- A valid Massachusetts Third Class Engineer's License.
- Annual completion of the following training: Right to Know, Confined Space Entry Refresher, 8-hour OSHA training, Hazard Communications, and other OSHA training as needed.
- Completion of Adult CPR/AED/First Aid Training every two years.
- Complete productivity improvement competency-based training program related to **ESSENTIAL DUTIES AND RESPONSIBILITIES** as outlined above and successfully demonstrates required competencies.

TOOLS AND EQUIPMENT USED:

Motor vehicle including forklift, power and hand tools, mobile radio, telephone, and beeper.

PHYSICAL DEMANDS:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to use hands to finger, handle, feel or operate objects, tools, or controls and reach with hands and arms. The employee frequently is required to stoop, kneel, crouch or crawl. The employee occasionally is required to stand, walk, talk or hear, sit, climb, or balance, taste or smell.

The employee must frequently lift and/or move up to 25 pounds and occasionally lift and/or move more than 100 pounds. Specific vision abilities required by this job include close vision, distance and peripheral vision, depth perception, and the ability to adjust focus.

WORK ENVIRONMENT:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job.

While performing the duties of this job, the employee regularly works in an office environment. The employee occasionally works in outside weather conditions. The employee regularly works near moving mechanical parts and is occasionally exposed to wet and/or humid conditions and vibration. The employee occasionally works in high, precarious places and is regularly exposed to fumes or airborne particles, toxic or caustic chemicals, and risk of electrical shock.

The noise level in the work environment is usually loud in field settings, and moderately quiet in office settings.

October 2021

MWRA

POSITION DESCRIPTION

POSITION: Project Manager, GIS Geographic Information Systems

DIVISION: Operations

DEPARTMENT: Planning

BASIC PURPOSE:

Manages various Geographic Information Systems (GIS) data and projects. Provides technical assistance including data design and development, automating workflows to improve productivity and efficiency, and leveraging web apps to support the needs of Planning and other departments.

SUPERVISION RECEIVED:

Works under the general supervision of the Program Manager in the Mapping, Modeling and Data Analysis Group.

SUPERVISION EXERCISED:

Provides supervision to other GIS staff and interns as needed.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Coordinates with GIS team members to manage the Authority's GIS data development and maintenance, including defining data collection methods and standards, establishing data development procedures and implementing quality control measures; and assists in the maintenance of web applications that provide access to the Authority's water and sewer systems GIS data and documents.
- Coordinates the development and maintenance of metadata for the Authority's GIS data.
- Participates in the production and documentation of maps requested by staff and all high-quality specialty maps, including setting standards for map creations.
- Analyzes information system needs and recommends solutions and appropriate hardware/software to streamline and improve efficiency of data and map production work.

Coordinates with team members and Operations Department staff to plan and coordinate field data collection efforts, enhancing the accuracy, completeness, and reliability of GIS and operational data.

- Collaborates with team members and staff across departments to identify, digitize, and integrate isolated digital and hard-copy information into a unified, comprehensive system, ensuring accessibility and availability to all staff.

- Performs analytical services for operational issues using various analytical tools. Produces maps, charts, graphs, reports, and info graphics for presentations as needed including for emergency situations.
- Provides technical assistance and training to other departments on mapping and GIS-related projects.
- Assists in developing scopes of work, participates in consultant selection and oversees budgetary and technical work for contracts.

SECONDARY DUTIES:

- Performs special tasks, projects and other related duties as required.

MINIMUM QUALIFICATIONS:

Education and Experience:

- (A) — A Bachelor's degree with a major preferably in Geography, Geographic Information Systems, spatial analytics or related degree. Master's Degree is preferred; and.
- (B) At least five (5) years of GIS experience in data development and maintenance, data conversion methodologies, database design, and workflow automation preferably in water and wastewater systems; or
- (C) Any equivalent combination of education or experience.

Necessary Knowledge, Skills and Abilities:

- (A) In-depth knowledge of principles and practices of GIS and applications and cartography.
- (B) In-depth knowledge of GIS and database structures including demonstrated ability to perform advanced spatial analysis and data conversion/manipulation using a variety of software tools and scripts to automate geoprocessing workflows.
- (C) Advanced proficiency in Esri's ArcGIS Pro to perform highly detailed data development at an engineering scale. Proficiency in the use of Esri's ArcGIS extensions Utility Network, Spatial Analyst, 3D Analyst and Data Reviewer is desirable. Knowledge of ArcGIS Server, Portal for ArcGIS, and ArcGIS Online a plus
- (D) Intermediate proficiency in Python and ArcGIS Arcade scripting languages and ArcGIS Model Builder.
- (E) One year project management experience directing GIS activities in data design and development, including implementation and integration of GIS within an organization.
- (F) Demonstrated ability to analyze complex problems, evaluate alternatives, and make sound and well-structured recommendations.

- (G) Working knowledge of other computer packages such as AutoCAD, MS Office Suite, and MS Access.
- (H) Demonstrated ability to communicate technical information effectively, both verbally, graphically and in writing as well as the ability to translate staff needs into solutions using the best tool for the task based on previous experience and knowledge.
- (I) Demonstrated ability to serve as a GIS project leader including the development of technical approach, budget, scheduling, and quality assurance.
- (J) Demonstrated ability to create and maintain good working relationships and collaborations internally and externally while being able to work independently and take initiative to work as part of an interdisciplinary project team and to develop and maintain working relationships with external parties.

SPECIAL REQUIREMENTS:

A valid Massachusetts Class D Motor Vehicle Operator's License or driver's license from another state.

GISP (GIS Certification Institute - GISCI certification) desirable but not required.

TOOLS AND EQUIPMENT USED:

Office machines as normally associated with the use of telephone, personal computer including word processing and other software, email, videoconferencing, copy and fax machine.

PHYSICAL DEMANDS:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to sit, talk or hear. The employee is regularly required to use hands to finger, handle, feel or operate objects, including office equipment, or controls and reach with hands and arms. The employee frequently is required to stand and walk.

There are no requirements that weight is lifted or force is exerted in the performance of this job. Specific vision abilities required by this job include close vision, and the ability to adjust focus.

WORK ENVIRONMENT:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. While performing the duties of this job, the employee regularly works in an office environment.

The noise level in the work environment is usually moderately quiet. Position is eligible for telework up to 50% after an initial waiting period

June 2026

**MWRA
POSITION DESCRIPTION**

POSITION: Manager, Geotechnical and Tunneling

DIVISION: Tunnel Redundancy

DEPARTMENT: Tunnel Redundancy

BASIC PURPOSE:

Manages activities relative to subsurface investigations, geotechnical, and tunnel engineering. Additionally, manages engineering and design projects related to the Tunnel Redundancy Program as well as rehabilitation and capital improvement of other water and wastewater facilities and infrastructure.

SUPERVISION RECEIVED:

Works under the general supervision of the Director, Design and Construction (Tunnel Redundancy.)

SUPERVISION EXERCISED:

Manages professional and technical employees and consultants.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Supervises professional multi-disciplinary engineering work of large and complex projects requiring application of professional engineering principles and the exercise of independent engineering judgment.
- Oversees projects, including the planning and design of the Tunnel Redundancy Program as well as rehabilitation and capital engineering projects for waterworks and wastewater facilities and pipelines. Manages the planning and design phases of the Tunnel Redundancy Program as well as assigned water and wastewater engineering and or maintenance projects including, feasibility and environmental impact reports, detailed plans and specifications, permitting, project schedules, technical assistance, progress review and evaluation.
- Serves as the chief geotechnical/tunneling engineer during the design and planning of the tunnel systems related to the Tunnel Redundancy Program. Develops concept designs and/or reviews designs received from consultant engineering firms.
- Manages activities and interactions related to subsurface investigations and geotechnical engineering. Manages geotechnical engineering reviews and in-house geotechnical design activities for projects Authority-wide.
- Establishes and reviews policies, procedures, work plans, and schedules for conducting subsurface investigations and inspections, geotechnical engineering reviews and records management of subsurface/geologic data and materials.
- Participates in consultant selection procedures and contract negotiations for projects. Additionally, oversees applicable phases of consultant selection for assigned projects including developing scope

of services, specifications, cost estimates, work schedules, negotiations, and preparing contract award recommendations. Ensures compliance with contract budgets, schedules, and terms.

- Coordinates project development and reviews work of professional engineering consultants related to geotechnical and tunnel engineering including subsurface exploration and testing methods, tunnel alignment, shaft location selection, shaft design, tunnel diameter and liner system, tunnel boring machine specification, shaft and tunnel groundwater control, probing and grouting, blasting, ground monitoring, and instrumentation.
- Oversees the work of professional engineering consultants for large tunneling projects, including all work products for quality of work, budget, schedule, and compliance with contractual terms and MWRA objectives and policies. Monitors the professional engineering consultants' efforts to identify and mitigate potential sources of project delays during the construction phase. Provides quality reviews of geotechnical data reports and geotechnical baseline reports as well as contract documents (plans and specifications) for shaft and tunnel projects.
- Coordinates with the Director of Environmental and Regulatory Affairs and Law Division as needed to conduct project activities in compliance with local, state, and federal requirements.
- Supports annual and supplementary budget requests for the Tunnel Redundancy Program in the Capital Improvement Program. Oversees and reviews projects' budgets and schedules for compliance with established department, division, and MWRA program goals.
- Prepares and reviews project schedules and budgets, and reviews and recommends payment of invoices.
- Reviews project change orders and cost estimates and identifies new project funding requirements.
- Manages subsurface data records, records access, and exchange of technical information.
- Assists with the development of risk management plans and quality plans for tunneling projects and participates in overseeing their implementation.
- Manages professional staff, including assigning projects, evaluating performance, and planning staff development. Provides technical and administrative assistance to staff in the development and management of projects which include design and engineering services during construction in the Tunnel Redundancy Program as well as new and rehabilitative water and wastewater projects. Develops safety procedures working closely with MWRA Safety staff.
- Works effectively and in conjunction with other MWRA divisions and departments to ensure complete and coordinated projects. Coordinates projects with communities, government agencies and other MWRA departments as required. Provides technical information and assistance. Addresses professional and community groups and initiates outreach projects as required.
- Assists with compliance with MWRA procedures and policies, regulatory requirements and applicable engineering standards. Ensures all project activities are coordinated with MWRA divisions and departments, outside regulatory and permitting agencies and communities, as appropriate.
- Assists in implementing the goals and commitments of MWRA in the areas of customer services, diversity and affirmative action, economy and efficiency, health and safety, emergency response and security, integrity, and public trust.

SECONDARY DUTIES:

- Performs related duties as required.

MINIMUM QUALIFICATIONS:

Education and Experience:

- (A) A bachelor's degree in geotechnical engineering, geology, civil engineering or related engineering field; and
- (B) A master's degree in geotechnical or tunnel engineering, or civil engineering with a geotechnical focus; and
- (C) At least ten (10) years of civil/geotechnical/tunnel engineering experience; and
- (D) At least five (5) years of progressive engineering experience in shaft and tunnel design involving sewer or water system tunnel projects; and
- (E) At least three (3) years experience in a supervisory or project management capacity; or
- (F) Any equivalent combination of education and experience.
- (G) Preferred qualifications: Previous design or construction experience on a megaproject(s) (i.e., projects over \$1B).

Necessary Knowledge, Skills and Abilities:

- (A) Knowledge of principles and practices of civil engineering, geotechnical, and tunneling engineering.
- (B) Understanding of issues related to design, construction, and operation of large and complex water and wastewater facilities and infrastructure.
- (C) Demonstrated ability to work effectively as part of a collaborative project team and also to function independently with minimal supervision.
- (D) Knowledge of Massachusetts bidding laws, including M.G.L Chapter 30 and Chapter 149 construction bidding regulations.
- (E) Knowledge of environmental regulations and permitting requirements.
- (F) Proficiency with computer software such as Microsoft Office Suite.
- (G) Familiarity with engineering software such as CADD related to subsurface investigations, geotechnical engineer, shaft, and tunnel design.
- (H) Excellent interpersonal, managerial, written and oral communications skills.

- (I) Well-developed management skills including effective delegation of work and performance management.
- (J) Ability to provide program management leadership to engineering managers and staff engaged in engineering programs, projects and activities.

SPECIAL REQUIREMENTS:

A valid Massachusetts Class D Motor Vehicle Operators License.

Registration as a Massachusetts Professional Engineer.

TOOLS AND EQUIPMENT USED:

Office machines as normally associated with the use of telephone, personal computer, including word processing and other software, copy fax machine, measuring equipment, light tools and mobile radio.

PHYSICAL DEMANDS:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to use hands to finger, handle, feel or operate objects, tools or controls and reach with hands and arms. The employee frequently is required to sit and talk or hear. The employee is occasionally required to stand, walk, climb or balance, stoop, kneel, crouch, or crawl, taste or smell.

The employee must frequently lift and/or move up to 10 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, depth perception, peripheral vision and the ability to adjust focus.

WORK ENVIRONMENT:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job.

While performing the duties of this job, the employee occasionally works in outside weather conditions. The employee occasionally works near moving mechanical parts, and is occasionally exposed to wet and/or humid conditions and vibration. The employee occasionally works in high or underground precarious places and is occasionally exposed to fumes or airborne particles, toxic or caustic chemicals and risk of electrical shock.

The noise level in the work environment is usually loud in field setting and moderately quiet in an office setting.

June 2018

**MWRA
POSITION DESCRIPTION**

POSITION: Administrative Coordinator

DIVISION: Executive, Operations, Law, Administration & Finance

DEPARTMENT: Deer Island, Law, Support Services, Public Affairs, Human Resources, MIS, Internal Audit, E&C, TRAC, Clinton

BASIC PURPOSE:

Provides administrative support and assistance to the Director, Manager, and/or departmental staff. This provides a range of possible duties, but will not necessarily perform all the duties listed below.

SUPERVISION RECEIVED:

Works under the general supervision of the Department Director or Manager.

SUPERVISION EXERCISED:

May exercise supervision over an intern or entry-level clerical personnel.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Assists the Manager of the department in dissemination and implementation of administrative policies and procedures relative to personnel, budget, finance, payroll, purchasing and other administrative matters.
- Updates and implements changes of all departmental personnel records as needed including the completion, submittal and follow-up of necessary MWRA forms. Supervises, inputs and maintains timekeeping and payroll data for the department.
- Schedules and prepares personnel hiring, benefits, salary increases and/or promotion documents. Refers managers and employees to union contract provisions Human Resources policies and Procedures. Directs complex issues to HR Labor Relations.
- Assists with the planning and implementation of MWRA outreach efforts, including meetings, conferences, facility tours and related workshops.
- Develops and maintains department database management, spreadsheet filing systems, all and all-departmental files as required.
- Purchase departmental supplies and monitor's expenses. Compiles and reviews spending reports.
- Maintains Director's/Manager's schedule and appointments and is responsible for any administrative support needed.
- Responds to public information requests.
- Reviews and prepares monthly accrual information and inputs into computer systems.
- Receives and distributes mail. Composes routine correspondence.

SECONDARY DUTIES:

- Performs related duties as required.

MINIMUM QUALIFICATIONS:

Education and Experience:

- (A) An Associate's degree in any field; and
- (B) Understanding of personnel, payroll and procurement and administrative policies as acquired by at least three (3) years of related experience; or
- (C) Any equivalent combination of education and experience.

Necessary Knowledge, Skills and Abilities:

- (A) Demonstrated skills in Microsoft Word, Excel, Access, PowerPoint, and Outlook are required. Knowledge of financial software programs is highly desirable.
- (B) Knowledge of MWRA Administrative Policies and Procedures including hands-on experience with payroll and personnel processing is preferred.
- (C) Ability to work with minimal supervision in a fast-paced environment.
- (D) Demonstrated strong organizational, verbal, and written communications skills.

SPECIAL REQUIREMENTS:

A driver's license is required.

Must have successfully completed the MIS and professional development-related ACP requirements for this position. If no qualified ACP certified applicant applies for the position, the selected candidate will have 6 months to complete the ACP program.

TOOLS AND EQUIPMENT USED:

Office machines as normally associated with a professional office environment, including the use of telephones, personal computers, word processing and other software, email, videoconference applications, copiers, scanners and fax machines.

PHYSICAL DEMANDS:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job.

Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee is regularly required to use hands to finger, handle, feel or operate objects, tools or controls and reach with hands and arms. The employee frequently is required to sit and talk or hear. The employee is occasionally required to walk; stand; climb or balance; stoop, kneel, crouch, or crawl; taste or smell.

The employee must frequently lift and/or move up to 10 pounds and occasionally lift and/or move up to 50 pounds. Specific vision abilities required by this job include close vision, distance vision, depth

perception, peripheral vision and the ability to adjust focus.

WORK ENVIRONMENT:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job.

While performing the duties of this job, the employee frequently works in outside weather conditions. The employee occasionally works near moving mechanical parts, and is occasionally exposed to wet and/or humid conditions and vibration. The employee occasionally works in high precarious places and is occasionally exposed to fumes or airborne particles, toxic or caustic chemicals and risk of electrical shock.

The noise level in the work environment is usually loud in field settings and moderately quiet in an office setting.

May 2026

**MWRA
POSITION DESCRIPTION**

POSITION: Administrative Systems Coordinator

DIVISION: Operations

DEPARTMENT: Waterworks, Wastewater, Operations Administration

BASIC PURPOSE:

Provides comprehensive administrative support to the Directors of Waterworks and Wastewater, Metropolitan Operations, Operations Engineering, SCADA and Metering, Wastewater Operations and Metro Maintenance, FOD Administration. Assists in administrative tasks, inventory control, recordkeeping, development and implementation of various computer software programs. Provides a range of possible duties but will not necessarily perform all the duties listed below.

SUPERVISION RECEIVED:

Works under the general supervision of the multiple Directors, Deputy Directors, or Managers.

SUPERVISION EXERCISED:

Exercises supervision over assigned entry-level and clerical employees.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Manages all administrative activities such as payroll, accounting, inventory control and purchasing of items including equipment, supplies, and materials.
- Assists in the dissemination, direction and implementation of administration policies and procedures.
- Assists in yearly budget requests and manages databases for current expense budget for accounts and to-date reporting or expenditures. Answers quarterly variance questions and all other related budgetary questions.
- Coordinates the implementation of and manages the efficient use of the computerized programs in accordance with Authority policies and procedures.
- Under the supervision of the supervisor, reviews professional services invoices to verify the accuracy of data submitted and cross references data against contract documents. Assists in setting up detailed spreadsheets used to track contract data

such as overhead rates, contract hourly rates, fees and salaries. Enters and updates spreadsheet data as necessary to maintain the accuracy of contract invoice details.

- Reviews assigned employee performance in accordance with Authority Policies and Procedures.
- Coordinates the preparation of documents, reports, etc. for all administrative, human resources, payroll, public requests and inventory functions.
- Performs administrative duties such as correspondence, telephones, files, calendar, conferences etc.
- Develops and implements computer generated work order systems and coordinates some with material requirements.

SECONDARY DUTIES:

- Coordinates special projects as needed.
- Performs related duties as required.

MINIMUM QUALIFICATIONS:

Education and Experience:

- (A) An Associate's degree in any field; and
- (B) Organizational and administrative skills as attained through at least four (4) years of experience; or
- (C) Any equivalent combination of education or experience.

Necessary Knowledge, Skills and Abilities:

- (A) Demonstrated proficiency in Microsoft Office products including Outlook, Word, Excel, Access and PowerPoint.
- (B) Familiarity of database and HRIS software
- (C) Demonstrated experience in planning, organizing, and supervising projects.
- (D) Excellent analytical, interpersonal, oral and written communication skills.

SPECIAL REQUIREMENTS:

A valid Massachusetts Class D Motor Vehicle Operators License or driver's license from another state is required.

Must have successfully completed the MIS and professional development-related ACP requirements for this position. If no qualified ACP certified applicant applies for the position, the selected candidate will have 6 months to complete the ACP program.

TOOLS AND EQUIPMENT USED:

Office machines as normally associated with a professional office environment, including the use of telephones, personal computers, word processing and other software, email, videoconference applications, copiers, scanners and fax machines.

PHYSICAL DEMANDS:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential duties.

While performing the duties of this job, the employee is regularly required to sit, talk or hear. The employee is regularly required to use hands to finger, handle, feel or operate objects, including office equipment, or controls and reach with hands and arms. The employee frequently is required to stand and walk.

The employee must regularly lift and/or move up to 10 pounds. Specific vision abilities required by this job include close vision, color vision and the ability to adjust focus.

WORK ENVIRONMENT:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. While performing the duties of this job, the employee regularly works in an office environment.

The noise level in the work environment is usually a moderately quiet office settings. Position may be eligible to telework up to two days a week after an initial waiting period.

June 2026

STAFF SUMMARY



TO: Board of Directors
FROM: Stephen Estes-Smargiassi, Executive Director
DATE: June 24, 2026
SUBJECT: Appointment of Manager of Design, Tunnel Redundancy Department

COMMITTEE: Personnel & Compensation

 INFORMATION
 X VOTE

Michele S. Gillen, Director, Administration
Paul Savard, Acting Director, Tunnel Redundancy
Preparer/Title



Kathleen M. Murtagh, P.E.
Chief Operating Officer

RECOMMENDATION:

To approve the appointment of Mr. David Abt to the position of Manager of Design, Tunnel Redundancy Department (non-union, Grade 14) at an annual salary of \$175,440 commencing on a date to be determined by the Executive Director.

DISCUSSION:

The Manager of Design position for the Tunnel Redundancy Department was vacated in September 2023 upon promotion of the incumbent. The Manager of Design reports to the Deputy Director, Design and Construction of the Tunnel Redundancy Department and is responsible for managing and coordinating the final design engineering services, including design of the tunnel systems related to the Metropolitan Water Tunnel Program as well as oversight and management of schedules and budgets from planning through construction award to ensure design and construction projects comply with approved schedules and budgets. During construction, the position will be responsible for maintaining the design intent by managing the engineering services during construction (ESDC), which includes review of contractor submittals and shop drawings, responding to requests for information and reviewing potential change orders and claims that may arise.

Selection Process

The position was posted internally and externally. There was one qualified internal candidate that was referred for an interview. The candidate was interviewed by the Chief Operating Officer, the Acting Director of the Tunnel Redundancy Department and the Manager of Talent Acquisition. Mr. Abt was determined to be highly qualified to fill this position based on his experience, abilities, knowledge and education.

Mr. Abt has over 11 years of experience holding various positions with progressively increasing levels of responsibility. This includes seven years in the Tunnel Redundancy Department. Prior to joining MWRA, Mr. Abt held positions in the geotechnical engineering field working on design and project management of both public and private sector projects with an emphasis on utility and infrastructure design. In his current role as the Program Manager for the Tunnel Redundancy

Department, Mr. Abt directs and manages the engineering staff in management and oversight of the final design engineer consultant services. He conducts and coordinates review of technical deliverables and has been instrumental in monitoring the design to verify it remains on schedule.

Mr. Abt has a Bachelor of Science in Civil Engineering and a Master of Science in Civil Engineering with a focus on geotechnical engineering from UMass Amherst. He is a licensed professional engineer in the Commonwealth of Massachusetts.

Mr. Abt's performance in his positions at MWRA, and his past experience working on all phases of the Metropolitan Water Tunnel Program (geotechnical investigations, preliminary design, geotechnical support services), and his recent oversight of final design consultant services, along with his demonstrated leadership skills, make him an excellent choice as the Manager of Design for the Metropolitan Water Tunnel Program.

BUDGET/FISCAL IMPACTS:

There are sufficient funds in the Draft Final FY27 Current Expense Budget for this position. The recommended salary is commensurate with Mr. Abt's experience and responsibilities.

ATTACHMENT:

Resume of David Abt
Position Description
Organizational Chart

David Abt, PE

Executive Summary

Management professional offering more than 11 years of design and project management experience in both the public and private sector, with an emphasis on utility and infrastructure design. Licensed professional engineer in Massachusetts and active participant in industry initiatives. Key projects include the Metropolitan Water Tunnel Program incorporating tunneling, pipelines, near-surface structures, and trenchless technologies.

Work History

MWRA

Program Manager, Design (December 2022 – Present)

- Manages the design of the Metropolitan Water Tunnel Program (Program) Final Design Engineering Services contract.
- Leads the review of final design deliverables working with subject matter experts in the Tunnel Redundancy Department (Tunnel Department), other MWRA Departments, and Program Support Services Consultant staff.
- Reviews the final designer's schedule and budget to ensure timely and cost-effective delivery of the Final Design Engineering Services contract.
- Coordinates Program development with internal and external stakeholders.
- Frequently leads presentations to internal and external stakeholders, contractors, and consultants.
- Co-leads Senior Tunnel Department Management meetings discussing completed work and upcoming priorities with the Director of Tunnel Redundancy, and Manager of Geotechnical Engineering and Tunneling.
- Plans Tunnel Department resource allocation for Program initiatives with the Director of Tunnel Redundancy.
- Assigns work activities and monitors progress of junior Tunnel Department staff.
- Responsible for the Final Design Engineering Services contract procurement including scope development, RFQ and RFP development, and selection committee meetings.
- Worked with the Law and Procurement Departments to update the MWRA's Professional Services Agreement for the Final Design Engineering Services contract.

MWRA

Senior Geotechnical Engineer (June 2019 – December 2022)

- Contributed to the planning and execution of the Phase 1A and 1B subsurface investigation programs consisting of deep rock test borings, packer testing, vibrating wire piezometer installation, and geophysical survey.
- Reviewed work plans, geotechnical data reports, evaluations, technical analysis, permit applications, and technical memoranda to help advance the planning and design of the Program.
- Worked with the Program Support Services Consultant to manage the Program Risk Register. Planned and organized Program Risk Register Update workshops.

- Reviewed and evaluated existing information from previous MWRA tunnel programs to apply the information to the planning and design of the Program.
- Contributed to internal working groups on professional services tasks such as developing the terms and conditions of professional services agreements and evaluating pros and cons for different approaches to contract packaging.

CDM Smith Inc. *Geotechnical Engineer 2-3 (April 2017 – May 2019)*

- Began as a Geotechnical Engineer 2 and was promoted to Geotechnical Engineer 3 in 2018.
- Provided support in the planning, design, and construction phases on projects including utility pipelines, roadways, water treatment plants, shallow and deep foundations, and underground construction.
- Planned, scheduled, and coordinated all aspects of subsurface investigation programs.
- Oversaw subsurface investigations including test borings, monitoring well installation, geothermal well installation, test pit excavation, and vacuum excavation.
- Managed field technicians and junior engineers during subsurface investigations.
- Prepared geotechnical data reports, geotechnical design reports, and construction specifications.
- Performed geotechnical engineering calculations including down drag, lateral pile capacity, shallow and deep foundations, settlement, and slope stability.

CHA Consulting Inc. *Assistant Geotechnical Engineer 1 (May 2016 – April 2017)*

- Coordinated and monitored subsurface investigations, collected, and classified samples, analyzed data, and reviewed geotechnical samples to select laboratory testing.
- Interpreted field and laboratory data to decide engineering design parameters.
- Prepared geotechnical data and design reports.

Daniel O’Connell’s Sons *Field Engineer (May 2014 – August 2015)*

- Served as a field engineer on the Vassar College Science Complex and Marist College Nursing Building projects.
- Collaborated with engineers and project managers to develop schedules and monitor completion.

Education

University of Massachusetts, Amherst GPA: 3.6 Master of Science, Civil Engineering (Geotechnical) (Graduation Spring 2016)

University of Massachusetts, Amherst GPA: 3.3 Bachelor of Science, Civil Engineering (Graduation Spring 2014)

Certifications and Registrations

Professional Engineer – Massachusetts (License No. 55991)
CORE – Emerging Leaders Program – Complete May 2026

Industry Initiatives

North American Tunneling Conference Session Chair - 2026

**MWRA
POSITION DESCRIPTION**

POSITION: Manager, Design
DIVISION: Tunnel Redundancy
DEPARTMENT: Tunnel Redundancy

BASIC PURPOSE:

Manages engineering and design projects related to the Tunnel Redundancy Program as well as rehabilitation and capital improvement of other water and wastewater facilities and infrastructure. Under the direction of the Director, Design and Construction, implements, manages, coordinates, controls and performs quality assurance/quality control on policies and procedures for shaft and tunnel projects from planning through construction award to ensure design and construction projects comply with approved schedules and budgets.

SUPERVISION RECEIVED:

Works under general supervision by the Deputy Director, Design and Construction (Tunnel Redundancy Program).

SUPERVISION EXERCISED:

Directly manages professional staff and consultants.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Supervises professional multi-disciplinary design work of large and complex projects applying professional engineering principles and exercising independent judgment.
- Serves as a design engineer during the planning and design of the tunnel systems related to the Tunnel Redundancy Program, including developing concept designs and/or reviewing designs received from consultant engineering firms which involves the oversight and management of schedules and budgets. Implements program design standards including CADD.
- Performs engineering analysis, prepares engineering documents, and writes project reports.
- Develops design schedules and design budgets ensuring fundamental management controls, techniques, and accountability for projects related to the Tunnel Redundancy Program.
- Ensures safe MWRA operations for MWRA employees, constituents, and the general public.
- Implements and administers the program management plan and program to ensure timely and cost-effective delivery of the Tunnel Redundancy Program. Implements control and tracking methods and procedures to ensure project compliance with approved budgets and schedules. Reports the status of projects to senior management including any issues that impact schedules and budgets. Develops and provides proposals to address budget or schedule non-compliance issues.
- Determines design delivery methods, specification types, and schedules for projects supporting

the Tunnel Redundancy Program. Ensures projects are implemented using comprehensive work plans and resources by selecting consultant services groups that deliver a technically sound, controlled project on budget and on time.

- Participates in consultant selection procedures and contract negotiations for projects. Additionally, oversees applicable phases of consultant selection for assigned projects including developing scope of services, specifications, cost estimates, work schedules, negotiations, and preparing contract award recommendations. Ensures compliance with contract budgets, schedules, and terms.
- Oversees the work of professional engineering consultants for large tunneling projects, including all work products for quality of work, budget, schedule, and compliance with contractual terms and MWRA objectives and policies.
- Reviews work of professional engineering consultants related to alternative analysis, tunnel alignment and shaft location selection, hydraulic analysis, groundwater treatment and discharge, connections to existing MWRA systems, long term operations, design reports, and contract documents (plans and specifications).
- Monitors the professional engineering consultants' efforts to identify and mitigate potential sources of project delays during the design and construction phases.
- Administers the monitoring, control, schedule & budget for projects using scope control, performance reports, change requests and cost management/control using integrated time/cost management controls.
- Supports annual and supplementary budget requests for the Tunnel Redundancy Program in the Capital Improvement Program. Reviews projects' budgets and schedules for compliance with established department, division, and MWRA program goals.
- Prepares and reviews project schedules and budgets, and reviews and recommends payment of invoices.
- Reviews project change orders and cost estimates and identifies new project funding requirements.
- Implements a Quality Assurance/Quality Control (QA/QC) plan for the program to ensure a project's fast tracking and the effect on contract document preparation that will result in technical, effective and constructible projects. Administers quality management during design and construction process. Ensures that fundamentals and recommended practices and procedures for QA/QC are followed and managed by staff.
- Assists in the development of risk management plans and quality plans for tunneling projects and participates in overseeing their implementation.
- Manages professional staff, including assigning projects, evaluating performance, and planning staff development.
- Oversees the development of engineering designs and permits. Approves final permit applications for submittal and contract documents for bidding and construction using credentials (Massachusetts Professional Engineer license).
- Provides technical and administrative assistance to staff in the development and management of projects which include design and engineering services during construction of the Tunnel Redundancy Program as well as new and rehabilitation water and wastewater projects.

- Develop safety procedures by working closely with MWRA Safety staff.
- Works effectively and in conjunction with Procurement, Law, Operations and Administration divisions. Develops clear schedules and costs associated with all projects from both in-house and consultant teams.
- Assists with project development of work breakdown and construction packaging. Coordinates cooperative project development with other MWRA divisions and departments to ensure complete and coordinated projects. Coordinates projects with communities, government agencies and other MWRA departments. Provides technical information and assistance. Assists in addressing professional and community groups and initiates outreach projects as required.
- Assists with compliance with MWRA procedures and policies, local, state, and federal environmental regulatory requirements and applicable engineering standards.
- In coordination with MWRA senior staff, supports all project activities and coordinates with MWRA divisions and departments, outside regulatory and permitting agencies and communities, as appropriate.
- Oversees the recruiting, professional development, training, and performance evaluation of staff for assigned department.
- Works collegially with and coordinates with staff in other MWRA divisions and departments and advances the goals, objectives and strategies of the MWRA business plan.
- Assists in implementing the goals and commitments of MWRA in the areas of customer services, diversity and affirmative action, economy and efficiency, health and safety, emergency response and security, integrity, and public trust.
- Manages the Department in a manner that is consistent with MWRA's goals of Diversity, Equity, and Inclusion.

SECONDARY DUTIES:

- Performs related duties as required.

MINIMUM QUALIFICATIONS:

Education and Experience:

- (A) A Bachelor's degree in civil or geotechnical engineering or associated engineering field; and
- (B) At least ten (10) years demonstrated success in progressively responsible management positions in engineering design, project management and/or construction functions including at least three (3) years experience in a supervisory capacity; and
- (C) Any equivalent combination of education or experience.

Preferred qualifications: An advanced degree or other post-graduate study in engineering. Experience relating to shaft and tunnel systems. Knowledge of principles and practices of geotechnical and tunneling engineering. Experience with alternative delivery methods on large complex underground projects. Design or construction experience on a megaproject(s) (i.e., projects over \$1B). Experience with major water/wastewater facilities or water systems.

Necessary Knowledge, Skills and Abilities:

- A. Knowledge of principles and practices of civil engineering and geotechnical engineering. Understanding of issues related to design, construction and operation of large and complex water and wastewater facilities and infrastructure. Demonstrated ability to work effectively as part of a collaborative project team and also to function independently with minimal supervision.
- B. Knowledge of Massachusetts bidding laws, including M.G.L Chapter 30 and Chapter 149 construction bidding regulations.
- C. Knowledge of environmental regulations and permitting requirements.
- D. Proficiency with computer software such as Microsoft Office Suite and CADD.
- E. Ability to provide program management leadership to engineering managers and staff engaged in engineering programs, projects and activities.
- F. Excellent interpersonal, written, and oral communication skills.

SPECIAL REQUIREMENTS:

A valid Massachusetts Class D Motor Vehicle Operators License or driver's license from another state.

Massachusetts license as a Registered Professional Engineer. (P.E.)

Preferred qualifications: Certification by the Project Management Institute as a Project Management Professional (PMP).

TOOLS AND EQUIPMENT USED:

Office equipment as normally associated with a professional office environment, including the use of telephones, personal computers, typical office software, email, videoconference applications, copiers, scanners and fax machines.

PHYSICAL DEMANDS:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to use hands to finger, handle, feel or operate objects, tools or controls and reach with hands and arms. The employee frequently is required to sit and talk or hear. The employee is occasionally required to stand, walk, climb or balance, stoop, kneel, crouch, or crawl, taste or smell.

The employee must frequently lift and/or move up to 10 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, depth perception, peripheral vision and the ability to adjust focus.

WORK ENVIRONMENT:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job.

While performing the duties of this job, the employee regularly works in an office environment. This position may be eligible for telework up to 50%.

While performing the duties of this job, the employee occasionally works in outside weather conditions. The employee occasionally works near moving mechanical parts, and is occasionally exposed to wet and/or humid conditions and vibration. The employee occasionally works in high or underground precarious places and is occasionally exposed to fumes or airborne particles, toxic or caustic chemicals and risk of electrical shock.

The noise level in the work environment is usually loud in field settings and moderately quiet in an office setting.

June 2026

Tunnel Redundancy Department

