



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

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Date: Wednesday, July 29, 2026

Time: 1:00pm

Location: Deer Island Reception/Training Building, 1st Floor
33 Tafts Avenue – Favaloro Meeting Room
Boston, MA 02128

Photo ID required for entry.

The meeting will also be held remotely on Webex.

Webex registration link

<https://mwra.webex.com/weblink/register/ra1a561bcee4e7ffb46535a49312a9e9a>

Webinar number: 2349 512 0225

Password: 072926

REVISED AGENDA

I. APPROVAL OF MINUTES

II. REPORT OF THE CHAIR

III. REPORT OF THE EXECUTIVE DIRECTOR

IV. ADMINISTRATION, FINANCE AND AUDIT

A. Information

1. Delegated Authority Report – July 2026
2. Annual Update on New Connections to the MWRA System

B. Contract Amendments/Change Orders

1. Security Guard Services for Various MWRA Facilities: United Security, Inc., Contract EXE-048, Amendment 1
2. Infor Lawson CloudSuite Upgrade: RPI Consultants, LLC, Contract 7286 Amendment 2

V. WASTEWATER POLICY AND OVERSIGHT

A. Contract Amendments/Change Orders

1. DITP Clarifier Rehabilitation, Phase II: Walsh Construction Co. II, LLC, Contract 7395, Change Order 4

VI. WATER POLICY AND OVERSIGHT

A. Approvals

1. Memorandum of Agreement with BWSC, BWSC Contract Number 18-309-003

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

1. Non-Union Manager Compensation Study (vote) (verbal)
2. PCR Amendments – July, 2026
3. Appointment of Kathleen M. Baskin, Director of Planning and Sustainability

Annual Meeting of the Personnel and Compensation Committee Independent of Management

- Authority Accountability and Transparency Act Compliance

VIII. CORRESPONDENCE TO THE BOARD

- 7/14/26 Email and Letter, Jane Peirce, Regarding Equity for Quabbin Watershed Towns
- 7/14/26 Letter, Raymond J. Bricault Jr., Vice-Chair, West Boylston PILOT Equity committee, regarding Wachusett Reservoir Watershed Town Equity

IX. OTHER BUSINESS**A. Executive Director Position**

1. Preliminary Screening Committee Update

X. EXECUTIVE SESSION**A. Real Estate**

1. Watershed Land Acquisition

B. Litigation

1. To Discuss Strategy with Respect to Litigation

XI. ADJOURNMENT

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:

<u>Yes</u>	<u>No</u>	<u>Abstain</u>
Tepper		
Flanagan		
Foti		

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 250th 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)

ADMINISTRATION, FINANCE AND AUDIT

Information

Delegated Authority Report – May 2026

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)

FY2026 Third Quarter Orange Notebook

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)

FY26 Financial Update and Summary through May

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:

<u>Yes</u>	<u>No</u>	<u>Abstain</u>
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:

<u>Yes</u>	<u>No</u>	<u>Abstain</u>
Tepper		
Flanagan		
Foti		
Pappastergion		
Peña		
Swett		
Taverna		
Vitale		

(ref. IV B.2)

Final FY27 Water and Sewer Assessments

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:

<u>Yes</u>	<u>No</u>	<u>Abstain</u>
Tepper		
Flanagan		
Foti		
Pappastergion		
Peña		
Swett		
Taverna		
Vitale		

(ref. IV B.3)

Contract Amendments/Change Orders

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

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:

<u>Yes</u>	<u>No</u>	<u>Abstain</u>
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:

<u>Yes</u>	<u>No</u>	<u>Abstain</u>
Tepper		
Flanagan		
Foti		
Pappastergion		
Peña		

<u>Yes</u>	<u>No</u>	<u>Abstain</u>
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Swett

Taverna

Vitale

(ref. IV C.2)

WASTEWATER POLICY AND OVERSIGHTApprovalsWastewater 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:

<u>Yes</u>	<u>No</u>	<u>Abstain</u>
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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:

<u>Yes</u>	<u>No</u>	<u>Abstain</u>
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:

<u>Yes</u>	<u>No</u>	<u>Abstain</u>
Tepper		
Flanagan		
Foti		
Pappastergion		
Peña		
Swett		
Taverna		
Vitale		

(ref. V B.2)

Contract Amendments/Change Orders

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

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 Pepper requested a roll call vote in which the members were recorded as follows:

<u>Yes</u>	<u>No</u>	<u>Abstain</u>
Tepper		
Flanagan		
Foti		
Pappastergion		
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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 Pepper requested a roll call vote in which the members were recorded as follows:

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

<u>Yes</u>	<u>No</u>	<u>Abstain</u>
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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:

<u>Yes</u>	<u>No</u>	<u>Abstain</u>
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:

<u>Yes</u>	<u>No</u>	<u>Abstain</u>
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 statute 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:

<u>Yes</u>	<u>No</u>	<u>Abstain</u>
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:

<u>Yes</u>	<u>No</u>	<u>Abstain</u>
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:

<u>Yes</u>	<u>No</u>	<u>Abstain</u>
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:

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)

MASSACHUSETTS WATER RESOURCES AUTHORITY

Meeting of the Board of Directors

July 10, 2026

A meeting of the Massachusetts Water Resources Authority (MWRA) Board of Directors was held on July 10, 2026 at the Quabbin Visitor Center in Belchertown, and via remote participation.

Chair Tepper presided from the Quabbin Visitor Center. Board Members Peña, Taverna, Patrick Walsh and Wolowicz also participated at the Quabbin Visitor Center.

Board Members Flanagan, Foti, Swett, Pappastergion and Vitale participated remotely. Board Member Jack Walsh was absent.

MWRA Executive Director Stephen Estes-Smargiassi attended at the Quabbin Visitor Center. 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; Deputy Finance Director/Treasurer Matthew Horan; Public Affairs Director Sean Navin; Procurement Director Douglas Rice; Environmental and Regulatory Affairs Director Colleen Rizzi; Senior Program Manager Kathleen Cullen; Energy Manager Kristen Patneau; Senior Program Manager Michael O'Keefe; IT Asset and Configuration Manager Michael Curtis; Chief of Staff Katie Ronan; Assistant to the Executive Director Linda Grasso and, Assistant Secretary Kristin MacDougall were among the staff in attendance at the Quabbin Visitor Center.

Vandana Rao, Johannes Buchanan and Danielle Burney, EEA; and Dan Clark, DCR also attended at the Quabbin Visitor Center.

State Representative Aaron L. Saunders; State Representative Todd M. Smola; State Senator Peter J. Durant; State Senator Joanne M. Comerford; Athol Select Board Chair William B. Chiasson; Barre Selectboard Member Richard Stevens; Belchertown Communications Committee Chair Ed Comeau and Selectboard Member Leesa Lessard Pearson; Hardwick Town Administrator Justine Caggiano, Conservation Commission Chair William Zinni, Jr.; Select Board Vice Chair William F. Tinker and Select Board Chair Jeffrey S. Schaaf; New Salem Select Board Member Susan Cloutier; Town Coordinator Emily Hill and Select Board Chair Richard Taupier; Orange Town Administrator Matthew F. Fortier; Pelham Select Board Vice-Chair Tara Loomis; Petersham Select Board Member Deborah Poodry; Shutesbury Former Selectboard Member Elaine Puelo; Select Board Member Jim Walton and Town Administrator Hayley Bolton; and, Ware Town Manager Stuart B. Beckley also participated at the Quabbin Visitor Center.

Chair Tepper called the meeting to order at 10:05am.

ROLL CALL

Assistant Secretary Kristin MacDougall took roll call of Board Members in attendance and announced that Board Members Flanagan, Foti, Pappastergion and Vitale were participating remotely. The Chair announced that the meeting was being held at the Quabbin Visitor Center 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.

REPORT OF THE CHAIR

Secretary Tepper welcomed those in attendance at this meeting, noted the large number of participants and thanked everyone for joining. She discussed a visit to the Quabbin area earlier in her tenure at EEA, during which she met with State Senator Joanne M. Comerford, other officials and area residents. The Chair acknowledged significant sacrifices such as the loss of homes, farms, businesses and whole communities that local residents had made for the creation of the Quabbin Reservoir, which supplies water for millions of people. She expressed deep gratitude for the 12 Quabbin Reservoir watershed communities ("Quabbin watershed communities") that have since served as dedicated stewards.

The Chair also acknowledged some challenges faced by Quabbin area residents, such as infrastructure constraints, limitations on water supply and development, and climate change adaptation, and relayed that she and the other Board members were looking forward to hearing from the community during this meeting.

Chair Tepper then discussed the MWRA System Expansion Evaluation ("Quabbin Expansion Study"), noting that there is some stakeholder disagreement, however the report is a start; and Governor Healey's Mass Ready Act, which includes expansion and additional payments for watershed communities in fiscal years 2026 and 2027.

Chair Tepper also discussed the Governor's Executive Order on Payment in Lieu of Taxes ("PILOT"), which created a PILOT Commission to perform statewide PILOT payment policy review. Chair Tepper outlined the Commission's planned tasks, including the development of recommendations expected to impact the Quabbin watershed region and relayed that the Commission was holding a series of listening sessions in July. A meeting participant added that a session would be held in Greenfield at the Franklin Regional Council on July 16, and Chair Tepper encouraged stakeholder participation. Chair Tepper described the dogged support, steadfastness and commitment of the Quabbin region's senators, representatives and local leaders, and thanked them and all participants for attending this meeting.

Next, Chair Tepper discussed the ongoing drought. She noted the importance of keeping the MWRA Board apprised of drought conditions and that she provides periodic updates at meetings. Chair Tepper reported that the Northeast region of Massachusetts remains at a Level 3 Critical Drought; the Western region has moved to a Level 2 Significant Drought from Level 1 Mild Drought; and the rest of the state is also at a Level 2 Significant Drought; and, the MWRA service area falls into multiple drought regions. The Chair also reported observed impacts to streams and other water bodies, decreasing groundwater levels and impacts to fish migration and other natural habitats and advised that drought can lead to a higher fire risk. Chair Tepper stressed the importance of continuing preparation and taking necessary actions to protect communities. Finally, the Chair noted that the recent rainfall temporarily increases stream flows and refills water bodies, however, lots of rain over a significant period of time would be needed to end the significant drought. (ref. I)

REPORT OF THE EXECUTIVE DIRECTOR

MWRA Executive Director Stephen Estes-Smargiassi introduced MWRA staff in attendance and remarked that he enjoyed spending time at the Quabbin Reservoir. He reported that the Quabbin level was currently at approximately 82% and explained that this was not unusual but warrants attention. Next, he noted that MWRA's Annual Water Quality Reports for 2025 were mailed to approximately 900,000 households in June; staff have sent new indoor/outdoor water conservation brochures to water

service municipalities for distribution to water customers, and the brochures are available to additional communities on request. Mr. Estes-Smargiassi advised that the current reservoir levels have not triggered water restrictions, however, staff are paying close attention and encouraging water conservation in the MWRA service area. He also highlighted MWRA's Finance staff for receiving the Government Finance Officers Association (GFOA) Certificate for Excellence in Financial Reporting for its 2025 annual financial report. Finally, Mr. Estes-Smargiassi relayed that the public comment period for the Draft Updated Combined Sewer Overflow (CSO) Control Plan is open; encouraged stakeholders to submit comments; and noted that staff would be happy to visit communities to discuss the Draft Plan. (ref. II)

CORRESPONDENCE TO THE BOARD

Chair Tepper announced that the MWRA Board of Directors had received a lot of correspondence from local officials representing towns in the Quabbin region including letters, resolutions, proclamations and other correspondence that was included in the meeting materials and posted on MWRA's website. The Chair noted that she has read the materials, expressed thanks for the outreach, and invited the Legislative Delegation to speak.

State Representative Aaron L. Saunders

Representative Saunders welcomed meeting participants and thanked the MWRA Board of Directors for holding this meeting. Rep. Saunderson discussed the historical and current impacts of MWRA's "extraction" of water from the Quabbin Reservoir on local towns such as water restrictions and economic development challenges. He relayed that there was currently a water ban in Belchertown; described negative effects on the community; asked whether the MWRA service area is under a water ban; and called for Quabbin watershed communities to have a share in the reservoir's resources. Rep. Saunders also discussed MWRA's Quabbin Expansion Study and the value of watershed land. He stressed the need for fair financial compensation, including from increased PILOT payments for watershed land, and representation for Quabbin watershed communities on the MWRA Board of Directors.

State Representative Todd M. Smola

Senator Smola echoed Representative Saunders' remarks; thanked the MWRA Board of Directors for attending this meeting; recommended holding the Board meetings in the Quabbin area more regularly; and emphasized the importance of the watershed and access (reducing "restrictions") to the Quabbin Reservoir and other area water bodies for recreational activities such as fishing and providing the Legislative Delegation with support, action and communication to move forward in a positive direction.

State Senator Peter J. Durant

Senator Durant agreed with Rep. Saunders and Smola; reiterated concerns about local communities' lack of access to the Quabbin Reservoir for water supply and recreational uses such as hunting, hiking, and fishing; and, noted economic and environmental challenges faced by watershed communities (no water, brown water, heavily chlorinated water with no access to the Quabbin water supply; and their stewardship not being appreciated). He also expressed opposition to the development of battery storage in the Quabbin region (potential of water pollution) and requested additional MWRA input on the matter.

State Senator Joanne M. Comerford

Senator Comerford noted she had distributed copies of select constituents' testimonies to the Board (and she had received thousands of communications from constituents around the Quabbin representing an entire region requesting the Board heed their concerns) and then discussed An Act Relative to the Quabbin Watershed and Regional Equity ("Quabbin Equity legislation"). She represents several Quabbin communities and expressed concerns such as: economic and environmental challenges experienced by watershed communities due to no access to the Quabbin water supply and unfair compensation; the need for increased and equitable PILOT payments for the Quabbin region; re-evaluating MWRA's feasibility studies (regarding Quabbin communities); financial loss from waiving joining fees and offering no-interest or low-interest loans to non-Quabbin communities in exchange for MWRA membership; and the Quabbin watershed communities' bearing disproportionate burdens despite their continued stewardship, protection and sacrifices for the reservoir (multiple examples provided noting inequities between "receiving communities" and "sending communities"). Senator Comerford called for MWRA to issue a statement in support of the Environmental Bond Bill and issue a formal statement of support for the addition of a Quabbin seat on the MWRA Board; the establishment of a Quabbin Host Community Fund; and for the Board to act with urgency and in a shared partnership toward a fair solution.

Chair Tepper next invited community representatives to speak in alphabetical order.

William B. Chiasson, Athol Select Board Chair

Mr. Chiasson noted that Athol is recognized as the hub of the north Quabbin region of the Commonwealth. He spoke about the flooding of the towns of Dana, Enfield, Prescott and Greenwich and stated that it resulted in the closure of the Athol-Enfield Railroad in 1935 and that such negatively impacted Athol's economy and is a continued struggle today. Mr. Chiasson stressed the need for fair financial recompense. He asked how many data centers are located in MWRA water service communities and gallons of water that they consume.

Mr. Estes-Smargiassi noted that there are relatively few data centers in the MWRA water service area; much smaller in scale than "mega centers"; Chair Tepper commented that she understood Mr. Chiasson's point. Mr. Chiasson then thanked the Board for holding the meeting at the Quabbin and welcomed further meetings in the area.

Richard Stevens, Barre Select Board Member

Mr. Stevens echoed prior testimonies concerning local residents' restricted watershed land access and discussed the Town of Barre's ongoing well-water crisis; the need for access to Quabbin water for economic development and housing initiatives; and the high cost to construct new wells and a water treatment plant in Barre for drinking water and fire protection. He relayed that having access to Quabbin drinking water would lift a huge financial burden on the Town and other area municipalities and asked MWRA to consider the Quabbin watershed communities' financial and potable water needs going forward.

Ed Comeau, Belchertown Communications Committee Vice Chair

Mr. Comeau offered to host future MWRA Board meetings at Belchertown Town Hall; he is a long-time resident of Belchertown, serves on local boards, and is an avid nature photographer who spends time in the Quabbin watershed and noted the impact of the ongoing drought on the Quabbin Reservoir;

expressed concern about MWRA's water system capacity; emphasized the importance of demand management and conservation for the Authority's water service communities; asked whether we are having "our Lake Powell moment" and whether we can use this as a "teachable moment" to make proactive changes in how people use water; asked that MWRA act proactively to implement water restrictions/conservation methods to enable modest reductions by those receiving Quabbin water; and make water conservation a shared statewide effort to avoid a crisis and strengthen MWRA's water conservation strategy.

Leesa Lessard Pearson, Belchertown Select Board Member

Ms. Lessard Pearson asked that the Commonwealth uphold its commitment to Quabbin watershed residents, who serve as the reservoir's stewards; noted stewardship carries cost; discussed how watershed land use restrictions negatively impact the regional economy affecting all, including limited housing development and economic growth without tools to adapt. Further, she described the Quabbin as a "statewide asset" and opined that all communities relying on its water share in its benefits, but watershed communities should not bear a disproportionate share of its costs. She called for MWRA to recognize the Quabbin's surrounding towns as essential partners; strong communities reinforce a strong watershed; and, sustaining the Quabbin requires sustaining the communities that protect it. Lastly, she urged for the provision of equitable funding that reflects the lost tax basis; targeted economic development to offset growth limitation and policy tools that allow for housing and local investment while maintaining environmental protections.

Justine Caggiano, Hardwick Town Administrator

Ms. Caggiano noted area support of the Quabbin Equity legislation and its importance; how it is becoming increasingly more difficult to balance the Town of Hardwick's budget; and that residents are not looking to get rich but are seeking sustainability.

William Zinni, Jr., Hardwick Conservation Commission Chair

Mr. Zinni described the Quabbin host towns as teammates to DCR's Division of Water Supply Protection and the Quabbin watershed communities' have a shared custodial responsibility for helping to ensure the water quality of this critical water supply; the water that fills the reservoir runs off of adjacent town lands; and its quality depends upon land use activities within the watershed towns. He described thousands of acres of Quabbin watershed lands in Hardwick (including submerged lands) and opined the Town receives "minimal compensation" pointing to the inadequacy of PILOT payments. Further, he expressed concerns for undeveloped farm and forest lands experiencing increasing pressure to subdivide and develop thereby putting at risk Quabbin Reservoir water quality; and, challenges for volunteer Town board members and part-time Town positions to keep up with project review to administer Zoning and Wetlands Protection Act regulations and building codes. He requested consideration of additional financial support for continued stewardship and partnership.

William F. Tinker, Hardwick Select Board Vice Chair

Mr. Tinker noted that individual property owners were compensated for the lands taken through eminent domain to build the Quabbin Reservoir, but a lasting compensation partnership with the watershed communities that protect the reservoir was never created. He described Quabbin watershed communities' financial burdens; and the cost of protecting the Quabbin water supply and the watershed communities can't carry the cost burden alone; he noted the community received an offer of \$2 million

annually to site a regional landfill and that offer was refused by the Town to protect the watershed; and posed the question of what might happen in the future if a higher offer is made. He described the Quabbin Equity legislation as “not about charity” and called for partnership with the Commonwealth and MWRA.

Jeffrey S. Schaaf, Hardwick Select Board Chair

Mr. Schaaf agreed with Mr. Tinker’s remarks; emphasized the need for fairness; echoed Rep. Saunders’ characterization of “extraction” from Quabbin watershed communities; and requested compensation.

Susan Cloutier, New Salem Select Board Member

Ms. Cloutier stressed that the Quabbin watershed communities need to have a voice; requested equity for the towns that protect the watershed; noted the Town of New Salem’s aging population and limited tax base, a proposed tax override question that did not pass and impacted school, fire, police and library budgets; outdated local infrastructure; and a past Town vote to install fiber Internet. She relayed that residents do not want a municipal water supply, but would like a public drinking water well to supplement private wells, if needed, and they don’t have to buy water at the store, or in an emergency, and requested assistance.

Emily Hill, New Salem Town Coordinator

Ms. Hill described local residents’ stewardship of the Quabbin watershed; the Town of New Salem’s aging infrastructure, and the need for better access to water resources. She also spoke in support of Quabbin Equity legislation; discussed disproportionately low PILOT payments, the Town’s economic challenges, and the high cost to repair an aging culvert due in part to its location on the watershed. Ms. Hill noted the frequency of the Town’s taxpayer-funded emergency response for events at the Quabbin, including a recent small aircraft crash, and the need for local first responders to break locks (referring to being “denied keys”) in order to respond to such emergencies. She relayed that New Salem Town Hall’s hand-dug, shallow well does not adequately meet the New Salem’s needs as it routinely runs dry and noted a recent, failed tax override question. Finally, Ms. Hill called for strengthened partnership, the need for updating and providing equitable PILOT payments (describing such as \$20 per acre annually), greater communication, more financial support and improved local emergency response access.

(Mr. Swett joined the meeting, and Mr. Pappastergion left the meeting due to Webex connection issues.)

Richard Taupier, New Salem Select Board Chair

Mr. Taupier continued discussion of the failed culvert in the Town of New Salem, noting that it the structure under the DCR’s control, located downstream of Mass. Audubon Society land, and caused a partial road collapse that impacted residents. He reported that the repair used all of the Town’s Chapter 90 funds and described a lack of resources and equitable participation. He also noted that New Salem has not had a functioning Town Hall in ten years and described associated costs and challenges. Finally, Mr. Tapier discussed inequities toward the Quabbin watershed towns and requested assistance.

Matthew F. Fortier, Orange Town Administrator

Mr. Fortier noted the Town is moving toward a Town Manager form of government under a charter enacted on July 1, 2026 and reported at a recent Town meeting the residents voted in favor of the Quabbin Equity legislation. He provided background on the Town of Orange’s history and population

size (7,600 residents); noted his positive personal experience as a consumer of Wachusett Reservoir water as a former Worcester resident (born and raised); characterized the City of Boston as the economic engine for Massachusetts; noted the state's relative wealth; called for the MWRA Board's acknowledgment and support of regional equity issues; and relayed that Orange is one of the poorest communities in the Commonwealth. He described regional economic development challenges attributed to restrictions on boating, recreation, and development and called for regional equity, representation on the MWRA Board, PILOT reform and the creation of a capital fund.

Tara Loomis, Pelham Select Board Vice-Chair

Ms. Loomis noted that the residents voted at a recent Town meeting in favor of the Quabbin Equity legislation and one-third of the Town of Pelham's land is restricted from development and untaxed. She described the Town's history of stewardship and current challenges to fund and operate the one local school, part-time fire chief with a department comprised of volunteer firefighters and the shrinking of the Town's public infrastructure. She discussed the MWRA Advisory Board's opposition to the Quabbin Equity legislation, noted some common goals, and relayed that the Quabbin watershed communities' acts of stewardship are mostly carried out by volunteers. She also discussed the economic value of Quabbin area's stewardship and noted local water use restrictions. Finally, Ms. Loomis endorsed partnership and called for representation of Quabbin watershed communities in MWRA governance, more investment in watershed infrastructure and water quality protection, technical and engineering assistance for local municipalities, and equitable drought management across the Quabbin system.

Deborah Poodry, Petersham Select Board Member

Ms. Poodry relayed that Quabbin watershed residents sought MWRA's recognition for the inherent and financial value of the green infrastructure provided by the watershed and the Town of Petersham's ongoing stewardship. She called for financial support, noting the potential negative impacts to MWRA's mission if local stewardship were to fail. She described economic challenges related to increasing costs for essential public services attributed to increased regulation and general inflation. She also relayed that additional development would worsen the Town's dilemma including with respect to the local water supply. Ms. Poodry asked for immediate supplement for the Town's fire department, increased representation for the Quabbin watershed towns in the governance at all levels and DCR management of watershed lands, as well as more investment in watershed infrastructure, water quality and waste management. She also requested technical and engineering assistance including analysis of aquifers, equitable drought management policies and financial assistance because local taxpayers alone cannot support the Town's needs and the needs of the watershed.

Elaine Puelo, Shutesbury Former Select Board Member

Ms. Puelo noted that the MWRA infrastructure provides drinking water to approximately 43% of Massachusetts residents; its source waters are safeguarded by local rural communities in Western and Central Massachusetts; and one-third of the Town of Shutesbury's total land mass is state-owned forest, permanently preserved to protect the Quabbin watershed and noted residents are not even allowed to walk their dogs on that land. Finally, she relayed despite the townspeople's pride in local stewardship such does not pave the roads, fund the schools and balance the municipal budget.

Jim Walton, Shutesbury Select Board Member

Mr. Walton noted that 30% of the Town of Shutesbury land is locked-up related to watersheds, which

freezes commercial development, limits new housing and shifts a disproportionate financial burden for residential taxpayers. He relayed that Shutesbury generates an average of \$510 per acre of tax revenue from developed land and \$60 per acre for land under the Quabbin PILOT program; the state average is \$130 per acre; Haverhill receives significantly higher PILOT payments per acre; and, the Town receives 11.8% of the potential tax value (\$2.2 million) for watershed lands under the PILOT program annually. He described Shutesbury's economic and operational strains and requested financial assistance.

Hayley Bolton, Shutesbury Town Administrator

Ms. Bolton expressed solidarity with the Quabbin watershed communities and called for MWRA to step into a modern, equitable partnership, citing PILOT program modernization, the establishment of a Quabbin host community development trust fund to sustain municipal operations, the addition of representation for the Quabbin region on the MWRA Board, and regional water equity including the provision of opportunities for clean water in Western Massachusetts before expanding service in other areas.

Ms. Puelo provided concluding remarks and reiterated the Town's request for equity, called for reform, and thanked the MWRA Board members for listening.

Stuart B. Beckley, Ware Town Manager

Mr. Beckley echoed Town of Shutesbury speakers' remarks; thanked meeting participants; reported that Ware residents unanimously voted in support of a Resolution related to Quabbin equity at its recent Town Meeting; and asked the MWRA Board to consider prior speakers' calls for fairness. He reiterated the Town of New Salem's stated concerns regarding emergency services, noting that the Ware Fire Department and others provide on-call, on-site assistance during controlled burns on the Quabbin watershed at local cost. He also described the poor quality of the Town's water, which runs brown fairly regularly. He acknowledged that Ware declined the opportunity for municipal water 85 years ago when local water quality was pristine, adding that the Town still has wooden water pipes in some streets. He asked for partnership and resource sharing and described the high cost to join the MWRA system including local infrastructure. Mr. Beckley also requested water in emergencies, engineering assistance, and Ware River flow data sharing. He relayed that limits on land negatively affect local economic development and expressed concern about potential impacts to MWRA water system demand if the Quabbin watershed region loses residents to Eastern Massachusetts. Finally, Mr. Beckley noted how blessed they are to have Ms. Wolowicz on the Board of Directors and requested MWRA Board representation for Quabbin host communities.

Chair Tepper thanked participants and speakers for attending this meeting; relayed that it is always best to hear from the people who live in the area and know the numbers; and, expressed appreciation for the speakers' time, and succinct and clear presentations. Chair Tepper then advised that the MWRA Board of Directors would now move to the regular business portion of the meeting. (ref. III)

(Mr. Foti temporarily left the meeting.)

WATER POLICY AND OVERSIGHTContract Amendments/Change OrdersQuabbin Maintenance Building Design and Engineering Services During Construction: The Robinson Green Beretta Corporation, Contract 7677, Amendment 4

A motion was duly made and seconded to authorize the Executive Director, on behalf of the Authority, to approve Amendment 4 to Contract 7677, Quabbin Maintenance Building Design and Engineering Services During Construction, with The Robinson Green Beretta Corporation, increasing the contract amount by \$246,000, from \$1,643,443.41 to \$1,889,443.41, and extending the contract term by 33 months from September 17, 2026 to June 17, 2029.

Further, a motion was duly made and seconded to authorize the Executive Director to approve additional amendments as may be needed to Contract 7677 in an amount not-to-exceed the aggregate of \$325,000 and 12 months in accordance with the Management Policies and Procedures of the Board of Directors.

Kathleen Cullen, MWRA Senior Program Manager, outlined the functions, facilities and location of the proposed Quabbin Maintenance Building, which is being designed and built by MWRA for DCR; noted the design is complete; reviewed the construction contract's planned advertisement, bid and construction schedule; discussed proposed Amendment 4 to the associated design and engineering services during construction (ESDC) contract 7677; and briefly noted some design challenges, all as detailed in the Staff Summary and PowerPoint presentation ("meeting slides"). Finally, Ms. Cullen reviewed the amendment history of design/ESDC contract 7677 with The Robinson Green Beretta Corporation and requested Board approval for Amendment 4, which includes a time extension to cover remaining bidding services, construction and warranty periods, and a cost increase for escalation, project administration, and required bid document updates due to Massachusetts Building Code changes.

In response to a question from Mr. Taverna, Ms. Cullen relayed that project construction is estimated at \$6.2 million.

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		
P. Walsh		
Wolowicz		

(ref. IV A.1)

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

There was brief procedural discussion about the meeting notice and remaining agenda.

ADMINISTRATION, FINANCE AND AUDITInformationClimate Mitigation Trust Projects Update

Kristen Patneade, MWRA Energy Manager, updated the Board on MWRA's progress with decarbonization projects supported by the MassDEP Climate Mitigation Trust as further discussed in the Staff Summary and meeting slides. She summarized the terms of the \$20 million Climate Mitigation Trust award to MWRA for projects and programs to reduce greenhouse emissions and mitigate the impacts of climate change and explained that MWRA's climate mitigation projects fall under two main categories: renewable energy and building electrification.

Next, Ms. Patneade presented some of MWRA's renewable energy projects including the Deer Island Wind Turbine Replacement; a Deer Island Treatment Plant ("DITP") Solar Canopy, and a planned solar installation for the DITP Residuals Odor Control Building roof. She showed some examples of similar solar projects in Medfield, Bridgewater, Cape Cod and Framingham and discussed the status of a potential solar array at the Norumbega Covered Water Storage Facility, which is currently under analysis.

Ms. Patneade then reviewed MWRA building electrification projects including at Norumbega Headquarters and the Spring Street Pump Station and relayed that staff continue to work with National Grid and Eversource to identify locations for installing heat pumps to reduce heating oil use and greenhouse gas emissions, noting the greening of the electrical grid.

Next, Ms. Patneade presented a list of building electrification projects in progress and explained that facilities with oil and/or aging equipment that needs replacement are prioritized, however, those that use gas are also eligible. She also briefly described some differences between air-source and air and water- (and potentially wastewater-) source heat pumps. Finally, Ms. Patneade presented a summary of climate mitigation projects expected to be completed or reach significant milestones in FY27.

Mr. Taverna inquired as to MWRA's leased Chelsea Facility, and whether MWRA is responsible for its heating equipment costs. Ms. Patneade responded in the affirmative.

(Mr. Patrick Walsh briefly left and returned to the meeting during the presentation.)

Mr. Peña requested more information about the potential wastewater-source heat pumps. Ms. Patneade relayed that a draft policy is in development; preliminary site audits have been performed; and MWRA would ideally partner with a public entity on a pilot project. She noted that an assessment of the Clinton Wastewater Treatment Plant is being funded through the Department of Energy's Onsite Technical Assistance Program and in partnership with National Grid, and MWRA could potentially apply to DEP Wastewater Energy Recovery Program for a feasibility study for a pump station in Weymouth.

Chair Tepper complimented staff on MWRA's progress.

Hearing no further discussion or questions from the Board, Committee Chair Flanagan moved to the next Information item.

Progress on Emissions Reduction and 2024 Greenhouse Gas Inventory

Michael O'Keefe, MWRA Senior Program Manager, presented highlights of MWRA's 2024 Greenhouse Gas ("GHG") Inventory and progress on emissions reduction as detailed in the Staff Summary and

meeting slides. He explained that the Authority's efforts are guided by the Commonwealth's Clean Energy and Climate Plan for 2050, which commits the state to net zero GHG emissions (85% reduction) by 2050, with intermediate targets of 33% and 50% reductions by 2025 and 2030.

Mr. O'Keefe then reported that MWRA has reduced emissions by nearly 40% since 2006, noting a 7% uptick in 2004 attributable to a rise in fuel oil use for DITP boilers due to factors beyond MWRA's control. Next, he reviewed MWRA's main GHG sources in 2024 and presented a graph of changes in emissions sources since 2006. He noted that over 80% of MWRA's overall emissions reductions are from electricity and heavily linked to the greening of the electrical grid. He also presented a graph of actual and projected electricity grid emissions factors.

Next, Mr. O'Keefe provided more information about the causes of MWRA's higher GHG emissions in 2024 including a 150% increase in DITP fuel use attributable to colder weather; a decrease in the wastewater's nutrient loads that resulted in digester gas with less thermal content that was possibly caused by historically low wastewater flows due to drought which increased detention times and solids degradation in the collection system. He added that staff are continuing to evaluate these trends.

In response to a question from Chair Tepper, Mr. O'Keefe affirmed that staff monitor organics levels in wastewater flows. In response to the Chair's follow-up question, Mr. O'Keefe noted that MWRA currently relies on fuel oil as a backup to digester gas for DITP space heating. Mr. Estes-Smargiassi added that staff are working on changes to the DITP heat and power plant for more efficient methane use and looking at ways for battery storage to potentially reduce reliance on fuel oil for emergency power in case of a grid outage.

Mr. O'Keefe concluded the presentation by reviewing MWRA's planned emissions reduction efforts such as Climate Mitigation Trust Projects, a new combined heat and power facility at DITP to more than double existing electricity generation, and a planned large-scale energy storage battery.

In response to a question from Mr. Peña, Mr. O'Keefe relayed that the numbers presented on Slide 15 were not normalized for flow. Mr. Estes-Smargiassi noted that MWRA's full GHG report includes a chart that normalizes by flow. Mr. Peña then requested an update on the evaluation of potential energy generation from food waste. MWRA Deputy Chief Operating Officer Rebecca Weidman explained there has been some discussion, however, no significant update at this time.

Chair Tepper asked if there was any further discussion or questions from the Board. Hearing none, she moved to Other Business. (ref. V A.2)

OTHER BUSINESS

Preliminary Screening Committee (Executive Director Position)

Preliminary Screening Committee Update

Chair Tepper reported that the Preliminary Screening Committee held its July meeting to review resumes of potential job candidates, however, no choices were made.

In response to a question from Mr. Taverna, the Chair explained that approximately 25 resumes were reviewed at the meeting, however, she does not know the total number of resumes submitted. She noted that the Committee plans to preliminarily interview approximately 8-10 individuals, then extend invitations for in-person interviews. (ref. VI)

ADJOURNMENT

A motion was duly made and seconded to adjourn the 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		
Taverna		
Vitale		
P. Walsh		
Wolowicz		

The meeting adjourned at 12:29pm.

(Mr. Foti was unable to return to the meeting before adjournment.)

Approved: July 29, 2026

Attest:

Brian Peña, Secretary

LIST OF DOCUMENTS AND EXHIBITS USED

- Correspondence to the MWRA Board of Directors (ref. III)
- 7/10/26 Staff Summary and Presentation: Quabbin Maintenance Building Design and Engineering Services During Construction: The Robinson Green Beretta Corporation, Contract 7677, Amendment 4
- 7/10/26 Staff Summary and Presentation: Climate Mitigation Trust Projects Update (ref. VA.1)
- 7/10/26 Staff Summary and Presentation: Progress on Emissions Reduction and 2024 Greenhouse Gas Inventory (ref. VA.2)

STAFF SUMMARY

TO: Board of Directors
FROM: Stephen Estes-Smargiassi, Executive Director
DATE: July 29, 2026
SUBJECT: Delegated Authority Report – June 2026

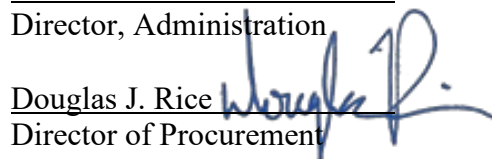


COMMITTEE: Administration, Finance & Audit

X 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 June 1-30, 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 June 1 – 30, 2026

No.	Date of Award	Title and Explanation	Contract	Amend/CO	Company	Value
C-1	06/05/26	Fire Alarm System Service, Metro Boston Increase onsite testing non-emergency and emergency repair; extend contract term by 120 calendar days from June 8, 2026 to October 6, 2026.	OP-455	1	Sullivan & McLaughlin Companies, Inc.	\$61,980.00

Purchasing Delegated Authority Items June 1-30, 2026

No.	Date of Award	Title and Explanation	Company	Value
P-1	6/8/26	Sole Source Purchase Order for an Eight-Inch Automatic Self-Cleaning Strainer The Prison Point CSO Facility uses an automatic self-cleaning strainer to furnish cooling water to wet weather pump diesel engines during activation. Unrepairable damage to the strainer was discovered during inspection and cleaning. Aqua Solutions, LLC has been identified as the exclusive representative for the strainer manufacturer, S.P. Kinney Engineers, in New England. The Director of Procurement has approved the sole source nature of this procurement.	Aqua Solutions, LLC	\$96,957.00
P-2	6/8/26	One-Year Sole Source Purchase Order for Maintenance and Support, and 42 Additional Licenses of the ARC Geographic Information System The MWRA uses Environmental Systems Research Institute (ESRI) Geographic Information System (GIS) software for the geospatial needs of the Operations Division. This year's renewal also includes the procurement of 42 additional creator subscriptions to support the growing number of contributors to the GIS system. Environmental Systems Research Institute, Inc. has been identified as the sole source provider of the ARC Geographic Information Systems software. The Director of Procurement has approved the sole source nature of this procurement.	Environmental Systems Research Institute, Inc.	\$103,023.00
P-3	6/8/26	Purchase Order for Eight Microsoft SQL Server 2-Core Enterprise Licenses with Software Assurance—<i>State Contract ITS75</i> Microsoft SQL Server Enterprise is a database system that MWRA uses to support numerous administrative, financial and operational applications. This procurement will provide additional licenses needed to maintain the system performance and the growing number of SQL servers.	Dell Marketing LP	\$126,525.60
P-4	6/8/26	Purchase Order Contract for the Three-Year Renewal of 1200 Proofpoint Enterprise Subscriptions—<i>State Contract ITS75</i> Proofpoint P1 Plus Enterprise subscriptions to provide email and web security for the MWRA. This procurement of ProofPoint subscriptions will continue MWRA's Defense In Depth cyber security approach for another three years.	CDW LLC	\$267,067.42

No.	Date of Award	Title and Explanation	Company	Value
P-5	6/11/26	Purchase Order Contract for Gartner IT Executive + Delegate Subscription Renewal—<i>State Contract ITS80</i> Annual renewal of subscription for IT research services including IT independent research services; unlimited IT research content; benchmarks and toolkits; analyst interactions and document reviews; industry webinars and conferences; and two subscription seats.	Gartner, Inc.	\$139,302.00
P-6	6/11/26	One-Year Purchase Order Contract for Oracle Processor Licenses Maintenance and Support— <i>State Contract ITS64</i> The Oracle Database Management System (DBMS) has become a standard for enterprise applications at the MWRA. Maintenance and support provided by this contract includes new releases on supported platforms, technical support, troubleshooting, bug fixes and security patches.	Oracle America, Inc.	\$176,090.80
P-7	6/11/26	Purchase Order for Five New Electric Chevrolet Equinox Sport Utility Vehicles, 11 Various New Pickup Trucks and Five New Cargo Vans The procurement of 21 new vehicles is recommended by staff in accordance with MWRA's Vehicle Replacement Policy. All the vehicles to be replaced meet or exceed the current replacement criteria for age, mileage and/or condition. As part of the process, some vehicles being replaced may be temporarily redeployed to accommodate current departmental needs or occupancy requirements. The remaining vehicles will be declared surplus and disposed of in accordance with MWRA's Surplus Property Policy through a publicly advertised bid or auction.	Liberty Chevrolet, Inc.	\$1,407,172.00
P-8	6/12/26	Purchase Order for the Supply and Delivery of 230,000 Gallons of Ultra-Low Sulfur #2 Diesel Fuel—<i>State Contract ENE53</i> The Deer Island Treatment Plant uses ultra-low sulfur #2 diesel fuel in the Thermal Power Plant. This order would replenish stock used on Deer Island over the past year.	Dennis K. Burke Inc.	\$871,327.40

STAFF SUMMARY



TO: Board of Directors
FROM: Stephen Estes-Smargiassi, Executive Director
DATE: July 29, 2026
SUBJECT: 2025 Annual Update on New Connections to the MWRA System

COMMITTEE: Administration, Finance & Audit

X INFORMATION
 VOTE

Hillary Coolidge, Project Manager, Environmental Permitting
Colleen Rizzi, P.E., Director, Env. and Regulatory Affairs
Preparer/Title


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

RECOMMENDATION:

For information only.

DISCUSSION:

MWRA's system expansion policies require an annual update on the status of any new connections (connection approved within the preceding five years) to MWRA from outside the water and sewer service areas. Calendar year 2002 was the first year that MWRA system expansion policies prescribed this annual update requirement. In an effort to maintain a single document that includes all new connections, the 2025 Annual Update discusses all post-2002 connections to MWRA. A summary of each connection's 2025 compliance with requirements as stipulated in its water supply or sewer use agreement is provided. For water connections, requirements include compliance with water withdrawal limits and entrance fee payments due to MWRA. For wastewater connections, requirements address inflow removal, ongoing stipulations regarding management of wet weather flows, compliance with discharge limits, and entrance payments due to MWRA.

Reduced demand on MWRA's water supply over the last several decades has positioned MWRA as a source of reliable water supply for existing and interested new communities. This report includes a discussion of inquiries from potential applicants for admission made in calendar year 2025 and other related system expansion activities.

The MWRA operating policies listed below govern system expansion. A more detailed summary of each policy is provided in Attachment A.

- *OP.04, Sewer Connections Serving Property Partially Located in a Non-MWRA Community (the "Sewer Straddle" policy);*
- *OP.05, Emergency Water Supply Withdrawals;*
- *OP.09, Water Connections Serving Property Partially Located in a Non-MWRA community (the "Water Straddle" policy);*
- *OP.10, Admission of New Community to MWRA Water System; and*
- *OP.11, Admission of New Community to MWRA Sewer System and Other Requests for Sewer Service to Locations Outside MWRA Sewer Service Area.*

In September 2022, the Board of Directors approved revisions to OP.10 to permit the Authority to waive the water system entrance fee under certain conditions. Historically, new communities and entities seeking admission to the MWRA water system were charged an entrance fee, based on the value of the existing water system at the time of admission. The entrance fee has been identified as a barrier for new communities in need of water. Analysis has shown that selling additional water will benefit both new and existing water communities; for existing water communities, the additional sale of water could significantly reduce future annual water assessments. To qualify for the entrance fee waiver, communities must demonstrate that local sources are impacted by water quality issues, local sources are located in a stressed basin or that local economic development is significantly constrained by existing local sources. The waiver is limited to a maximum total of 20 million gallons per day (mgd) of water by one or more new communities. The waiver for new communities seeking to join the MWRA water system expires on December 31, 2027, or when the 20 mgd amount has been reached, whichever is sooner. For existing members that are seeking to purchase additional water, the waiver expires on December 31, 2027.

Summary of Approved Connections to the MWRA System

Water

In 2025, Quabbin Reservoir levels remained within the normal operating band. With the relatively dry end of 2024, and with almost every month in 2025 having below average precipitation, there were no Quabbin Reservoir spills during the year. Conditions in 2025 were initially dry, followed by a very wet May, then returning to dry conditions through December. Total MWRA water withdrawals increased by six percent in 2025, from 201.2 mgd in 2024 to 213.4 mgd. The five-year average slightly rose between 2024 and 2025. According to monthly DCR Hydrologic Conditions Reports,¹ Level 1 – *Mild Drought* was declared for the Western, Connecticut River Valley, Northeast, Southeast, and Islands Regions in May, while the Cape Cod Region was declared Level 2 – *Significant Drought*. By August, the Commonwealth experienced Level 2 – *Significant Drought* conditions in all regions except for the Southeast. Level 2 – *Significant Drought* was declared for the Western, Connecticut River Valley, Central, and Cape Cod Regions in October. By November, a return to Level 1 – *Mild Drought* conditions occurred for all regions with the exception of the Southeast Region, which improved to Level 0 – *Normal* for the remainder of 2025. The Western and Southeast Regions improved to a Level 0 – *Normal* status by December, while Level 1 – *Mild Drought* status remained for the Connecticut River Valley, Central, and Northeast Regions as the year came to an end.

MWRA's large multi-year reservoirs are calculated to hold roughly 5.6 years of water supply demand at current withdrawal rates, providing the storage needed to manage inflows during wet years and capturing excess yield for use during extended dry periods. Notably, despite adding new customers to the system, total reservoir withdrawals have decreased by over 130 mgd since the 1980s. Maintaining normal operation range throughout the year, both the Swift and Nashua Rivers received substantial releases from the reservoirs, well above their minimum requirements.

Water consumption by all MWRA communities of 191.8 mgd increased by 1.9 percent (3.6 mgd) from 2024 to 2025. Demand for the partially supplied communities increased by 2.56 mgd (16.9 percent) from 2024 to 2025. The dry conditions experienced in 2025 and water quality concerns were largely responsible for this increase, while several communities increased their use due to per- and polyfluoroalkyl substances (PFAS) concern with their local sources. Peabody, for

¹ [Monthly Hydrologic Conditions | Mass.gov](#)

example, lost the ability to use its source water at the Walsh Plant and had to reduce source use at the Winona Plant. Burlington and Woburn increased their use due to PFAS issues with their local sources.

The City of Worcester, which by legislation is entitled to about eight percent of the Wachusett Watershed yield, withdrew 9.75 mgd from its Quinapoxet Reservoir in 2025. This was its third highest annual withdrawal in the last fifty years and was a significant contribution to the increase in the total reservoir withdrawals.

Since 2002, Stoughton, Reading, the Dedham-Westwood Water District, Wilmington, Ashland, Burlington, and Lynnfield Center Water District have become MWRA water communities. (Bedford was admitted into the MWRA system prior to 2002, before firm water withdrawal limits were established for new communities.) There have also been two “straddle connections” since 2002: Avalon in Peabody/Danvers (now called 14 North) and the YMCA in Marblehead/Salem. The connections are shown on the map in Figure 1 and information pertaining to these connections is provided in Table 1.

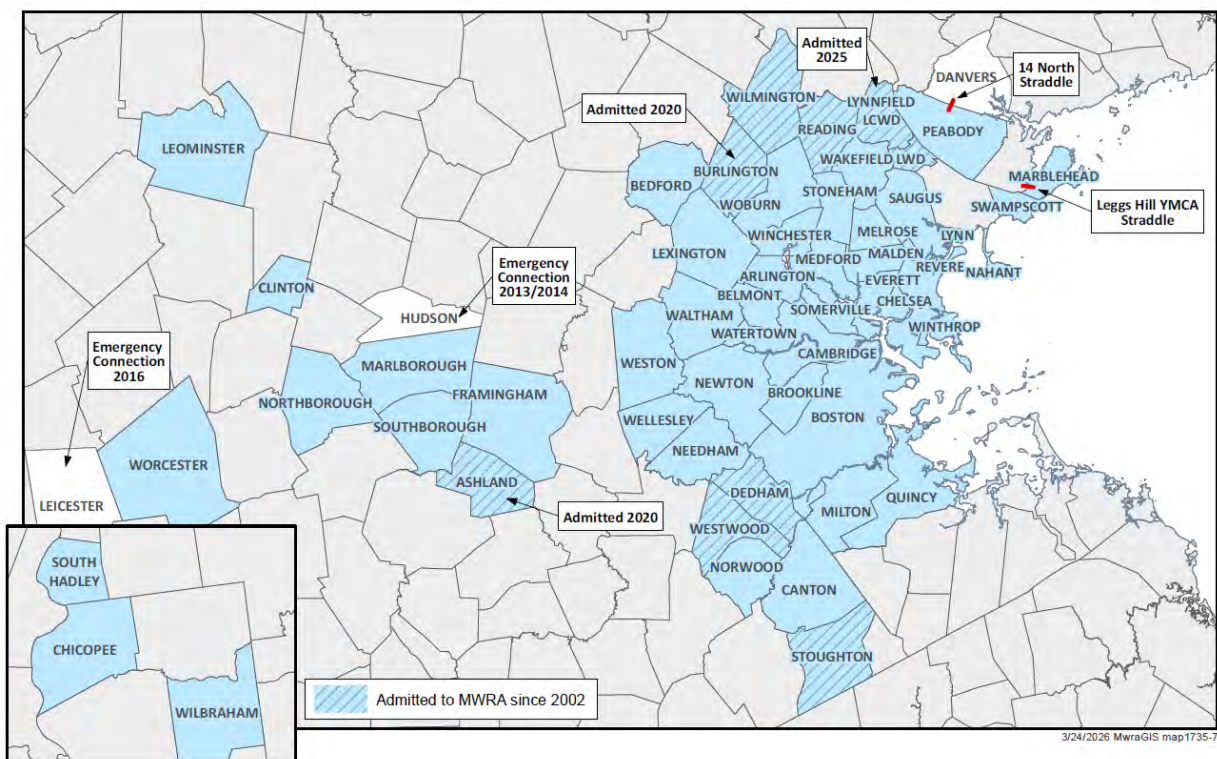


Figure 1: New Water Connections Since 2002

Table 1 - Approved Connections to MWRA Water System Since 2002					
Applicant	Applicable MWRA Policy	Approval Date or Emergency Period (month/year)	Entrance Fee or Payment of Charges Under the Emergency Policy	MWRA Approved Withdrawal	2025 MWRA Withdrawal
Ashland	OP.10, New	12/2020 (admitted)	Entrance fee of \$388,336.34, w/ 20-year payment schedule, began December 2023.	32.8 mg/yr (0.09 mgd average, 0.648 mgd max)	0
Burlington	OP.10, New	12/2020 (admitted) 6/2023 (amended)	Entrance fee of \$4,407,986.46, w/ 20-year payment schedule, began December 2023.	1,278 mg/yr (3.5 mgd average, 6.5 mgd max)	665.4 mg/yr
Wilmington (partial supply)	OP.10, New	5/2009 (admitted) 10/2020 (approved for temporary increase) 9/2022 (approved for temporary exceedance) 4/2024 (approved for increase)	Entrance fee of \$2,809,320 w/ 20-year payment schedule. On-time payments. Board of Directors approved waiver of approximately \$3.4M entrance fee associated with requested additional withdrawal volume limits on April 17, 2024.	450.5 mg/yr (1.23 mgd average, 2.5 mgd max)	193.7 mg/yr
Dedham Westwood W.D. (partial supply)	OP.10, New	12/2005(admitted) 12/2014(amended) 10/2018 (approved temporary increase) 2/2022 (approved temporary increase) 6/2023 (amended)	Entrance fee of \$548,748 (first 0.1 mgd) and \$566,727 (additional 0.1 mgd) paid in full.	565.75 mg/yr (1.55 mgd average, 3.1 mgd max)	343.7 mg/yr
Hudson (emergency)	OP.05 Emergency	6/2013 (emergency) 12/2013 (emergency) 6/2014 (emergency) 1/2016 (emergency)	MWRA has received a total of \$1,033,787 for emergency withdrawals.	N/A	0
Lynnfield Center Water District (LCWD)	OP. 10, New	8/2025 (admitted)	Board of Directors approved waiver of approximately \$1.7M entrance fee on August 20, 2025.	102 mg/yr (0.28 mgd average, 0.36 mgd max)	3.4 mg/yr
Reading	OP.10, New	11/2005 (admitted) 10/2007 (amended)	Entrance fee of \$3,285,242 (first 0.6 mgd) & \$7,799,606 (additional 1.5 mgd) paid in full.	766.5 mg/yr (3.8 mgd max)	624.2 mg/yr
YMCA Salem/ Marblehead	OP.09, Straddle	11/2006 (admitted)	Entrance fee of \$70,823 paid in full.	0.0127 mgd	0.00699 mgd
14 North Danvers/ Peabody	OP.09 Straddle	05/2003 (admitted)	Entrance fee of \$64,063 paid in full.	0.012 mgd	0.00785 mgd
Stoughton (partial supply)	OP.10, New	6/2002 (admitted)	Entrance fee of \$5,657,117 paid in full.	419.75 mg/yr (2.5 mgd max)	21.3 mg/yr
Wayland (emergency)	OP. 05 Emergency	7/2024 (emergency) 11/2025 (emergency)	Emergency period withdrawal of \$101,337.92	N/A	35.43 mg

mg/yr = million gallons per year; mgd = million gallons per day

The highlights of Table 1 are summarized below.

- The Lynnfield Center Water District (LCWD) was approved by the Board of Directors for admission to the MWRA water system on August 20, 2025. A Water Supply Agreement was executed on September 9, 2025 to allow the District to obtain up to 102 mg/year, or 0.28 mgd on average, via an interconnection with the Town of Wakefield in order to supplement its local sources due to challenges supplying an adequate quantity of water during summer months and a lack of redundancy in its existing water sources. The entrance fee of approximately \$1.7 million was waived for the volume of water requested due to water quantity (i.e., stressed basin) and water quality issues (i.e., elevated level of manganese, PFAS, and nitrate in the District's groundwater sources). LCWD is the first new community connection since Ashland and Burlington in 2020.
- The Town of Burlington was approved by the Board of Directors for admission to the MWRA water system on December 16, 2020. A Water Supply Agreement was executed in 2021, in alignment with the first phase of Burlington's connection, which allowed the Town to obtain up to 324 mg/year and 0.886 mgd on average from MWRA via a connection to the Town of Lexington's local water system. In 2022, Burlington withdrew a total of 367.7 million gallons, exceeding its Water Supply Agreement withdrawal limit. Phase 2 of Burlington's connection involved construction of a pipeline, which allows Burlington to obtain up to 6.5 mgd from MWRA. Construction of the Phase 2 pipeline was completed in July 2023. On June 21, 2023, the Board voted to approve Burlington's request to increase its withdrawal volume limits up to 1,278 mg/year, or 3.5 mgd average daily use, and up to 6.5 mgd maximum daily use, as well as to waive the entrance fee associated with such increased withdrawal volume.
- The Town of Wilmington requested approval to increase its annual withdrawal volume from the MWRA water system from 219 mg/year to 450.5 mg/year on March 4, 2024, as well as a waiver of the MWRA entrance fee for the additional withdrawal volume. This request was approved by the MWRA Board of Directors on April 16, 2024. Wilmington, which is partially supplied by MWRA, requested this approval because declining groundwater levels have caused a substantial drop in the production capabilities of local groundwater wells and PFAS concerns. The Town requested 255.5 mg/year, or 0.7 mgd, through 2026 to meet seasonal demands. Following those two years, Wilmington requested and received approval for an increase to 450.5 mg/year, or 1.23 mgd, to also supplement its Sargent Water Treatment Facility through 2029. The Town acknowledges that an annual volume above 620.5 mg/year (1.7 mgd) would require Massachusetts Environmental Policy Act (MEPA) review and Interbasin Transfer Act (ITA) approval under a future permitting process, in addition to a new agreement with MWRA. The Town estimates that withdrawals could range from 0.7 to 2.5 mgd spanning through 2034.
- In June 2023, the Board voted to approve the Dedham-Westwood Water District's request to increase its withdrawal volume limits to up to 565.75 mg/year, or 1.55 mgd average daily use and up to 3.1 mgd maximum daily use, as well as to waive the entrance fee associated with such increased withdrawal volume. The District, which is partially supplied by MWRA, increased the volumes in its agreement to increase blending of MWRA water with local supplies while taking measures to permanently reduce Total Trihalomethanes in local finished water, in compliance with MassDEP's Maximum Contaminant Level. The District's Water Supply Agreement includes a provision allowing for a temporary increase

in water volume in excess of the withdrawal limit without revising the Agreement in emergency situations.

- For permanent connections made prior to 2020, all entrance fees have been paid pursuant to agreed-upon schedules of payments included in the Water Supply Agreements. Burlington and Ashland began entrance fee payments in December 2023 (FY2024) and will continue to make annual payments through FY2045.

Emergency Supplies to MWRA Non-Member Communities

In August of 2025, the Town of Wayland, acting through its Department of Public Works, activated its emergency connection to MWRA due to a piping failure at its Happy Hollow PFAS Treatment Plant, forcing the Town to shut down the treatment facility. This facility is the largest water supply for the Town and without it the Town was unable to meet water demands. This was Wayland's second request to activate its emergency connection to MWRA, which required the issuance of a MassDEP Emergency Declaration and approval of the MWRA Advisory Board.

MWRA's OP.05 includes the following waiver provision: "The MWRA may, in its discretion, waive any of the conditions or requirements set forth in the Policy and Procedure, not otherwise mandated by law or regulation, if it finds that the community has demonstrated unusual factors or extraordinary circumstances that would make imposition of the condition or requirement upon that community unfair or inappropriate and that the proposed action will not jeopardize the MWRA's ability to supply its existing water communities." Given the severity of the situation and concern for public health and safety, MWRA approved the emergency connection with written confirmation that the Emergency Declaration was pending and the Advisory Board supported MWRA staff's recommendation to approve the emergency connection. Staff notified the MWRA Board of Directors of the approval on August 26, 2025, and authorized Wayland to activate its emergency connection that evening. The Town's Emergency Declaration was issued by MassDEP on August 26, 2025 and the MWRA Advisory Board approved the emergency water supply during its meeting on August 28, 2025.

In November of 2025, one of the Town's larger water supplies and treatment facility, Baldwin Pond Treatment Plant, experienced failures associated with its ultra-low air dryers. The Town operates a pair of these dryers as part of its ozone treatment system. Without these dryers in operation, the ozone system cannot be operated, which requires Wayland to take the plant out of service. Recent service calls to repair the dryers have resulted in a makeshift solution that is not sustainable and could fail again at any moment. With an imminent failure likely, the Town requested activation of an existing emergency connection to MWRA's Hultman Aqueduct, until back-ordered parts arrived later in November. For this reason, it was very likely that the Baldwin Pond Treatment Plant would become inoperable, and the Town would need to supplement its remaining supplies with MWRA water from the emergency connection.

OP.05 requires that an emergency declaration from MassDEP be in effect to authorize emergency withdrawals from the MWRA water system. According to MassDEP, Emergency Declaration No. 0021193 issued to the Town on August 26, 2025 remained in effect and could be utilized. On November 5, 2025, MWRA staff authorized the Town, pursuant to OP.05, to activate its emergency connection for up to 30 days to ensure it had adequate water supply, with the understanding that MWRA staff would request a contract for up to six months at the November 19, 2025 Board meeting, and approval from the MWRA Advisory Board at its next meeting on November 20, 2025. The Town activated the emergency connection on November 7, 2025.

Wayland has had ongoing water supply problems and began construction of a temporary emergency connection pump station in 2023. The Town is currently seeking admission to the MWRA water supply system and is in the environmental review process.

Sewer

In 2025, there was one new formal application for admission under OP.11. Since 2002, eleven entities have been approved to discharge into the MWRA wastewater system. Crescent Ridge Dairy was approved in 2019 pursuant to OP.11, and The Rivers School was approved in 2020 pursuant to OP.04, the “Sewer Straddle” policy. Figure 2 shows, and Table 2 summarizes, connections to the MWRA sewer system since 2002, when annual reporting requirements were established.

Figure 2: New or Increased Volume Sewer Connections Since 2002

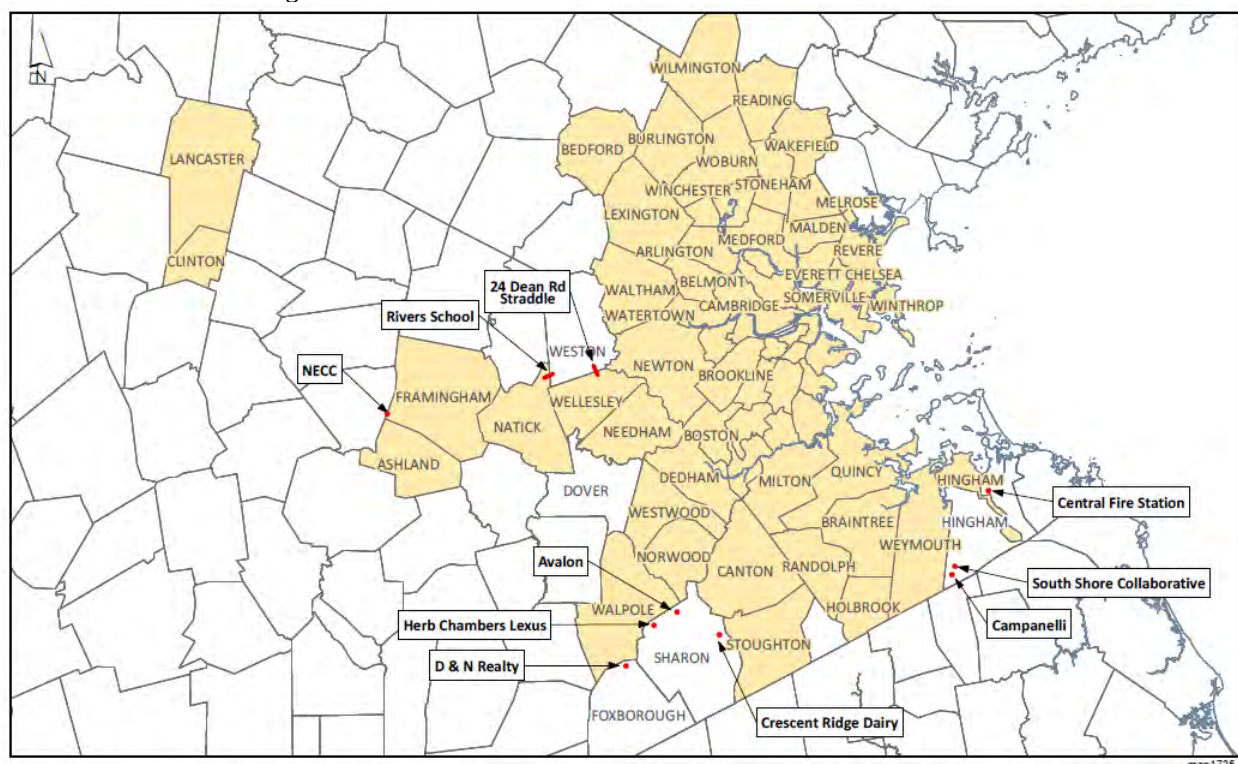


Table 2 - Approved Connections to MWRA Sewer System Since 2002						
Applicant	MWRA Policy	Approval Date	Entrance Fee Payment	Status of Inflow Removal/Other Contract Requirements	MWRA Approved Discharge	Estimated Discharge to MWRA in 2025*
Rivers School, Weston	OP.04, Straddle	6/2020	\$42,086 paid in full	Payment of \$141,600 to Natick to complete inflow removal.	3,000 gpd (average) 12,000 gpd (max)	3,879 gpd
Crescent Ridge Dairy, Sharon	OP.11	5/2019	\$33,642 paid in full	Payment of \$200,000 made to Stoughton to complete inflow removal.	10,000 gpd	2,754.18 gpd

Table 2 - Approved Connections to MWRA Sewer System Since 2002						
Applicant	MWRA Policy	Approval Date	Entrance Fee Payment	Status of Inflow Removal/Other Contract Requirements	MWRA Approved Discharge	Estimated Discharge to MWRA in 2025*
New England Center for Children, Southborough	OP.11	7/2015	\$51,898 paid in full	Inflow removal completed.	12,500 gpd	5,761 gpd
FoxRock Realty, South Shore Collaborative, Hingham	OP.11	4/2012	21,883 paid in full	Inflow removal completed.	5,336 gpd	1,988 gpd
24 Dean Road, Weston/Wellesley	OP.04 Straddle	3/2011	\$18,033 paid in full	Inflow removal completed.	575 gpd	392.86 gpd
2 Washington St, D&N Realty, Foxborough**	OP.11	6/2007	\$168,391 paid in full	Inflow removal completed.	13,000 gpd (average) 22,750 gpd (max)	1,855 gpd
The Wren, Sharon***	OP.11	6/2007	\$105,586 paid in full	Inflow removal completed.	16,120 gpd	15,580 gpd
Herb Chambers Lexus, Sharon	OP.11	5/2007	\$40,750 paid in full	Inflow removal completed.	6,400 gpd (average) 10,500 gpd (max)	4,394 gpd****
Hingham Fire Station, Hingham	OP.11	4/2007	\$8,429 paid in full	Inflow removal completed.	782 gpd	217.82 gpd
Campanelli (now Gill Research Drive, LLC), Hingham	OP.11	2/2004	\$11,162, paid in full	Inflow removal completed.	2,475 gpd	No reporting requirement
* Wastewater discharges are estimated based on water meter readings. ** 2 Washington Street in Foxborough was formerly Family Funway, which permanently closed several years ago. *** The Wren at Sharon was formerly known as Avalon Bay under previous management. **** Water consumption figures are adjusted downward by 5% to account for a certain percentage of water that is used by the facility and not returned as wastewater (such as landscaping, water consumed). <i>gpd = gallons per day</i>						

The key findings of Table 2 are noted below.

- Most wastewater discharges in 2025 were below the approved agreement limits, and entities reported compliance with obligations related to sewer system operations.
- The Rivers School exceeded its approved estimated discharge limit of 3,000 gpd, with an average daily flow of 3,879 gpd in 2025. Staff are working with the School to determine if adjustment of the 2020 Sewer Connection Agreement is necessary. The Rivers School notes that actual discharges may be less, due to water used to create ice and maintain such for its ice hockey rink.

- Family Funway in Foxborough was a small amusement park that permanently closed in 2022 after the passing of its owner. The late owner's staff are still managing the property at 2 Washington Street, including its discharge reporting, coordinated through Legacy Engineering LLC. MWRA staff will work to ensure that any future owners are aware of annual estimated discharge reporting requirements.

System Expansion and Potential Future Connections

In the fall of 2022, MWRA completed two feasibility studies for expanding MWRA's water system to the Ipswich River Basin (Beverly, Danvers, Hamilton, Ipswich, Middleton, Lynn, Lynnfield Center Water District, Peabody, Salem, Topsfield, Wenham, Wilmington) and to the South Shore (Abington, Avon, Brockton, Cohasset, Hanover, Hingham, Norwell, Scituate, Rockland, Weymouth, and the Former Naval Air Station). These studies were initiated at the request of the Baker-Polito Administration and in a direct legislative appropriation, respectively. The South Shore Feasibility Study also looked at expanding MWRA's wastewater system to the South Shore.

In July of 2023, MWRA completed a third feasibility study for expanding MWRA's water system to communities in the MetroWest area. The MetroWest Feasibility Study includes the communities of Acton, Ayer, Bedford, Chelmsford, Concord, Groton, Holliston, Hopkinton, Hudson, Lincoln, Littleton, Maynard, Natick, Sherborn, Stow, Sudbury, Wayland, Wellesley, Westborough, Westford and Weston. This study was requested by the participating communities, many of which are experiencing significant water quantity and quality issues. This study identifies conceptual alternatives to supply water to the communities in the study area from MWRA's tunnel system. All three of these studies are available on www.mwra.com.

MWRA completed a fourth feasibility study in the fall of 2025 to assess the expansion of MWRA's water system to communities within the Quabbin Reservoir Watershed. An update on this study is the subject of a separate staff summary. This evaluation quantifies MWRA's existing system capacity available to serve new customers, identifies the critical infrastructure needed to supply water to Quabbin communities, provides new water supply alternatives (such as surface water intakes and treatment or groundwater supply), and provides planning-level cost estimates for those alternatives. This evaluation allows MWRA to better understand the infrastructure needed to supply drinking water to the Quabbin Reservoir Watershed communities of Barre, Belchertown, Hardwick, Ludlow, New Salem, Orange, Pelham, Petersham, Phillipston, Shutesbury, Ware, and Wendell. The Quabbin study was completed in a similar manner to the previous three system expansion studies for MetroWest, Ipswich River Basin, and South Shore communities.

MWRA staff anticipate that the four feasibility studies will generate some additional interest in connecting to MWRA's water system. Below is a summary of communities that have expressed intentions or significant interest in pursuing admission to the MWRA water system.

Communities

Avon: Representatives from the Town of Avon have met with MWRA staff to discuss the potential to connect to both MWRA's water and sewer systems. Avon is looking to provide service to an industrial complex in town and anticipates demand would be approximately 0.1 mgd. Avon seeks to connect through the Town of Stoughton and is currently working with Stoughton to determine if a connection is feasible.

Billerica: Representatives from the City of Billerica have met with MWRA staff to discuss the potential to connect to MWRA's water system as a partial community, with the possibility of becoming a fully served community in the future. Billerica's interest stems from the deteriorating water quality of its drinking water source, the Nashua River. Billerica would wheel water through an existing member community. Further modeling is required to determine if there is capacity to supply additional water in that portion of MWRA's distribution system.

Dover: The Town of Dover, in coordination with Aquarion Water Company (Dover) Public Water System (owned and operated by Aquarion Water Company of Massachusetts, AWC-MA), is currently pursuing admission to the MWRA water system pursuant to OP.10 via an interconnection with the Dedham-Westwood Water District water system. Dover is supplied by a number of public water supply wells. A portion of the Town (approximately 2,200 residents) currently receives its drinking water supply from existing groundwater wells owned and operated by Aquarion Water Company of Massachusetts. The project is intended to supply water to only the portion of Dover outlined in the Environmental Notification Form (ENF), with a potential to serve the Old Farm Trust Well. Dover is currently in the MEPA process. The July 11, 2025 Secretary's Certificate determined that the project requires the submission of a Draft Environmental Impact Report (DEIR) to MEPA for review.

Hopkinton: The Town of Hopkinton has expressed interest in pursuing admission to the MWRA water system, pursuant to OP.10, for supplemental water supply. Hopkinton would wheel water through Southborough and is working with Southborough to evaluate connection options. Hopkinton received Town Meeting approval to proceed in the admission process.

Lincoln: Representatives from the Town of Lincoln have met with MWRA staff to discuss the potential to connect to MWRA's water system.

MetroWest Communities: MWRA continues to have regular discussions with 21 MetroWest communities included in the System Expansion Study. A subset of these communities is actively working to determine the physical and financial feasibility of connecting to MWRA's water system.

Natick: The Town of Natick is actively working toward pursuing admission to MWRA's water system, pursuant to OP.10. The Town is initially seeking to utilize MWRA as a supplemental source, requesting a volume of 1.62 mgd (average day demand), 2.16 mgd (maximum day demand) with the potential to increase supply in the future. Natick is proposing a supplemental water connection at the Route 30 MWRA connection to the Hultman Aqueduct, should the Town's Elm Bank water supply become unavailable due to elevated amounts of PFAS. Elm Bank typically operates at a flow of 1,500 gallons per minute (gpm) and up to two mgd when in operation. Average daily demand for Natick is approximately two to three mgd. Natick's Connection Project is currently under MEPA review and has received a Secretary's Certificate ENF submitted in September 2025. The Project is now progressing the DEIR filing through the MEPA process for spring 2026.

North Sherborn Water and Sewer District: The North Sherborn Water and Sewer District was created following the vote of a Special Town Meeting in Sherborn in October 2023 and approval of special legislation in December 2024 to support a proposed development project in the town center. The project involves developing Meadowbrook Commons (67 townhomes) and Coolidge Crossing (120 apartment units across three buildings) as well as connections to adjacent district parcels. Sherborn does not provide municipal water and sewer; therefore, the developer is

proposing to obtain water from MWRA via the City of Framingham's municipal system and to dispose of wastewater to MWRA via the Town of Natick's sewer system. The project has received a Secretary's Certificate for the ENF and the joint DEIR/Notice of Project Change filing through the MEPA process. The November 21, 2025 Secretary's Certificate determined that the project complies with MEPA, thereby giving the proponent permission to prepare and submit a Final Environmental Impact Report (FEIR) for review. The demand associated with the North Sherborn Water and Sewer District is estimated to be 80,000 gpd.

South Shore Communities: MWRA has met with several South Shore communities included in the System Expansion Study as they evaluate water supply options. A subset of these communities is actively working to determine the physical and financial feasibility of connecting to MWRA's water system.

Walpole: The Town of Walpole is seeking admission to the MWRA water system, pursuant to OP.10, and is currently in the MEPA review process. The Town would wheel water through Norwood. Walpole is seeking approval under the ITA to withdraw up to two mgd of water from MWRA to provide redundancy and resiliency to its public water supply. The September 29, 2025 Secretary's Certificate determined that the project requires the submission of a DEIR to MEPA for review.

Wayland: The Town of Wayland is seeking approval under the ITA to transfer up to 3.5 mgd of water from MWRA to provide 100% redundancy in the system in the unlikely event of simultaneous Happy Hollow Water Treatment Facility and storage tank maintenance. Connecting directly to MWRA's Shaft L, which provides a connection to both the MetroWest Water Supply Tunnel and the Hultman Aqueduct, was determined to be the most reliable and cost-effective solution of alternatives evaluated. MWRA is planning to design and construct a new interconnection at the Shaft L site that will be capable of supplying several MetroWest communities, including Wayland. Throughout 2025, staff worked closely with the community and its consultants to evaluate infrastructure connection options. Wayland is currently in the MEPA process and submitted a DEIR for review in March 2026.

Wellesley: The Town of Wellesley is currently a partially supplied MWRA water community and has expressed interest in obtaining additional water from MWRA. Staff have met with Wellesley on numerous occasions and conceptual new infrastructure connection options have been identified. Staff will continue to coordinate closely with the Town.

Westborough: The Town of Westborough has expressed interest in potentially pursuing admission to the MWRA water system pursuant to OP.10 and is currently assessing connection options. The Town's average day demand is 2.2 mgd and maximum day demand is 3.61 mgd. Staff will continue to coordinate with Westborough.

Weymouth: The Town of Weymouth is pursuing admission to the MWRA water system, pursuant to OP.10, to obtain supply for both the Town and the former South Weymouth Naval Air Station (SWNAS) Redevelopment located in South Weymouth. Staff met with the Town and the developers on multiple occasions in 2025 to discuss the admission process and requirements. The Town and the Southfield Redevelopment Authority (SRA)² submitted a joint MEPA filing in June 2024. A DEIR was filed in March 2026 and is currently under MEPA review. Weymouth and the SRA are seeking approval under the ITA to transfer up to 5.5 mgd. Since the previous Expanded Environmental Notification Form filing, the proposed interbasin transfer has been revised from

² SRA is the local governmental agency for the former SWNAS.

8.84 mgd max day to 5.5 mgd max day, or approximately 75% of the existing estimated 7.5 mgd hydraulic capacity of MWRA's infrastructure in that portion of the system.

Non-Communities:

Former South Weymouth Naval Air Station This development is a 1,440-acre community located within Abington, Rockland, and Weymouth that has been in the process of redevelopment, to varying degrees, since the late 1990s. The site is partially developed, with a master planned community scheduled for full buildout that includes a combination of residential, retail, office, commercial, and open space. Developers have submitted multiple MEPA filings over the years, most recently a December 2024 Final Supplemental Environmental Impact Report (FSEIR). A Certificate was issued on the FSEIR in December 2024, with a determination that the Project complies with MEPA. The FSEIR indicates the preferred permanent water supply for the development is through the Weymouth/SRA connection to MWRA. MWRA has been part of ongoing conversations regarding construction of the transmission main and will continue to coordinate with the Town and SRA on pipeline alternatives.

Regarding estimated wastewater volumes, it is anticipated that construction of the SWNAS could generate an average daily wastewater flow of up to approximately 0.93 mgd at full buildout. Weymouth is currently a MWRA sewer community, and its portion of the Base could produce a buildout wastewater design flow of approximately 0.62 mgd. The developer and the SRA have been working closely with the Town of Weymouth to analyze Weymouth's sewerage system's capacities to meet future demands. There is limited capacity in the MWRA sewer system in this area and MWRA staff will continue to coordinate closely with the Proponent and the Town regarding wastewater discharges to the MWRA system.

Sunrise Assisted Living: Sunrise Senior Living in Sharon is seeking to discharge 10,000 gpd into the MWRA sewer system via the Town of Norwood, pursuant to OP. 11. Staff are working closely with Sunrise consultants as they navigate the MWRA admission process. In March 2025, Sunrise's Request for Determination of Insignificance under the ITA was approved by the Water Resources Commission stating that no environmental impacts are anticipated from water withdrawals or sewer line construction. In January 2026, the MWRA Advisory Board voted to approve Sunrise's admission application. Staff will bring this project to the MWRA Board of Directors when local approvals have been obtained.

ATTACHMENT:

Attachment A: Policies for Admission to the MWRA

ATTACHMENT A

Policies for Admission to the MWRA

- **OP.04. Sewer Connections Serving Property Partially Located in a Non-MWRA Community.** This policy applies to persons seeking sewer services for buildings/structures that are located partially within a MWRA sewer community and partially outside a MWRA sewer community. (The actual structures, not just the parcel of land on which the structure is located, must straddle the municipal boundary.) It is also known as the “Sewer Straddle” policy.
- **OP.05. Emergency Water Supply Withdrawals.** This policy applies to communities outside MWRA’s water service area that are seeking MWRA water on an emergency basis. MWRA may approve emergency withdrawals for no more than six months at a time, and typically, the emergency withdrawal period coincides with a DEP Declaration of Emergency for the Community.
- **OP.09. Water Connections Serving Property Partially Located in a Non-MWRA community.** This policy applies to persons seeking to obtain water for a location, building, or structure located on a parcel of land, under single ownership, and which is subject to an integrated plan for use of development that is located partially within a MWRA water community and partially outside a MWRA water community. It is also known as the “Water Straddle” policy.
- **OP.10. Admission of New Community to MWRA Water System.** This policy applies to communities seeking admission to the MWRA water system. OP.10 also applies to any local body, institution, agency or facility of the Commonwealth or federal government seeking MWRA water for a location outside MWRA’s water service area. Connections and withdrawals by private entities outside the water service area are prohibited, except for those that are eligible under either the water straddle policy (OP.9), or that are located contiguous to, or in the vicinity of, local community-owned water supply pipelines that extend from the MWRA’s Chicopee Valley Aqueduct (CVA), and that receive the appropriate approvals from the CVA, host communities and applicable regulatory bodies.
- **OP.11. Admission of New Community to MWRA Sewer System and Other Requests for Sewer Service to Locations Outside MWRA Sewer Service Area.** This policy applies to communities seeking admission to the MWRA sewer system and to all parties seeking sewer service for locations outside the MWRA service area that are not eligible under the Sewer Straddle policy.

MWRA must approve all extension of service to entities outside the service area pursuant to the applicable policy noted above, with the exception of connections to local community-owned water supply pipelines that extend from the CVA. This is the case even when an entity outside the service area is not directly connected to MWRA, but instead to a local community system that is part of the MWRA service area.

STAFF SUMMARY

TO: Board of Directors
FROM: Stephen Estes-Smargiassi, Executive Director
DATE: July 29, 2026
SUBJECT: Security Guard Services for Various MWRA Facilities
United Security, Inc.
Contract EXE-048, Amendment 1

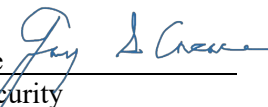


COMMITTEE: Administration, Finance & Audit

 INFORMATION
 X VOTE

Kathryn Keating, Mgr., Security Services
Preparer/Title

Gary Cacace
Director, Security



RECOMMENDATION:

To authorize the Executive Director, on behalf of the Authority, to execute Amendment 1 to Contract EXE-048 Security Officer Services for various MWRA facilities, with United Security, Inc., exercising the first option to renew, increasing the contract amount by \$3,214,429.74, from \$8,694,782.87 to an amount not-to-exceed \$11,909,212.61, and extending the contract term by 365 calendar days from February 6, 2027 to February 6, 2028.

DISCUSSION:

On December 13, 2023, the Board of Directors approved the award of Contract EXE-048 to United Security, Inc. (USI) for an amount not-to-exceed \$8,694,782.87, for a term of three years for security guard services. The contract includes two options to renew, each for an additional 365-day period, subject to Board approval. Since the contract began on February 5, 2024, USI has provided around-the-clock guard security, including video and alarm monitoring, gate access and mobile patrols, to MWRA's major facilities such as, Deer Island Treatment Plant, Chelsea Facility, Carroll Water Treatment Plant, and other remote locations.

This Amendment

If approved, proposed Amendment 1 will exercise the first, one-year extension option. Both security considerations and USI's performance support this recommendation. USI is familiar with MWRA's facilities and operations, as well as the MWRA's technological systems, allowing for smooth and continuous security monitoring across important facilities. Over the past three years, USI's security force has performed at a high level, fulfilling all responsibilities admirably.

Proposed Amendment 1 includes salary rate increases averaging 3% and an additional officer post at the John J. Carroll Water Treatment Plant. The salary rate increase includes additional costs for sick days as required under Massachusetts law and increases in health insurance premiums. USI has agreed to maintain its same percentage mark-up for its fee during the option year. After review, staff found the rate increases to be reasonable.

The projected cost of Amendment 1 (the fourth year) is \$3,214,429.74.

The contract summary is as follows:

	Amount	Time	Date
Original Contract	\$8,694,782.87	36 Months	February 6, 2027
Amendment 1	<u>\$3,214,429.74</u>	<u>12 Months</u>	Pending
Amended Contract	\$11,909,212.61		

For the reasons set forth above, staff recommend the Board's approval of Amendment 1 to Contract EXE-048.

BUDGET/FISCAL IMPACTS:

The not-to-exceed cost of this one-year extension to Contract EXE-048 is \$3,214,429.74. The FY27 CEB includes \$2,970,718 for the security guard services contract. The overage will be absorbed within the FY27 Current Expense Budget. Adequate funds will be included in the FY28 CEB to fund the remainder of this contract.

MBE/WBE PARTICIPATION:

Due to the specialized nature of this contract and the limited opportunities for subcontracting, no MBE or WBE participation requirements were established for this contract.

STAFF SUMMARY

TO: Board of Directors
FROM: Stephen Estes-Smargiassi, Executive Director
DATE: July 29, 2026
SUBJECT: Infor Lawson CloudSuite Upgrade
RPI Consultants, LLC
Contract No. 7286, Amendment 2



COMMITTEE: Administration, Finance, & Audit

 INFORMATION

 X VOTE



Michele S. Gillen

Director of Administration

Paul Fentross, Business Applications Manager
Preparer/Title

Paula Weadick
Director, MIS



RECOMMENDATION:

That the Executive Director, on behalf of the Authority, approve Amendment 2 to Contract 7286, Infor Lawson CloudSuite Upgrade with RPI Consultants, LLC, increasing the contract amount by \$3,513,373, from \$8,914,440 to \$12,427,813, and extending the contract term by 38 months, from September 17, 2026 to November 15, 2029.

DISCUSSION:

On June 21, 2023, the Board of Directors approved Contract 7286 with RPI Consultants, LLC (RPI) to migrate MWRA's Enterprise Resource Planning (ERP) system to Infor CloudSuite. The Scope of Work (SOW) for the Infor Lawson CloudSuite Upgrade Project includes 18 tasks and 77 related deliverables. Since the project began on September 18, 2023, RPI has worked with MWRA management and departmental personnel from the initial project governance, planning and strategy discussions through the project warranty period. Given the size and scope, the duration of this project was expected to be up to three years, including the warranty period. The SOW tasked the vendor with implementing a functional CloudSuite environment for seven core MWRA functions, configuring three system environments, configuring interfaces with other systems, report development, data migration, training, and three years of managed services.

On February 17, 2026, MWRA went live with the new CloudSuite system and has used it since for all core administrative and financial management functions within MWRA (Human Resources, Payroll, Finance, Procurement and Material Management). As expected, there have been considerable challenges involved in migrating these functions and training staff.

Amendment 1

After the initial launch of CloudSuite in February 2026, staff identified thirty-seven system enhancements ranging from additional or modifications of payroll rules to new reports. These enhancements were needed to optimize system performance and improved business workflows. Amendment 1 increased the contract allowance by \$65,000 so that these enhancements could be implemented by RPI within the contract timeframe.

This Amendment

The original contract included CloudSuite software subscriptions with service agreements for three years in addition to professional services for the configuration, implementation and migration to CloudSuite. RPI purchased the subscriptions on behalf of the Authority with a term of November 16, 2023 through November 15, 2026. Staff seek to renew subscriptions for three separate environments: Test; Staging; and Production. The Test environment is used for testing and adjusting configurations. Staging closely mirrors the production environment and is used for User Acceptance Testing of configurations prior to being promoted into the Production environment. MWRA also procured a fourth tenant, PreProd, separately from this contract. The PreProd tenant provides MWRA with the ability to see upcoming releases and evaluate impact against current business rules.

This amendment includes subscription renewals with service agreements for the Test, Staging and Production environments for an additional three-year term, from November 16, 2026 to November 15, 2029, at a cost of \$2,913,373. Staff had originally anticipated purchasing the subscriptions separately, but with the extension of this consultant contract, purchasing them through this contract is more appropriate. Staff have reviewed the cost and have determined the cost to be reasonable. Renewal of the PreProd tenant will be done at a future date.

MWRA end users and support staff continue to gain capability with respect to using and supporting CloudSuite, but continue to rely on RPI's expertise for assistance during the initial transition period in the application. During the three year implementation effort, RPI has developed a high level of institutional knowledge with MWRA's business rules, workflows, and personnel. MWRA anticipates the loss of two senior full-time members of the MIS ERP support team by the current contract end date. As staff search to fill these two positions, RPI resources will be critical to filling the support needs of the Authority. Maintaining RPI's expertise is critical to ensure the level of support needed for the system's success, knowledge transfer, and to identify and implement best practices. This amendment also proposes increasing the contract allowance by \$600,000, from \$565,000 to \$1,165,000. These funds will be used for application engineering support as needed at a rate of \$165/hour.

In summary, staff recommend this amendment with RPI Consultants, LLC for three-year subscription renewals at a cost of \$2,913,373, increasing the contract allowance by \$600,000 for application engineering support services, extending the contract term by thirty-eight (38) months, thereby co-termining the contract end date with the subscription renewal, from September 17, 2023 to November 15, 2029, and increasing the contract amount by \$3,513,373, from \$8,914,440 to \$12,427,813.

CONTRACT SUMMARY:

	<u>Amount</u>	<u>Time</u>	<u>Dated</u>
Original Contract:	\$8,849,440	36 Months	9/17/2026
Amendment 1*	\$65,000	0 Months	6/02/2026
Amendment 2	\$3,513,373	38 Months	Pending
Amended Contract:	\$12,427,813	74 Months	

*Delegated Authority

BUDGET/FISCAL IMPACT:

The FY27 CIP includes \$8,849,440 for Contract 7286. Including this amendment for \$3,513,373, the adjusted contract total will be \$12,427,813, or \$3,578,373 over the amount in the CIP. This difference will be absorbed in the five-year CIP Spending cap. The FY27 CEB contains \$1,050,000 for one year of CloudSuite subscriptions.

MBE/WBE PARTICIPATION:

There were no MBE/WBE participation requirements established for this contract due to limited opportunities for subcontracting.

STAFF SUMMARY

TO: Board of Directors
FROM: Stephen Estes-Smargiassi, Executive Director
DATE: July 29, 2026
SUBJECT: Deer Island Treatment Plant Clarifier Rehabilitation, Phase II
Walsh Construction Company II, LLC
Contract 7395, Change Order 4



COMMITTEE: Wastewater Policy & Oversight

 INFORMATION
 X VOTE

Martin E. McGowan, Director, Construction
Richard J. Adams, Engineering Services
Jeffrey J. Bina, P.E., Construction Coordinator
Preparer/Title


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

RECOMMENDATION:

To authorize the Executive Director, on behalf of the Authority, to approve Change Order 4 to Contract 7395, Deer Island Treatment Plant Clarifier Rehabilitation, Phase II, with Walsh Construction Company II, LLC, for an amount not-to-exceed \$685,962.04, increasing the contract amount from \$297,511,276.68 to \$298,197,238.72, with no increase in contract term.

Further, to authorize the Executive Director to approve additional change orders as may be needed to Contract 7395 in an amount not-to-exceed the aggregate of \$1,000,000, and 180 days in accordance with the Management Policies and Procedures of the Board of Directors.

DISCUSSION:

Contract 7395 includes the replacement of the original remaining scum and sludge equipment and the remediation of the concrete and coating systems in the Primary and Secondary Clarifiers that have not been replaced under previous construction projects. The work included in this contract is necessary to maintain the overall integrity and reliability of the Primary and Secondary Clarifier tank assets. These tanks are required to meet the EPA-issued Deer Island Treatment Plant National Pollutant Discharge Elimination System permit. The equipment included in this contract needs replacement to prevent future failures from occurring. The scum and sludge equipment is continuously subjected to a very corrosive environment (hydrogen sulfide) and has reached the end of its useful life. The interior concrete structures of the Primary Clarifier tanks have experienced moderate deterioration. Additional deterioration may lead to major structural repairs.

This Change Order

Change Order 4 consists of the following 2 items:

The Contractor is required to furnish and install a new channel aeration system in the four primary clarifier influent channels to replace the existing system that was past its useful life. The channel aeration system uses coarse bubble diffusers along the bottom of the channel to keep organic solids in suspension to eliminate accumulation in the channels. Each channel aeration system is comprised of a main header, isolation valves, supports and vertical drop legs to the coarse bubble diffusers. The vertical drop legs are designed for removal to allow periodic inspection and cleaning of the diffusers without the need to dewater the influent channel. After commencement of the contract and prior to performing the work, the Contractor performed a pipe stress analysis of the aeration piping system as indicated in the contract documents. The analysis determined that the piping system as indicated in the contract drawings would be overstressed where the drop legs connect to the main header leading to premature failure. To eliminate the excessive pipe strain, the support system required additional fixed supports, sliding supports and expansion joints to allow for the expected movement of the header under the normal operating conditions. The quantity, type and locations of pipe supports and expansion joints could not be determined until the pipe stress analysis was completed by the Contractor. To address this unforeseen condition, the Contractor must now furnish and install additional fixed supports, sliding supports and expansion joints on the channel aeration headers and drop legs in the four primary influent channels to ensure the structural integrity and long-term reliability of the piping system.



Primary Clarifier Channel Aeration System

In addition to the modifications to the main header supports, staff identified a need to revise the submerged guide brackets on the vertical drop legs and diffuser headers due to the significant increase in accumulated rags inside the channels. After commencement of the contract, the primary influent channels were dewatered so the Contractor could make entry to confirm field measurements prior to releasing the new equipment for fabrication. This entry identified a substantial accumulation of rags wrapped around all the submerged equipment. The primary influent channels were not dewatered during design, so the extent of the rag accumulation was not known. Widespread use of synthetic fiber wipes in recent years has overwhelmed the treatment plant by twisting together to form “ropes” that get tangled around equipment in the wastewater flow. This unforeseen condition led staff to reevaluate the original design of the submerged guide brackets for the diffusers mounted to the walls and floor of the influent channel. There is concern the rags will get wrapped around the removable drop legs and guide brackets preventing retrieval. The design was modified to include ballasted supports and cross bracing on the diffuser drop legs to hold the diffusers in place in the channel. This new arrangement will eliminate the submerged wall and floor guide brackets that are vulnerable to catching rags. The Contractor was directed to furnish and install ballasted supports and cross bracing on the drop legs and coarse bubble diffusers in lieu of wall and floor guide brackets to reduce rag accumulation and ensure diffuser removal.

These items were identified by MWRA staff as unforeseen conditions. MWRA staff, the Consultant, and the Contractor have agreed to a lump sum amount of \$585,962.04. The Contractor proceeded with this work at its own risk to complete the remainder of the contract work.

Fire Department Allowance

Not-to-Exceed \$100,000

The contract includes an allowance for Fire Department Services for the Winthrop and Boston Fire Departments to provide fire watch services during all hot work, such as welding, cutting, torching and grinding. The original allowance was \$20,000 and based on an estimate made during design. As work has progressed, more fire watch services have been needed than originally expected. This can be attributed to welding the extensions on the secondary clarifier influent deflector plates. These deflector plates are in a location that is difficult to access and the welding is taking more time than what was considered in the original estimate. The allowance has been spent in its entirety and must now be replenished. Based on progress to date, staff now anticipate that an additional \$100,000 will be needed for the remaining contract work.

This item was identified by MWRA staff as an overrun in quantities. MWRA staff, the Consultant, and the Contractor have agreed to an amount not-to-exceed \$100,000 for these additional services.

CONTRACT SUMMARY:

	<u>Amount</u>	<u>Time</u>	<u>Dated</u>
Original Contract:	\$289,359,690.00	1,620 Days	03/10/23
Change Orders:			
Change Order 1*	\$235,317.12	90 Days	5/14/24
Change Order 2	\$6,956,606.00	209 Days	9/11/25
Change Order 3*	\$959,663.56	0 Days	7/06/26
Change Order 4	<u>\$685,962.04</u>	<u>0 Days</u>	Pending
Total Change Orders:	\$8,837,548.72	299 Days	
Adjusted Contract:	\$298,197,238.72	1,919 Days	

*Approved under delegated authority

If Change Order 4 is approved, the cumulative value of all change orders to this contract will be \$8,837,548.72 or 3.1% of the original contract amount. Work on this contract is approximately 46% complete.

BUDGET/FISCAL IMPACT:

The FY27 CIP includes \$302,000,000 for Contract 7395. Including this change order for \$685,962.04, the adjusted subphase total will be \$298,197,238.72.

MBE/WBE PARTICIPATION:

This project includes SRF program funding. EPA has suspended certain requirements related to the Disadvantaged Business Enterprise (DBE) program including, among other things, no longer requiring adherence to previously established DBE participation goals. However, the Contractor must continue to adhere to the good faith efforts identified in 40 C.F.R. 33.301.

STAFF SUMMARY

TO: Board of Directors
FROM: Stephen Estes-Smarigiasi, Executive Director
DATE: July 29, 2026
SUBJECT: Memorandum of Agreement between Massachusetts Water Resources Authority and Boston Water and Sewer Commission (BWSC) Related to Replacement of MWRA Water Main by BWSC during its Lake Street Culvert Replacement Contract

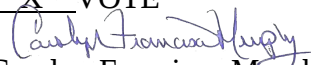


COMMITTEE: Water Policy & Oversight

Valerie L. Moran, P.E., Director, Waterworks
Lisa Bina, P.E., Deputy Director, Waterworks
Michael Altieri, Deputy General Counsel

 INFORMATION

 X VOTE


Carolyn Francisco Murphy
General Counsel


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

RECOMMENDATION:

To authorize the Executive Director, on behalf of the Authority, to execute a Memorandum of Agreement with Boston Water and Sewer Commission (BWSC), substantially in the form attached hereto, related to reimbursement to BWSC for construction costs associated with replacement of Authority's Section 47 water main, under BWSC's Construction Contract 18-309-003, in a not to exceed amount of \$70,000.

Further to authorize the Executive Director, on behalf of the Authority, to approve and execute amendments to such Memorandum of Agreement, in an amount not to exceed the aggregate of \$17,500, for further reimbursement to BWSC for additional costs approved by the Executive Director relating to the replacement of the Authority's Section 47 water main.

DISCUSSION:

BWSC needs to replace a portion of its field stone culvert crossing Lake Street (Boston/Brighton) that has partially failed. The culvert also crosses MWRA's Section 47 water main. Section 47 is a 20-inch cast iron main installed in 1918.

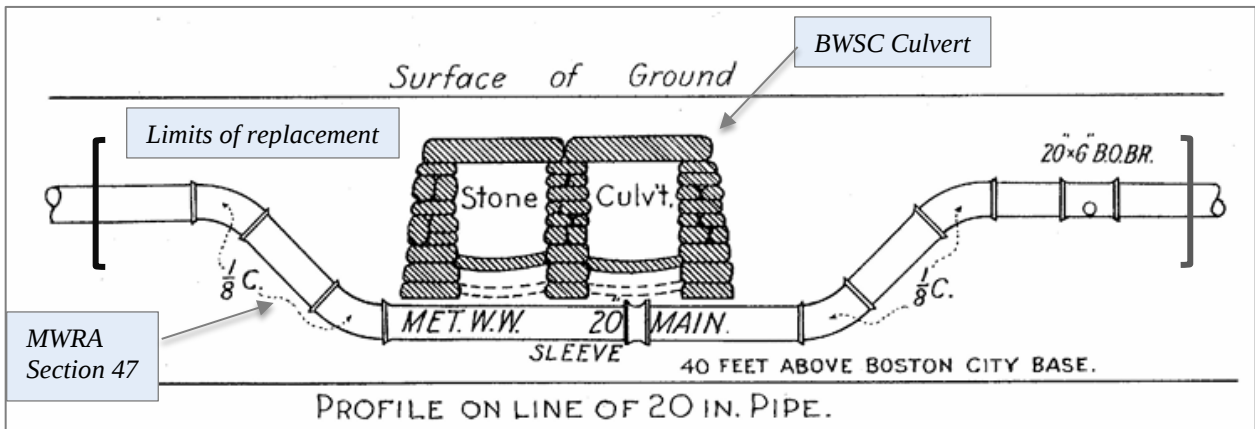


Figure 1

MWRA's Contract 6392 (completed in 2023) included the cleaning and lining of Section 47 on Lake Street from Commonwealth Avenue to Washington Street in Brighton with the exception of the portion of Section 47 beneath and just upstream and downstream of the culvert, as shown on Figure 1 and the Locus Map included in this staff summary as Attachment A.

During the design phase for MWRA Contract 6392, meetings were held with BWSC knowing there was a future project to replace the culvert on Lake Street. When Contract 6392 was ready for bid, BWSC did not have design plans in place for the new culvert. The existing clearance between the natural bottom of the culvert and MWRA's pipeline is minimal, a full replacement of the culvert would compromise the segment of Section 47 beneath the culvert. It was determined that the replacement of this portion of Section 47 needs to proceed in conjunction with the replacement of the culvert. Therefore, MWRA did not include this portion of Section 47 in the cleaning and lining project, Contract 6392.

Staff have been coordinating with BWSC to include the replacement of Section 47 under the culvert (90 feet) as part of BWSC's culvert replacement construction Contract 18-309-003. In addition, staff have worked with BWSC to develop a new layout for Section 47. Specifically, the pipeline will be installed above BWSC's new culvert to allow for future maintenance of the pipeline without disturbing the culvert. The alignment of the pipe will be shifted to the sidewalk to allow for adequate clearance above the culvert and coverage to prevent freezing.

Proposed Memorandum of Agreement

Subject to the Board's approval, staff have negotiated the terms of an agreement with BWSC, wherein BWSC will advertise and award the construction contract, which will include both the BWSC culvert and the MWRA water main replacement. The contract will separate the water main work from the culvert, with MWRA covering the cost associated with the water main replacement. The current design estimate for the MWRA water main replacement portion of the work is \$70,000. The final cost will be based on the accepted bid price plus (or minus) any approved

change order costs, as the work progresses. All proposed change orders relating, in whole or in part, to the MWRA water main replacement will be subject to review and comment by MWRA staff before being acted upon by BWSC. MWRA will provide resident inspection services for the work associated with the replacement of the Section 47 water main.

Staff request authorization for a Memorandum of Agreement with BWSC in the amount of \$70,000, which is based upon the current design estimate. Staff further request delegated authority for the Executor Director to approve and execute amendments to such Memorandum of Agreement in the aggregate of \$17,500 for additional costs that may arise relating to the Section 47 water main work including, without limitation, unexpected bid variation and approved extra work. The draft Memorandum of Agreement with BWSC is included in this staff summary as Attachment B, and staff recommend its approval.

BUDGET/FISCAL IMPACTS:

The FY27 Current Expense Budget (CEB) includes sufficient funds to cover the projected cost of the watermain replacement.

MBE/WBE PARTICIPATION:

The minimum MBE and WBE participation requirements for this project were established by BWSC at 9% and 6% respectively.

ATTACHMENTS:

- A. Locus Map of Lake Street Culvert, Boston
- B. Draft Memorandum of Agreement

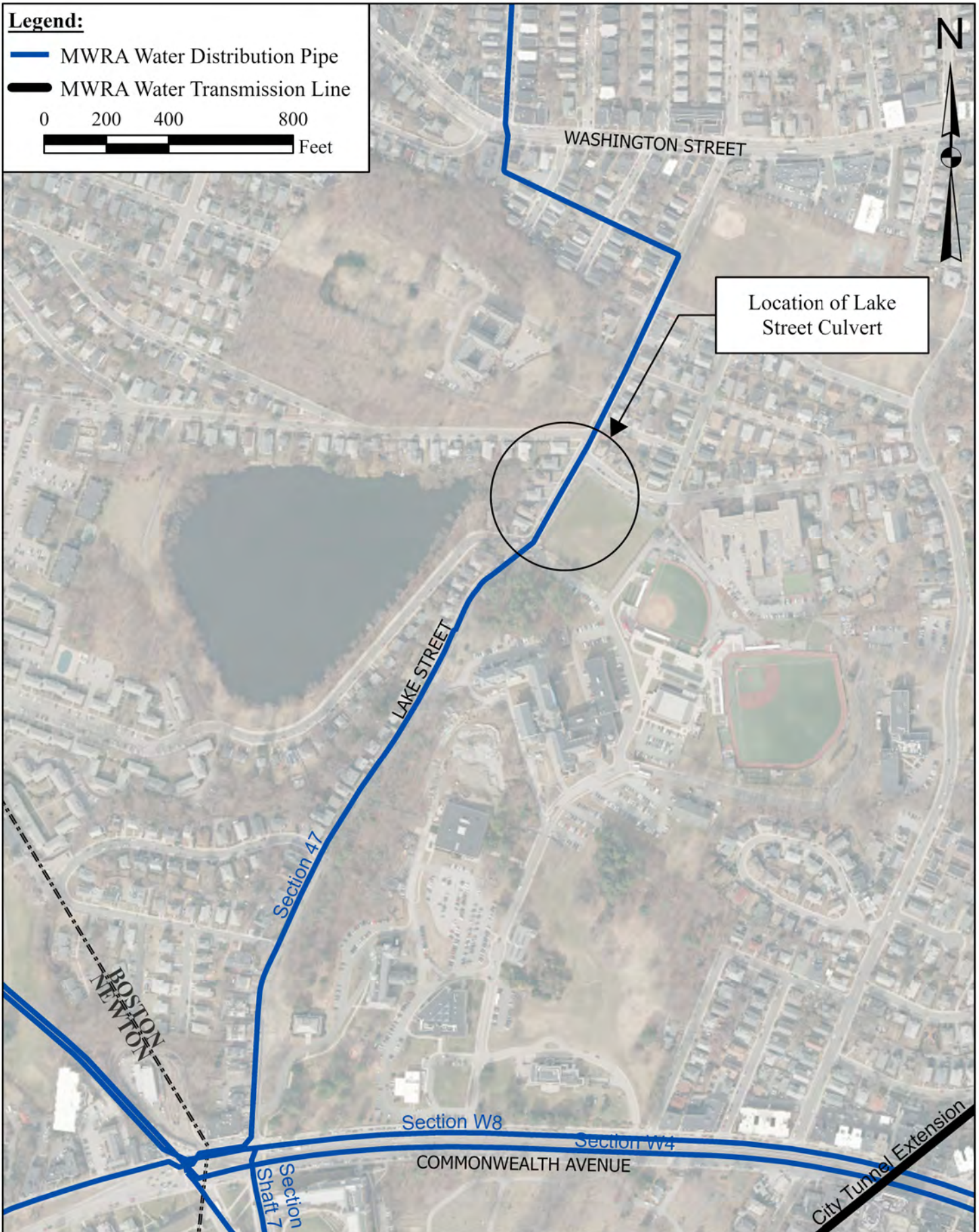
Attachment A - Lake Street, Brighton, MA

Lake Street Culvert - Section 47

Legend:

- MWRA Water Distribution Pipe
- MWRA Water Transmission Line

0 200 400 800
Feet



**MEMORANDUM OF AGREEMENT BETWEEN
THE MASSACHUSETTS WATER RESOURCES AUTHORITY
AND THE BOSTON WATER AND SEWER COMMISSION FOR
THE LAKE STREET PROJECT**

This Memorandum of Agreement (“MOA”) is entered into by the Massachusetts Water Resources Authority, a body politic and corporate and public instrumentality, existing under Chapter 372 of the Acts of 1984, as amended, with its principal place of business at 33 Tafts Avenue Boston, MA 02128, (“MWRA”) and the Boston Water and Sewer Commission, an independent body politic and corporate and political subdivision of the Commonwealth established pursuant to Chapter 436 of the Acts of 1977, with its principal place of business at 980 Harrison Avenue, Boston, MA 02119, (“BWSC”) (the MWRA and BWSC are collectively known as the “Parties” and each individually as a “Party”).

Whereas, MWRA’s Section 47 watermain runs along Lake Street from Commonwealth Avenue in Boston to Washington Street in Brighton;

Whereas, BWSC is planning a culvert replacement project along Lake Street (“Project”), which is in close proximity to MWRA’s Section 47 watermain, as it currently passes underneath BWSC’s culvert;

Whereas, BWSC and MWRA have been discussing a new layout for MWRA’s Section 47 watermain by relocating it above the BWSC instead of below (*i.e.*, the watermain would be shifted to the sidewalk to allow for adequate clearance above the culvert and coverage to prevent freezing), in order to facilitate future maintenance of the watermain, without disturbing BWSC’s culvert;

Whereas, the Project will be competitively bid by BWSC as BWSC Contract 18-309-003 (“Contract”);

Whereas, MWRA has requested that BWSC include in the Contract the relocation of MWRA’s Section 47 watermain in the vicinity of BWSC’s culvert, which generally includes the relocation of 90 feet of 20-inch diameter watermain pipe (“MWRA Work”);

Whereas, MWRA and BWSC have determined that it is in the best interest of the Parties to include the MWRA Work within the scope of the Contract;

Whereas, BWSC expects that after award of the Contract, a Notice to Proceed is anticipated to issue in or around November 2026; and

WHEREAS, MWRA and BWSC wish to enter into this MOA regarding certain aspects of the construction, as well as payment for and sharing of costs with respect to the Project, including the MWRA Work.

NOW THEREFORE, for good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the Parties agree as follows:

I. PROJECT RESPONSIBILITIES AND ALLOCATION OF COSTS

- a. BWSC will, in coordination with its design consultant, complete the design of its work on the Project and include the scope of that work in the Contract documents. MWRA has contracted with a design consultant for the design and engineering services for the MWRA Work, and has provided to BWSC all necessary plans and specifications for the MWRA Work, which will also be included in the Contract documents. MWRA shall be responsible for all costs and expenses of the design, engineering, construction administration and resident inspection services associated with the MWRA Work and has or will pay any consultant(s) directly for such costs.
- b. The bid documents for the Contract will include a separate line item(s) for all items associated with the MWRA Work. MWRA is responsible for 100 percent of the cost of said line item(s). MWRA shall be responsible for all Change Order costs under the Contract arising out of or relating to the MWRA Work. MWRA shall make all payments to BWSC in accordance with Section VI. of this MOA.
- c. MWRA certifies that it has funds available for the cost of the portion of the Contract that is being constructed on its behalf based upon its current cost estimate of \$70,000. Following the opening of bids for the Contract and prior to award by BWSC, MWRA shall re-certify that it has sufficient funds to cover all costs for the design, engineering, construction administration and resident inspection services and construction of its portion of the Contract. BWSC shall not be required to cover, subsidize, or advance funds for MWRA work in a manner not prescribed in this MOA.
- d. Under the Contract, BWSC shall require (i) its selected contractor for the Project to name MWRA as an additional insured on all insurance policies required to be provided by such contractor for the Project; and (ii) name MWRA as an obligee on the Performance and Labor and Materials Payment Bonds to be provided by the contractor under the Contract.
- e. Under the Contract, BWSC shall cause its contractor to warrant, for the benefit of MWRA, the MWRA Work will be free from defects in materials and workmanship for a period of at least one (1) year from substantial completion of the Project, or such additional time as BWSC may require of the contractor, in accordance with the terms of the Contract. Provision shall be made for the contractor to repair or replace all defective work within said one-year (or longer) period in accordance with the terms of the Contract.
- f. Under the Contract, BWSC shall cause its contractor to indemnify, defend and hold harmless MWRA to the same extent that BWSC requires its contractor to indemnify and hold harmless the BWSC.

II. ADVERTISEMENT AND AWARD OF CONTRACT

- a. In accordance with Massachusetts public bid laws, BWSC shall advertise and accept bids for the Contract. BWSC, in its sole discretion, reserves the right to accept and/or reject any and/or all bids for the reasons articulated in the Contract bid solicitation materials and/or as provided by law.
- b. If and/or when BWSC awards the Contract and enters into said Contract for the Project, the Contract shall include furnishing and installing the MWRA Work.

III. CHANGE ORDERS

- a. BWSC shall determine whether a request for a Change Order under the Contract should be approved or rejected, in whole or in part. In the event a request for a Change Order relates, in whole or in part, to the MWRA Work, BWSC will provide MWRA with a copy of the proposed Change Order for review and comment and, at MWRA's request, BWSC project personnel shall meet with MWRA personnel to discuss and consider MWRA's and BWSC's respective positions. The Parties shall, in good faith, confer regarding their respective positions. After conferring with MWRA, BWSC shall process those Change Orders that BWSC approves. Change Orders approved by BWSC shall be included in the contractor's monthly invoice to BWSC. MWRA shall make payments to BWSC for its portion of the Change Order costs arising out of or relating to the MWRA Work in accordance with Section VI of this MOA.
- b. In the event the contractor submits a claim for additional compensation and/or additional time relating to or arising out of, in whole or in part, the MWRA Work, which claim sums and/or time request are not included in an approved Change Order, BWSC shall provide MWRA with a copy of such claim and the Parties shall confer and cooperate with each other and MWRA shall assist BWSC in the defense and/or resolution of such claim.

IV. HAZARDOUS MATERIALS

BWSC shall be responsible for, and shall take all actions necessary or appropriate in accordance with M.G.L. Chapter 21E and the Massachusetts Contingency Plan ("MCP"), Utility Related Abatement Measures ("URAM") or other MCP response actions necessary to conduct the work under the Project. MWRA shall be responsible for all costs associated with the disposal of contaminated soils related to the MWRA Work under the Contract.

V. TERM

The term of this MOA shall, unless otherwise agreed to by the Parties, commence on the date written below and continue until final completion of the Project and any warranty period within the Contract.

VI. PAYMENT BY MWRA

Under the Contract, BWSC shall cause the contractor to submit monthly invoices to BWSC for the work under such Contract, including the MWRA Work and approved Change Orders, in accordance with the contract documents. BWSC shall pay the contractor its monthly invoices in accordance with the contract documents. MWRA shall make payment to BWSC of the amounts requested in the contractor's monthly invoice for line items associated with the MWRA Work and for approved Change Orders within 15 days of receiving invoices from BWSC. Payment amounts shall be in accordance with the Schedule of Values submitted by the contractor and approved by BWSC. BWSC will invoice MWRA on a monthly basis.

VII. AMENDMENTS

The Parties to this MOA may amend this MOA only by a writing duly executed by both Parties.

VIII. SEVERABILITY

If any part of this MOA is determined to be invalid, illegal, or unenforceable, such determination shall not affect the validity, legality, or enforceability of any other part of the Agreement and the remaining parts of this MOA shall be enforced as if such invalid, illegal or unenforceable part were not contained herein, unless continued performance of the remaining provisions of this MOA, which have not been determined to be invalid, illegal or unenforceable, would result in the substantial loss of the benefit of the bargain to either Party.

IX. NOTICE

Whenever, by the terms of this instrument, notices may or are to be given either to BWSC or MWRA, such notice shall be deemed to have been given, if in writing and either delivered by hand, email or by U.S. mail to the following addresses:

To BWSC:
John Sullivan, Chief Engineer
Boston Water and Sewer Commission
980 Harrison Avenue
Boston, MA 02119
SullivanJP@bwsc.org

To MWRA:
Brian Kubaska, Chief Engineer
Massachusetts Water Resources Authority
2 Griffin Way
Chelsea, MA 02150
Brian.Kubaska@mwra.com

X. ENTIRE AGREEMENT

This MOA constitutes the entire agreement between the Parties with respect to the subject

matter hereof and supersedes all prior agreements, understandings, expectations, negotiations, and discussions of the Parties, whether oral or written. There are no representations by either Party, which are not specifically set forth in this MOA.

XI. GOVERNING LAW

This MOA shall be executed and delivered in the Commonwealth of Massachusetts and shall be construed and enforced in accordance with, and shall be governed by, the laws of the Commonwealth of Massachusetts.

XII. DISPUTES/COOPERATION

The Parties shall each use their best efforts to cooperate in the performance of the Project and the Contract by appointing appropriate representatives who, respectively, shall be responsible for expediting and responding to any and all inquiries, problems, and matters requiring coordination among the Parties concerning the scheduling, performance, progress or completion of the Project. Any and all disputes, which arise and which cannot be amicably resolved by the Parties during the course of the performance of the Project, if at all possible, shall be resolved after the completion of the Project.

XIII. COUNTERPARTS

This MOA may be executed in duplicate counterparts, each of which shall be deemed an original and both of which shall constitute one and the same instrument. The Parties have agreed to execute multiple original copies of this MOA.

XIV. AUTHORITY

Each person signing in an official or representative capacity warrants that he or she is duly authorized to act for his or her principal and that he or she is so acting when signing this MOA, and that, when executed this MOA shall be a valid and binding obligation, enforceable in accordance with its terms.

XV. NO PRESUMPTION

The Parties agree that this MOA shall be construed without regard to any presumption or other rule requiring construction or interpretation against the Party causing this Agreement to be drafted.

IN WITNESS WHEREOF, the Parties hereto have caused the MOA to be executed as a sealed instrument and signed in duplicate by their duly authorized representatives.

EXECUTED AS A SEALED INSTRUMENT this ____ day of _____, 2026.

MASSACHUSETTS WATER RESOURCES AUTHORITY

BY: _____

Stephen Estes-Smargiassi, Executive Director

BOSTON WATER AND SEWER COMMISSION

BY: _____

Henry F. Vitale, Executive Director

Approved as to Form

BY: _____

Office of General Counsel

STAFF SUMMARY

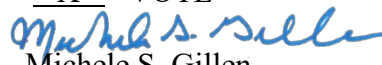
TO: Board of Directors
FROM: Stephen Estes-Smargiassi, Executive Director
DATE: July 29, 2026
SUBJECT: July 2026 PCR Amendments



COMMITTEE: Personnel and Compensation

Wendy Chu, Chief Equity and Inclusion Officer
Preparer/Title

 INFORMATION
 X VOTE


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.

July 2026 PCR Amendments

There are four PCR Amendments this month.

Organizational Changes:

1. Creation of one Deputy Director, Procurement Strategy and Compliance position in the Administration Division, Procurement Department (Non-Union, Grade 15) to meet department needs.
2. Salary adjustment to one filled position in the Operations Division, Deer Island Wastewater Treatment Department for an Operations Shift Manager, (Unit 6F, Grade 12) per union agreement.
3. Title and grade change to one vacant position in the Operations Division, Planning Department from a Program Manager, Security/Safety (Unit 9, Grade 29) to Project Manager, Emergency Planning (Unit 9, Grade 25) to meet department needs.

4. Salary adjustment to one filled position in the Operations Division, Environmental and Regulatory Affairs Department for a Director, Environmental and Regulatory Affairs (Non-Union, Grade 16) due to internal pay equity issues.

BUDGET/FISCAL IMPACT:

The annualized budget impact of the PCR amendment will be a maximum cost of \$185,115. Staff will ensure that the costs associated with the PCR amendment will not result in spending over the approved FY27 Budget.

ATTACHMENTS:

Job Descriptions

[illegible][illegible][illegible]

PCR AMENDMENTS REQUIRING BOARD APPROVAL - July 29, 2026

[illegible]

MWRA
POSITION DESCRIPTION

POSITION: Deputy Director, Procurement Strategy and Compliance
DIVISION: Administration
DEPARTMENT: Procurement

BASIC PURPOSE:

Directs and manages, under the direction of the Director of Procurement, all aspects of procurement strategy, compliance and training.

SUPERVISION RECEIVED:

Works under the general supervision of the Director of Procurement.

SUPERVISION EXERCISED:

May assist in supervising Procurement staff.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Under the direction of the Director, Procurement evaluates and makes recommendations on the MWRA's entire procurement program including reviewing and advising on all MWRA Policies and Procedures relating to Purchasing, Construction, Non-Professional Services and Professional Services.
- Updates MWRA Policies and Procedures to assure adherence to state laws and regulations and industry best practices.
- Advises on the professional services selection process to generate increased competition and to streamline the process.
- Reviews all existing contract documentation for purchasing, construction and professional and non-professional services and makes recommendations on the terms and conditions.
- Develops procurement and contract documentation for as-needed work and services, such as MWRA "House Doctor" contracts.
- Develops procurement and contract documentation for smaller professional service engagements – particularly those outside the design and engineering categories.
- Develops Procurement training programs for Purchasing, Construction and Professional and Non-Professional Services to assure compliance with state laws and regulations, MWRA Policies and Procedures and industry best practices and to optimize staff resources.
- Reviews major Capital Improvement Program projects, including for combined sewer overflows, Deer Island upgrades and Metropolitan Water Supply Tunnel, to ensure contract compliance.

- Reviews procurements to ensure Purchasing staff are following best practices for purchases under \$20K and makes recommendations as needed.
- Assists Purchasing with periodic audits of the purchasing card ("P-Card") program.
- Advises on questions and issues related to Ch. 30 and Ch. 149.
- Advises on real property acquisitions and dispositions.
- Advises on and assists with potential initiatives to generate more construction competition on Ch. 30 and Ch. 149 for projects.
- Provides training relating to Prevailing Wage compliance and oversight.
- Advises on and assists with procurement-related legislation.
- Conducts procurements on an as-needed basis as assigned by the Director, Procurement including creating, reviewing, editing and/or evaluating Requests for Qualifications, Requests for Proposals, and responses thereto, bid documents and bids, responses to solicitations, and contract documents.

SECONDARY DUTIES:

- Performs related duties as required.

MINIMUM QUALIFICATIONS:

Education and Experience:

- (A) A Bachelor's degree in business administration, public administration or a related field is required. A Master's degree in a related field or a degree in law is strongly preferred; and
- (B) Understanding of contract administration/procurement as acquired through at least eight (8) years of contract management/procurement experience of which at least three (3) years should be in a managerial or supervisory capacity; or
- (C) Any equivalent combination of education or experience.

Necessary Knowledge, Skills and Abilities:

- (A) Knowledge of and experience with M.G.L. Chapters 149 and 30 and with design and other professional and nonprofessional service contracts required; governmental/public contract experience strongly preferred.
- (B) Excellent written and oral communication skills are required, as well as strong attention to detail and analytical ability.
- (C) Ability to interpret and apply rules, regulations, laws, and policies.
- (D) Experience with the full Microsoft Office Suite and proficiency in meeting software such as WebEx.

SPECIAL REQUIREMENTS:

A valid Massachusetts Class D Motor Vehicle Operators License or driver's license from another state is required to travel to MWRA sites.

TOOLS AND EQUIPMENT USED:

Office machines 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 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, 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 setting. This position may be eligible for up to 50% telework.

July 2026

MWRA

POSITION DESCRIPTION

POSITION: Shift Operations Manager

DIVISION: Operations

DEPARTMENT: Deer Island

BASIC PURPOSE:

Manages the assigned eight (8) hour operational staff within the Deer Island Treatment Plant to ensure Permit Compliance in a cost efficient manner. Is required to provide person-to-person coverage.

SUPERVISION RECEIVED:

Works under the general supervision of the Senior Shift Manager.

SUPERVISION EXERCISED:

Exercises close supervision of the Area Supervisor.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Manages the Deer Island Treatment Plant to ensure Permit Compliance, effective and efficient operations during an eight- (8) hour shift providing person-to-person coverage.
- Coordinates process operations with all areas of the plant, to include the remote headworks.
- Operates the PICS and OMS Systems of the treatment plant responsible for Quality Assurance/Quality Control (QA/QC) on all data gathered and entered during the shift assigned.
- Participates in developing and presenting to the Senior Shift Manager input for the current expense budget for responsible areas.
- Directs subordinates in Plant Operations for the Deer Island Treatment Plant. Serves as a coach and leader to shift personnel. Cultivates positive communications between staff and other shift members to promote a harmonious team-working environment.
- Develops rounds for Plant personnel and monitors performance with assigned technology and/or other means.
- Responds to work requests during shift and ensures that equipment failures and observances are documented for the maintenance department to perform proper remedy.
- Approves timesheets and requests for time off. Reviews and evaluates employee performance according to MWRA procedures. Responsible for enforcement of MWRA policies and procedures including discipline, code of conduct and related personnel policies.
- Directs and is responsible for training.
- Prepares a daily activity report to the Senior Shift Manager on plant and personnel issues, deficiencies, and suggestions for efficient plant operations.
- Is responsible for carrying out policy set forth by the Senior Shift Manager, Deputy Director, Deer Island Treatment Plant, and other senior Operations managers.

- Is responsible for safety orientation, policy and implementation for the shift personnel. Insures that staff is current with CPR and First Aid requirements as applicable. Provides a safe working environment for staff.

SECONDARY DUTIES:

Performs related duties as assigned.

MINIMUM QUALIFICATIONS:

Education and Experience:

- An Associate's degree or two years of college study in any field. Completion of the NEIWPCC Massachusetts Wastewater Management Training Program can substitute for twelve months of education; and
- Seven (7) years of experience in wastewater field with a process control background, of which a minimum of three (3) years of supervisory experience is required; or
- Any equivalent combination of education or experience.

Necessary Knowledge, Skills and Abilities:

- Proficient in the use of personal computers and software applications packages for financial analysis and management, such as Excel and Word, and computerized maintenance management systems, such as MAXIMO
- Demonstrated ability to plan, organize, direct and assign duties to subordinates is required.
- Excellent analytical, written and oral communications skills.
- Knowledge of Wastewater Treatment Operation and Process Control theory, practices and principles.
- Ability to read and interpret technical drawings and process and instrumentation diagrams. Ability to learn and operate PICS system.

SPECIAL REQUIREMENTS:

A valid Massachusetts Wastewater Treatment Plant Operator Grade 7 certification.

A valid Massachusetts Class D Motor Vehicle Operators License.

TOOLS AND EQUIPMENT USED:

Office equipment as normally associated with the use of telephone, mobile radio, beeper, personal computer including word processing and other software, 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 use hands to finger, handle, feel or operate objects, tools or controls and reach with hands and arms. The employee frequently is required to stand and talk or hear. The employee is required to walk; sit; climb or balance; stoop, kneel, crouch, or crawl; taste or smell. The employee must frequently lift and/or move up to 25 pounds and occasionally lift and/or move more than 50 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 outside weather conditions. The employee occasionally works near moving mechanic 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. The noise level in the work environment is usually loud in field settings, and moderately quiet in an office setting.

August 2024

**MWRA
POSITION DESCRIPTION**

POSITION: Program Manager, Security/Safety

DIVISION: Office of Executive Director

DEPARTMENT: Office of Emergency Preparedness

BASIC PURPOSE:

Develops and manages security and safety programs which support Authority operations.

SUPERVISION RECEIVED:

Works under the general supervision of the Director, Office of Emergency Preparedness

SUPERVISION EXERCISED:

Emergency Services Unit volunteers.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Identifies, develops and manages security and safety programs for the Authority, based on the operational needs of the organization.
- Drafts, revises and publishes written security and safety programs and plans consistent with regulatory and industry standards.
- Supports in-house technical staff in the implementation of security and safety programs, including reviewing plans and developing strategy and audit protocols.
- Manages the Emergency Services Unit Team to insure response readiness through documentation, training, drills and equipment maintenance; and leads the team in actual responses.
- Oversees the work of professional consultants under contract to the Authority, including quality of output and budget.
- Develops and maintains emergency preparedness and response documents.
- Develops meaningful management indicators for use by senior managers.
- Recommends Authority policy regarding security sensitive and occupational safety and health issues.
- Serves as technical consultant to senior management on issues relevant to security and occupational safety and health.
- Assists in the development of both departmental and Authority-wide APPOs and budgets related to the security and safety functions.

- Provides professional opinions to law, labor relations and risk management, including testifying as an expert witness.
- Represents the executive office in the investigation of serious or potentially serious accidents or security incidents.
- Interprets technical data provided by outside technical professionals.
- Serves as a technical advisor to the Security Task Force.

SECONDARY DUTIES:

- Participates in weekend/off-hours on-call coverage for OEP as part of a weekly coverage rotation.
- Performs related duties as required.

MINIMUM QUALIFICATIONS:

Education and Experience:

- (A) Knowledge of the principles and practices of a safety professional as normally attained through a graduate degree in science, engineering or related field; and
- (B) Knowledge of chemistry/biology as it relates to public health issues and hazardous materials incidents as gained through experience and education; and
- (C) Understanding of issues related to safety, emergency response, risk management, environmental health, behavioral and applied sciences as normally attained through five (5) to seven (7) years experience; or
- (D) Any equivalent combination of education or experience.

Necessary Knowledge, Skills and Abilities:

- (A) Excellent interpersonal, oral and written communication skills.

SPECIAL REQUIREMENTS:

A valid Massachusetts Class D Motor Vehicle Operators License.

Certification by the Board of Certified Safety Professionals or the American Board of Industrial Hygiene, or current eligibility for certification.

24-hour HazMat Technician or higher level emergency response training certification.

Incident Command ICS 700, 100, 200 and 300 certification, within 6 months of appointment.

Trained and experienced in confined space entry.

TOOLS AND EQUIPMENT USED:

Office machines as normally associated, with the use of telephone, personal computer including word processing and other software, 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. The employee is occasionally required to walk, climb, balance, stoop, kneel, crouch, or crawl.

The employee must frequently lift and/or move up to 10 pounds, and occasionally lift and/or move up to 25 pounds. 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 employee occasionally works in outside weather conditions. The employee is occasionally in environments with fumes and airborne particles, toxic or caustic chemicals, and risk of electric shock.

The noise level in the work environment is usually moderately quiet.

September 2016

**MWRA
POSITION DESCRIPTION**

POSITION: Project Manager, Emergency Planning

DIVISION: Operations

DEPARTMENT: Planning

BASIC PURPOSE:

Coordinates and administers MWRA's Emergency Planning and Management Program, including, but not limited to, drafting updates of emergency plans for facilities and departments across the Authority, training administration, and incident response team organization.

SUPERVISION RECEIVED:

Works under the general supervision of the Manager, Emergency Planning.

SUPERVISION EXERCISED:

Under the direction of the Manager, Emergency Planning, coordinates the volunteer Emergency Services Unit (ESU), which collects water samples in emergencies, during training and incident response.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Supports the Manager, Emergency Planning in drafting, administering and coordinating MWRA's emergency planning programs, plans, policies, and procedures, including coordinating the development of Emergency Action Plans (EAPs) for all MWRA facilities, Emergency Response Plans (ERPs), agency-wide plans, Continuity of Operations Plans, and other planning initiatives.
- Administer and supports the MWRA Risk and Resilience Assessment (RRA) program to ensure compliance with the requirements of America's Water Infrastructure Act (AWIA).
- Supports in-house technical staff in the implementation of emergency programs, including reviewing plans and developing strategy and audit protocols.
- Coordinates activities for the Emergency Services Unit Team to ensure water sampling response readiness. This is completed through preparation of documentation, training, drills and equipment maintenance.
- Oversees the work of professional consultants under contract to the Authority, including procurement, budgeting, and scope and milestone adherence. May be responsible for professional services contract development and procurement.
- Serves as technical consultant to senior management on issues relevant to natural hazard and severe weather preparedness and mitigation.
- Schedules and coordinates periodic emergency training, drills, exercises, and engagement with customer communities. May lead and deliver certain training initiatives under the direction of the Manager, Emergency Planning.

- Implements and administers existing operating/maintenance standards, policies and standard operating procedures (SOPs) for emergency response.
- Tracks and prepares reports on all Authority emergency response and preparedness trainings to be shared with senior management. Maintains accurate community and emergency contact list for response and training coordination.
- Engages governmental and regulatory agencies on behalf of the MWRA to plan and coordinate for any potential unforeseen emergency event.
- Drafts briefings for Manager, Emergency Planning to review and approve to present to MWRA's senior management, including the Board of Directors.

SECONDARY DUTIES:

- Performs related duties as required.

MINIMUM QUALIFICATIONS:

Education and Experience:

- (A) A Bachelor's degree in any field is required; certification or degree in regional /public planning, emergency planning/management, or other related field is preferred; and
- (B) At least five years' experience in emergency planning and management, risk assessment or related field, preferably in a large government or critical infrastructure organization; or
- (C) Any equivalent combination of education or experience.

Necessary Knowledge, Skills and Abilities:

- (A) Demonstrated knowledge and skills in structuring, analyzing, delivering, and presenting data.
- (B) Demonstrated practical experience with emergency planning and management with a track record of keeping projects on time, within budget, and in scope.
- (C) Demonstrated excellent written, interpersonal, presentation and verbal communication skills.
- (D) Strong command of time management and familiarity with project management.

SPECIAL REQUIREMENTS:

A valid Massachusetts Class D Motor Vehicle Operators License or driver's license from another state.

Incident Command ICS 100/700, 200/800 and 300 certifications within 12 months of appointment.

Ability to occasionally work evening or weekends for delivering emergency training or in cases of an MWRA emergency.

TOOLS AND EQUIPMENT USED:

Office machines as normally associated with a professional office environment, including the use of telephones, personal computers, typical office software, email, videoconference applications, copiers, scanners, and machines.

Uses Personal Protective Equipment (PPE), gas meters, and other safety response equipment.

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. The employee is occasionally required to walk, climb, balance, stoop, kneel, crouch, or crawl.

The employee must frequently lift and/or move up to 10 pounds and occasionally lift and/or move up to 25 pounds. 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 employee occasionally works in the field in outside weather conditions. The employee is occasionally in environments with fumes and airborne particles, toxic or caustic chemicals, and risk of electric shock.

This position may be eligible to telework up to 50% of the time after an initial waiting period.

The noise level in the work environment is usually moderately quiet.

July 2026

**MWRA
POSITION DESCRIPTION**

POSITION: Director, Environmental and Regulatory Affairs

DIVISION: Operations

DEPARTMENT: Operations Administration

BASIC PURPOSE:

Develops and oversees implementation of environmental policy and attainment of environmental compliance on behalf of the Authority. Represents MWRA at meetings with environmental regulatory agencies and other constituencies to support MWRA programs and objectives. Oversees the Authority's Environmental Review and Permitting efforts.

SUPERVISION RECEIVED:

Works under the general supervision of the Chief Operating Officer and the Deputy Chief Operating Officer.

SUPERVISION EXERCISED:

Exercises direct supervision of MWRA environmental compliance staff including Environmental Manager, Project Managers of Environmental Permitting, and consultant staff as assigned.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Directs the environmental review stage of the Authority's major engineering and construction projects and continues to provide oversight and review of the environmental permitting compliance throughout design and construction stages.
- Oversees permitting support and policy guidance on matters of significant concern on projects of agency-wide significance due to their size, scale, sensitivity or complexity.
- Directs and oversees environmental permitting and makes recommendations on Authority permitting and operational decisions based on research of state and federal policy and trends in approaches.
- Serves as a liaison between the Authority and environmental regulatory agencies at the local, state, and federal level.
- Manages Water System expansion initiatives and water and sewer requests from outside the service area.
- Manages Water Supply Contracts and Contract Renewal Process for MWRA's Water Supply Contract Communities.
- Manages the development and implementation of special projects which require senior level policy involvement and interdepartmental coordination.

- Oversees work among the other Operations departments and other Authority divisions requiring staff coordination regarding inter-agency environmental, regulatory and permitting issues for significant MWRA projects.
- Provides analysis of the operational impacts of state and federal legislation and regulations.
- Analyzes a broad range of programmatic, resource and communications issues affecting MWRA projects, activities and constituencies and recommends Authority policy direction.
- Participates in and represents the MWRA at regional and national forums such as NEWEA and NACWA as appropriate.
- Represents the Authority at public meetings and, as appropriate, speaks publicly at workshops, conferences and events on Authority initiatives.
- Manages the Department in a manner that is consistent with MWRA's goals of Diversity, Equity, and Inclusion.

SECONDARY DUTIES:

- Participates in preparing for collective bargaining and hears Step One Grievances.
- Performs related duties as required.

MINIMUM QUALIFICATIONS:

Education and Experience:

- (A) Analytical and writing skills as normally attained through a Bachelor's degree in environmental science, public administration, science, engineering, or related field required. An advanced degree in public administration, law, environmental science, or related field preferred; and
- (B) At least ten (10) years professional experience with state and federal environmental regulations development, compliance, and policy analysis of which at least five (5) years are in a managerial or supervisory capacity preferably in the public sector; and
- (C) Any equivalent combination of education or experience.

Necessary Knowledge, Skills and Abilities:

- (A) Familiarity with water and sewer infrastructure issues preferred.
- (B) Excellent interpersonal, oral and written communication skills.
- (C) Extensive knowledge of federal and state environmental regulations.
- (D) Demonstrated ability to plan, organize, direct, train and assign duties to subordinates.
- (E) Excellent analytical, negotiation, and strategic planning skills.

- (F) Ability to successfully interact with high-level executives.
- (G) Ability to maintain confidentiality and diplomacy.

SPECIAL REQUIREMENTS:

A valid Massachusetts Class D Motor Vehicle Operators License.

Ability to work evenings or weekends for urgent business issues or respond to business calls on MWRA assigned phone after hours.

TOOLS AND EQUIPMENT USED:

Office machines as normally associated, with the use of telephone, personal computer including word processing and other software, 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 be lifted or force be 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 a moderately quiet office setting.

July 2023

STAFF SUMMARY



TO: Board of Directors
FROM: Stephen Estes-Smargiassi, Executive Director
DATE: July 29, 2026
SUBJECT: Appointment of Director, Planning and Sustainability, Operations Division

COMMITTEE: Personnel and Compensation

 INFORMATION
 X VOTE

Michele S. Gillen, Director, Administration
Rebecca Weidman, Deputy Chief Operating Officer
Preparer/Title


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

RECOMMENDATION:

To approve the appointment of Ms. Kathleen M. Baskin to the position of Director, Planning and Sustainability (Non-Union, Grade 16) at an annual salary of \$191,604 commencing on a date to be determined by the Executive Director.

DISCUSSION:

The Director, Planning and Sustainability reports to the Deputy Chief Operating Officer, Programs, Planning and Policy in the Operations Division. This position is responsible for overseeing the Authority's long-term master planning function and other planning efforts such as the Business Plan. The Director also provides oversight for MWRA's grant and loan programs and oversees the development of the Orange and Yellow Notebook monthly and quarterly business metrics reporting and production. Additionally, this position is responsible for all planning related activities in the areas of public and environmental health, mapping and modeling, emergency preparedness, and climate change and sustainability initiatives. The Director collaborates with other departments to ensure compliance with drinking water regulations, and coordinates and directs interdivisional projects, and sets policy and guidelines for agency-wide planning initiatives.

SELECTION PROCESS:

The position of Director, Planning and Sustainability was posted internally and externally. Three external and two internal candidates were determined to be eligible and qualified and were referred for an interview. The Deputy Chief Operating Officer of Programs, Planning, and Policy, Director, Environmental and Regulatory Affairs, and the Manager of Talent Acquisition interviewed the candidates. Upon completion of the interviews, Ms. Baskin was determined to be the best qualified to fill the position based on a combination of experience, knowledge, skills and education.

Ms. Baskin has over 40 years of experience, working in and for the Commonwealth of Massachusetts in a variety of engineering and water policy management capacities. Ms. Baskin is currently the Assistant Commissioner for Water Resources at Massachusetts Department of Environmental Protection where she oversees several programs, including the Drinking Water, National Pollutant Discharge Elimination System (NPDES), Water Management Programs, and

the State Revolving Fund.

Prior to taking this role, in addition to working for Weston & Sampson as a Senior Project Manager, she was the Director of Water Policy for the Massachusetts Executive Office of Energy and Environmental Affairs, (EEA), acting as the Secretary's key advisor on the water policy and climate change resilience, and the liaison between MWRA's senior leadership team and MWRA's Chair of the Board/EEA Secretary. In this capacity she worked closely with MWRA's Executive Director, Chief Operating Officer, Board members, and other senior leaders to understand MWRA needs, anticipate issues that might arise, and to resolve such collaboratively. She also oversaw the Interbasin Transfer Act review for the admission of Reading and Wilmington into MWRA's water supply system, represented the Secretary as a Trustee on the MWRA Water Supply Protection Trust, and represented MWRA as a member of the Metropolitan Area Planning Council's Executive Committee.

Ms. Baskin also spent ten years with the Charles River Watershed Association as the Director of Projects. In this capacity she developed and directed a research program that served as the foundation for tracking the restoration of the Charles River. She also established priorities and goals, and then implemented projects for watershed improvements. Ms. Baskin started her engineering career at Metcalf & Eddy, Inc. and progressed to advanced engineering roles over 11 years while working on a variety of MWRA projects, including those related to wastewater, outfall and residuals management, combined sewer overflow (CSO) discharges and impacts to receiving waters, and water quality monitoring at the proposed outfall location and at CSO facilities.

Ms. Baskin earned a Bachelor of Science degree in Biology, a Bachelor of Science in Civil Engineering and a Master of Science in Environmental Engineering from Tufts University. Ms. Baskin also holds a Master in Public Administration from the John F. Kennedy School of Government at Harvard University and is a registered Professional Engineer in Massachusetts and Maine.

BUDGET/FISCAL IMPACTS:

There are sufficient funds in the Operations Division's FY27 Current Expense Budget (CEB) to fund this position.

ATTACHMENTS:

Resume of Kathleen M. Baskin

Position Description

Department, Planning and Sustainability Organization Chart

KATHLEEN BASKIN

Executive Summary

- Collaborator, consensus-builder, innovator, strategist, and solution-seeker.
- Passionate about sustainable societies, economies, and environment

Core Competencies

- Water Infrastructure/Water Resources
- Resilience and Sustainability
- Technical Analyses
- Strategic Planning
- Policy Development
- Regulatory Compliance
- Written and Spoken Communications
- Project and Budget Management

Education

HARVARD UNIVERSITY, John F. Kennedy School of Government
Master in Public Administration, May 2017

Cambridge, MA

TUFTS UNIVERSITY

Master of Science in Environmental Engineering, October 1992

Bachelor of Science in Civil Engineering, February 1984

Bachelor of Science in Biology, February 1984

Medford, MA

Experience

July 2019-
ongoing

MASSACHUSETTS DEPARTMENT OF ENVIRONMENTAL PROTECTION
Assistant Commissioner, Bureau of Water Resources

Boston, MA

- Direct 160-member Bureau on statewide implementation of all water-related programs, including Wastewater Programs, including Title 5, National Pollution Discharge Elimination System, and Groundwater Discharge Program; Massachusetts Wetlands Protection Act; Section 401 of the federal Clean Water Act; Waterways Program; Drinking Water Program including Safe Drinking Water Act primacy; Watershed Planning Program; Water Management Act Program, and Drinking Water and Clean Water State Revolving Funds. Establish Bureau priorities, identify and approve program initiatives; resolve regulatory and policy conflicts; and develop capital budgets.
- Award more than \$1.4 billion in loans and grants annually to promote research and protection/restoration through monitoring, water infrastructure upgrades, and ecological restoration.
- Highlights have included establishment of first drinking water standard in Massachusetts for PFAS in 2020, increased coordination and support of drinking water and wastewater utilities in response to the COVID pandemic emergency, new regulations guiding wastewater management on Cape Cod, sewage notification requirements for untreated discharges of wastewater, and research of PFAS reduction and destruction options for wastewater and sludge generators including an ongoing pilot project that is evaluating several technologies,
- Increase government impact by evaluating programs, proposing legislation, and streamlining regulations and permitting to cut timelines and redundancies.
- Represent MassDEP with regulated entities, state and federal agencies, municipalities, elected officials, public interest groups and other stakeholders.

Jan. 2018 –
July 2019

WESTON & SAMPSON
Senior Project Manager

Reading, MA

- Provided expert advice to municipal clients on policy and permitting matters related to water supply, wastewater, stormwater, climate change, and natural systems.
- Initiated municipal climate change resilience practice, driving corporate growth by securing nearly \$4 million in grants for municipalities. Assisted 15 communities in becoming more resilient through the Massachusetts Municipal Vulnerability Preparedness Program.
- Managed preparation of applications to MA Department of Environmental Protection for Water Management Act permits, Asset Management Grants, and State Revolving Fund Loans.

June 2017- May 2018	HARVARD KENNEDY SCHOOL OF GOVERNMENT Researcher	Cambridge, MA
	Conducted global assessment of innovative cross-sector collaborations that enhanced the environment, evaluating projects, and preparing report assessing impacts and effectiveness.	
Oct 2005-Oct. 2016	MA EXECUTIVE OFFICE OF ENERGY AND ENVIRONMENTAL AFFAIRS Director of Water Policy	Boston, MA
	- Advised cabinet Secretary and line agencies on water-related matters, including quality conservation, sustainability, water-energy nexus, and allocation. Served as Executive Director of the MA Water Resources Commission, overseeing the Interbasin Transfer Act. - Served as EEA Secretary/ MA Water Resources Authority's (MWRA's) Board Chairman's point-of-contact to MWRA senior management and Board, attending Board meetings and coordinating on administration, finance, personnel, and policy. - Served as Secretariat's representative on Water Supply Protection Trust, overseeing budget and annual workplan of watershed protection initiatives funded by the MWRA and implemented by the MA Department of Conservation and Recreation. - Coordinated the multi-agency MA Sustainable Water Management Initiative to manage water resources. Incorporated water conservation and ecologically-based streamflow standards into the water allocation permits. Collaborated with 70 stakeholders. - Initiated state's climate change adaptation program. Led preparation of <u>MA Climate Change Adaptation Report</u>, evaluating vulnerabilities/strategies. Managed a 200-person stakeholder process. Developed priorities for \$87M post-Hurricane Sandy resilience investing application to HUD. - Developed MA Water Conservation Standards, achieving up to 25% reduction in municipal water consumption. - Promoted sustainable development principles, including low impact development.	
April 2005- Oct. 2005	MA EXECUTIVE OFFICE OF ENERGY AND ENVIRONMENTAL AFFAIRS Special Assistant for Water Policy Implementation	Boston, MA
	- Directed sustainability activities to improve water resources, including land conservation, wastewater reuse, stormwater recharge, water conservation, and low impact development. - Developed desalination policy, streamlined dam removal, updated conservation standards.	
Sept. 1995- April 2005	CHARLES RIVER WATERSHED ASSOCIATION Director of Projects	Weston, MA
	- Developed and directed research program that served as the foundation of the restoration of the Charles River – one of the country's most polluted and ecologically threatened rivers. Through this work, EPA's grade of the river steadily improved from D to B+. - Established priorities and goals, and implemented projects for watershed improvement. - Managed staff, contractors, schedules, budgets, projects; prepared invoices and reports. - Instituted time sheets for management/invoicing; established 403(b) retirement system. - Increased annual research budget from initial funding of \$50,000 from MWRA to \$600,000 from many funders, quadrupling organization's budget and staff, through successful fundraising and building strong funder relations. - Partnered with businesses, government, and citizens to implement improvements. - Trained and managed 90 volunteers who collected monthly river samples to detect and eliminate pollution. - Developed \$1M partnership with a power company for water-saving infrastructure and conservation, providing a 2:1 offset for water withdrawals. - Speaker at 50+ events; including interviews with WBUR, WBZ, WGBH, Boston Globe.	

- 1984-1995 **METCALF & EDDY, INC. (now known as AECOM)** Chelmsford, MA
Engineer (1984-86), Sr. Engineer (1986-88), Project Engineer (1988-92), Project Engr. II (1992-95)
- Analyzed technical problems, developed solutions, prepared reports for over 100 assignments at an international consulting engineering firm. Coordinated multi-disciplinary projects and managed staff and subcontractors, budgets, schedules and projects related to marine waters, surface water, groundwater, land use, and soil contamination.
 - MWRA projects included those related to wastewater, outfall and residuals management, combined sewer overflow (CSO) discharges and impacts to receiving waters, and water quality monitoring at the proposed outfall location and at CSO facilities.
- Leadership & Service**
- 2009-2016 **METROPOLITAN AREA PLANNING COUNCIL, Member, Executive Committee**
- As MWRA's representative, provided executive leadership at regional planning agency serving 101 communities, reviewing budgets, personnel, management, annual workplans, and legislative actions.
- 1998-2005,
2014-Present **MINUTEMAN SCIENCE TECHNOLOGY HIGH SCHOOL**
Environmental Technology Program Advisory Board Member
- Oversee and review high school environmental technology curriculum.
- 1994-2005 **BELMONT CONSERVATION COMMISSION, Member**
- Enforced Wetlands/Rivers Protection Acts. Prepared Open Space and Recreation Plan.

LICENSED PROFESSIONAL ENGINEER – Massachusetts and Maine

**MWRA
POSITION DESCRIPTION**

POSITION: Director, Planning and Sustainability

PCR: 1510002

DIVISION: Operations

DEPARTMENT: Planning

BASIC PURPOSE:

Directs the Authority's Planning and Sustainability Department and is responsible for the development of the Authority's long-term master planning function. Directs planning activities in the areas of public and environmental health, local infiltration/inflow (I/I) reduction program, mapping and modeling, hurricane preparedness, Orange and Yellow Notebook monthly and quarterly business metrics reporting and production. Collaborates with other departments to ensure compliance with drinking water regulations. Coordinates and directs interdivisional projects and sets policy and guidelines for agency-wide planning initiatives. Leads agency efforts in integrating sustainability into all MWRA activities through the use of environmentally responsible protocols in accordance with best industry practices.

SUPERVISION RECEIVED:

Works under the general supervision of the Deputy Chief Operating Officer, Programs, Policies and Planning.

SUPERVISION EXERCISED:

Exercises general supervision of assigned professional and administrative staff.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Manages the production of water and wastewater master plans and setting of capital program priorities. Leads water and wastewater policy development, and represents MWRA's interests in state and federal regulatory development. Provides assistance with environmental planning to projects throughout the Operations Division.
- Directs and coordinates the authority's environmental sustainability efforts.
- Provides leadership in the development and implementation of programs to promote MWRA system's adaptation to the impacts of climate change.
- Oversees MWRA's emergency response planning, including coordinating compliance with the requirements of America's Water Infrastructure Act (AWIA), production and maintenance of emergency response plans for MWRA facilities, and planning and implementation of response drills and exercises.
- Leads public health research and outreach efforts. Manages the production and distribution of MWRA's annual water quality report (the Consumer Confidence Report), and water quality related outreach.

- Oversees technical and financial assistance programs for communities, including over \$1 billion in water pipe, I/I and Combined Sewer Overflows (CSO) grants and loans.
- Directs MWRA's Lead and Copper Rule compliance program, coordinating with MWRA water communities and state and federal regulators. Oversees MWRA's outreach and financial assistance to encourage community replacement of lead service lines.
- Provides technical analyses for the system expansion, emergency connections and water supply agreement processes.
- Coordinates with metering and monitoring data management activities, assisting in community coordination and outreach.
- Oversees the GIS mapping, data analysis, and demand forecasting functions for both water and sewer systems.
- Coordinates the Operation Division's efforts in benchmarking, performance measurement, emergency planning/risk reduction and energy management.
- Participates in and represents the MWRA at regional and national forums as appropriate.
- Represents the Authority at public meetings and, as appropriate, speaks publicly at workshops, conferences and events on Authority initiatives.
- Manages the Department in a manner that is consistent with MWRA's goals of Diversity, Equity, and Inclusion.

SECONDARY DUTIES:

- Participates in preparing for collective bargaining and hears Step One Grievances.
- Performs related duties as required.

MINIMUM QUALIFICATIONS:

Education and Experience:

- (A) Analytical and writing skills as normally attained through a Bachelor's degree in environmental science, public administration, planning science, engineering, or related field required. An advanced degree in public administration, law, environmental science, or related field preferred; and
- (B) At least ten (10) years professional experience with state and federal environmental regulations development, compliance, and policy analysis of which at least five (5) years are in a managerial or supervisory capacity preferably in the public sector; or
- (C) Any equivalent combination of education or experience.

Necessary Knowledge, Skills and Abilities:

- (A) Familiarity with water and sewer infrastructure issues preferred.
- (B) Excellent interpersonal, oral and written communication skills.
- (C) Extensive knowledge of federal and state environmental regulations, particularly as they relate to drinking water.
- (D) Understanding of the key principles of strategic planning and sustainability.
- (E) Demonstrated ability to plan, organize, direct, train and assign duties to subordinates.
- (F) Excellent analytical, negotiation, and strategic planning skills.
- (G) Ability to successfully interact with high-level executives.
- (H) Ability to maintain confidentiality and exercise diplomacy.

SPECIAL REQUIREMENTS:

A valid Massachusetts Class D Motor Vehicle Operators License or driver's license from another state.

Ability to work evenings or weekends for urgent business issues or respond to business calls on MWRA assigned phone after hours.

TOOLS AND EQUIPMENT USED:

Office machines as normally associated with professional administrative settings, including but not limited to the use of telephone, personal computer, word processing and other software, videoconferencing applications, copier, scanner 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.

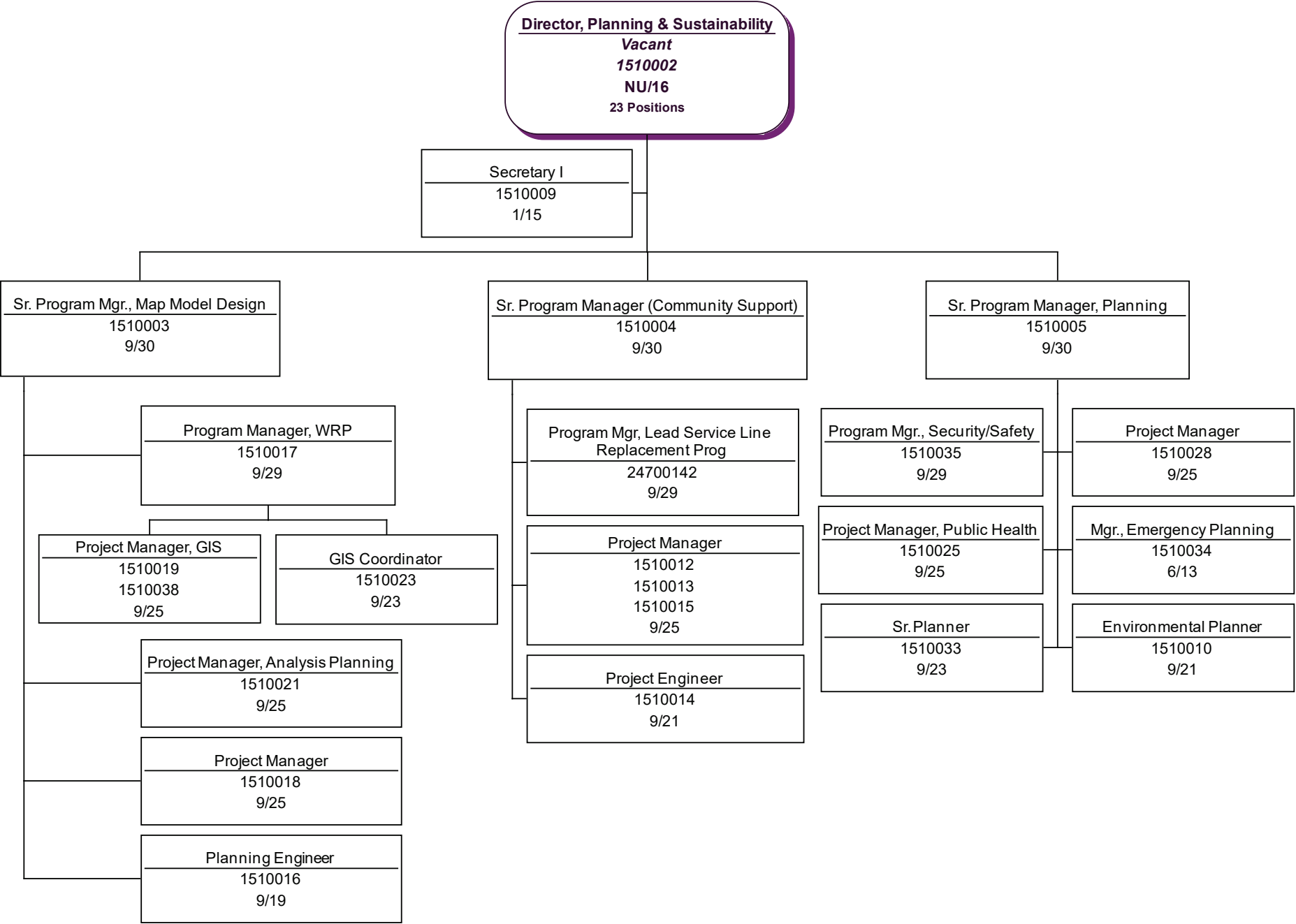
WORK ENVIRONMENT:

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 a moderately quiet office setting. The position may be eligible to telework up to 50% after an initial waiting period.

May 2026

Planning & Sustainability



STAFF SUMMARY



TO: Board of Directors
FROM: Stephen Estes-Smargiassi, Executive Director
DATE: July 29, 2026
SUBJECT: Authority Accountability and Transparency Act Compliance

COMMITTEE: Personnel and Compensation

X INFORMATION
 VOTE


Michele S. Gillen

Director, Administration

Wendy Chu, Chief Equity and Inclusion Officer
Preparer/Title


Carolyn Francisco Murphy
General Counsel

RECOMMENDATION:

For information only.

DISCUSSION:

The Authority Accountability and Transparency Act, G.L. c. 29, §29K, (the Transparency Act) became law in July 2011 and required the Executive Office for Administration and Finance (A&F) to adopt regulations governing accountability and transparency for state authorities. As applicable to MWRA, the statute requires review of executive compensation based on an analysis of comparable public and private-sector compensation; and to prepare an annual report of all Authority expenditures including disclosure of salaries of highly compensated employees who earn more than the Governor's salary. It also prohibits the Commonwealth from subsidizing the health insurance, pension, and other post-employment benefits of employees and retirees of authorities that participate in the state retirement system or the Group Insurance Commission (GIC). A&F filed interim emergency regulations in July 2011, and in 2013, A&F promulgated the permanent regulations.

The final regulations:

- Define the statutory term “executive” as the authority's chief executive officer, chief financial officer, general counsel and others as determined by the authority's compensation committee.
- Define “highly compensated employees,” whose compensation is reported in the annual financial report, as those whose salary exceeds that of the Governor.
- Define “meet independently of management” to exclude authority managers from statutorily required meetings of the authority's audit and compensation committees.

- Implement the benefits anti-subsidy statute, by requiring each state authority that participates in the state retirement system or the GIC to:
 - contribute the employer share of the cost attributable to that authority of the state retirement system (as determined by the PERAC actuary), and of the state group insurance system (as determined by the GIC);
 - be responsible for the full actuarial value of its liabilities as determined no less often than every 3 years by PERAC and the GIC after consulting A&F, the State Treasurer, and the State Board of Retirement.

The Board took several steps in order to comply with the Transparency Act and the emergency regulations: the Board created the Administration, Finance and Audit Committee, as well as the Personnel and Compensation Committee; made adjustments to the sick leave buy back for executives; and made certain minor adjustments to existing employment contracts. Annually from 2012 to 2025, the Personnel and Compensation Committee (or the entire Board as a committee of the whole) met independently of management as required by the regulations. To facilitate this year's review, analyses of comparable salaries are included with this staff summary. Neither MWRA Board members nor the Administration, Finance and Audit Committee are required to meet independently with respect to the audited financials of the Authority because the statute carves out an exception for state authorities that are otherwise required to retain an outside independent audit firm.

In order to remain in compliance with the statute's requirements, staff recommend that the Personnel and Compensation Committee meet independently of management at the July 29, 2026 meeting. In order to facilitate the Committee's review, analyses of comparable salaries are included with this staff summary.

BUDGET/FISCAL IMPACT:

Implementation of Section 29K of Chapter 29 of the Massachusetts General Laws will not have any impact upon either the FY27 CEB or CIP.

ATTACHMENTS:

Attachment A:	Summary of Compensation Data for State Agencies, Authorities, Non-Profit Organizations and Private Companies
Attachment B:	Survey of Comparable National Water/Wastewater Utilities
Attachment C:	American Water Works Association – 2025 Water Utility Survey

Summary of Compensation Data for State Agencies, Authorities, Non-Profit and Private Companies

July 2026

MWRA Position:	Executive Director			
Organization	Sector	Title	Effective Date	Annual Salary
Public Service of New Hampshire, an Eversource Energy company	Private Utility	President and CEO	2025	\$1,384,770
Boston Foundation, Inc.	Non-Profit	President and CEO	2024 filing year	\$806,009
Greater Boston Food Bank, Inc.	Non-Profit	President and CEO	2025 filing year	\$571,420
Massachusetts Port Authority (Massport)	Quasi Public	Chief Executive Officer/Director	2/27/2026	\$449,400
Citizens Energy, Inc.	Non-Profit	Chief Executive Officer	2024 filing year	\$428,057
City Year, Inc.	Non-Profit	Chief Executive Officer	2025 filing year	\$388,550
Massachusetts Housing Finance Agency	Quasi Public	Chief Executive Officer	4/23/2026	\$365,650
Conservation Law Foundation	Non-Profit	President	2024 filing year	\$351,311
Massachusetts Housing Partnership	Quasi Public	Executive Director	3/31/2026	\$302,898
Boston Harbor Now	Non-Profit	President and CEO	2025 filing year	\$296,412
MassDevelopment	Quasi Public	President & CEO	3/20/2026	\$288,750
Massachusetts Technology Collaborative	Quasi Public	Chief Executive Officer	3/31/2026	\$287,904
Massachusetts Life Sciences Center	Quasi Public	President and Chief Executive Officer	4/2/2026	\$271,625
Commonwealth of Massachusetts	State	Treasurer	2/7/2026	\$261,694
Massachusetts Water Resources Authority	Quasi Public	Executive Director (Interim)	5/12/2026	\$260,000
Commonwealth Health Insurance Connector Authority	Quasi Public	Executive Director	4/24/2026	\$256,969
Commonwealth of Massachusetts	State	State Auditor	2/7/2026	\$255,504
Massachusetts Lottery Commission	State	Executive Director	2/7/2026	\$251,856
Clean Energy Center	Quasi Public	Interim Chief Executive Officer	3/27/2026	\$248,000
Commonwealth of Massachusetts	State	Governor	2/7/2026	\$243,493
Commonwealth of Massachusetts	State	Attorney General	2/7/2026	\$222,639
Office of the Inspector General	Independent	Inspector General	2/7/2026	\$207,422
Massachusetts Department of Transportation (MASSDOT)	State	Special Advisor Secretary, DOT - see MBTA	1/10/2026	\$206,496
Massachusetts Department of Revenue (DOR)	State	Commissioner of Revenue	2/7/2026	\$206,005

Attachment A

Summary of Compensation Data for State Agencies, Authorities, Non-Profit and Private Companies

July 2026

Commonwealth of Massachusetts	State	Secretary of State	2/7/2026	\$202,427
Office of the State Comptroller	Independent	Comptroller	2/7/2026	\$201,800
Save the Harbor/Save the Bay	Non-Profit	Executive Director	2023 filing year	\$129,606

Summary of Compensation Data for State Agencies, Authorities, Non-Profit and Private Companies

July 2026

MWRA Position:	Chief Operating Officer			
Organization	Sector	Title	Reporting Period	Annual Salary
Public Service of New Hampshire, an Eversource Energy company	Private Utility	Executive Vice President/Chief Operating Officer	2025	\$850,002
Massachusetts Housing Finance Agency	Quasi Public	Chief Legal & Operating Officer	4/23/2026	\$334,750
Massachusetts Bay Transit Authority (MBTA)	State	Chief Operating Officer	2/7/2026	\$309,927
Greater Boston Food Bank, Inc.	Non-Profit	Chief Operating Officer	2025 filing year	\$308,374
City Year, Inc.	Non-Profit	Chief Operating Officer	2025 filing year	\$293,540
MWRA	Quasi Public	Chief Operating Officer	6/2/2026	\$252,960
Massachusetts Technology Collaborative	Quasi Public	Deputy Director, MTC & Director John Adams	3/31/2026	\$241,493
Massachusetts Convention Center Authority	Quasi Public	Chief Operating Officer	6/2/2026	\$239,678
Commonwealth Health Insurance Connector Authority	Quasi Public	Deputy Executive Director and Chief Operating Officer	4/24/2026	\$239,200
Massachusetts Housing Partnership	Quasi Public	Managing Director	3/31/2026	\$237,856
Massachusetts Life Sciences Center	Quasi Public	Chief Operating Officer	4/2/2026	\$225,000
Massachusetts Department of Transportation (MASSDOT)	State	Deputy Administrator and Chief Engineer	2/7/2026	\$201,982
Clean Energy Center	Quasi Public	Chief Operating Officer	3/27/2026	\$193,800
Boston Harbor Now	Non-Profit	Chief Operating Officer	2025 filing year	\$140,194

Summary of Compensation Data for State Agencies, Authorities, Non-Profit and Private Companies

July 2026

MWRA Position:	Director, Finance			
Organization	Sector	Title	Reporting Period	Annual Salary
Public Service of New Hampshire, an Eversource Energy company	Private Utility	Executive Vice President & CFO	2025	\$826,925
Citizens Energy, Inc.	Non-Profit	Chief Financial Officer	2023	\$595,869
Boston Foundation, Inc.	Non-Profit	Chief Financial Officer and Treasurer	2024 filing year	\$400,830
Greater Boston Food Bank, Inc.	Non-Profit	Chief Financial Officer	2025 filing year	\$343,343
Massachusetts Housing Finance Agency	Quasi Public	Chief Financial & Administrati	4/23/2026	\$314,150
Massachusetts Port Authority (Massport)	Quasi Public	Deputy Director, Admin & Finance	2/27/2026	\$281,292
Massachusetts Bay Transit Authority (MBTA)	State	Chief Financial Officer	2/7/2026	\$259,709
MassDevelopment	Quasi Public	Executive Vice President & CFO	3/20/2026	\$254,132
Massachusetts Housing Finance Agency	Quasi Public	Senior Director of Finance	4/23/2026	\$253,575
Massachusetts Life Sciences Center	Quasi Public	Chief Financial Officer	4/2/2026	\$222,207
Massachusetts Housing Partnership	Quasi Public	Director, Finance	6/2/2026	\$218,452
Massachusetts Lottery Commission	State	Chief Financial Officer	2/7/2026	\$216,387
Conservation Law Foundation	Non-Profit	Chief Financial Officer	2024 filing year	\$215,663
Commonwealth Health Insurance Connector Authority	Quasi Public	Chief Financial Officer	4/24/2026	\$214,968
MWRA	Quasi Public	Director, Finance	6/2/2026	\$211,885
Massachusetts Convention Center Authority	Quasi Public	Interim Chief Financial Officer	6/2/2026	\$206,003
Massachusetts Technology Collaborative	Quasi Public	Chief Financial Officer	3/31/2026	\$202,313
Clean Energy Center	Quasi Public	Chief Financial Officer	3/27/2026	\$194,172
Massachusetts Department of Transportation (MASSDOT)	State	Chief Financial Officer	2/7/2026	\$185,364
Massachusetts Department of Revenue (DOR)	State	Chief Financial Officer	2/7/2026	\$179,830
Office of the Inspector General	Independent	Chief Fiscal Officer	2/7/2026	\$154,812

Summary of Compensation Data for State Agencies, Authorities, Non-Profit and Private Companies

July 2026

MWRA Position:	General Counsel			
Organization	Sector	Title	Reporting Period	Annual Salary
Public Service of New Hampshire, an Eversource Energy company	Private Utility	Executive Vice President and General Counsel	2025	\$727,156
Massachusetts Port Authority (Massport)	Quasi Public	Chief Legal Counsel	2/27/2026	\$361,587
City Year, Inc.	Non-Profit	Chief Administrative Officer, Co-Clerk and General Counsel	2025 filing year	\$326,484
Massachusetts Housing Finance Agency	Quasi Public	General Counsel	4/23/2026	\$258,125
MassDevelopment	Quasi Public	General Counsel	3/20/2026	\$242,050
Massachusetts Bay Transit Authority (MBTA) and Massachusetts Department of Transportation (MassDOT)	State	Chief Counsel MBTA/Mass DOT	6/2/2026	\$231,132
Massachusetts Housing Partnership	Quasi Public	General Counsel	3/31/2026	\$226,354
Massachusetts Technology Collaborative	Quasi Public	General Counsel and Director of Government Affairs	3/31/2026	\$221,926
Massachusetts Life Sciences Center	Quasi Public	Chief Legal Officer, General Counsel	4/2/2026	\$220,973
Commonwealth Health Insurance Connector Authority	Quasi Public	General Counsel	4/24/2026	\$209,456
MWRA	Quasi Public	General Counsel	6/2/2026	\$211,885
Massachusetts Convention Center Authority	Quasi Public	General Counsel	6/2/2026	\$209,227
Massachusetts Lottery Commission	State	General Counsel	2/7/2026	\$205,843
Massachusetts Department of Revenue (DOR)	State	General Counsel	2/7/2026	\$191,889
Clean Energy Center	Quasi Public	General Counsel	3/27/2026	\$190,000
Office of the Inspector General	Independent	General Counsel	2/7/2026	\$189,384

Attachment A

Summary of Compensation Data for State Agencies, Authorities, Non-Profit and Private Companies

July 2026

MWRA Position:	Director, Administration			
Organization	Sector	Title	Reporting Period	Annual Salary
Massachusetts Port Authority (Massport)	Quasi Public	Director Administration & Finance/Sec-Treasurer	2/27/2026	\$401,658
Massachusetts Bay Transit Authority (MBTA)	State	Chief Administrative Officer	2/7/2026	\$296,180
Massachusetts Housing Partnership	Quasi Public	Chief Financial and Administrative Officer	3/31/2026	\$231,888
MWRA	Quasi Public	Director, Administration	6/2/2026	\$211,885
Massachusetts Department of Transportation (MASSDOT)	State	Chief Administrative Officer	2/7/2026	\$193,281
Massachusetts Department of Revenue (DOR)	State	Deputy Commissioner, Administrative Affairs	2/7/2026	\$169,651

Executive Director										
Organization	Location	Operating Budget	# Employees	Population Served	Title	2026 Base Salary	2026 Car Allowance	2026 Deferred Comp	2026 Bonus	2026 Employment Contract
Fairfax Water	Fairfax, VA	\$105.24 million	475	2.5 million	General Manager	\$375,000	car provided	\$0	\$0	Yes
Metropolitan Water District of Southern California	Los Angeles, CA	Nearly \$2 billion annual	1949	19 million	General Manager	\$495,040	\$700	4.5% 401k match	\$0	Yes
WSSC Water (formerly known as Washington Suburban Sanitary Commission)	Laurel, MD	\$931.2 million	1,613	1.9 million	General Manager/CEO	\$390,267	\$12,000	\$25,000	\$11,315	Yes
Seattle Public Utilities	Seattle, WA	\$996 million	1,473	1.6 million	General Manager/CEO	\$373,464	\$0	\$0	\$0	No
East Bay Municipal Utility District	Oakland, CA	\$812.7 Million	2,000	1.4 Million	General Manager	\$336,768	\$0	\$0	\$6,735	Yes
					Average Salary	\$394,108				
Massachusetts Water Resources Authority (MWRA)	Boston, MA	\$900.6 million	1,093	3.1 million	MWRA Executive Director	\$260,000	included in salary	\$0	\$0	Yes
Chief Operating Officer										
Organization	Location	Operating Budget	# Employees	Population Served	Title	2026 Base Salary	2026 Car Allowance	2026 Deferred Comp	2026 Bonus	2026 Employment Contract
Fairfax Water	Fairfax, VA	\$105.24 million	475	2.5 million	Deputy General Manager	\$317,220	car provided	\$0	\$0	Yes
Metropolitan Water District of Southern California	Los Angeles, CA	Nearly \$2 billion annual	1949	19 million	Assistant General Manager/ Chief Operating Officer	\$423,197	\$650	4.5% 401k match	\$0	No
WSSC Water (formerly known as Washington Suburban Sanitary Commission)	Laurel, MD	\$931.2 million	1,613	1.9 million	Deputy General Manager for Operations	\$320,334	\$8,000	\$0	\$0	Yes
Seattle Public Utilities	Seattle, WA	\$996 million	1,473	1.6 million	Chief Operating Officer, Drinking Water and Utility Operations and Maintenance	\$271,045				
East Bay Municipal Utility District	Oakland, CA	\$812.7 Million	2,000	1.4 Million	Director, Operations & Maintenance	\$336,768	\$0	\$0	\$6,735	No
					Average Salary	\$333,713				
Massachusetts Water Resources Authority (MWRA)	Boston, MA	\$900.6 million	1,093	3.1 million	MWRA Chief Operating Officer	\$252,960				

Director Finance										
Organization	Location	Operating Budget	# Employees	Population Served	Title	2026 Base Salary	2026 Car Allowance	2026 Deferred Comp	2026 Bonus	2026 Employment Contract
Fairfax Water	Fairfax, VA	\$105.24 million	475	2.5 million	Director, Finance	\$261,299	\$0	\$0	\$0	No
Metropolitan Water District of Southern California	Los Angeles, CA	Nearly \$2 billion annual	1949	19 million	Assistant General Manager/ Chief Financial Officer	\$423,197	\$650	4.5% 401k match	\$0	No
WSSC Water (formerly known as Washington Suburban Sanitary Commission)	Laurel, MD	\$931.2 million	1,613	1.9 million	Chief Financial Officer	\$311,053	\$3,000	\$0	\$0	Yes
Seattle Public Utilities	Seattle, WA	\$996 million	1,473	1.6 million	Chief Financial Officer/Deputy Director of Financial and Risk Services	\$271,045	\$0	\$0	\$0	No
East Bay Municipal Utility District	Oakland, CA	\$812.7 Million	2,000	1.4 Million	Director, Finance	\$321,864	\$0	\$0	\$5,146	No
					Average Salary	\$317,692				
Massachusetts Water Resources Authority (MWRA)	Boston, MA	\$900.6 million	1,093	3.1 million	MWRA Director, Finance	\$211,885				
General Counsel										
Organization	Location	Operating Budget	# Employees	Population Served	Title	2026 Base Salary	2026 Car Allowance	2026 Deferred Comp	2026 Bonus	2026 Employment Contract
Fairfax Water	Fairfax, Virginia	\$105.24 million	439	2.5 million	No Match					
Metropolitan Water District of Southern California	Los Angeles, CA	Nearly \$2 billion annual	1949	19 million	General Counsel	\$427,627	\$700	4.5% 401k match	\$0	No
WSSC Water (formerly known as Washington Suburban Sanitary Commission)	Laurel, MD	\$931.2 million	1,613	1.9 million	General Counsel	\$331,434	\$3,000	\$0	\$0	Yes
Seattle Public Utilities	Seattle, WA	\$996 million	1,473	1.6 million	No Match (uses city legal services)					
East Bay Municipal Utility District	Oakland, CA	\$812.7 Million	2,000	1.4 Million	General Counsel	\$314,676	\$0	\$0	\$0	Yes
					Average Salary	\$357,912				
Massachusetts Water Resources Authority (MWRA)	Boston, MA	\$900.6 million	1,093	3.1 million	MWRA General Counsel	\$211,885				

Attachment B
MWRA Survey of Comparable National Water/Wastewater
Utilities - July 2026

Chief Administrative Officer										
Organization	Location	Operating Budget	# Employees	Population Served	Title	2026 Base Salary	2026 Car Allowance	2026 Deferred Comp	2026 Bonus	2026 Employment Contract
Fairfax Water	Fairfax, Virginia	\$105.24 million	439	2.5 million	Director of Administration	\$247,307	\$0	\$0	\$0	No
Metropolitan Water District of Southern California	Los Angeles, CA	Nearly \$2 billion annual	1949	19 million	No match					
WSSC Water (formerly known as Washington Suburban Sanitary Commission)	Laurel, MD	\$931.2 million	1,613	1.9 million	Deputy General Manager, External Affairs	\$306,173	\$8,000	\$0	\$0	Yes
Seattle Public Utilities	Seattle, WA	\$996 million	1,473	1.6 million	Chief Administrative Officer – People, Culture, and Community	\$270,130				
East Bay Municipal Utility District	Oakland, CA	\$812.7 Million	2,000	1.4 Million	No match					
					Average Salary	\$274,536				
Massachusetts Water Resources Authority (MWRA)	Boston, MA	\$900.6 million	1,093	3.1 million	MWRA Director, Administration	\$211,885				

Source

2025 AWWA American Water Works Associati
Compensation Survey
Large Water and Wastewater Agencies Serving Populations over 100,000
Report issued October 2025

Survey Position:	Top Executive					
MWRA Position:	Executive Director					
	Survey Scope:	ALL utilities serving a population in excess of 1,000,000				
		# of Utilities	# of Employees	50th Percentile Salary	Average Salary	MWRA Salary
		28	29	\$311,610	\$367,555	\$260,000
	Survey Scope:	All water utilities serving a population in excess of 1,000,000				
		# of Utilities	# of Employees	50th Percentile Salary	Average Salary	MWRA Salary
		6	6	\$337,760	\$310,820	\$260,000
	Survey Scope:	All water/wastewater utilities serving a population in excess of 1,000,000				
		# of Utilities	# of Employees	50th Percentile Salary	Average Salary	MWRA Salary
		22	23	\$293,850	\$383,028	\$260,000

Survey Position:	Top Operations and Maintenance Executive				
MWRA Position:	Chief Operating Officer				
Survey Scope:	ALL utilities serving a population in excess of 1,000,000				
	# of Utilities	# of Employees	50th Percentile Salary	Average Salary	MWRA Salary
	23	29	\$206,378	\$221,364	\$252,960
Survey Scope:	All <u>water</u> utilities serving a population in excess of 1,000,000				
	# of Utilities	# of Employees	50th Percentile Salary	Average Salary	MWRA Salary
	5	5	\$250,536	\$220,739	\$252,960
Survey Scope:	All <u>water/wastewater</u> utilities serving a population in excess of 1,000,000				
	# of Utilities	# of Employees	50th Percentile Salary	Average Salary	MWRA Salary
	18	24	\$205,218	\$221,538	\$252,960

Survey Position:	Top Finance Executive				
MWRA Position:	Director, Finance				
Survey Scope:	ALL utilities serving a population in excess of 1,000,000				
	# of Utilities	# of Employees	50th Percentile Salary	Average Salary	MWRA Salary
	25	26	\$234,000	\$244,600	\$211,885
Survey Scope:	All <u>water</u> utilities serving a population in excess of 1,000,000				
	# of Utilities	# of Employees	50th Percentile Salary	Average Salary	MWRA Salary
	6	7	\$258,364	\$242,238	\$211,885
Survey Scope:	All <u>water/wastewater</u> utilities serving a population in excess of 1,000,000				
	# of Utilities	# of Employees	50th Percentile Salary	Average Salary	MWRA Salary
	19	19	\$224,874	\$245,346	\$211,885

Survey Position:	Top Legal Executive				
MWRA Position:	General Counsel				
Survey Scope:	ALL utilities serving a population in excess of 1,000,000				
	# of Utilities	# of Employees	50th Percentile Salary	Average Salary	MWRA Salary
	17	17	\$254,352	\$256,904	\$211,885
Survey Scope:	All water utilities serving a population in excess of 1,000,000				
	# of Utilities	# of Employees	50th Percentile Salary	Average Salary	MWRA Salary
	4	4	insufficient data	insufficient data	\$211,885
Survey Scope:	All water/wastewater utilities serving a population in excess of 1,000,000				
	# of Utilities	# of Employees	50th Percentile Salary	Average Salary	MWRA Salary
	13	13	\$254,352	\$267,718	\$211,885

Survey Position:	Top Administration Executive				
MWRA Position:	Director, Administration				
Survey Scope:	ALL utilities serving a population in excess of 1,000,000				
	# of Utilities	# of Employees	50th Percentile Salary	Average Salary	MWRA Salary
	15	16	\$219,610	\$228,547	\$211,885
Survey Scope:	All water utilities serving a population in excess of 1,000,000				
	# of Utilities	# of Employees	50th Percentile Salary	Average Salary	MWRA Salary
	2	2	insufficient data	insufficient data	\$211,885
Survey Scope:	All water/wastewater utilities serving a population in excess of 1,000,000				
	# of Utilities	# of Employees	50th Percentile Salary	Average Salary	MWRA Salary
	13	14	\$219,610	\$228,311	\$211,885



[EXTERNAL] Letter to the MWRA Board of Directors regarding Equity for Quabbin Watershed Towns

From Jane Peirce <jane4selectboard@gmail.com>

Date Tue 7/14/2026 2:41 PM

To Secretary.Tepper@mass.gov <Secretary.Tepper@mass.gov>

Cc Comerford, Joanne (SEN) <Jo.Comerford@masenate.gov>; Whipps, Susannah - Rep. (HOU) <susannah.whipps@mahouse.gov>; Aaron.Saunders@mahouse.gov <Aaron.Saunders@mahouse.gov>; MacDougall, Kristin <Kristin.MacDougall@mwra.com>; MWRAAdvisoryBoard(ab) <mwra.ab@mwraadvisoryboard.com>

 1 attachment (17 KB)

Letter to MWRA.docx;

[EXTERNAL]: This is an external email. Do not click on links or attachments if sender is unknown or if the email is unexpected.

Dear Secretary Tepper,

Please accept my comment letter with regard to the need for recognition of the Quabbin watershed towns and their contribution to the Commonwealth. I was unable to attend the MWRA meeting in Belchertown, but I add my name to the growing chorus of those who support correcting the current inequities.

Thank you very much for all you do to keep the Commonwealth beautiful and thriving.

Jane Peirce
Orange, MA

RECEIVED

By Kristin MacDougall at 3:01 pm, Jul 14, 2026

Jane Peirce
76 South Shore Drive
Orange MA 01364
July 14, 2026

Secretary Rebecca Tepper
Massachusetts Executive Office of Energy and Environmental Affairs
MWRA Board Chair (Secretary.Tepper@mass.gov)

RE: A letter to the MWRA Board of Directors

Dear MWRA Board of Directors:

We understand the goals and mission of the MWRA; that is, to provide clean drinking water and sewage disposal to member communities, economically and efficiently. You perform that service very well. With the help of our fierce and devoted legislators, the Quabbin watershed communities ask to be recognized as full stakeholders in the MWRA organization, as we supply the raw water that you rely on to serve your customers and maintain your operations.

That recognition must include a meaningful seat at the table and fair compensation for watershed communities that continue to bear the responsibilities and restrictions created by the Quabbin system.

MWRA member communities enjoy abundant clean drinking water at wholesale cost, apparently unaffected by drought, even as watershed communities have endured drought conditions for over a year. Our wells are dry, lawns and gardens are drying up, and we face restrictions while MWRA customers can still water lawns, wash cars, and benefit from planned system expansion.

The advantages do not stop with water supply. The MWRA funds and manages infrastructure construction and provides low- or no-interest loans to member communities. Our small towns receive no such support: we bear the sole responsibility to secure engineering firms, obtain funding, manage repairs, and implement important water and sewer projects. We must compete for grants and earmarks because taxpayer dollars alone are not sufficient.

The present-day inequities rest on a much older sacrifice. Four towns were wiped off the map to create Quabbin, and homes, farms, businesses, churches, and schools were removed or destroyed.

More than 7,500 bodies were disinterred and moved to a central location outside the watershed. More than 2,500 people were forced to leave their homes, farms, businesses, and communities, my father's family among them.

The surrounding towns remain responsible for protecting the seized land and its watershed from development, fire, and vandalism, even as you help yourselves to our water.

On Friday, you heard directly from watershed communities about the ongoing challenges created by Quabbin and by the responsibilities that followed.

The MWRA relies on water diverted from our basins. We saw you sitting with stony faces and backs turned to the audience in Belchertown, but we are done being sidelined. We are not going anywhere. We will continue to press until watershed communities are fully seated at the table and fairly compensated.

Jane Peirce
Orange

Cc:

Senator Jo Comerford (Jo.Comerford@masenate.gov)

Representative Susannah Whipps (Susannah.Whipps@mahouse.gov)

Representative Aaron Saunders (Aaron.Saunders@mahouse.gov)

Kristin MacDougall, Assistant Secretary to the MWRA Board of Directors
(Kristin.MacDougall@mwra.com)

MWRA Advisory Board (mwra.ab@mwraadvisoryboard.com)

Received 7/16/26, Dated 7/14/26

Rebecca Tepper, Chair

MWRA Board of Directors

RE: MWRA Board Meeting, July 10, Quabbin Reservoir Visitor Center

Dear Ms. Tepper,

As did the many presenters at your recent board meeting, I would like to thank you and the Board for electing to have your meeting in a Watershed Community and for allowing public input. I believe this kind of direct feedback is critical to MWRA's mission.

By way of introduction, I am the Vice Chair of the West Boylston PILOT Equity subcommittee. As you know, West Boylston is home to the Wachusett Reservoir and under the MWRA's jurisdiction as part of the water supply system for the Boston metro district. I requested to speak at the meeting, but time didn't permit, so I write to you today with my comments about the Wachusett's Watershed towns.

The points raised by the Quabbin Reservoir Watershed Towns at the meeting, and the plight that befalls them are identical to those of the Wachusett Watershed towns, specifically, in the following ways:

- The inability of the towns to meet budgetary needs due to the scale of DCR land ownership of town land, making consequential new growth revenue impractical,
- The inadequacies of the current PILOT funding formulae and processes (assessment and appeal) severely undervalue land and the costs associated with stewarding that land,
- The need to work, cooperatively, to leverage DCR lands to benefit the host towns without placing the water supply at risk, yet meet the land needs of those towns,
- Access to the water supply that the reservoirs represent by the host towns, and
- The inequities of reservoir host communities effectively subsidizing the water supply for eastern Mass, and lack of equal water restrictions when in place for western/central Mass watershed towns.

Further, the impassioned speeches of Senator Comerford and Representative Saunders lead to the conclusion that the towns of the Wachusett Watershed need to take some or all of the following actions: independently submitting legislation for a Wachusett Watershed Trust, discussion of an expansion of the current bill from the aforementioned legislators (Senate Bill S.546/House Bill H.1042) currently pending, and, attempting to open dialog with the DCR as to the cooperative use of DCR held watershed lands with those towns.

I do hope that collectively, the MWRA and DCR, with community support, can advance many or all the above initiatives.

Finally, simple corrections to the PILOT formulae and processes are necessary, but not sufficient to address the current financial burdens of Reservoir host communities. If the budget for PILOT funds remains effectively unchanged, or increased only by inflation, the result of changes to the PILOT allocation formulae will simply create towns which are financial “winners and losers” through PILOT reform, but not address the clear and obvious issue of underfunding. I do hope that the MWRA Board will seriously investigate the means to consequently increase PILOT funds such that Watershed towns can be compensated for lost revenue (from taking of existing businesses and land), the costs of conservation land servicing and stewardship, and the extreme financial limitations that high percentages of DCR land ownership create in small rural towns.

In closing, I thank you for reviewing this message and am certain that the towns of the Wachusett Watershed would be glad to host a coming MWRA Board meeting should you have interest in doing so.

Sincerely,

Raymond J. Bricault Jr.

Vice-Chair, West Boylston PILOT Equity committee

Ray.Bricault@spectrum.net

508.450.5609

Cc:

Senator Robyn Kennedy

Senator Joanne Comerford

Representative James O'Day

Representative Aaron Saunders

Nicole LaChapelle, DCR Commissioner

Anne Gobi, Director of Rural Affairs