MASSACHUSETTS WATER RESOURCES AUTHORITY

Meeting of the Board of Directors

June 24, 2026

A meeting of the Massachusetts Water Resources Authority (MWRA) Board of Directors was held on June 24, 2026 at MWRA's Administration Facility in Chelsea and via remote participation.

Chair Tepper presided from the Chelsea Administration Facility. Board Members Flanagan, Foti, Taverna and Vitale participated at the Administration Facility. Board Members Pappastergion, Peña and Swett participated remotely. Board Members Jack Walsh, Patrick Walsh and Wolowicz were absent.

MWRA Executive Director Stephen Estes-Smargiassi attended at MWRA Headquarters. Deputy General Counsel Michael Altieri; 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; Project Manager Malcom Ragan; Budget Director Michael Cole; Deputy Finance Director Matthew Horan; MIS Director Paula Weadick; Public Affairs Director Sean Navin; Deer Island Treatment Director Chad Whiting; Procurement Director Douglas Rice; Chief Engineer Brian Kubaska; Assistant Director of Engineering Ester Lwebuga; Program Manager Patrick Smith; Program Manager Alana Hylton; Chief of Staff Katie Ronan; Associate General Counsels Angela Atchue and Kristen Schuler; IT Asset and Configuration Manager Michael Curtis; and, Assistant Secretary Kristin MacDougall were among those attending at MWRA's Chelsea Administration Facility.

Vandana Rao, EEA; and Matt Romero, MWRA Advisory Board ("Advisory Board"), also attended at the Chelsea Administration Facility.

Chair Tepper called the meeting to order at 1:03pm.

ROLL CALL

Assistant Secretary Kristin MacDougall took roll call of Board Members in attendance and announced that Board Members Pappastergion, Peña, and Swett were participating remotely. The Chair announced that the meeting was being held at the Chelsea Administration Facility and virtually via a link posted on MWRA's website. She added that the meeting was being recorded, and the agenda and meeting materials were available on MWRA's website.

APPROVAL OF MAY 20, 2026 MINUTES

A motion was duly made and seconded to approve the minutes of the May 20, 2026 Budget Hearings and Board of Directors' meeting as presented and filed with the records of this 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:

Yes	No	Abstain
Tepper		
Flanagan		
Foti		

Documents used for this meeting and cited in these minutes, including meeting materials/staff summaries, presentations, and approved minutes, are posted on MWRA's website. https://www.mwra.com/about-mwra/governance-management/board-directors/archive-agendas-and-minutes

Yes	No	Abstain
Pappastergion		
Peña		
Swett		
Taverna		
Vitale		

(ref. I)

REPORT OF THE CHAIR

Secretary Tepper reported that the Northeast region of Massachusetts was in a Level 3 Critical Drought; the Western region in a Level 1 Mild Drought, with the rest of the state in a Level 2 Significant Drought, noting that the MWRA service area falls into multiple regions. She discussed drought impacts to streams and other water bodies, decreasing groundwater levels, and impacts to fish migration and other natural habitats; noted that drought can lead to higher fire risks; and stressed the need to prepare to take any necessary actions to protect communities. The Chair noted that while there had been some rain during the last few days, it was not enough to end the drought.

Chair Tepper advised against using high-quality, potable water for lawns and gardens during this growing season with high water demand overall. She also recommended stopping non-essential water use in the Level 3 Northeast region, and to water only by hand in Level 2 regions. She made recommendations for indoor water conservation by reducing shower length, running washing machines and dishwashers only when full, not letting water run, fixing leaks, and replacing old appliances.

She then reported that the EEA and the Massachusetts Emergency Management Agency recently hosted a statewide coordination call with approximately 250 attendees including municipal officials and water suppliers to share information about the drought, update participants on state actions, and provide tips and tools. Finally, the Chair thanked meeting attendees for their cooperation and requested that they share information about the ongoing drought and the importance of water conservation. (ref. III)

REPORT OF THE EXECUTIVE DIRECTOR

MWRA Executive Director Stephen Estes-Smargiassi reported that MWRA is paying attention to drought conditions; the Quabbin Reservoir is currently at approximately 83% capacity; staff are promoting water conservation to communities and including information on the MWRA website; and, highlighted the cover of the 2025 Annual Water Quality Report ("AWQR"), which prominently features the tagline "Every Drop Counts." There was brief, general discussion about the report, which had recently arrived in residents' mailboxes.

Next, Mr. Estes-Smargiassi relayed that the Authority is making efforts to communicate in parallel with state messaging about MWRA managing water resources to avoid mandatory water restrictions. There was brief discussion about the Quabbin level, which Mr. Estes-Smargiassi indicated is at the lower end of Normal range.

Mr. Estes-Smargiassi then provided an update on upcoming Board meetings including a July 10, 2026 meeting at the Quabbin, and July 29 meeting that was originally scheduled for earlier in the month. He advised that the August 19 meeting would only be held in the case of a time-sensitive agenda item. He also discussed the upcoming Sail Boston event with public viewing opportunities at Deer Island in coordination with state and local safety officials, and invited Board members to join a staff shuttle from Chelsea to the viewing area. Finally, Mr. Estes-Smargiassi noted that staff had distributed electronic copies of the 2025 AWQR to Board members and discussed its cover featuring a photo of the Old Stone Church at Wachusett Reservoir that includes a US flag, which fortuitously commemorates the 250^{th} anniversary of the signing of the Declaration of Independence.

Secretary Tepper noted that the state is particularly concerned that the drought is taking place so early in the season. (ref. III)

<u>ADMINISTRATION, FINANCE AND AUDIT</u>
<u>Information</u>
<u>Delegated Authority Report – May 2026</u>
Committee Chair Flanagan invited Board Members' questions about the Delegated Authority Report for May 2026.

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

<u>FY2026 Third Quarter Orange Notebook</u>
Malcom Ragan, MWRA Project Manager, reviewed highlights of the FY26 Third Quarter Orange Notebook as detailed in the Staff Summary and PowerPoint presentation ("meeting slides"), including precipitation levels and their impacts to Deer Island Treatment Plant ("DITP") flows and MWRA's water supply. He noted that Quabbin volumes were in the normal range for two weeks in March 2026 due to a Ware River Diversion; and the large volume of the Quabbin makes the reservoir drought resistant, and there can be a significant delay between its drought status and the reservoir levels. Mr. Ragan also discussed the February 23, 2026 Nor'easter that caused water main breaks and a spike in no-water complaints during the third quarter, noting the successful repair operations. Finally, Mr. Regan reported that MWRA's renewable energy generation was below target during the third quarter of FY26, attributable to maintenance challenges that staff are working to resolve. He added that savings and revenue from renewable energy sources were above budget despite those challenges due to the higher value of avoided energy costs from the beneficial use of digester gas.

Mr. Flanagan asked if a certain reservoir level would automatically trigger mandatory water restrictions. Mr. Estes-Smargiassi explained that MWRA goes into voluntary messaging during the Drought Warning stage, and mandatory restrictions are issued in the first level of a Drought Emergency stage. He briefly discussed MWRA water system's lower water use, conservation, and storage facilities.

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

<u>FY26 Financial Update and Summary through May</u>
Michael Cole, MWRA Budget Director, reported that MWRA was running approximately $24 million under budget, which is consistent with this time period in FY25, and staff had adjusted its year-end budget variance projection from approximately $32 million to $25.4 million largely due to the result of a recent bond tender. Finally, he outlined the next steps of the year-end budgetary process including an update for the Board in September.

Hearing no questions or discussion from the Board, Mr. Flanagan moved to the next Information Item. (ref. IV A.3)

Approvals

Approval of the FY27 Final Capital Improvement Program

A motion was duly made and seconded 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.

Thomas Durkin, MWRA Finance Director, noted that this year's Capital Improvement Program ("CIP") reflects strategies to optimize the sequencing of DITP projects, which Chief Operating Officer Kathleen Murtagh and staff are working on, and efforts to increase competition and value with respect to procurements. He also described the FY28 CIP process to finish out the five-year cap, and relayed that the FY27 CIP has not substantially changed since staff presented the budget in May.

Hearing no 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		
Foti		
Pappastergion		
Peña		
Swett		
Taverna		
Vitale		

(ref. IV B.1)

Approval of the FY27 Final Current Expense Budget

A motion was duly made and seconded:

1. **To adopt the Final FY27 Current Expense Budget (CEB) set forth in Attachment A of the June 24, 2026 Staff Summary presented and filed with the records of this meeting, 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 of the June 24, 2026 Staff Summary, as presented and filed with the records of this meeting.**

Mr. Durkin relayed that the preliminary FY27 Current Expense Budget ("CEB") approved by the Board in February 2026 included an average combined rate increase of 3% and explained that staff are now proposing a final CEB with an average combined rate increase of approximately 2.5%, which is in line with Advisory Board recommendations. He noted that staff achieved the lower FY27 increase without raising projected assessments for FY28-FY31 (approximately 3% on a combined basis). He discussed MWRA's multi-year rate strategy and considerations such as inflation, which staff are monitoring, although it is not the primary concern for the FY27 budget. Finally, Mr. Durkin thanked Board Members and Advisory Board staff for their contributions the budget process.

Mr. Taverna requested more information about the DCR Watershed Division's vacancy rate. Mr. Cole relayed that MWRA budgets have reflected full DCR Watershed staffing levels. He acknowledged that the Advisory Board has recommended to apply DCR vacancy adjustments to the budget in recent years, however, the DCR staffing levels have since climbed and stabilized and agreed the matter is to be given consideration. Mr. Taverna then noted a recent favorable diesel fuel purchase and asked when the next one is expected. Mr. Cole explained that staff purchased a small quantity in June at a higher cost and continue to monitor prices. Mr. Durkin added that staff plan to recommend the application of any positive budget variances including for wages and salaries and recommend a defeasance and apply those savings to future debt service to further smooth and reduce the rate of increases later on.

In response to a question from Mr. Vitale, MWRA Deputy Finance Director/Treasurer Matthew Horan described staff's process for making an additional $6.5 million payment to the Retirement Fund as part of ongoing efforts to reach full pension funding by June 30, 2030. In response to Mr. Vitale's follow-up questions, Mr. Durkin explained that there are no current plans to make additional Other Post Employment Benefits ("OPEB") fund; staff project to achieve full OPEB funding by FY35-FY37; described staff's OPEB strategy; and relayed that the OPEB is now approximately 54% funded; and, Mr. Cole reported that the average increase for health insurance was 7.6%. There was brief, general discussion about health insurance increases for the City of Boston and other municipalities. Finally, Mr. Vitale, on behalf of the City of Boston, BWSC and ratepayers, complimented the MWRA Finance team and Advisory Board staff for their thoughtfulness, hard work and assistance. Mr. Foti agreed.

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		
Foti		
Pappastergion		
Peña		
Swett		
Taverna		
Vitale		

(ref. IV B.2)

<u>Final FY27 Water and Sewer Assessments</u>

A motion was duly made and seconded to Madam Chair, 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; and**

6. **A retail sewer rate of $9,022.36 per million gallons.**

Mr. Durkin explained that the rate of increase is a key driving factor for staff's budgetary decisions and recommendations; described MWRA's rate-setting methodology; and, noted the proposed final FY27 water and sewer assessments represent a 2.5% increase overall, on average, and on a combined basis.

Mr. Taverna asked if staff planned to stabilize water rates at approximately 3%, citing the importance of rate stability for municipal budgets. Mr. Durkin responded in the positive and described MWRA's multi-year approach for rate stabilization. Mr. Horan noted that near-future water rates are currently projected at 3.9% and explained that water assessment increases have been driven up by the Integrated Water Supply Improvement Program and related debt; these pressures are starting to mitigate; and water rate increases could potentially begin to go down, pending the Metropolitan Water Tunnel Program ("MWTP") progress and associated debt burdens. There was brief, general discussion about the terms "wholesale water rates," which refers to MWRA's sale of water to municipalities for resale to local customers on a retail basis, while the term "retail sewer rates" refers to the provision of direct retail sewer services to entities such as to Regis College.

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		
Foti		
Pappastergion		
Peña		
Swett		
Taverna		
Vitale		

(ref. IV B.3)

<u>Contract Amendments/Change Orders</u>

<u>Purchase Order Contract for Senior Business Analyst Consultant Acro Service Corporation Bid WRA-5258Q, State Contract ITS77 Category 1A, Amendment 3</u>

A motion was duly made and seconded 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.

Paula Weadick, MWRA MIS Director, outlined the job duties of a current Senior Business Analyst Consultant; explained that staff engaged this contractor due to the position's vacancy since 2021; and, described ongoing MIS Department staffing challenges and the related need to hire consultants in order to continue systems operations.

Hearing no 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		
Foti		
Pappastergion		
Peña		
Swett		
Taverna		
Vitale		

(ref. IV C.1)

Purchase Order for Data Reporting Analyst (Report Writer) Consultant: Mindlance Inc., Bid WRA-5281Q, State Contract ITS77 Category 1A, Amendment 3

Ms. Weadick explained that the current Data Reporting Analyst (Report Writer) Consultant was contracted to fill a position that had been vacant since 2022 and described staff's ongoing efforts to modify job descriptions and attract qualified candidates to fill vacant positions on a full-time basis.

In response to questions from Mr. Foti, Ms. Weadick relayed that staff hope to hire full-time employees to fill vacant MIS positions with individuals who meet experience and eligibility requirements and noted that many qualified candidates in the IT industry prefer telework to MWRA's 50% in-person policy.

Chair Tepper asked if the full-time Report Writer position was actively posted. Ms. Weadick relayed that there is an active posting for this Report Writer and previously-discussed Senior Business Analyst (ref. IV C.1) positions; the Report Writer job description is being updated in an effort to attract more applicants; and, more than 100 applications were received, however, the candidates either did not meet qualifications or declined job offers.

In a response to a question from Mr. Foti, Ms. Weadick affirmed that the full-time Report Writer position has been vacant for nearly four years, and Mr. Foti recommended that staff fill the position by next year. Ms. Weadick described ongoing efforts to recruit a full-time-employee for the role, and MWRA Director of Administration Michele Gillen noted the potential to recruit less experienced candidates, then provide training and opportunities for advancement to positions with greater responsibility, similar to hiring practices for certain Operations staff. There was brief, general discussion about reasons why some IT consultants may not be candidates for full-time employment. Mr. Vitale highlighted that the Report Writer and Senior Business Analyst consultants were engaged through minority-owned firms.

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		
Foti		
Pappastergion		
Peña		

Yes	No	Abstain
Swett		
Taverna		
Vitale		

(ref. IV C.2)

WASTEWATER POLICY AND OVERSIGHT

Approvals

Wastewater Advisory Committee Contract

A motion was duly made and seconded to authorize the Executive Director, on behalf of the Authority, to execute a contract, substantially in the form attached to the June 26, 2026 Staff Summary presented and filed with the records of this meeting, 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.

Sean Navin, MWRA Public Affairs Director, requested Board approval to execute a one-year Wastewater Advisory Board Committee ("WAC") contract, noting that its cost represents a 4% increase from last year and includes a 4.46% increase for hourly salaries and a 7.6% % increase for health insurance. He relayed that language regarding the appointment of WAC members has been updated to mirror the Water Supply Citizens Advisory Committee ("WSCAC") contract; which stipulates that members will be appointed jointly by existing Committee members and Authority staff.

Hearing no 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		
Foti		
Pappastergion		
Peña		
Swett		
Taverna		
Vitale		

(ref. V A.1)

Contract Awards

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.

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.

Chad Whiting, MWRA Deer Island Treatment Plant Director, provided background on the DITP process instrumentation and control system, including its uses, components, processes and staffing; and reviewed the scope and terms of an associated three-year, sole source extended warranty, service and maintenance agreement, with Kleinfelder Northeast, Inc., all as detailed in the Staff Summary and meeting slides. He explained that this proposed contract represents a 35% increase over the current contract cycle due to added scope items for software, hardware and engineering solution updates and improvements that are needed to ensure continued, reliable operations.

Mr. Vitale asked if staff discuss sole source contracts with the Inspector General ("IG"). MWRA Procurement Director Douglas Rice explained that the IG is typically consulted regarding new, rather long-standing sole source matters such as this, and described staff's ongoing internal process for documenting reasons and justifications for sole source contracts. Mr. Foti requested more information as to why this contract is sole source. Mr. Whiting relayed that the equipment is owned by ABB, Inc., which has propriety control over updates and patches.

(Mr. Taverna briefly left and returned to the meeting during the discussion.)

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		
Foti		
Pappastergion		
Peña		
Swett		
Taverna		
Vitale		

(ref. V B.1)

Interceptor Renewal No. 7 Malden-Melrose (Sections 37/41/42/49/54/65) Insituform Technologies, LLC Contract 7217

A motion was duly made and seconded 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.

Brian Kubaska, MWRA Chief Engineer, presented the locations and scope of MWRA's larger overall Interceptor Renewal Program and proposed Interceptor Renewal No. 7 Malden-Melrose Contract 7217.

Next, Ester Lwebuga, MWRA Assistant Director of Engineering, discussed Contract 7217's limits of work, including the removal and replacement of approximately 300 linear feet of existing cured-in place pipe ("CIPP") liner for Section 37 in East Boston that failed twice within the last 20 years. She noted that under Contract 7217, the existing liner would be tested prior to its removal and replacement to determine the reason for failure and rule out contaminated soil as a cause as presented in the Staff Summary and meeting slides. She also shared photos of other MWRA CIPP rehabilitation projects and the failed Section 37 liner.

Ms. Lwebuga then reviewed the bids received and explained that the recommended contractor, Insituform Technologies, LLC ("Insituform"), submitted a competitive bid below the Engineer's Estimate due to factors such as its unique position as a nationwide company that specializes in CIPP lining, owns and operates most of the specialized equipment required and produces its own lining material and epoxy, and plans to perform the majority of work without subcontractors. Finally, Ms. Lwebuga discussed the project schedule and the bid evaluation process, noting that Insituform received excellent references.

In response to a question from Mr. Taverna, Ms. Lwebuga explained that investigation of the existing CIPP liner is included in the project scope. Mr. Taverna expressed concern about Insituform's low bid price and the potential for Change Orders due to unknown CIPP lining conditions. Mr. Kubaska relayed that this is a relatively small component of the work. In response to Mr. Taverna's follow-up question, Mr. Kubaska affirmed that Section 37 in East Boston is manhole-to-manhole, rather than overcut.

Mr. Vitale asked if staff had any concerns about receiving only two bids for this large contract. Mr. Kubaska explained that staff are generally concerned when there are only two bids, however, in this case, Insituform's unique qualifications affords some confidence that they can perform the work for the bid amount. He added that the other bid received was not as competitive, and staff are taking steps to increase contractor outreach. Mr. Vitale inquired about Insituform's references, noting that BWSC has contracted with the firm, and that they performed well. Ms. Lwebuga relayed she didn't have that information, but that staff would provide such information about the references to the Board after the meeting. There was brief, general discussion about the number of projects performed by Insituform for municipalities.

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		
Foti		
Pappastergion		
Peña		
Swett		
Taverna		
Vitale		

(ref. V B.2)

<u>Contract Amendments/Change Orders</u>

<u>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</u>

A motion was duly made and seconded 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.

Ms. Lwebuga discussed proposed Amendment 1 to existing design and engineering services during construction ("ESDC") Contract 7216 with Kleinfelder Northeast, Inc. ("Kleinfelder") in support of the previously-discussed Interceptor Renewal No. 7 Malden-Melrose project (ref. V B.2). She presented background on contractor's scope, subsequent task order, and work performed to date. Ms. Lwebuga then explained that staff requested this amendment with cost increase and time extension to accommodate a construction schedule delay due to staff's requested development of design documents, surveys and plans of land needed for temporary easements on private properties in order to reduce the potential impacts of service disruption during construction, all as detailed in the Staff Summary and meeting slides. Finally, she presented a cost and duration review of the original Contract 7216 and the proposed Amendment.

Hearing no 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		
Foti		
Pappastergion		
Peña		
Swett		
Taverna		
Vitale		

(ref. V C.1)

WATER POLICY AND OVERSIGHT

Approvals

Water Supply Citizens Advisory Committee Contract

A motion was duly made and seconded to authorize the Executive Director, on behalf of the Authority, to execute a contract, substantially in the form attached to the June 24, 2026 Staff Summary presented and filed with the records of this meeting, 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.

Mr. Navin summarized the terms of the proposed FY27 contract for the Water Supply Citizens Advisory Committee ("WSCAC"), noting the total contract cost represents a 2.2% increase from FY26, including a 4% increase for wages and salaries and a 7.6% increase for health insurance.

Hearing no further 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		

Yes	No	Abstain
Foti		
Pappastergion		
Peña		
Swett		
Taverna		
Vitale		

(ref. VI A.1)

Contract Amendments/Change Orders

Water Sections 50 & 57 Rehabilitation – Medford/Everett Design, Construction Administration and Resident Engineering/Inspection Services with Weston & Sampson Engineers, Inc. Contract 7450, Amendment 1

A motion was duly made and seconded to authorize the Executive Director, on behalf of the Authority, to approve Amendment 1 to Contract 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.

Mr. Kubaska relayed that proposed Amendment 1 to design, construction administration and resident engineering/inspection services Contract 7450 with Weston & Sampson Engineers, Inc. ("Weston & Sampson") includes a time extension of 7.5 years and also includes an opportunity to complete important infrastructure work in a cost-effective manner.

Next, MWRA Program Manager Patrick Smith presented a map showing the extent of the originally proposed rehabilitation work proposed under Contract 7540 and relayed that the project scope was reduced as a result of field inspection work during the design phase. He highlighted project work areas in Medford and Everett, noting the remaining work focuses on critical pipeline rehabilitation needs while minimizing municipal and residential impacts.

Mr. Smith explained that Contract 7540 was halted in 2020 at the 100% design submittal stage, when National Grid was unable to relocate 1,600 feet of gas lines to support the work due to grant-of-location issues that were ultimately resolved in late February 2026, all as detailed in the Staff Summary and meeting slides.

He then reported that MWRA was able to negotiate with Weston & Sampson to complete its contract within the remaining budget and under the original terms including the indirect cost rate, which is 10% lower than their current rate, and execute the work with most of the original project team. Finally, Mr. Smith requested Board approval for Amendment 1, presented a summary of its scope and terms, noting time constraints with respect to grant of location, construction and work completion.

In response to a question from Mr. Foti, Mr. Rice explained that suspended contracts can be extended if the parties agree, and Mr. Estes-Smargiassi noted the financial risks of re-advertising this contract given the current favorable terms.

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		
Foti		
Pappastergion		
Peña		
Swett		
Taverna		
Vitale		

(ref. VI B.1)

PERSONNEL AND COMPENSATION

Approvals

Approval of the 2026 Affirmative Action Plan

A motion was duly made and seconded 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.

Wendy Chu, Chief Equity and Inclusion Officer (AACU), submitted MWRA's 2026 Affirmative Action Plan ("AA Plan") to the Board for approval and explained that it outlines efforts regarding women and minorities in the workforce as well as contracting and procurement with Minority, Women, and Disadvantaged-Owned Business Enterprises ("MBEs", "WBEs", and "DBEs", respectively).

Next, Ms. Chu reviewed some AA Plan highlights as presented in the Staff Summary and attachment, including the number of women and minorities in the MWRA workforce, which surpassed established 2025 Plan benchmarks. She noted the workforce benchmarks for 2026 and relayed that AACU will continue to work with colleagues to recruit qualified applicants for vacant positions as well as aim to cut underutilization in the workforce. Ms. Chu also discussed progress with MBE and WBE participation for construction and professional services contracts.

Ms. Chu then noted that MWRA funds eight contracts through the DEP's State Revolving Funds ("SRF") Program; in 2025 the DEP announced that the SRF Program would no longer require recipients to adhere to its established participation goals; staff notified contractors; and, new federal requirements stipulating that contractors adhere to certain good faith efforts with respect to MBE/WBE/DBE participation will be applied to all SRF funded projects going forward.

Finally, Ms. Chu updated the Board on MWRA's Disparity Study. She reported that an active procurement was initiated; five bids were received; a selection committee will meet in July to review the bids; and staff plan to present a recommended contractor to the Board in the coming months.

Mr. Vitale requested more information about how MWRA complies with benchmarks regarding workforce participation and asked if staff benchmarks against other organizations. Ms. Chu noted that the Disparity Study relates to MWRA's contracts and procurements, and invited MWRA Program Manager Alana Hylton to provide more detail on workforce participation.

Ms. Hylton explained that staff determine MBE/WBE benchmarks based on a two-factor analysis that includes people in MWRA's reasonable recruitment area (Massachusetts) and comparison to the current workforce. She noted the benchmarks are not goals, but a good-faith recommendation. In response to Mr. Vitale's follow-up question, Ms. Hilton relayed that staff review the Massachusetts State Dashboard. Mr. Vitale noted that the City of Boston is performing a disparity study that includes the BWSC; suggested sharing data with MWRA; and complimented staff for an informative and useful report.

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		
Foti		
Pappastergion		
Peña		
Swett		
Taverna		
Vitale		

(ref. VII A.1)

June 2026 PCR Amendments

Ms. Gillen requested Board approval for two Position Control Register (PCR) amendments, including the creation of three new positions, a salary adjustment for one filled position, and a title and grade change for one filled position. She described staff's processes for reviewing staffing needs, creating new positions and backfilling positions in order to meet current and anticipated staffing requirements.

Mr. Taverna requested more information about the recommended equity adjustment for a Manager, Geotechnical and Tunneling. Ms. Gillen explained that by statue staff routinely analyze pay equity when promoting or hiring and briefly described the reasons why pay inequity was identified in this case.

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		
Foti		
Pappastergion		
Peña		
Swett		
Taverna		
Vitale		

(ref. VII A.2)

Appointment of David Abt, Manager of Design, Tunnel Redundancy Department

A motion was duly made and seconded 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.

Ms. Gillen described the recommended candidate's qualifications and work experience.

In response to a question from Mr. Taverna, Ms. Gillen affirmed the position to be vacated by the recommended candidate for promotion would be advertised and noted that staff routinely review vacancies to determine if they need to be filled.

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		
Foti		
Pappastergion		
Peña		
Swett		
Taverna		
Vitale		

(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 (verbal)

Chair Tepper reported that the Preliminary Screening Committee was scheduled to meet on July 8 and August 5, 2026 to begin the review of resumes to determine the candidates to interview, adding that a fair number of applications were received. She noted that the ongoing recruitment effort has been robust; welcomed the recommendation of additional candidates; and outlined the next steps of the Executive Director Search process. In response to questions from Mr. Vitale, Chair Tepper advised that recruitment efforts continue; resumes are still being received; she hopes to update the Board on the number of applicants at the next meeting; she does not yet know the number of internal applicants; and to date the committee has not learned the names of any applicants. (ref. IX A.1)

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 Litigation and Real Estate, 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 discussion of strategy with respect to litigation and the consideration of the purchase, exchange, lease or value of real property. 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.

Deputy General Counsel Michael Altieri 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:

Yes	No	Abstain
Tepper		
Flanagan		
Foti		
Pappastergion		
Peña		
Swett		
Taverna		
Vitale		

(ref. X)

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

(Mr. Pappastergion left the meeting after Roll Call)

The meeting concluded at 2:20pm.

*** Executive Session ***

The meeting entered Executive Session at 2:22pm and adjourned at 2:52pm.

Approved: July 29, 2026

Attest: Kristin MacDougall for
Brian Peña, Secretary

LIST OF DOCUMENTS AND EXHIBITS USED

- Draft Minutes of the May 20, 2026 Budget Hearings and Board of Directors' Meeting (ref. I)
- 6/24/26 Staff Summary: Delegated Authority Report – May 2026 (ref. IV A.1)
- 6/24/26 Staff Summary and Presentation: FY2026 Third Quarter Orange Notebook (ref. IV A.2)
- 6/24/26 Staff Summary: FY26 Financial Update and Summary through May (ref. IV A.3)
- 6/24/26 Staff Summary: Approval of the FY27 Final Capital Improvement Program (ref. IV B.1)
- 6/24/26 Staff Summary: Approval of the FY27 Final Current Expense Budget (ref. IV B.2)
- 6/24/26 Staff Summary: Final FY27 Water and Sewer Assessments (ref. IV B.3)

- 6/24/26 Staff Summary: Purchase Order Contract for Senior Business Analyst Consultant: Acro Service Corporation Bid WRA-5258Q, State Contract ITS77 Category 1A, Amendment 3 (ref. IV C.1)
- 6/24/26 Staff Summary: Purchase Order for Data Reporting Analyst (Report Writer) Consultant: Mindlance Inc. Bid WRA-5281Q, State Contract ITS77 Category 1A, Amendment 3 (ref. IV C.2)
- 6/24/26 Staff Summary: Wastewater Advisory Committee Contract (ref. V A.1)
- 6/24/26 Staff Summary and Presentation: 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.(ref. V B.1)
- 6/24/26 Staff Summary and Presentation: Interceptor Renewal No. 7 Malden-Melrose (Sections 37/41/42/49/54/65): Insituform Technologies, LLC Contract 7217 (ref. V B.2)
- 6/24/26 Staff Summary and Presentation: 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 (rev. V C.1)
- 6/24/26 Staff Summary: Water Supply Citizens Advisory Committee Contract (ref VI A.1)
- 6/24/26 Staff Summary and Presentation: Water Sections 50 & 57 Rehabilitation – Medford/Everett Design, Construction Administration and Resident Engineering/Inspection Services with Weston & Sampson Engineers, Inc. Contract 7450, Amendment 1 (ref. VI B.1)
- 6/4/26 Staff Summary: Approval of the 2026 Affirmative Action Plan (ref. VII A.1)
- 6/24/26 Staff Summary: June 2026 PCR Amendments (ref. VII A.2)
- 6/24/26 Staff Summary: Appointment of Manager of Design, Tunnel Redundancy Department (ref. VII A.3)