

MASSACHUSETTS WATER RESOURCES AUTHORITY



WORKFORCE DEVELOPMENT AND ACCESS TO CONTRACT OPPORTUNITIES PROGRAMS

AFFIRMATIVE ACTION PLAN

JANUARY 1, 2026 – DECEMBER 31, 2026

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I. INTRODUCTION

The Massachusetts Water Resources Authority (the “MWRA” or “Authority”), created by the Massachusetts legislature in December 1984, provides wholesale water and sewer services to 3.1 million people and 5,500 businesses in 61 communities in eastern and central Massachusetts. Since 1985, the MWRA has invested more than \$6 billion in essential new facilities. While the Boston Harbor clean-up is the best known of its projects, MWRA has also completed a modernization of the region’s drinking water system. In addition, MWRA maintains hundreds of miles of water and sewer pipes, and dozens of other facilities that regularly require upgrades or replacements.

This Affirmative Action Plan (“Plan”) for the MWRA is prepared and adopted pursuant to Section 7(g) of Chapter 372 of the Acts of 1984, which states:

The Authority shall develop policies and programs for affirmative action in employment, procurement and contracting in accordance with law and consistent with general policies and programs of the commonwealth.

MWRA’s policies and personnel practices discussed in this Plan adhere to the nondiscrimination provisions of all applicable state and federal laws and regulations.

MWRA is committed to attracting, developing, and retaining a highly skilled and engaged workforce that is consistent with the MWRA’s values. MWRA further strives to support local businesses by making procurement and contracting opportunities accessible to all potential qualified vendors and firms. The following values serve as the fundamental principles that define the identity of the MWRA and shape its approach to carrying out its mission:

- Diversity
- Equity
- Inclusion
- Collaboration
- Innovation
- Accessibility
- Partnership
- Transparency
- Excellence
- Accountability
- Respect
- Trust

The Plan covers the time period January 1, 2026 through December 31, 2026 and includes programs designed to develop a workforce that reflects the communities in and around the MWRA’s service area, ensure a workplace that is free of discrimination, promote job opportunities for all qualified individuals, and make procurement and contracting opportunities

more accessible to minority, women, and disadvantaged business enterprises operating in and around the MWRA's member communities.

The Plan has been reviewed by the MWRA Board of Directors, voted on and approved for full implementation, and shall remain in full force and effect until a successor annual plan is approved by the MWRA Board of Directors.

II. LEADERSHIP STATEMENTS

Executive Director's Statement

MWRA's mission is the provision of reliable, cost-effective, high-quality water and wastewater treatment services that protect the public health, promote environmental stewardship and justice, maintain customer confidence, and support a vital economy. MWRA serves 3.1 million people in 61 communities in eastern and central Massachusetts. We serve residents in every neighborhood, economic class, and cultural group in our service area, and strive to ensure equitable opportunities in employment and contracting. MWRA will be in harmony with its social role only when our work environment reflects our broader social aspirations for equal opportunity, justice, personal dignity, inclusion, and cross-cultural respect. To that end, we must take responsibility for diversity and inclusivity in our organization and our community.

We believe MWRA staff are stronger as a team when we include diverse perspectives, backgrounds, experiences and approaches. We work to advance equity and environmental justice into all of our work when planning and implementing programs and policies in furtherance of our mission.

All of us at the MWRA recognize that we must take affirmative action to prevent, and address when necessary, any discriminatory effects of business or employment practices that may be based on factors such as race, color, religion, sex, sexual orientation, gender identity and expression, genetic information, national origin, age, ancestry, citizenship, disability, and veteran or marital status. We further support and encourage the greatest possible participation of Minority Business Enterprises, Women Business Enterprises, and other small and local businesses in the award of contracts for work that supports our mission.

On behalf of the MWRA, its managers, and employees, I fully support the MWRA's Affirmative Action Plan and am committed to taking those steps which ensure equitable opportunities in our employment and contracting programs by the members of any protected class group without regard to race, color, religion, sex, sexual orientation, gender identity and expression, genetic information, national origin, age, ancestry, citizenship, disability, veteran status, and marital status. We are committed to achieving equal opportunity for all through fair and effective implementation of our Affirmative Action Plan.

Stephen Estes-Smargiassi
Executive Director

Board of Directors' Statement

We, the Board of Directors of the MWRA, take great pride in our diverse and talented workforce. We recognize that our continued success depends largely on the collective strengths of our employees. Developing the right mix of skills, ideas, and individuals requires an unwavering commitment to Equal Employment Opportunity and Affirmative Action. Accordingly, it is our policy to recruit, hire, and advance qualified and skilled individuals without regard to their race, color, religion, sex, sexual orientation, gender identity and expression, genetic information, national origin, age, ancestry, citizenship, disability, and veteran or marital status.

Our commitment to the principles of Affirmative Action and Equal Employment Opportunity is reflected in all MWRA policies and procedures from recruitment and hiring to training, compensation, benefits, transfers, and promotions. This commitment is based on sound management and business practices, as well as legal requirements.

In keeping with fair employment practices, MWRA maintains a positive and productive work environment which calls for the highest standard of personal conduct. In accordance with this standard, any type of harassment or discrimination directed toward any employee or applicant for employment on the basis of race, color, religion, sex, sexual orientation, gender identity and expression, genetic information, national origin, age, ancestry, citizenship, disability, and veteran or marital status will not be tolerated.

We, the Board of Directors of the MWRA, further support efforts to overcome barriers that impact equity in the procurement and provision of services that support the MWRA's mission. When a diverse, competitive business community fully participates in the procurement and provision of such services, efficiencies and new approaches emerge resulting in the best results for the Authority. Moreover, equitable workforce participation through good labor and equity practices in contracting promotes equitable pay and safe worksites, free from discrimination and harassment.

MWRA is committed to Equal Employment Opportunity. MWRA expects each employee and all contractors and service providers to be active partners in this effort by supporting, in word and deed, the spirit and principles of equal opportunity and non-discrimination. Further, MWRA expects that these values will govern the relationships it establishes with communities MWRA serves and does business with. Working together, MWRA will build upon this commitment and create an environment that reflects diversity in its fullest and truest sense.

The Chief Equity and Inclusion Officer, who serves as the Authority's special assistant for affirmative action and compliance pursuant to Section 7(g) of Chapter 372 of the Acts of 1984, has responsibility for developing, implementing, enforcing, and monitoring the Authority's annual Affirmative Action Plan for employment, workforce development and access to contract opportunities. Employees are encouraged to contact the Affirmative Action & Compliance Unit directly in order to obtain a copy of the Authority's Affirmative Action Policy (ADM.04).

III. RESPONSIBILITY FOR PLAN IMPLEMENTATION

A. Senior Management Responsibilities

The Executive Director, Chief Equity and Inclusion Officer, Director of Human Resources, Division/Department Directors, and other MWRA managers are responsible for the effective implementation of the Plan consistent with the MWRA's values, and are committed to developing a workforce with the knowledge, skills, and experience that best meet the Authority's mission while maintaining a safe and inclusive workplace and providing fair and equal access to contracting opportunities.

B. Affirmative Action and Compliance Unit Staff Responsibilities

The Chief Equity and Inclusion Officer, in conjunction with staff from the Affirmative Action and Compliance Unit ("AACU"), is responsible for taking the following actions:

- Developing and recommending to the MWRA Board of Directors the employment, procurement and contracting programs under the Plan in accordance and consistent with state and federal law and the general policies and programs of the Commonwealth;
- Ensuring compliance with the Plan;
- Implementing, updating, and monitoring MWRA's workforce development and access to contract opportunities programs, including for minority, women, and disadvantaged business enterprises, and assisting Divisions and Departments with the implementation of the Plan;
- Developing, reviewing, and revising policy statements related to equal employment opportunity and affirmative action;
- Developing a recruitment plan to attract external candidates to address workforce underutilization categories;
- Reporting on workforce demographics and trends;
- Periodically reviewing, with the Chairperson of the MWRA Board of Directors and the Executive Director, the progress of senior managers in the implementation of the Plan;
- Serving as a liaison between MWRA and enforcement agencies, community groups, and trade and special interest organizations;
- Reviewing the Plan with managers and supervisors to ensure measures taken in connection with the workforce development and procurement and contracting programs reflect the operational needs of the Authority and are consistent with the MWRA's values; and

- Ensuring that the procurement and contracting program incorporates MWRA's Supplementary Provisions for Equal Employment Opportunity, Anti-Discrimination, and Affirmative Action.

The Chief Equity and Inclusion Officer is provided with sufficient authority, senior management support, and staff to execute these responsibilities. Further, the Chief Equity and Inclusion Officer shall, as needed, propose additional programs and activities to strengthen the MWRA's commitment to the development of a knowledgeable and skilled workforce that reflects the makeup of its member communities.

C. Line Management Responsibilities

Managers and supervisors will assist with the implementation of the Plan in the following ways:

- Assisting in identifying problem areas including, but not limited to, knowledge and skill gaps between the current workforce and future needs, obsolete job requirements, and succession planning needs;
- Maintaining an open-door policy for employees to discuss career development, mentoring, and training opportunities;
- Reinforcing the MWRA's values and ensuring adherence to MWRA policies;
- Assisting with internal audits to determine the effectiveness of the programs established under this Plan; and
- Evaluating the performance of subordinate managers and supervisors in achieving the Plan's objectives.

D. Other Key Staff Responsibilities

The Director of Human Resources, in coordination with the Chief Equity and Inclusion Officer, develops, implements and updates, as necessary, appropriate mechanisms to ensure accessibility of employment opportunities for all applicants and employees.

The General Counsel, Associate General Counsel for Labor & Employment, and other staff in the Law Division provide legal advice regarding compliance with laws pertaining to equal employment opportunities, affirmative action, and non-discrimination as they affect the Authority's programs under this Plan.

IV. EQUAL EMPLOYMENT OPPORTUNITY

A. Dissemination and Communication

MWRA will assure accessibility to information regarding rights available under state and federal laws related to the prohibition of workplace discrimination, equal employment opportunity, harassment prevention, and parental and/or family medical leave, and other required labor notices. MWRA will communicate its equal employment opportunity and non-discrimination policies to all relevant audiences in the following manner:

1. Internal Communications

- Inform employees about the existence of this Plan and make it available on the Affirmative Action section of the internal website (Pipeline);
- Prominently display required workforce posters including, but not limited to, notices related to wages, fair employment, and veteran services throughout all business locations and identifying appropriate staff to contact;
- Educate managers, supervisors, and employees about the Authority's equal employment opportunity and nondiscrimination policies, individual responsibilities under these policies, and the Executive Director's support of such policies;
- Discuss the related policies in employee orientation sessions and reference it in management training sessions;
- Publicize the equal opportunity and non-discrimination policies on the MWRA's internal website (Pipeline);
- Provide updates related to equal employment opportunities and workforce development efforts on the MWRA's internal website (Pipeline); and
- Include non-discrimination clauses in union agreements, and work to eliminate contract provisions that may have discriminating effects.

2. External Communications

- Communicate the existence of the Plan to applicants for employment and potential contract bidders, and make it available for review if requested;
- Publicize the equal opportunity and non-discrimination policies on the MWRA's external website;
- Incorporate non-discrimination clause in all professional service and construction contracts; and

- Communicate to all recruitment sources that the MWRA is an equal opportunity employer, with an emphasis on communities in and around the MWRA's service area.

B. Workforce Data (2025)

1. Workforce Analysis

As of November 30, 2025, MWRA employed 1,087 people. MWRA divides its workforce into 34 departments within the Executive, Administration, Finance, Law, and Operations Divisions as follows:

MWRA's Departments	
Affirmative Action	MIS
Clinton	Occupational Health & Safety
Controller	Security
Deer Island	Operations Administration
Director's Office	Operations Support
Division Director	Planning Department
Engineering & Construction	Procurement
ENQUAL	Public Affairs
Executive Office	Rates & Budget
Facilities Management	Residuals
Fleet Services	Risk Management
FOD Administration	TRAC
Human Resources	Treasury
Internal Audit	Tunnel Redundancy
Laboratory Services	Wastewater Operations
Law	Water Operations & Maintenance
Metro Maintenance	Water Quality Assurance

MWRA maintains a workforce analysis to depict staffing patterns. It is a method to determine whether barriers to equal opportunity exist within an organization overall and in specific job categories, and provides information for AACU to make recommendations to the Authority in order to make informed decisions related to activities for workforce development.

The Workforce Analysis Report (Appendix A) lists each job title ranked from highest to lowest paid within each department. The report displays the total number of incumbents, the total number of male and female incumbents, and the total number of male and female incumbents who are White, Black, Hispanic, Asian, American Indian, Native Hawaiian and Other, and Two or More Races within each department for each job title. Finally, the report also supplies a wage rate code for each job title.

2. Employment Activities from December 2024 through November 2025

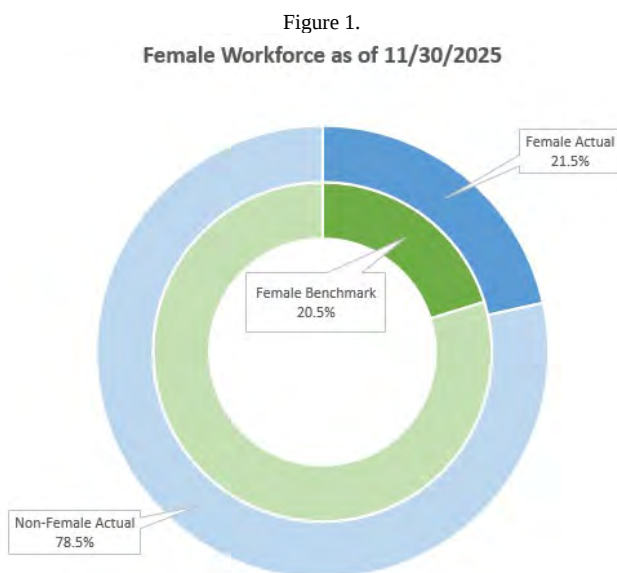
From December 31, 2024 through November 30, 2025, there were a total of 114 new hires at the MWRA, which consisted of 87 (76%) males, 27 (24%) females, 92 (81%) non-minorities, and 22 (19%) minorities.

A total of 96 promotions occurred during this reporting period, which consisted of 79 (82%) males, 17 (18%) females, 76 (79%) non-minorities, and 20 (21%) minorities. For reporting purposes, 87 of these promotions reflect employee promotions where there was a change in Job Group as described under “Availability Analysis.” Of these 87 promotions involving a change in Job Group, 71 (82%) comprised males, 16 (18%) comprised females, 70 (80%) comprised non-minorities, and 17 (20%) comprised minorities.

A total of 70 separations occurred within the period, and of these, 47 (67%) were males, 23 (33%) were females, 52 (74%) were non-minorities, and 18 (26%) were minorities. Of the total number of terminations, 62 (89%) left voluntarily, and of those, 41 (59%) were employees who retired and 21 (30%) were employees who resigned.

3. Demographic Summary

At the end of the 2025 Affirmative Action Plan year, of the total 1,087 employees, the total male composition of the workforce was 78.5% and the female composition of the workforce was 21.5%, which is greater than the overall 2025 MWRA workforce staffing benchmark of 20.5%. See Figure 1.



At the end of the 2025 Affirmative Action Plan year, the total non-minority composition of the workforce was 75.2%, and the total minority composition of the workforce was 24.8%, which is greater than the overall 2025 MWRA workforce staffing benchmark of 23.2%. See Figure 2.

Figure 2.
Minority Workforce as of 11/30/2025

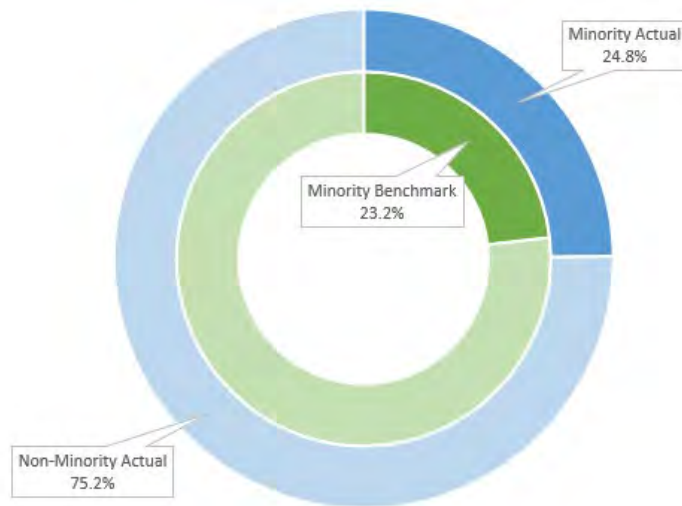
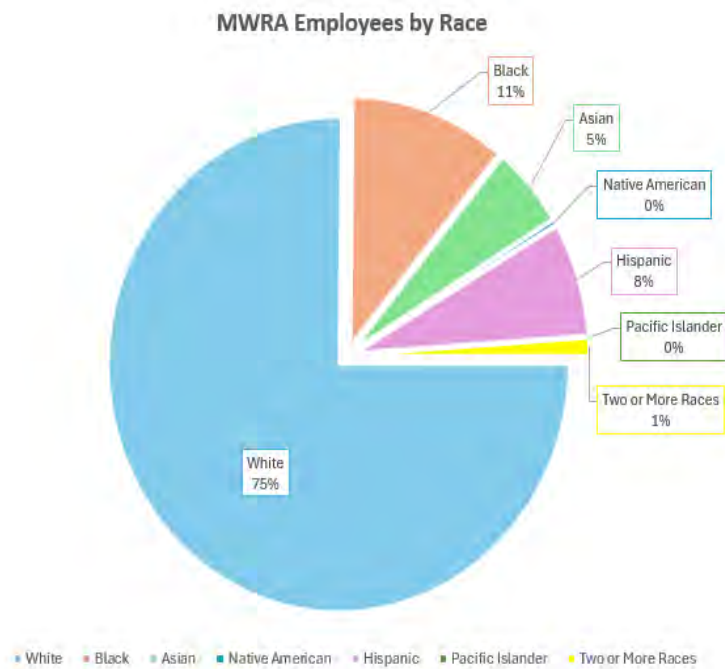


Figure 3 below demonstrates the racial makeup of the MWRA workforce as of November 30, 2025.

Figure 3.



At the end of the 2025 Affirmative Action Plan year, employees also self-identified as follows:

- 3 employees self-identified as veterans, which is 0.27% of the total MWRA workforce (the hiring benchmark for veterans is 5.1%);
- 10 employees self-identified themselves with disabilities (the hiring benchmark for individuals with disabilities is 7%); and
- 1 employee self-identified as non-binary.

4. Five-Year Analysis of Benchmarks and Movement

For the past five years, MWRA exceeded its minority and female benchmarks but continues to actively recruit candidates who better reflect these demographics in and around MWRA's member communities. Please see Figures 4 and 5 which demonstrate MWRA's prior workforce benchmarks as compared to the actual workforce for minorities and females over the past 5 years.

Figure 4.

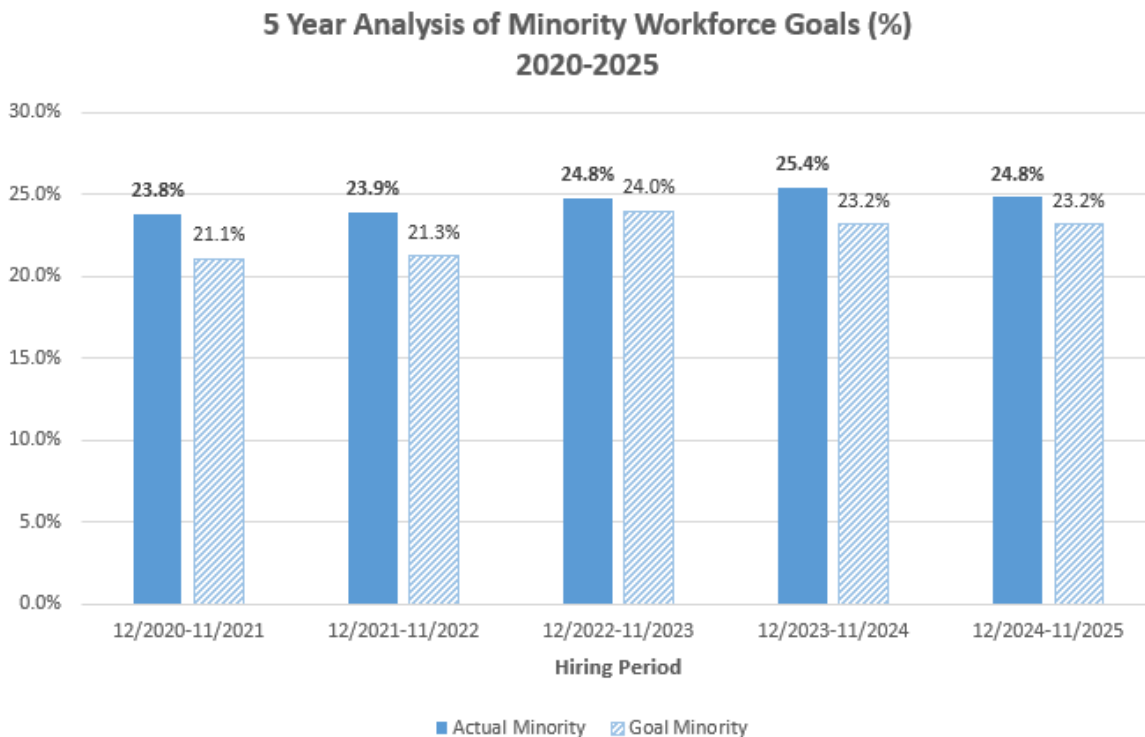
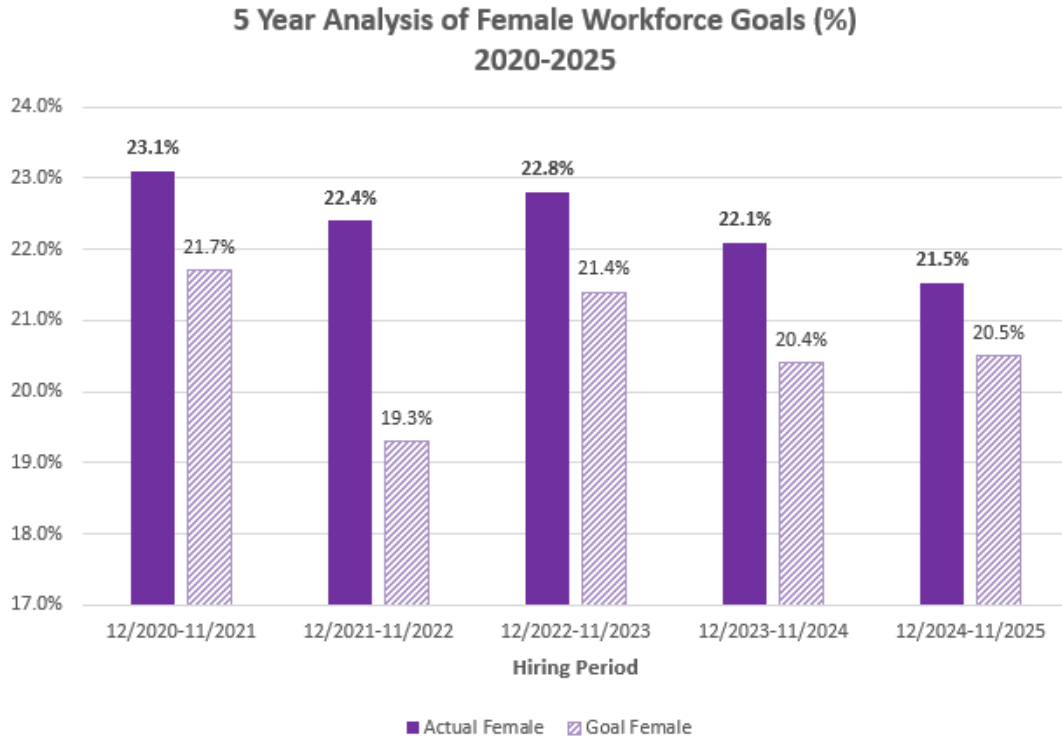
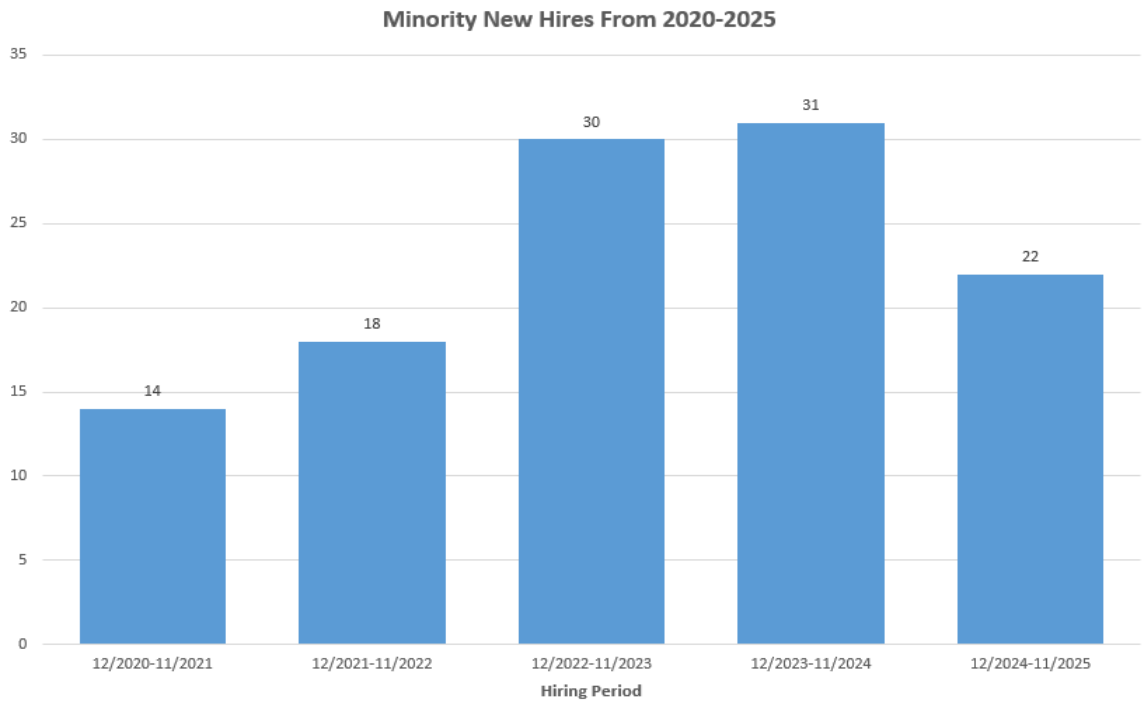


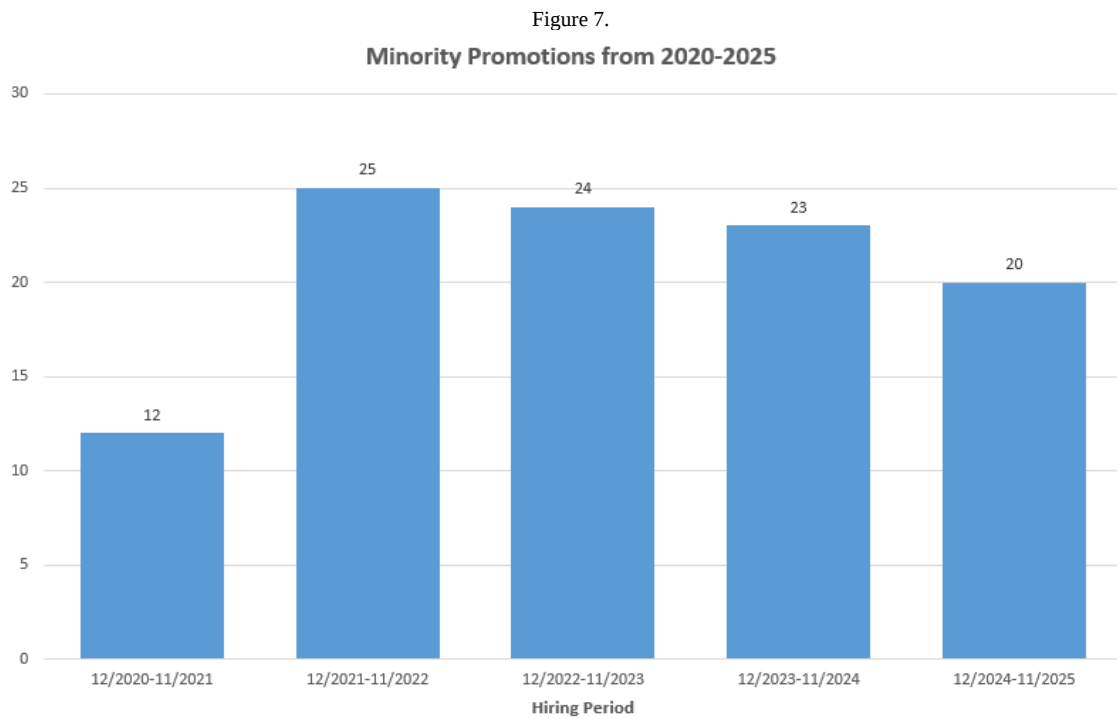
Figure 5.



Figures 6 and 7 below demonstrate the trend of minority new hires and promotions over the past five years.

Figure 6.





Figures 8 and 9 below demonstrate the trend of female new hires and promotions over the past five years.

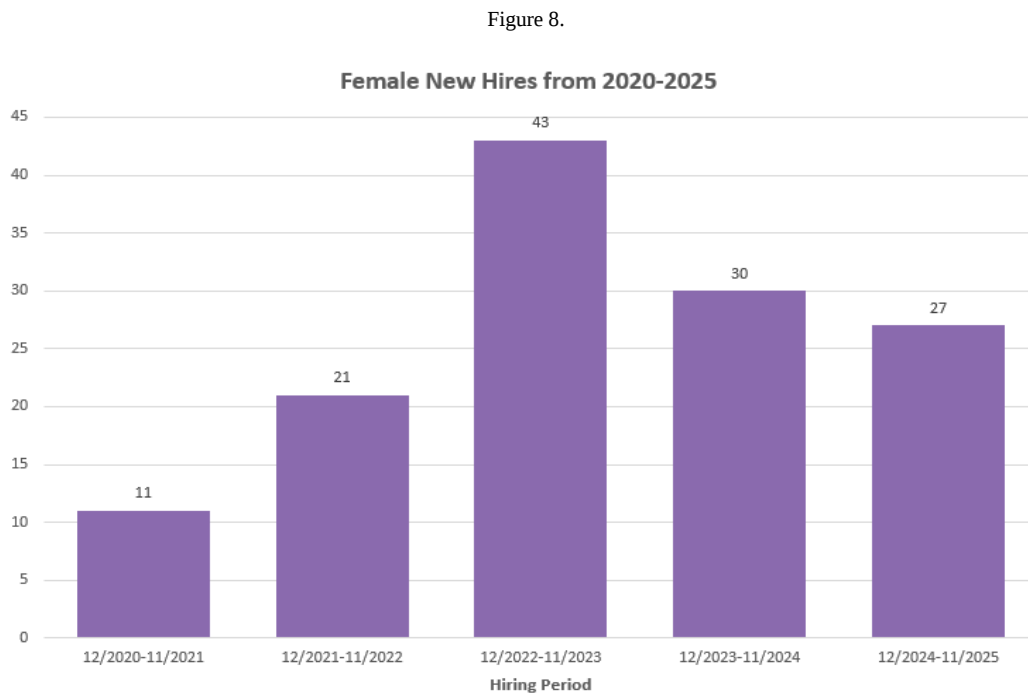
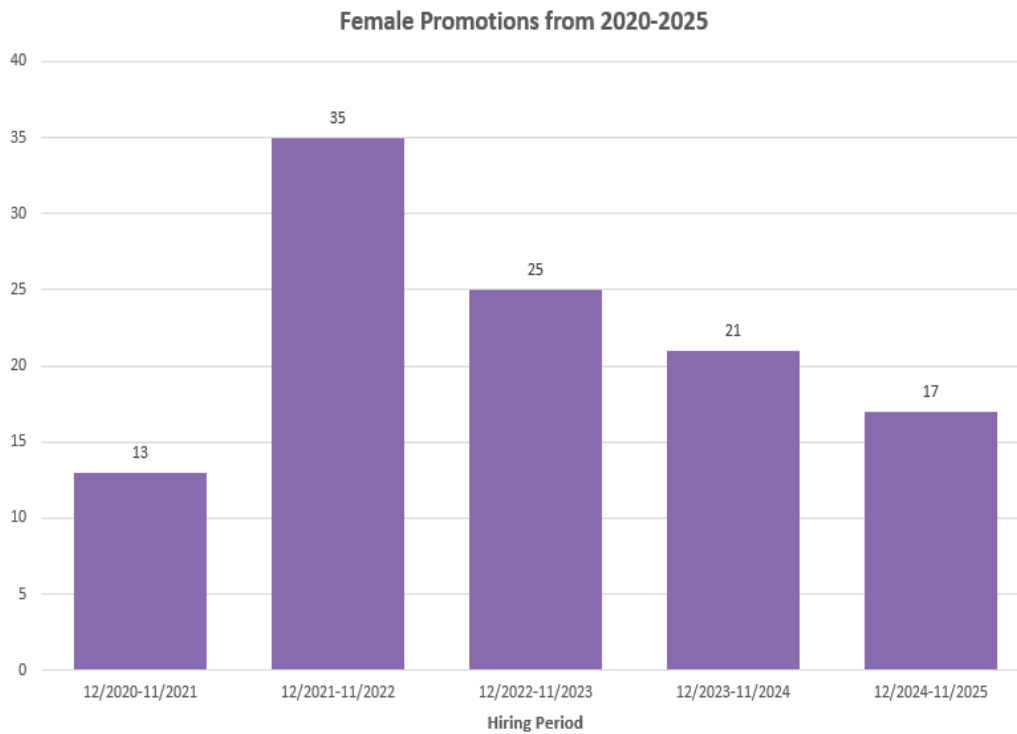


Figure 9.



5. Availability Analysis

“Availability” is an estimate of the number of qualified minorities or females available for employment in a given job group. MWRA conducted an analysis of its positions, taking into consideration similar content, wage rates and opportunities, to create 18 Job Groups for 2025 (see Appendix B – Job Group Analysis Report):

MWRA Job Groups*	
Administrator A	Management A
Administrator B	Management B
Clerical A	Operator A
Clerical B	Operator B
Engineers A	Para Professional
Engineers B	Professional A
Craft A	Professional B
Craft B	Technical A
Laborers	Technical B

*Note: MWRA does have a temporary job group (TP) for interns, but that job group is only included in the new hire data.

Moreover, the 18 Job Groups have been kept sufficiently large enough to make for meaningful statistical analyses. The grouping avoids placing job titles from different job categories within the

same Job Group, wherever possible. This analysis of the major Job Groups on the Availability Analysis for 2025 is attached as Appendix C and is generated through Affirmity, a nationally known computer software package, that produces workforce staffing reports based on employee data, feeders¹, value weights², and availability³ of qualified applicants.

6. Identification of Areas for Special Attention

According to the Availability Analysis, current underutilization in the MWRA's workforce exists in the following Job Groups:

Underutilized Job Groups	
CB – Clerical B	L – Laborers
EA – Engineer A	MA – Management A
KA – Craft A	OA – Operator A
KB – Craft B	

Special attention is required to increase the representation of minorities and/or females in these job groups by the following:

- Identify any barriers to equal employment opportunity; and
- Conduct training/awareness sessions with managers to ensure that the Authority's anti-discrimination policies are being followed.

Based on this analysis, MWRA has established benchmarks for minorities and females in the specific Job Groups where underutilizations exist in our workforce during the 2026 Affirmative Action Plan year. They are as follows:

Job Group: CB - CLERICAL B

Class	Employees at Plan Date %	Benchmark %
Female	13.6%	27.7%
Minority	18.1%	22.8%

Representative Job Titles: Administrative Assistant, File Clerk, Secretary

¹ A feeder is an internal labor pool that is considered as part of the source of availability. A job group is considered a feeder when movement, such as promotions, regularly occur out of this group into another job group.

² A value weight is a percentage representing the relative number of people an organization draws from each factor in staffing its job group. For example, in job group Management A, 80% of the qualified individuals might be available in a reasonable recruitment area (Factor 1), but 20% of qualified individuals can come from a promotion within an organization (Factor 2).

³ Availability is the theoretical demographic availability for each job group. It consists of availability of existing employees that could be promoted or transferred into a job group, and external availability of those individuals who are qualified to be employed in a job group within a reasonable recruitment area.

Job Group: EA – ENGINEER A

Class	Employees at Plan Date %	Benchmark %
Female	22.1%	26.9%
Minority	19.8%	25.5%

Representative Job Titles: Program Manager, Project Engineer, Senior Engineer, Senior Program Manager

Job Group: KA - CRAFT A

Class	Employees at Plan Date %	Benchmark %
Female	0.0%	9.5%
Minority	13.5%	20.1%

Representative Job Titles: Trades Foreman, Unit Supervisor, Automotive Fleet Technician, Instrumentation Specialist

Job Group: KB - CRAFT B

Class	Employees at Plan Date %	Benchmark %
Female	0.1%	3.4%

Representative Job Titles: General Foreman, M&O Specialist, Unit Supervisor, Automotive Repairman Assistant

Job Group: L - Laborers

Class	Employees at Plan Date %	Benchmark %
Minority	21.1%	24.8%

Representative Job Titles: Electrician, Construction Pipelayer, HVAC Technician, Heavy Equipment Operator, Machinist, Welder, Plumber, Toolmaker

Job Group: MA - MANAGEMENT A

Class	Employees at Plan Date %	Benchmark %
Minority	20.9%	24.8%

Representative Job Titles: Construction Coordinator, Manager, Program Manager, Senior Program Manager

Job Group: OA - OPERATORS A

Class	Employees at Plan Date %	Benchmark %
Female	3.6%	17.4%
Minority	5.4%	26.8%

Representative Job Titles: Area Supervisor, Supervisor, Operator - Transport

Throughout the 2026 Affirmative Action Plan year, staff will continue to review available information related to all job groups and make adjustments, as needed, to assure equal employment opportunities for all qualified individuals.

V. Workforce Development Program

MWRA is committed to a strong policy of equal employment opportunity and workforce development and this commitment is clearly expressed in this Plan, which covers all aspects of the employment process from recruiting and hiring to training and promotion.

MWRA takes affirmative action to ensure that applicants for employment and employees are treated fairly, and to develop a workforce that has the knowledge and skills to effectuate the MWRA's mission. MWRA also takes affirmative steps and makes good faith efforts to develop and implement action-oriented programs designed to remove any employment barriers, expand employment opportunities, and strive to achieve a workforce that better reflects the demographics in and around MWRA's member communities.

During 2026, MWRA will make good faith efforts to continue to develop and implement an action-oriented program designed to promote equal employment opportunities, while tailoring the size of its workforce to meet its future mission and maintain organizational efficiency.

1. Employee Development and Career Counseling Initiatives

The Chief Equity and Inclusion Officer, working in conjunction with MWRA Division Directors, will take affirmative steps to establish the following joint accountability good faith efforts to direct their attention toward employee development programs and career counseling initiatives to prepare all interested employees for consideration of future promotional opportunities. These efforts include, but are not limited to the following:

- Assisting Divisions in efforts to promote qualified employees to fill current or unanticipated vacancies;
- Working with hiring managers to determine appropriate outreach to attract a qualified applicant pool in and around the MWRA's member communities;
- Reviewing the appropriate education, experience and skill requirements for successful job performance, and updating job postings accordingly to be more inclusive;

- Meeting with employees who request information on MWRA work development strategies including promotion and training;
- Encouraging employees to take advantage of training and developmental opportunities, as well as applying to promotional opportunities for which they may be qualified;
- Monitoring and reviewing, where appropriate, the qualifications of all employees to ensure that all interested employees are given full opportunities for appropriate training and available promotional opportunities;
- Developing more career paths, including the creation of entry-level positions to strengthen career development and mobility efforts within the Authority; and
- Ensuring that all promotional opportunities are posted.

MWRA conducts regular trainings for staff related to diversity, equity and inclusion, unconscious bias, and respect in the workplace, as well as seminars, lunch and learns, and other events that educate and promote cultural sensitivity and compliance with all relevant laws.

MWRA assures that training programs and seminars are offered to all employees on the basis of appropriate and realistic need. The Authority's training needs are continuously evaluated and Training personnel coordinate with managers to determine areas of high priority with emphasis placed on programs that increase productivity and meet job requirements. Authority staff also conduct informal cross-functional training to facilitate promotional opportunities, reassignments, transfers, and other avenues of internal movement. This training often results in employees developing new skills and obtaining new licenses and/or certifications.

In addition, all eligible employees are encouraged to participate in the Authority's tuition assistance benefit programs for continued education, career development, and job advancement.

During the 2026 Affirmative Action Plan year, the Authority will continue to offer, as needed or as required, classes which make up the training components of the Unit 2 and Unit 3 Productivity Improvement Program (PIP) and the Unit 1 Administrative Certificate Program (ACP). In the 2026 Affirmative Action Plan year, MWRA will also continue to provide license examination preparatory courses in several areas including, but not limited to, water and wastewater treatment and distribution, hoisting and heavy equipment operation, commercial drivers' licenses, and various trades. These courses allow staff to obtain and/or maintain required licenses, as well as to enhance new skills and development. While PIP and ACP classes are required for employees in designated job titles, classes are available for general enrollment by individuals developing their qualifications for future job openings. Further, the Authority continues to offer a wide variety of other professional development training programs including mentorship, public speaking, and supervisory development.

2. Advertising and Recruitment

- Over 30 public and private recruitment sources receive vacancy announcements from MWRA (see Appendix D – List of Veteran Organizations, and Public and Private Recruitment Services). Other sources include state employment offices, community organizations, and interest groups.
- Staff distribute literature, attend career fairs, and maintain contact with referral sources to ensure a steady flow of qualified applicants from in and around the MWRA's services area.
- LinkedIn and other social media platforms are used by staff to engage with job seekers.

3. Selection Procedures

- Human Resources and AACU staff review existing promotion, transfer, training, and selection procedures to ensure equal opportunity.
- Human Resources and AACU staff monitor the selection process to ensure equal opportunity for all applicants.
- Managers and Supervisors ensure that qualified employees receive equal consideration in all selections.

4. Promotion and Transfer

Promotion and transfer practices are designed to provide equal opportunity to all employees regardless of race, color, religion, sex, sexual orientation, gender identity and expression, national origin, age, ancestry, citizenship, disability, and veteran or marital status.

- The Chief Equity and Inclusion Officer, MWRA Division/Department Directors, and MWRA managers and supervisors are to encourage all employees who demonstrate management potential to seek advancement into supervisory or other managerial positions.
- The Chief Equity and Inclusion Officer, MWRA Division/Department Directors, and MWRA managers and supervisor are to encourage all employees to take advantage of the benefits and financial support provided to them for professional development and continuing education, which may enhance their promotional opportunities.

5. Compensation

The principle of equal pay for equal work for all employees is a reality. All employees receive compensation in accordance with the same standards. Opportunities for overtime or other earning enhancements, when available, are afforded to qualified employees without discrimination based on race, color, religion, sex, sexual orientation, gender identity and expression, genetic information, national origin, age, ancestry, citizenship, disability, and veteran or marital status.

MWRA does not reduce the amount of compensation offered because of any disability income, pension or other benefit the applicant or employee receives from another source.

6. Facilities

MWRA maintains all of its facilities on a non-segregated basis. MWRA maintains appropriate facilities sensitive to gender, gender identity, and disability.

7. School Education and Public Outreach Programs

MWRA offers School Education Program presentations for grades K-12. This School Education Program has provided meaningful educational experiences to students of the MWRA service community including those in environmental justice communities within the metropolitan area. Subjects range from the Quabbin Reservoir and the water distribution system to Deer Island and the transformation of wastewater into effluent. One of the School Education Program's benchmarks and objectives is to increase outreach to the schools in communities that reflect the population of the MWRA service area. The School Education Program has been instrumental in informing students, and by extension the general public in these communities, of the operation and work of the MWRA. The aim of the School Education Program is to inspire the next generation to pursue careers that support the MWRA's mission. In 2025, MWRA's School Education staff presented to more than 9,000 students, including 83 schools in environmental justice communities.

9. MWRA Quench Buggy

In 2025, MWRA staff attended 168 public events with the MWRA Quench Buggy, providing free cold water at events across the region. These opportunities allow MWRA to engage residents in MWRA's member communities, including environmental justice communities, and provide valuable information about the history and operation of our system.

10. Job Fairs and Workforce Engagement

MWRA staff, led by AACU, attend career fairs throughout the year to assist with ongoing recruitment and outreach efforts.

- From December 31, 2024 through November 30, 2025, MWRA staff attended a total of 61 job fairs.
- During the 2025 Affirmative Action Plan year, the MWRA staff engaged with 460 undergraduate and graduate students to promote the Authority's internship program.
- MWRA attended industry-specific job fairs in underrepresented communities including, but not limited to, Recruit Military, Boston Veteran Stand Down Career Fair, Government and Public Sector Job Fair, Latino Business Fair, Mass Hire Veterans Career Fair, Virtual Veteran Career Expo, Mass Hire Career Technical Initiative (CTI) Regional Adult Trade Job Fair, and met over 60 job seekers.

- MWRA staff also participated in industry-specific job fairs related to engineering and science, technology, engineering and mathematics (STEM) including, but not limited to, Careers in STEM at UMASS Lowell, Engineering, Computing, Data Science, and Biotech Career Fair at Boston University, and Engineering Career Fair at UMass Amherst.
- AACU attended the annual Community (Diversity) Employment Day Career Fair in the fall of 2025 to promote open positions and spoke with 77 professionals in fields such as finance, information technology, and administration.
- High school and post-secondary students from EJ Communities toured Deer Island and received information about careers in the water/wastewater industry. Schools that participated include Minuteman Regional Vocational Technical High School, Winthrop High School, Randolph High School, Brooke Charter School – Mattapan, Somerville High School, PATHwayS Camp – UMass Boston, Dedham High School, Maimonides School – Brookline, Medford Vocational Technical High School, Norfolk County Agricultural High School, Revere High School, Walpole High School, and Star Academy – Watertown.
- The Diversity Equity and Inclusion/Employer Partnership Committee hosted undergraduate students from Tufts University focusing on environmental and public health at the annual fall STEM Fair on Deer Island.
- During the 2025 Affirmative Action Plan year, AACU and Human Resources upgraded the MWRA's LinkedIn subscription to assist with enhanced outreach efforts. Staff have greater ability to engage with experienced job seekers and promote senior level and professional positions. Since April 1, 2025, the MWRA's LinkedIn account has gained 835 followers from a wide range of professional disciplines including Operations, Engineering, Program and Project Management, Information Technology, Human Resources and Finance. In addition, between April 1, 2025 and December 31, 2025, the MWRA posted 30 job vacancies on LinkedIn, all of which received applications by a LinkedIn user. The application rate benchmark (rate of applicants who viewed the posting and subsequently applied) established by LinkedIn is 9%. One-third (33.33%) if the positions posted on LinkedIn met or exceeded this 9% application rate benchmark.

MWRA will continue its efforts to participate in regional career fairs, networking events, and seminars in support of workforce development. AACU staff will also continue to oversee its co-op program for high school students.

VI. ACCESS TO CONTRACT OPPORTUNITIES PROGRAM

A. Policy Statement

It is the policy of the Authority to ensure equitable access to contract opportunities for firms, including Minority Business Enterprises ("MBE"), Women Business Enterprises ("WBE"), and Disadvantaged Business Enterprises ("DBE"), for all contracts including contracts for

construction, goods/non-professional services (e.g., supplies and equipment) and professional services (e.g., design selection and consultants).

B. Outreach

The Authority communicates with appropriate advocacy groups and representatives such as the Massachusetts Supplier Diversity Office (“SDO”), Massachusetts Minority Contractors Association, and National Association of Minority and Women Owned Law Firms, as well as others, to develop new sources of supply, discuss the MWRA’s Access to Contract Opportunities Program, and develop initiatives designed to enhance the Plan’s effectiveness.

MWRA will participate in the annual MASSBUYS EXPO that connects public purchasing and procurement officials from government agencies, municipalities, non-profit organizations, and public education institutions for a day of networking and learning. MWRA will also attend SDO’s supplier diversity fair to present contracting opportunities and post opportunities on the SDO’s Supplier Diversity Hub. In addition, MWRA will conduct site visits of our construction projects to meet with contractors that participate in our MBE/WBE program, and explore further networking opportunities with contractors or vendors.

C. Monitoring and Reporting

AACU will maintain such records, data, and information as may be required to document compliance with Authority policies and procedures and applicable federal, state, and local laws and regulations.

1. MBE/WBE Eligibility

For the purposes of data collection related to MBE/WBE participation, the Authority recognizes minority, women, or combination business firms which:

- are certified by the SDO; or
- applied for certification with SDO by the deadline for submission of proposals or qualifications statements.

2. DBE Eligibility

For the purposes of data collection related to DBE participation, the Authority recognizes disadvantaged business which are certified by:

- U.S. Small Business Administration, under its 8(a) Business Development Program or Small Disadvantaged Business Program; or
- the U.S. Department of Transportation; or
- SDO, provided the certification meets the U.S. citizenship requirement under the U.S. Environmental Protection Agency’s program.

D. Minority, Women, and Disadvantaged Business Enterprises

1. MWRA Participation Goals

In accordance with (1) the April 7, 2025 *Recipient/Applicant Information Notice (RAIN – 2025 - GO2,)* *Class Exception from Requirements under 40 CFR Part 33 and Class Waiver from EPA Order 5700.6 A2 CHG 2, Section 7.0* (Class Exception and Waiver), in which the U.S. Environmental Protection Agency (“EPA”) suspended certain agency actions related to its DBE Program, (2) the EPA’s revised General Term and Condition, “Utilization of Disadvantaged Business Enterprises,” and (3) the Massachusetts Department of Environmental Protection’s (“MassDEP”) *Notification of Project Solicitation Period* of May 23, 2025, which suspended requirements related to the DBE program and announced that MassDEP requires State Revolving Fund (“SRF”) recipients to continue to agree to adhere to the six good faith efforts of 40 C.F.R. 33.301, MWRA commits to complying with the following six good faith efforts when procuring construction, equipment, services, and supplies for the 2026 Affirmative Action Plan year:

- (a) MWRA will ensure DBEs are made aware of contracting opportunities to the fullest extent practicable through outreach and recruitment activities. This will include placing DBEs on solicitation lists and soliciting them whenever they are potential sources.
- (b) MWRA will make information on forthcoming opportunities available to DBEs and arrange time frames for contracts and establish delivery schedules, where the requirements permit, in a way that encourages and facilitates participation by DBEs in the competitive process. This includes, whenever possible, posting solicitations for bids or proposals for a minimum of 30 calendar days before the bid or proposal closing date.
- (c) MWRA will consider in the contracting process whether firms competing for large contracts could subcontract with DBEs. This will include dividing total requirements when economically feasible into smaller tasks or quantities to permit maximum participation by DBEs in the competitive process.
- (d) MWRA will encourage contracting with a consortium of DBEs when a contract is too large for one of these firms to handle individually.
- (e) MWRA will use the services and assistance of the U.S. Small Business Association and the Minority Business Development Agency of the U.S. Department of Commerce.
- (f) MWRA will ensure that its contractors who award subcontracts will also take the five aforementioned steps.

MWRA will not require percentage goals for D/MBE and D/WBE participation in contracts for the 2026 Affirmative Action Plan year.

The Chief Equity and Inclusion Officer shall ensure that AACU staff collaborate with staff in the Procurement Department to (1) monitor and ensure the MWRA’s and contractors’ compliance

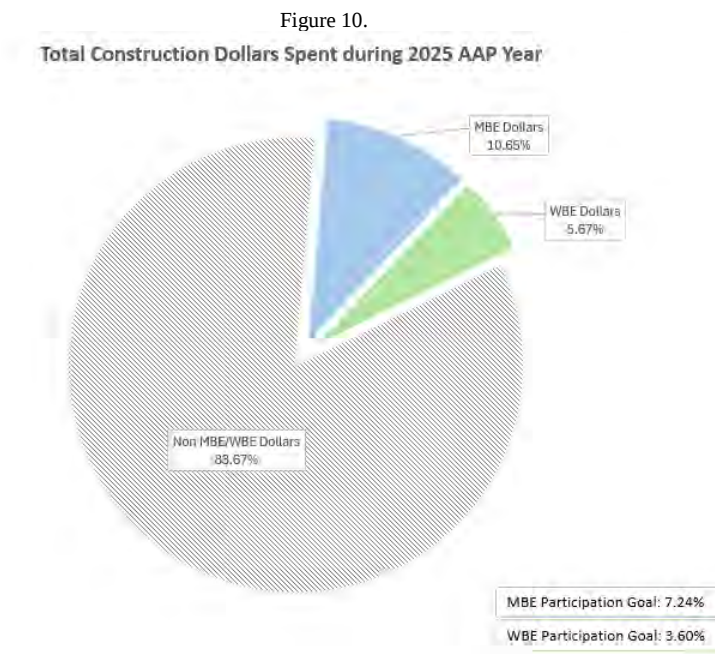
with the six good faith efforts; and (2) retain appropriate documentation to demonstrate the MWRA's and contractors' compliance with the six good faith efforts.

Based upon the Authority's 2002 Availability Study, the MBE and WBE participation goals for the 2025 Affirmative Action Year were as follows:

Procurement Categories		
	Construction Goals	Professional Goals
MBE	7.24%	7.18%
WBE	3.60%	5.77%

a) Construction Contracts

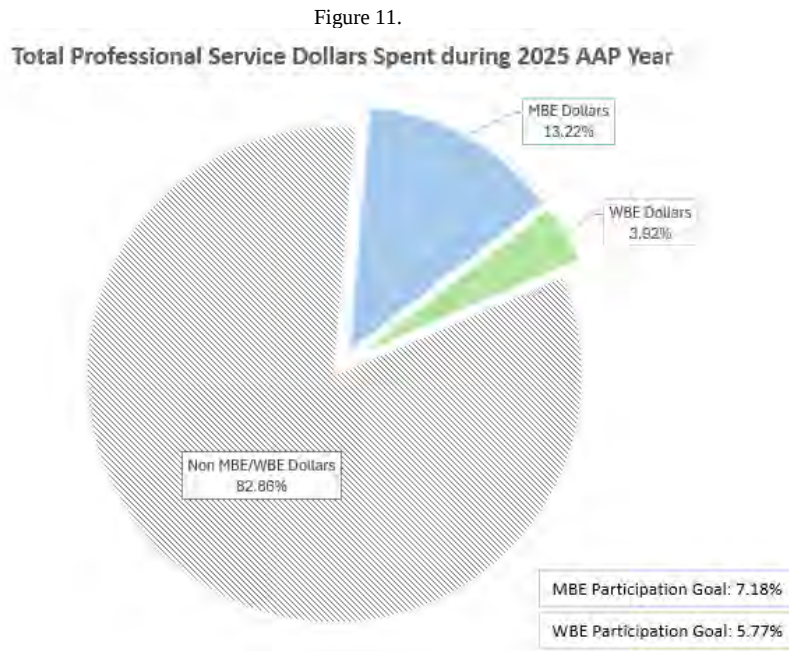
As of November 30, 2025, MWRA was monitoring 13 construction contracts. A total of 38 MBE and WBE construction firms participated in our Access to Contract Opportunities Program during the 2025 Affirmative Action Plan year. From December 1, 2024 through November 30, 2025, MWRA spent approximately \$6,409,671 (10.65% of total construction contract spending) on MBE construction firms, and approximately \$3,412,162 (5.67% of total construction contract spending) on WBE construction firms. A total of 16.33% of all payments made on active construction contracts during the 2025 Affirmative Action Plan year were made to M/WBE's. See Figure 10.



MWRA has exceeded its construction participation goals for both MBE and WBE firms for the 2025 Affirmative Action Plan year.

b) Professional Services Contracts

As of November 30, 2025, MWRA was monitoring 26 professional services contracts. A total of 15 MBE and WBE professional services firms participated in our Access to Contract Opportunities Program during the 2025 Affirmative Action Plan year. From December 1, 2024 through November 30, 2025, MWRA spent approximately \$2,981,432 (13.22% of total professional services contract spending) on MBE professional services firms, and approximately \$884,470 (3.92% of total professional contract services spending) on WBE professional services firms. This is equal to a total of 17.14% of all payments made to active professional services contracts during the 2025 Affirmative Action Plan year. See Figure 11.



MWRA exceeded its professional services participation goal for MBE firms. However, it did not meet its participation goal for WBE firms. This shortfall is likely attributable to the nature and progression of billing on professional services contracts because eight of 26 of the professional services contracts are more than 75% complete, the monies spent on WBE firms in prior years outside of the 2025 Affirmative Action Plan year. Of the remaining contracts, MWRA will continue to monitor WBE firm participation with professional services contracts for the upcoming plan year.

As of November 30, 2025, MWRA spent a total of \$9.4 million and \$4.3 million respectively with minority and women owned businesses in all of its contracts including construction, professional services, non-professional services, and goods and services contracts.

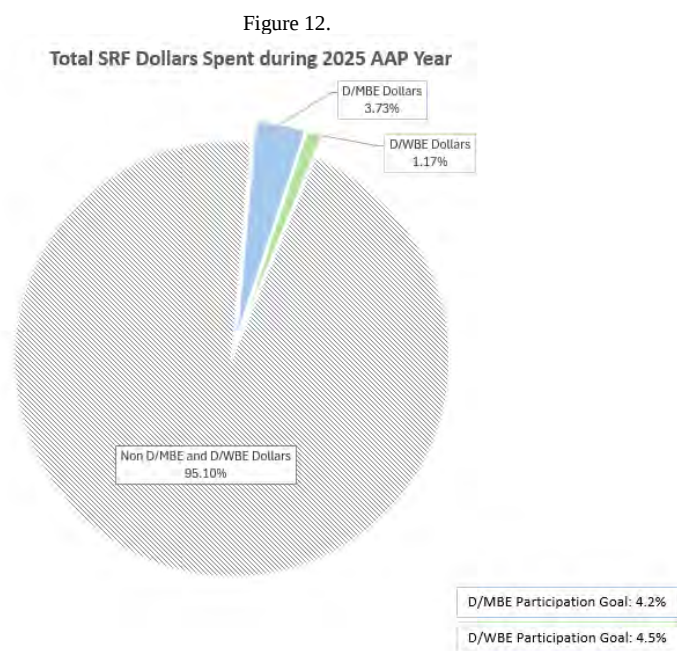
2. DBE Participation

MassDEP has undertaken an Availability Analysis to develop the D/MBE and D/WBE participation goals under the SRF. Between January 1, 2018 and May 22, 2025, the participation

goals for all categories – Construction, Professional Services, Goods and Equipment – were 4.2% for D/MBE and 4.5% for D/WBE. As of May 23, 2025, MassDEP suspended requirements related to the DBE program and announced that MassDEP now requires SRF recipients to agree to adhere to the six good faith efforts of 40 C.F.R. 33.301.

Procurement Categories		
	Construction Goals	Professional Goals
D/MBE	4.2%	4.2%
D/WBE	4.5%	4.5%

As of November 30, 2025, MWRA was monitoring four construction projects that were benefiting from the SRF Financial Assistance Program. A total of eight D/MBE and D/WBE firms participated in this program during the 2025 Affirmative Action Plan year. From December 1, 2024, through November 30, 2025, MWRA spent approximately \$2,755,463 on D/MBE firms, and approximately \$860,392 on D/WBE firms. This is equal to 3.73% of all payments made to D/MBE firms and 1.17% to D/WBE firms, for a total of 4.90% of all payments made under SRF contracts. See Figure 12.



MWRA has fallen short on D/MBE and D/WBE construction participation goals. This is attributable to the fact that two of the four contracts the MWRA was monitoring received partial waivers from MassDEP of the D/MBE or D/WBE requirement.

3. Construction Workforce

Under M.G.L. c. 149, § 44A(2)(G), all MWRA construction contracts are required to contain workforce participation goals for minorities and women. The workforce participation goals are set at 15.3% for minorities and 6.9% for women. In all of the MWRA construction contracts,

processes and procedures are outlined to ensure compliance with the workforce participation goals, including reporting and enforcement provisions.

As of November 30, 2025, MWRA tracked 20 construction contracts that have reported a total of 479,337.20 workforce hours, of which, 142,279.72 hours (29.68%) were associated with minorities, and 22,162.83 hours (4.62%) were associated with women. See Figures 13 and 14 below.

Figure 13.

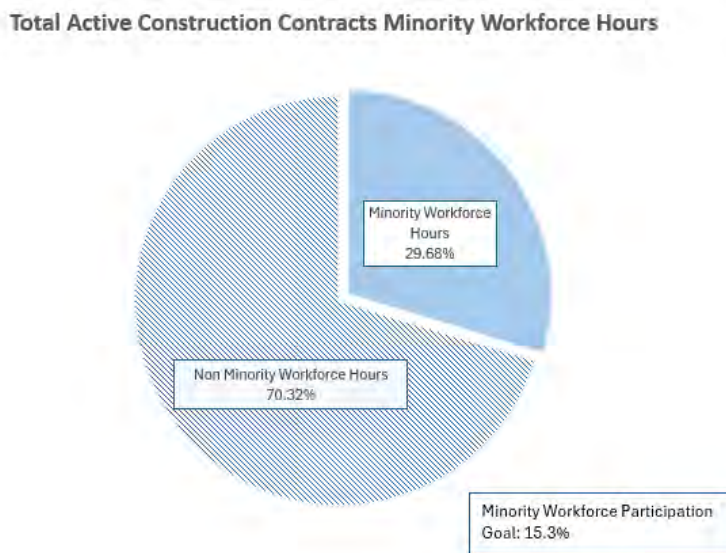
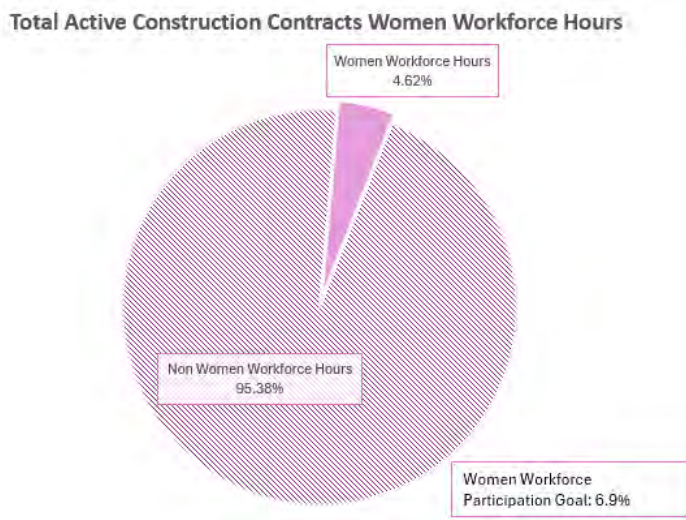


Figure 14.



Although MWRA did not meet the workforce participation goal of 6.9% for women in its construction contracts, it exceeded the 15.3% goal for minorities in construction contracts.

E. Disparity Study

MWRA has taken steps to procure an expert firm to conduct MWRA's M/WBE Disparity Study. This study will provide current statistical data in accordance with best practices for such studies. The study will also help document the challenges or barriers for businesses desiring to conduct business with the Authority, and will recommend ways to address those barriers going forward in the procurement of MWRA's contracts.

VII. HARASSMENT PREVENTION AND NON-DISCRIMINATION POLICIES

MWRA is committed to promoting and maintaining a workplace that is free from all forms of harassment and discrimination. The Harassment Prevention Policy, HR.21, (Appendix E) was originally approved in 1996 and was most recently updated on March 25, 2019. The Non-Discrimination Policy, HR.24, (Appendix F) was developed in 2014 and most recently updated also on March 25, 2019.

Acts of harassment and/or discrimination by employees are prohibited employment practices under Massachusetts General Laws Chapter 151(B) and the aforementioned policies. Inappropriate conduct will be immediately corrected, including through training and education, sanctions, and disciplinary measures.

A. Protections under the Policies

Employees and applicants for employment shall not be subjected to harassment, intimidation, threats, coercion, or discrimination on the basis of their race, color, national or ethnic origin, age, religion, mental or physical disability, sex or gender, sexual orientation, gender identity and expression including transgender identity, genetics, or veteran status (protected category), or in retaliation for engaging in protected activity such as filing a complaint of discrimination or harassment, participating in an investigation of such a claim, or expressing opposition to harassment or discrimination. These protections are in all aspects of employment including, but not limited to, hiring, recruitment, promotion, transfer, layoff, termination, compensation, or training opportunities. MWRA will ensure that all personnel actions and employment decisions are based on valid job requirements.

MWRA policies define discrimination as occurrences when a person is harassed or treated arbitrarily or differently because their real or perceived membership in a protected category. Harassment includes both overt acts of verbal, written, or physical abuse, as well as more subtle, but equally damaging, forms of offensive conduct such as the use of epithets or slurs, name-calling, racial insults, bullying, displaying or circulating hostile or denigrating graphic or written materials, or making threats or other acts or gestures intended to harass or intimidate another person. Sexual harassment includes unwelcome sexual advances, requests for sexual favors, and verbal or physical conduct of a sexual nature when (1) submission to or rejection of such advances, requests, or conduct is made explicitly or implicitly a term or condition of employment or as a basis for employment decisions or (2) such advances, requests, or conduct have the purpose or effect of

unreasonably interfering with an individual's work performance by creating an intimidating, hostile, humiliating, or sexually offensive work environment.

B. Investigation of Complaints

The Harassment Prevention and Non-Discrimination Policies both set forth procedures for employees to report complaints of discrimination, harassment, including sexual harassment, or retaliation. MWRA will investigate complaints in a prompt, thorough, and confidential manner, and appropriate corrective action will be taken when violations of the policies are found.

C. Communication of the Policies

The Harassment Prevention Policy, HR.21, and the Non-Discrimination Policy, HR.24, are both available to employees on the policies and procedures section of the Authority's internal website (Pipeline). The MWRA also provides each new employee a copy of the policies during orientation. In addition, the careers page of the Authority's external website includes a statement of equal employment opportunity and non-discrimination. The MWRA is also committed to conducting regular and recurrent trainings for all staff on harassment prevention and respect in the workplace. During these trainings, the Harassment Prevention and Non-Discrimination Policies are disseminated to participants.

D. Voluntary Disclosure

Employees and applicants for employment may voluntarily disclose their race and/or gender or voluntarily self-identify as a veteran, disabled veteran, or individual with a disability. Voluntary disclosure can be done at any time including, but not limited to, when applying for a position with the MWRA, during new employee orientation, in response to the Authority's regular and recurring self-disclosure campaigns, and when requesting an accommodation.

Information submitted regarding voluntary disclosures will be maintained separate from other personnel records and kept as confidential as possible, except that (1) supervisors and managers may be informed regarding restrictions on the work or duties of individuals with disabilities and necessary accommodations; (2) emergency medical and safety personnel may be informed when, and to the extent appropriate, the individual has a condition that might require emergency treatment and/or response; and (3) government officials engaged in enforcing laws may be informed as required.

E. Requests for Accommodations

The MWRA commits to making reasonable accommodations to qualified individuals with disabilities, qualified disabled veterans, individuals with sincerely held religious beliefs, and individuals who are pregnant or have pregnancy-related conditions, provided such accommodations do not impose an undue hardship on the MWRA's business.

Individuals may make a request for reasonable accommodations at any time to AACU or Human Resources. MWRA may request medical documentation to support a request when the disability

and/or the need for the accommodation is not known or obvious. However, MWRA will not require medical documentation if one of the following accommodations is made for pregnancy or a pregnancy-related condition:

- More frequent restroom, food, or water breaks;
- Seating;
- Limits on lifting more than 20 pounds; or
- Private, non-bathroom space for expressing breast milk.

Documentation related to requests for accommodation are treated as confidential medical records and will be maintained separate from other personnel records.

The Chief Equity and Inclusion Officer or their designee shall be notified of all reasonable accommodation requests made directly to a supervisor or manager.

VIII. INTERNAL AUDITING AND REPORTING SYSTEMS

Internal auditing and reporting for the annual Plan is managed through the use of monthly, quarterly, and annual reports generated by AACU and shared with management. Reports reflecting workforce compensation, promotions, transfers and terminations, and exit interview data are reviewed to ensure that the policy of non-discrimination and equal employment opportunity is carried out. State and local governments information reports (EEO-4) are prepared and submitted in accordance with regulation and written instructions.

A. Internal Complaint Procedure

The internal complaint procedure provides the opportunity for any individual (including employees, applicants, and members of the public) who believes that they have been harassed, discriminated against, or unfairly treated by the MWRA to file a complaint following the procedures set forth in the MWRA's Harassment Prevention and Non-Discrimination Policies.

B. Filing Complaints with State and Federal Government Agencies

In addition to MWRA's internal complaint procedures, formal complaints may be filed with the government agencies listed below. Using MWRA's complaint process does not prohibit an individual from filing a complaint with these agencies.

Massachusetts Commission Against
Discrimination (MCAD)
One Ashburton Place, 6th Floor, Suite 601
Boston, MA 02108
(617) 994-6000
mcad@mass.gov

MCAD Worcester
18 Chestnut Street, Room 520
Worcester, MA 01608
(508) 453-9630
mcad@mass.gov

MCAD Springfield
436 Dwight Street, Room 220
Springfield, MA 01103
(413) 739-2145
mcad@mass.gov

U.S. Equal Employment Opportunity Commission
JFK Federal Building
15 New Sudbury Street, Room 475
Boston, MA 02203
(800) 669-4000

Massachusetts Office of Diversity
and Equal Opportunity
100 Cambridge Street, Suite 600
Boston, MA 02114
(617) 727-7441
TTY (617) 878-9819

IX. APPENDICES

Appendix A – Workforce Analysis Report

Appendix B – Job Group Analysis Report

Appendix C – Availability Analysis

Appendix C-1 – Incumbency vs. Estimated Availability Report

Appendix D – List of Veterans Organizations, and Public and Private Recruitment Services

Appendix E – MWRA Harassment Prevention Policy (HR.21)

Appendix F – MWRA Non-Discrimination Policy (HR.24)

APPENDIX A
WORKFORCE ANALYSIS REPORT

Workforce Summary by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
ADMINISTRA	135	Male	92	54	12	14	0	11	0	1	0
		Female	43	27	6	5	1	3	0	1	0
		Non-binary	0	0	0	0	0	0	0	0	0
		Unknown	0	0	0	0	0	0	0	0	0
AFFIRMATIV	6	Male	2	0	2	0	0	0	0	0	0
		Female	4	2	2	0	0	0	0	0	0
		Non-binary	0	0	0	0	0	0	0	0	0
		Unknown	0	0	0	0	0	0	0	0	0
EXECUTIVE	3	Male	1	1	0	0	0	0	0	0	0
		Female	2	2	0	0	0	0	0	0	0
		Non-binary	0	0	0	0	0	0	0	0	0
		Unknown	0	0	0	0	0	0	0	0	0
FINANCE	45	Male	20	15	3	1	0	0	0	1	0
		Female	25	12	4	3	0	5	0	1	0
		Non-binary	0	0	0	0	0	0	0	0	0
		Unknown	0	0	0	0	0	0	0	0	0
INTERNAL A	6	Male	3	2	0	1	0	0	0	0	0
		Female	3	2	0	1	0	0	0	0	0
		Non-binary	0	0	0	0	0	0	0	0	0
		Unknown	0	0	0	0	0	0	0	0	0
LAW	12	Male	5	4	0	1	0	0	0	0	0
		Female	7	7	0	0	0	0	0	0	0
		Non-binary	0	0	0	0	0	0	0	0	0
		Unknown	0	0	0	0	0	0	0	0	0
OPERATIONS	853	Male	716	565	72	16	2	55	0	6	0
		Female	136	102	15	13	0	4	0	2	0
		Non-binary	1	0	1	0	0	0	0	0	0
		Unknown	0	0	0	0	0	0	0	0	0
PUBLIC AFF	10	Male	5	4	1	0	0	0	0	0	0
		Female	5	4	0	0	0	1	0	0	0
		Non-binary	0	0	0	0	0	0	0	0	0
		Unknown	0	0	0	0	0	0	0	0	0

Workforce Summary by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
RETIREMENT	2	Male	0	0	0	0	0	0	0	0	0
		Female	2	2	0	0	0	0	0	0	0
		Non-binary	0	0	0	0	0	0	0	0	0
		Unknown	0	0	0	0	0	0	0	0	0
SECURITY	6	Male	3	2	0	0	0	1	0	0	0
		Female	3	2	0	1	0	0	0	0	0
		Non-binary	0	0	0	0	0	0	0	0	0
		Unknown	0	0	0	0	0	0	0	0	0
TUNNEL RED	9	Male	6	6	0	0	0	0	0	0	0
		Female	3	2	0	1	0	0	0	0	0
		Non-binary	0	0	0	0	0	0	0	0	0
		Unknown	0	0	0	0	0	0	0	0	0
Totals	1,087	Male	853	653	90	33	2	67	0	8	0
		Female	233	164	27	24	1	13	0	4	0
		Non-binary	1	0	1	0	0	0	0	0	0
		Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: ADMINISTRA

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
BUS. DOCUMENT AND TRAIN. SPEC	2	10	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
IS PROJECT LEADER	2	10	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
IT ASSET MANAGEMENT ANALYST	2	10	1	Male	1	0	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
IT FINANCIAL MANAGER	2	10	1	Male	1	0	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
LIBRARY SUPERVISOR	2	10	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
NETWORK ADMINISTRATOR I	2	10	1	Male	1	0	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
.NET DEVELOPER/PROGRAMMER III	2	11	2	Male	2	0	0	2	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: ADMINISTRA

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
ASST AUTO TECHNICIAN IN TRAINI	8	11	1	Male	1	0	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
ASST MANAGER, EMPLOYMENT	2	11	1	Male	1	0	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
ASST MANAGER, LABOR RELATIONS	2	11	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
BUSINESS SYSTEMS ANALYST II	2	11	2	Male	1	0	0	1	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
DATABASE ANALYST	2	11	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
IT SECURITY ANALYST	2	11	1	Male	1	0	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PROGRAM MANAGER, TRAINING	2	11	3	Male	0	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: ADMINISTRA

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
REAL PROPERTY PROJECT MANAGER	2	11	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SENIOR HR ANALYST (BENEFITS)	2	11	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SR HR ANALYST (COMPENSATION)	2	11	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SYST ANALYST/PROG III (ERP)	2	11	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SYSTEMS ADMINISTRATOR II	2	11	2	Male	2	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SYSTEMS ANALY/PROGR III MAXIMO	2	11	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SYSTEMS ANALYST/PROGRAMMER III	2	11	4	Male	2	1	0	0	0	0	0	1	0
				Female	2	0	0	2	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: ADMINISTRA

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
ASST CONTRACTS MANAGER	2	12	3	Male	2	2	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
BUSINESS SYSTEMS ANALYST III	2	12	2	Male	1	0	0	1	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
IT PROJECT MANAGER III	2	12	2	Male	1	1	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
JR ENGINEERING AIDE	5	12	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
LIBRARY/RECORDS MANAGER	2	12	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
MESSENGER/COURIER	6	12	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
MGR, ANALYSIS & TECH SUPPORT	2	12	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: ADMINISTRA

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
NETWORK ADMINISTRATOR III	2	12	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PROGRAM MANAGER, MIS	2	12	3	Male	3	3	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SYSTEMS ADMIN III (SYSTEMS)	2	12	1	Male	1	0	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SYSTEMS ADMINISTRATOR III	2	12	2	Male	2	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
TECHNICAL SUPPORT MANAGER	2	12	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
WAREHOUSE MANAGER	2	12	3	Male	1	1	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
AUTOMOTIVE REPAIRMAN ASSIST	8	13	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: ADMINISTRA

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
DEPUTY CONTRACTS MANAGER	2	13	3	Male	1	1	0	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
IT ARCHITECT	2	13	2	Male	2	0	1	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
MANAGER, REAL PROPERTY&OUTREAC	1	13	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
MANAGER, VEHICLE MAINTENANCE	2	13	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
MATERIALS MANAGER	2	13	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
NETWORK AND SYSTEMS MANAGER	2	13	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SR PROG MGR, APPLICATIONS GRP	3	13	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: ADMINISTRA

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
SR PROG MGR, SYSTEMS ADMIN	3	13	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
BUSINESS APPLICATIONS MANAGER	2	14	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
BUSINESS RELATIONSHIP MANAGER	2	14	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
COMPENSATION MANAGER	2	14	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
MANAGER, BENEFITS & HRIS	2	14	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
MANAGER, PURCHASING	2	14	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
MANAGER, TALENT ACQUISITION	2	14	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: ADMINISTRA

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
MANAGER, TRAINING AND DEVELOPM	2	14	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
TECHNICAL OPERATIONS MANAGER	2	14	1	Male	1	0	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
WAREHOUSE MATERIALS HANDLER	6	14	8	Male	8	8	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
DEPUTY DIR, PROCUREMENT	1	15	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
DIRECTOR, OCCUP HEALTH AND SAF	1	15	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
INVENTORY CONTROL SPECIALIST	6	15	7	Male	7	5	0	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
DIRECTOR, HUMAN RESOURCES	1	16	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

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Massachusetts Water Resources Authority

Department: ADMINISTRA

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
DIRECTOR, MIS	1	16	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
DIRECTOR, PROCUREMENT	1	16	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
AUTOMOTIVE FLEET TECHNICIAN	7	17	3	Male	3	3	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
DIRECTOR, ADMINISTRATION	1	17	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
MAIL SERVICES COORDINATOR	6	17	1	Male	1	0	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
RECORDS CENTER SPECIALIST	5	17	2	Male	1	0	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE COORDINATOR	6	18	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: ADMINISTRA

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
ASSISTANT BUYER	6	18	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SAFETY TECHNICIAN	2	18	2	Male	2	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SHIPPING/RECEIVING SUPERVISOR	6	18	2	Male	2	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
ASSET CONTROL SUPERVISOR	5	19	2	Male	2	2	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
DOCUMENT SPECIALIST	6	19	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
ADMIN SYST COORD SAFETY TRAIN	5	20	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SYSTEMS COORD	5	20	2	Male	0	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

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Massachusetts Water Resources Authority

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Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
AUTOMOTIVE FLEET SUPERVISOR	5	20	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
HR ADMIN SYST COORD EMPLOYMENT	5	20	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
HR SYSTEMS ADMIN COORD GENERAL	5	20	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
BUYER	2	22	3	Male	1	1	0	0	0	0	0	0	0
				Female	2	0	2	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
MATERIALS MGMT COORD I	2	22	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SAFETY COORDINATOR	2	22	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
ADMIN,ADMIN&FINANCE	2	24	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: ADMINISTRA

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
SR BUYER	2	24	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PROJECT MANAGER, SAFETY	2	25	1	Male	1	0	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PROG MGR, SAFETY EVE/TRAIN/ERT	2	29	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PROG MGR, SAFETY SECUR/CONST/R	2	29	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PROGRAM MANAGER, SECURITY/SAFE	2	29	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
CUSTOMER SUPPORT TECH I	5	8	1	Male	1	0	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
FILE CLERK	6	8	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: ADMINISTRA

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
EMPLOYEE RELATIONS SPECIALIST	2	9	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
HR SPECIALIST BENEFITS & COMP	2	9	1	Male	1	0	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SUPERVISOR, TRANS/COURIER/MAIL	2	9	1	Male	1	0	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SYSTEMS ANALY/PROG I (APPLIC)	2	9	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
TALENT ACQUISITION SPECIALIST	2	9	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: ADMINISTRA

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
TECH SUPPORT TECHNICIAN II	2	9	4	Male	4	1	3	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
Totals			135	Male	92	54	12	14	0	11	0	1	0
				%	68.15	40.00	8.89	10.37	0.00	8.15	0.00	0.74	0.00
				Female	43	27	6	5	1	3	0	1	0
				%	31.85	20.00	4.44	3.70	0.74	2.22	0.00	0.74	0.00
				Non-binary	0	0	0	0	0	0	0	0	0
				%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				Unknown	0	0	0	0	0	0	0	0	0
				%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Department: AFFIRMATIV

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
MBE/WBE PROGRAM MANAGER	2	12	1	Male	1	0	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PROGRAM MGR, MONITOR&COMPLIANC	2	12	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: AFFIRMATIV

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
ASSOC SPECIAL ASST FOR AFFIR	2	14	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SYSTEMS COORD	5	20	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
COMPLIANCE MONITOR	2	8	1	Male	1	0	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
WORKFORCE RECRUIT. COORD	2	9	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
Totals			6	Male	2	0	2	0	0	0	0	0	0
				%	33.33	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00
				Female	4	2	2	0	0	0	0	0	0
				%	66.67	33.33	33.33	0.00	0.00	0.00	0.00	0.00	0.00
				Non-binary	0	0	0	0	0	0	0	0	0
				%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				Unknown	0	0	0	0	0	0	0	0	0
				%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: EXECUTIVE

Job Title	EEO Code	Salary Code	Total		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown	
			Employees											
ASST TO THE EXECUTIVE DIRECTOR	6	11	1	Male	0	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	0	
CHIEF OF STAFF	2	14	1	Male	0	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
EXECUTIVE DIRECTOR	1	20	1	Male	1	1	0	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0	0
Totals			3	Male	1	1	0	0	0	0	0	0	0	
				%	33.33	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				Female	2	2	0	0	0	0	0	0	0	0
				%	66.67	66.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				Non-binary	0	0	0	0	0	0	0	0	0	0
				%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				Unknown	0	0	0	0	0	0	0	0	0	0
				%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: FINANCE

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
PAYROLL SPECIALIST	6	10	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SR ACCOUNTANT	2	10	3	Male	0	0	0	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SR AP SPECIALIST	2	10	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SR CONTRACT ADMINISTRATOR	2	10	4	Male	1	1	0	0	0	0	0	0	0
				Female	3	1	0	1	0	0	0	1	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SR FINANCIAL ANALYST	2	10	5	Male	3	2	1	0	0	0	0	0	0
				Female	2	1	0	0	0	1	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
ASSISTANT FINANCE MANAGER, CIP	2	11	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
ASST. CAPITAL FIN MANAGER	2	11	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: FINANCE

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
DEPUTY PAYROLL MANAGER	2	11	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
FINANCIAL IS PROJECT LEADER	2	11	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
INSURANCE OFFICER	2	11	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
CASH MANAGER	2	12	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
MANAGER, FINANCE & ADMIN	2	12	1	Male	1	0	0	0	0	0	0	1	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
MANAGER,FIN & SPECIAL PROJECTS	2	12	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
ACCOUNTING MANAGER	2	13	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: FINANCE

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
ASSIST MANGR RATES, REV & FIN	2	13	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PAYROLL MANAGER	2	13	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
BUDGET MANAGER	2	14	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
CONTROLLER	2	15	1	Male	1	0	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
DIRECTOR, RISK MANAGEMENT	1	15	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
BUDGET DIRECTOR	1	16	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
DEPUTY DIR, FINANCE/TREASURER	1	16	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: FINANCE

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
DIRECTOR, FINANCE	1	17	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PAYROLL/PAYABLES COORDINATOR	6	19	4	Male	0	0	0	0	0	0	0	0	0
				Female	4	0	2	0	0	2	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
ACCOUNT COORDINATOR	2	20	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SYSTEMS COORD	5	20	2	Male	0	0	0	0	0	0	0	0	0
				Female	2	0	1	0	0	1	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
ACCOUNTING AND PROCURE ADMINIS	2	22	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
CONTRACT SUPPORT SPECIALIST	2	22	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
ADMIN, ACCOUNTS PAYABLE	2	24	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: FINANCE

Job Title	EEO Code	Salary Code	Total		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
			Employees										
ADMINISTRATOR, RISK MGMT	2	24	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
TREASURY ANALYST	2	8	2	Male	2	2	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PAYROLL ADMINISTRATOR	5	9	1	Male	1	0	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
Totals			45	Male	20	15	3	1	0	0	0	1	0
				%	44.44	33.33	6.67	2.22	0.00	0.00	0.00	2.22	0.00
				Female	25	12	4	3	0	5	0	1	0
				%	55.56	26.67	8.89	6.67	0.00	11.11	0.00	2.22	0.00
				Non-binary	0	0	0	0	0	0	0	0	0
				%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				Unknown	0	0	0	0	0	0	0	0	0
				%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: INTERNAL A

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
SR AUDITOR	2	10	2	Male	0	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
INTERNAL AUDIT MANAGER	2	12	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
ASST DIRECTOR, INTERNAL AUDIT	1	13	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
DIRECTOR, INTERNAL AUDIT	1	16	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: INTERNAL A

Job Title	EEO Code	Salary Code	Total		Demographics							Two or more races		
			Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Unknown		
INTERNAL AUDIT SPECIALIST	2	8	1	Male	1	1	0	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	0	
Totals			6	Male	3	2	0	1	0	0	0	0	0	
				%	50.00	33.33	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00
				Female	3	2	0	1	0	0	0	0	0	0
				%	50.00	33.33	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00
				Non-binary	0	0	0	0	0	0	0	0	0	0
				%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				Unknown	0	0	0	0	0	0	0	0	0	0
				%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Department: LAW

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
STAFF COUNSEL	2	11	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SR STAFF COUNSEL	2	13	3	Male	3	3	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: LAW

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
ASSOCIATE GENERAL COUNSEL	1	15	4	Male	1	1	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
GENERAL COUNSEL	1	17	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
LEGAL COORD, LABOR & EMPLOYMEN	5	20	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
LEGAL COORD, LITIGATION	5	20	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: LAW

Job Title	EEO Code	Salary Code	Total		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
			Employees										
PARALEGAL	5	20	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
Totals			12	Male	5	4	0	1	0	0	0	0	0
				%	41.67	33.33	0.00	8.33	0.00	0.00	0.00	0.00	0.00
				Female	7	7	0	0	0	0	0	0	0
				%	58.33	58.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				Non-binary	0	0	0	0	0	0	0	0	0
				%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				Unknown	0	0	0	0	0	0	0	0	0
				%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
DATA MANAGEMENT COORD	3	10	4	Male	3	2	1	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
IS PROJECT LEADER	2	10	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
OPERATIONS LIAISON	2	10	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PUBLIC ACCESS COORDINATOR	2	10	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SR ANALYST, ENQUAL	2	10	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SR CONTRACT ADMINISTRATOR	2	10	2	Male	0	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
STATISTICAL SUPERVISOR	3	10	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SKILLED LABORER	8	11	2	Male	2	2	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
BUILDING/GROUNDS WORKER	8	11 - 13	12	Male	11	7	1	0	0	3	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
AREA MANAGER	2	12	5	Male	5	4	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
FACILITIES MANAGER	2	12	2	Male	2	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
MANAGER,COORDINATION & CONTROL	2	12	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
MATERIALS COORDINATION MANAGER	2	12	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SHIFT OPERATIONS MANAGER	2	12	6	Male	6	4	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
WORK COORDINATION CENTER MGR	2	12	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
WORK COORDINATION CTR MGR FOD	2	12	1	Male	1	0	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
ASSETS MANAGER	2	13	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
MANAGER, EMERGENCY PLANNING	2	13	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
MANAGER, OPS ADMIN	2	13	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
MANAGER, POLICY & PLANNING SUP	2	13	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
MANAGER, POWER GENERATION	2	13	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
OMC LABORER	8	13	35	Male	33	26	3	0	0	3	0	1	0
				Female	2	2	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
OMC LABORER IN TRAINING	8	13	2	Male	2	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
SR SHIFT MANAGER	2	13	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
ASST DIRECTOR, CONSTRUCTION	2	14	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
ASST DIRECTOR, ENGINEERING	1	14	2	Male	0	0	0	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
FENCING FOREMAN	7	14	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
JUNIOR INSTRUMENT TECHNICIAN	7	14	3	Male	3	2	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
MAINTENANCE MANAGER	2	14	2	Male	2	2	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
MANAGER, ENERGY	2	14	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
MANAGER, OPERATIONS SUPPORT	2	14	1	Male	1	0	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
MANAGER, PROCESS CONTROL	2	14	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
MANAGER, TRANS & TREATMENT	2	14	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
MANAGER, WESTERN MAINTENANCE	2	14	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
MANAGER,METERING & MONITORING	1	14	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SECRETARY II	6	14	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SUPERINTENDENT, CLINTON	1	14	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
DEPUTY DIRECTOR, MAINTENANCE	1	15	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
DEPUTY DIRECTOR, WATERWORKS	1	15	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
DIR, METROPOLITAN OPERATIONS	1	15	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
DIRECTOR WW OPERATIONS & MAINT	1	15	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
DIRECTOR, LABORATORY SERVICES	1	15	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
DIRECTOR, TRAC	1	15	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
DIRECTOR, WATER QUALITY	1	15	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
DIRECTOR, WESTERN OPERATIONS	1	15	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
DIRECTOR, ENVIRONMENTAL QUALITY	1	15	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
FACILITIES SPECIALIST	7	15	14	Male	14	11	2	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
HEAVY EQUIPMENT OPERATOR	7	15	3	Male	3	2	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
HVAC TECHNICIAN	7	15	3	Male	3	2	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
INSTRUMENT TECHNICIAN	7	15	3	Male	3	2	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
MANAGER, ENGINEERING SERVICES	1	15	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
RECORDS COORDINATOR, TRAC	6	15	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SECRETARY I	6	15	2	Male	0	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SPECIALTY VALVE INSTALLER	8	15	1	Male	1	0	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SR LABORATORY TECHNICIAN	2	15	4	Male	4	3	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SR SANITARY ENGINEER AIDE	5	15	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
TELE-INSPECTION OPERATOR	3	15	2	Male	2	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
WATER QUALITY TECHNICIAN	2	15	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
M & O SPECIALIST - WASTEWATER	7	15 - 16	26	Male	26	23	2	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
OPERATOR I (WW TRANSPORT)	7	15 - 16	38	Male	36	19	10	1	0	6	0	0	0
				Female	2	1	0	0	0	0	0	1	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
OPERATOR I (WW TREATMENT)	7	15 - 16	20	Male	19	13	3	0	0	2	0	1	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
CHIEF ENGINEER	1	16	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
CONSTRUCTION PIPELAYER	7	16	6	Male	6	4	0	0	0	1	0	1	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
DIRECTOR, CONSTRUCTION	1	16	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
DIRECTOR, DIWWTP	1	16	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
DIRECTOR, ENV & REG AFFAIRS	1	16	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
DIRECTOR, PLANNING & SUSTAINAB	1	16	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
DIRECTOR, WASTEWATER	1	16	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
DIRECTOR, WATERWORKS	1	16	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
ELECTRICIAN	7	16	15	Male	15	9	3	0	0	3	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
FACILITIES SPECIALIST I	7	16	6	Male	6	5	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
M & O SPECIALIST	7	16	14	Male	14	10	1	0	0	3	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
M & O SPECIALIST - WATER	7	16	6	Male	6	6	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
MASTER WELDER I	7	16	2	Male	2	2	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
METAL FABRICATOR/WELDER	7	16	4	Male	4	4	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
OPERATOR I (METRO WATER)	7	16	7	Male	7	6	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PLUMBER/PIPEFITTER	7	16	16	Male	16	14	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SR INSTRUMENT TECHNICIAN	3	16	7	Male	7	3	2	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
TOOLMAKER	7	16	4	Male	3	3	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
TRANSM & TREAT OPERATOR I	7	16	11	Male	9	8	0	0	0	1	0	0	0
				Female	2	2	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
TRANSMISSION & TREATMENT OPERA	7	16	2	Male	2	2	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE COORDINATOR I	6	17	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
AUTOMOTIVE FLEET TECHNICIAN	7	17	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
BUILDING/GROUNDS SUPERVISOR	8	17	5	Male	5	4	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
DEPUTY CHIEF OO, PP&P	1	17	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
DEPUTY COO, OPERATIONS	1	17	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
EQUIPMENT REPAIR SPECIALIST	7	17	2	Male	2	2	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
FOREMAN SHAFT 8 LOWER GARAGE	8	17	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
HEAVY EQUIPMENT OPERATOR I	7	17	10	Male	10	9	0	0	0	0	0	1	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
HVAC SPECIALIST	7	17	8	Male	8	8	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
INSTRUMENTATION SPECIALIST	7	17	7	Male	7	6	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
RESEARCH VESSEL OPERATOR	7	17	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SR FIELD SERVICE TECHNICIAN	3	17	4	Male	4	3	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
TELE-INSPECTION FOREMAN	3	17	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
WORK ORDER COORDINATOR	5	17	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE COORDINATOR	6	18	3	Male	1	0	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
BIOLOGIST I	2	18	2	Male	1	1	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
CHEMIST I	2	18	13	Male	6	4	1	0	0	1	0	0	0
				Female	6	6	0	0	0	0	0	0	0
				Non-binary	1	0	1	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
CHIEF OPERATING OFFICER	1	18	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
COMMUNICATION & CONTROL TECH.	3	18	11	Male	10	5	1	1	0	3	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
MICROBIOLOGIST I	2	18	3	Male	0	0	0	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
WSS GENERAL FOREMAN	3	18	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
AREA SUPERV I (METRO WATER)	7	19	9	Male	9	9	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
AREA SUPERV I (WW TRANSPORT)	7	19	17	Male	16	15	0	0	0	1	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
AREA SUPERV I (WW TREATMENT)	7	19	12	Male	11	10	0	0	0	1	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
AREA SUPERVISOR-CLINTON	7	19	2	Male	2	2	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
AREA SUPERVISOR-TRANSPORT	7	19	1	Male	1	0	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
FIELD INSPECTOR, WATER/WASTEWA	2	19	2	Male	2	2	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
GENERAL FOREMAN	8	19	2	Male	2	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
HEAVY EQUIPMENT OPERATOR II	7	19	3	Male	3	2	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
LABORATORY SUPERVISOR	2	19	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
MED VOLT ELECTRICAL SPECIALIST	7	19	10	Male	10	8	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PLANNING ENGINEER	2	19	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SAMPLING ASSOCIATE	2	19	9	Male	6	4	1	1	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
SEWER MAINT SUPERVISOR	8	19	2	Male	2	2	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SR DRAFTSPERSON	3	19	2	Male	1	1	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SR TRANSM/TREAT OPERATOR I	7	19	9	Male	9	9	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SR WDS FOREMAN	8	19	3	Male	3	2	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
STAFF ENGINEER	2	19	9	Male	4	4	0	0	0	0	0	0	0
				Female	5	3	0	1	0	1	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
TRADES FOREMAN	7	19	2	Male	2	2	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
UNIT SUPERVISOR - MECH CERT	7	19	7	Male	7	7	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
UNIT SUPERVISOR - METAL FABRIC	7	19	1	Male	1	0	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
UNIT SUPERVISOR(MECH HOIST)	7	19	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
UNIT SUPERVISOR, INSTRUMENT	7	19	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
UNIT SUPERVISOR-ELECTRICIAN	7	19	2	Male	2	2	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
UNIT SUPERVISOR-HVAC	7	19	4	Male	4	3	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
UNIT SUPERVISOR-MACHINING	7	19	3	Male	3	3	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
UNIT SUPERVISOR-MOTOR EQ REPAI	7	19	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
UNIT SUPERVISOR- PLUMBER/PIPE	7	19	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
VALVE MAINTENANCE FOREMAN	8	19	5	Male	5	5	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
ADMIN SYST COOR OPAD, ENQU PLA	5	20	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SYSTEMS COORD	5	20	3	Male	0	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
CHEMIST II	2	20	6	Male	4	1	0	1	0	2	0	0	0
				Female	2	2	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
CLIENT SERVICES COORDINATOR	2	20	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
MICROBIOLOGIST II	2	20	2	Male	2	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
PERMITTING AND DATA ASSISTANT	5	20	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PLANNER/SCHEDULER	5	20	1	Male	1	0	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PLANNING/SCHEDULING COORD	5	20	14	Male	13	9	2	1	0	1	0	0	0
				Female	1	0	1	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SR MED VOLT ELECT SPECIALIST	7	20	3	Male	3	3	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
TECHNICAL ASSISTANT DI MAINT	2	20	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
TECHNICAL ASSISTANT THERMAL PL	2	20	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
THIRD CLASS ENGINEER	7	20	5	Male	5	4	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
ASSISTANT CIVIL ENGINEER	2	21	2	Male	2	2	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
DISTRICT SUPERVISOR	2	21	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
ELECTRICAL OPERATIONS SUPERVIS	7	21	3	Male	3	3	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
ENVIRONMENTAL SCIENTIST	2	21	3	Male	2	2	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
FIELD SUP WW PIPE INSPECTION	3	21	1	Male	1	0	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
OIL GAS SEPARATOR TRAPS INSPEC	2	21	3	Male	2	1	0	0	0	1	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PICS PROJECT ENGINEER	2	21	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
PLUMBING OPERATIONS SUPERVISOR	7	21	3	Male	3	3	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PROJECT ENGINEER	2	21	4	Male	3	3	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PROJECT ENGINEER (OPS ENG)	2	21	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PROJECT ENGINEER, CADD	2	21	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PROJECT ENGINEER, CADD-DISC	2	21	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PROJECT ENGINEER, CIVIL	2	21	1	Male	1	0	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PROJECT ENGINEER, METER ENGINE	2	21	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
PROJECT ENGINEER, PLANNING	2	21	1	Male	1	0	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PROJECT ENGINEER, PROCESS CONT	2	21	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PROJECT ENGR WATER AND WW	2	21	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PROJECT ENGR, MONITOR AND CTL	2	21	1	Male	1	0	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SUP WATER/WW MECHANICAL MAINT	7	21	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SUPER WATER/WW METER MAINT	7	21	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
TECHNICAL SUPERV, METER MAINT	7	21	1	Male	1	0	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
TRADES FOREMAN (LICENSED)	7	21	4	Male	4	3	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
VALVE GENERAL FOREMAN	7	21	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
WDS GENERAL FOREMAN	8	21	4	Male	4	3	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
CHEMIST III	2	22	12	Male	6	5	0	1	0	0	0	0	0
				Female	6	4	1	1	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SR SCADA MAINT TECHNICIAN	3	22	5	Male	5	3	0	0	0	1	0	1	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SUPERVISOR, WARE RIVER INTAKE	8	22	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
TECHNICAL INFO SYSTEM ADMINIST	5	22	2	Male	2	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
CHIEF PIPELINE MAINTENANCE	7	23	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
COMPLIANCE COORDINATOR	2	23	4	Male	2	2	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
ENVIRONMENTAL ANALYST	2	23	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
GIS COORDINATOR	2	23	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
INDUSTRIAL COORDINATOR	2	23	9	Male	5	4	1	0	0	0	0	0	0
				Female	4	3	0	1	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
LABORATORY SUPERVISOR II	2	23	3	Male	2	2	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SR CIVIL ENGINEER	2	23	4	Male	4	2	1	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
SR ENGINEER	2	23	3	Male	2	2	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SR ENGR RESERVOIR OPERATIONS	2	23	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SR FIELD INSPECTOR	3	23	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SR FIELD INSPECTOR W/WW	3	23	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SR MONITOR & CONTROL ENG	2	23	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SR MONITORING & CONTROL ENG	2	23	2	Male	2	2	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SUPERVISOR,LOGISTICS UNIT	8	23	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
OPERATIONS SUPERVISOR	2	24	6	Male	6	6	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SECOND CLASS ENGINEER	7	24	5	Male	5	5	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
CADD MANAGER	3	25	2	Male	2	2	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
LABORATORY SUPERVISOR III	2	25	5	Male	3	2	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PRINCIPAL CIVIL ENGINEER	2	25	2	Male	2	2	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PROJ MGR PROC ENGR & CTL	2	25	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PROJ. MGR, ENVIRONMENTAL DATA	2	25	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
PROJECT MANAGER	2	25	37	Male	28	22	3	2	0	1	0	0	0
				Female	9	7	1	1	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PROJECT MANAGER - PLANNING	2	25	3	Male	2	1	0	0	0	1	0	0	0
				Female	1	0	1	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PROJECT MANAGER (8(M) PERMIT)	2	25	2	Male	2	2	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PROJECT MANAGER, GIS	2	25	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PROJECT MANAGER, LAB QUAL ASSU	2	25	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PROJECT MANAGER, NPDES	2	25	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PROJECT MANAGER, PICS	2	25	2	Male	2	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
PROJECT MANAGER, SCADA	2	25	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PROJECT MANAGER,CMS	2	25	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PROJECT MANAGER,I/I	2	25	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PROJECT MANAGER,OPERATIONS IN	2	25	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PROJECT MGR, ENVIR COMPLIANCE	2	25	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PROJECT MGR, ENVIR PERMITTING	2	25	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PROJECT MGR, PICS APPLICATIONS	2	25	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
SR SAMPLING ASSOCIATE	2	25	3	Male	3	3	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SUPERVISOR, INSPECTION	8	25	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SUPERVISOR, EQUIPMENT MAINT	8	26	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SUPERVISOR, FACILITY MAINT	8	26	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SUPERVISOR, T&T OPERATIONS	8	26	2	Male	2	2	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PROG MGR OPERAT TECH NETWORK	2	29	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PROG MGR, CONSTRUCTION PERMIT	2	29	2	Male	1	1	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
PROG MGR, ENVIRONMENTAL MONITO	2	29	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PROG MGR, INSPECTION AND PERMI	2	29	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PROG MGR, MONITOR & CONTROL	2	29	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PROGRAM MANAGER	2	29	18	Male	12	9	0	0	0	2	0	1	0
				Female	6	4	0	2	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PROGRAM MANAGER, CHEMISTRY	2	29	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PROGRAM MANAGER, ELECTRICAL	2	29	4	Male	4	3	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PROGRAM MANAGER, ENERGY	2	29	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
PROGRAM MANAGER, ENVIRONMENTAL	2	29	2	Male	0	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PROGRAM MANAGER, I & C	2	29	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PROGRAM MANAGER, MECHANICAL	2	29	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PROGRAM MANAGER, METERING	2	29	1	Male	1	0	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PROGRAM MANAGER, MONITORING	2	29	1	Male	1	0	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PROGRAM MANAGER, OPERATIONS	2	29	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PROGRAM MANAGER, OPS ENGINEERI	2	29	2	Male	2	2	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
PROGRAM MANAGER, PICS CONTROL	2	29	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PROGRAM MANAGER, PROCESS ENG	2	29	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PROGRAM MANAGER, PROCESS MONIT	2	29	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PROGRAM MANAGER, SCADA (TECH)	2	29	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PROGRAM MANAGER, SECURITY/SAFE	2	29	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PROGRAM MANAGER, WATER QUALITY	2	29	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PROGRAM MANAGER, WRP	2	29	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
PROGRAM MANAGER,SCADA (ENG)	2	29	2	Male	2	2	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PROGRAM MGR, METRO METER MAINT	2	29	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PROGRAM MGR, STRUCTURAL ENG	2	29	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
CONSTRUCTION COORDINATOR	2	30	3	Male	2	2	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
CONSTRUCTION COORDINATOR-CECD	2	30	4	Male	4	3	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
ENVIRONMENTAL MANAGER	2	30	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
LABORATORY MANAGER	2	30	2	Male	1	1	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
MANAGER, RESIDUALS OPERATIONS	2	30	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SR PROG MANAGER PICS	2	30	1	Male	1	0	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SR PROG MGR ENGINEER & CONSTRU	2	30	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SR PROG MGR OPS ENGINEERING	2	30	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SR PROG MGR SCADA WEST	2	30	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SR PROG MGR TECH SUPPORT QUAL	2	30	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SR PROGRAM MANAGER	2	30	19	Male	14	13	1	0	0	0	0	0	0
				Female	5	4	1	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
SR PROGRAM MANAGER, ENQUAD	2	30	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SR PROGRAM MANAGER, SCADA	2	30	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SR PROGRAM MANAGER, VALVES	2	30	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SR PROGRAM MANAGER,OCC	2	30	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SR PROGRAM MANAGER,T&T OPS	2	30	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SR PROGRAM MGR, WESTERN MAINT	2	30	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SR PROGRAM MGR,QUALITY ASSURA	2	30	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
ADMINISTRATIVE ASSISTANT I	6	7	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
DATA ANALYST	3	8	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SPECIAL PROJECTS COORDINATOR	5	8	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
STATISTICIAN	5	8	1	Male	1	0	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: OPERATIONS

Job Title	EEO Code	Salary Code	Total		Race							Two or more races	Unknown
			Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander		
SYSTEMS ANALYST/PROGRAMMER I ENQUAL	2	9	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
Totals			853	Male	716	565	72	16	2	55	0	6	0
				%	83.94	66.24	8.44	1.88	0.23	6.45	0.00	0.70	0.00
				Female	136	102	15	13	0	4	0	2	0
				%	15.94	11.96	1.76	1.52	0.00	0.47	0.00	0.23	0.00
				Non-binary	1	0	1	0	0	0	0	0	0
				%	0.12	0.00	0.12	0.00	0.00	0.00	0.00	0.00	0.00
				Unknown	0	0	0	0	0	0	0	0	0
				%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Department: PUBLIC AFF

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
COMMUNITY RELATIONS LIAISON	2	11	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
ENVIRON JUSTICE COMM LIAISON	2	11	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: PUBLIC AFF

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
PROJ MANAGER, MEDIA & DESIGN	2	11	1	Male	1	0	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PROJECT MANAGER, SCHOOL ED	2	11	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
COMMUNICATIONS MANAGER	2	12	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
COMMUNITY RELATIONS COORD.	2	12	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
DIRECTOR, PUBLIC AFFAIRS	1	15	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE COORDINATOR	6	18	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
COMMUNICATION SPECIALIST	2	22	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: PUBLIC AFF

Job Title	EEO Code	Salary Code	Total		Race								Two or more races	
			Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Unknown		
FILE CLERK	6	8	1	Male	1	1	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	0	
Totals			10	Male	5	4	1	0	0	0	0	0	0	
				%	50.00	40.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	
				Female	5	4	0	0	0	1	0	0	0	
				%	50.00	40.00	0.00	0.00	0.00	10.00	0.00	0.00	0.00	
				Non-binary	0	0	0	0	0	0	0	0	0	
				%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
				Unknown	0	0	0	0	0	0	0	0	0	
				%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	

Department: RETIREMENT

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
RETIREMENT COORDINATOR	6	6	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: RETIREMENT

Job Title	EEO Code	Salary Code	Total									Two or more races	Unknown	
			Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander			
DIRECTOR OF RETIREMENT BOARD	2	8	1	Male	0	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	0	
				Non-binary	0	0	0	0	0	0	0	0	0	
				Unknown	0	0	0	0	0	0	0	0	0	
Totals			2	Male	0	0	0	0	0	0	0	0	0	
				%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				Female	2	2	0	0	0	0	0	0	0	0
				%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				Non-binary	0	0	0	0	0	0	0	0	0	0
				%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				Unknown	0	0	0	0	0	0	0	0	0	0
				%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Department: SECURITY

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
SECURITY SERVICES COORDINATOR	2	10	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
MANAGER, SECURITY SERVICES	2	12	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: SECURITY

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
SR PROGRAM MANAGER, IT SECURIT	2	13	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
DIRECTOR OF SECURITY	1	16	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SECURITY SPECIALIST	2	18	1	Male	1	0	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SECURITY ASSISTANT	5	20	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
Totals			6	Male	3	2	0	0	0	1	0	0	0
				%	50.00	33.33	0.00	0.00	0.00	16.67	0.00	0.00	0.00
				Female	3	2	0	1	0	0	0	0	0
				%	50.00	33.33	0.00	16.67	0.00	0.00	0.00	0.00	0.00
				Non-binary	0	0	0	0	0	0	0	0	0
				%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				Unknown	0	0	0	0	0	0	0	0	0
				%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Department: TUNNEL RED

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
TUNNEL PROGRAM COORD DOC MGMT	2	12	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
MGR, GEOTECH & TUNNELING	1	14	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
DIR, DESIGN & CONSTR TUNNEL RE	1	16	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
STAFF ENGR (TUNNEL REDUND)	2	19	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PROJ MANAGER, DESIGN (TUNNEL)	2	25	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
SR GEOTECH ENGINEER	2	25	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
PROGRAM MANAGER, DESIGN TUNNEL	2	29	2	Male	2	2	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0

Workforce by Department

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority
Department: TUNNEL RED

Job Title	EEO Code	Salary Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races	Unknown
SR PROG MGR, GEOLOGY	2	30	1	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
				Non-binary	0	0	0	0	0	0	0	0	0
				Unknown	0	0	0	0	0	0	0	0	0
Totals			9	Male	6	6	0	0	0	0	0	0	0
				%	66.67	66.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				Female	3	2	0	1	0	0	0	0	0
				%	33.33	22.22	0.00	11.11	0.00	0.00	0.00	0.00	0.00
				Non-binary	0	0	0	0	0	0	0	0	0
				%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				Unknown	0	0	0	0	0	0	0	0	0
				%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

APPENDIX B
JOB GROUP ANALYSIS REPORT

Workforce Summary by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group	Total Employees	Female # %	Male # %	Minority # %	White # %
AA - ADMINISTRATIVE A					
	22	9 40.91	13 59.09	3 13.64	19 86.36
AB - ADMINISTRATIVE B					
	26	8 30.77	18 69.23	5 19.23	21 80.77
CA - CLERICAL A					
	20	15 75.00	5 25.00	9 45.00	11 55.00
CB - CLERICAL B					
	22	3 13.64	19 86.36	4 18.18	18 81.82
EA - ENGINEER A					
	86	19 22.09	67 77.91	17 19.77	69 80.23
EB - ENGINEER B					
	57	18 31.58	39 68.42	16 28.07	41 71.93
KA - CRAFT A					
	126	0 0.00	126 100.00	17 13.49	109 86.51
KB - CRAFT B					
	114	1 0.88	113 99.12	24 21.05	90 78.95
L - LABORERS					
	57	3 5.26	54 94.74	12 21.05	45 78.95
MA - MANAGEMENT A					
	86	31 36.05	55 63.95	18 20.93	68 79.07
MB - MANAGEMENT B					
	37	6 16.22	31 83.78	12 32.43	25 67.57
OA - OPERATORS A					
	56	2 3.57	54 96.43	3 5.36	53 94.64
OB - OPERATORS B					
	76	5 6.58	71 93.42	26 34.21	50 65.79
P - PARA PROFESSIONAL					
	42	18 42.86	24 57.14	16 38.10	26 61.90
PA - PROFESSIONAL A					
	29	14 48.28	15 51.72	8 27.59	21 72.41

Workforce Summary by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group	Total Employees	Female		Male		Minority		White	
		#	%	#	%	#	%	#	%
PB - PROFESSIONAL B	173	74	42.77	98	56.65	56	32.37	117	67.63
TA - TECHNICAL A	53	6	11.32	47	88.68	22	41.51	31	58.49
TB - TECHNICAL B	5	1	20.00	4	80.00	2	40.00	3	60.00
Totals	1,087	233	21.44	853	78.47	270	24.84	817	75.16

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: AA - ADMINISTRATIVE A

Location	Job Title	Total Employees #	%	Female	Male	Minority	White
Massachusetts Water Resources Authority	BUDGET DIRECTOR	1	4.55	0	1	0	1
Massachusetts Water Resources Authority	CHIEF ENGINEER	1	4.55	0	1	0	1
Massachusetts Water Resources Authority	CHIEF OPERATING OFFICER	1	4.55	1	0	0	1
Massachusetts Water Resources Authority	DEPUTY CHIEF OO, PP&P	1	4.55	1	0	0	1
Massachusetts Water Resources Authority	DEPUTY COO, OPERATIONS	1	4.55	0	1	0	1
Massachusetts Water Resources Authority	DEPUTY DIR, FINANCE/TREASURER	1	4.55	0	1	0	1
Massachusetts Water Resources Authority	DIR, DESIGN & CONSTR TUNNEL RE	1	4.55	0	1	0	1
Massachusetts Water Resources Authority	DIRECTOR OF SECURITY	1	4.55	0	1	0	1
Massachusetts Water Resources Authority	DIRECTOR, ADMINISTRATION	1	4.55	1	0	0	1
Massachusetts Water Resources Authority	DIRECTOR, CONSTRUCTION	1	4.55	0	1	0	1
Massachusetts Water Resources Authority	DIRECTOR, DIWWTP	1	4.55	0	1	0	1

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: AA - ADMINISTRATIVE A

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	DIRECTOR, ENV & REG AFFAIRS	1	4.55	1	0	0	1
Massachusetts Water Resources Authority	DIRECTOR, FINANCE	1	4.55	0	1	0	1
Massachusetts Water Resources Authority	DIRECTOR, HUMAN RESOURCES	1	4.55	1	0	1	0
Massachusetts Water Resources Authority	DIRECTOR, INTERNAL AUDIT	1	4.55	0	1	0	1
Massachusetts Water Resources Authority	DIRECTOR, MIS	1	4.55	1	0	1	0
Massachusetts Water Resources Authority	DIRECTOR, PLANNING & SUSTAINAB	1	4.55	0	1	0	1
Massachusetts Water Resources Authority	DIRECTOR, PROCUREMENT	1	4.55	0	1	0	1
Massachusetts Water Resources Authority	DIRECTOR, WATERWORKS	1	4.55	1	0	0	1
Massachusetts Water Resources Authority	EXECUTIVE DIRECTOR	1	4.55	0	1	0	1
Massachusetts Water Resources Authority	GENERAL COUNSEL	1	4.55	1	0	0	1

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: AA - ADMINISTRATIVE A

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	MGR, GEOTECH & TUNNELING	1	4.55	1	0	1	0
Totals:		22		9	13	3	19
				40.91%	59.09%	13.64%	86.36%

Job Group: AB - ADMINISTRATIVE B

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	ASSOCIATE GENERAL COUNSEL	4	15.38	3	1	0	4
Massachusetts Water Resources Authority	ASST DIRECTOR, ENGINEERING	2	7.69	2	0	1	1
Massachusetts Water Resources Authority	ASST DIRECTOR, INTERNAL AUDIT	1	3.85	0	1	1	0
Massachusetts Water Resources Authority	CONTROLLER	1	3.85	0	1	1	0
Massachusetts Water Resources Authority	DEPUTY DIR, PROCUREMENT	1	3.85	0	1	1	0
Massachusetts Water Resources Authority	DEPUTY DIRECTOR, MAINTENANCE	1	3.85	0	1	0	1
Massachusetts Water Resources Authority	DEPUTY DIRECTOR, WATERWORKS	1	3.85	1	0	0	1
Massachusetts Water Resources Authority	DIR, METROPOLITAN OPERATIONS	1	3.85	0	1	0	1

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: AB - ADMINISTRATIVE B

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	DIRECTOR WW OPERATIONS & MAINT	1	3.85	0	1	0	1
Massachusetts Water Resources Authority	DIRECTOR, LABORATORY SERVICES	1	3.85	0	1	0	1
Massachusetts Water Resources Authority	DIRECTOR, OCCUP HEALTH AND SAF	1	3.85	0	1	0	1
Massachusetts Water Resources Authority	DIRECTOR, PUBLIC AFFAIRS	1	3.85	0	1	0	1
Massachusetts Water Resources Authority	DIRECTOR, RISK MANAGEMENT	1	3.85	0	1	0	1
Massachusetts Water Resources Authority	DIRECTOR, TRAC	1	3.85	0	1	0	1
Massachusetts Water Resources Authority	DIRECTOR, WASTEWATER	1	3.85	0	1	0	1
Massachusetts Water Resources Authority	DIRECTOR, WATER QUALITY	1	3.85	1	0	0	1
Massachusetts Water Resources Authority	DIRECTOR, WESTERN OPERATIONS	1	3.85	0	1	0	1
Massachusetts Water Resources Authority	DIRECTOR,ENVIRONMENTAL QUALITY	1	3.85	0	1	1	0
Massachusetts Water Resources Authority	MANAGER, ENGINEERING SERVICES	1	3.85	0	1	0	1

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: AB - ADMINISTRATIVE B

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	MANAGER, REAL PROPERTY&OUTREACH	1	3.85	1	0	0	1
Massachusetts Water Resources Authority	MANAGER, METRIC MONITORING	1	3.85	0	1	0	1
Massachusetts Water Resources Authority	SUPERINTENDENT, CLINTON	1	3.85	0	1	0	1
Totals:		26		8	18	5	21
				30.77%	69.23%	19.23%	80.77%

Job Group: CA - CLERICAL A

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	ADMINISTRATIVE COORDINATOR	5	25.00	3	2	2	3
Massachusetts Water Resources Authority	ADMINISTRATIVE COORDINATOR I	1	5.00	1	0	0	1
Massachusetts Water Resources Authority	ASSISTANT BUYER	1	5.00	0	1	1	0
Massachusetts Water Resources Authority	DOCUMENT SPECIALIST	1	5.00	1	0	1	0
Massachusetts Water Resources Authority	LEGAL COORD, LABOR & EMPLOYMENT	1	5.00	1	0	0	1
Massachusetts Water Resources Authority	LEGAL COORD, LITIGATION	1	5.00	1	0	0	1

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: CA - CLERICAL A

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	PAYROLL SPECIALIST	1	5.00	1	0	0	1
Massachusetts Water Resources Authority	PAYROLL/PAYABLES COORDINATOR	4	20.00	4	0	4	0
Massachusetts Water Resources Authority	RETIREMENT COORDINATOR	1	5.00	1	0	0	1
Massachusetts Water Resources Authority	SECRETARY I	2	10.00	2	0	0	2
Massachusetts Water Resources Authority	SHIPPING/RECEIVING SUPERVISOR	2	10.00	0	2	1	1
Totals:		20		15	5	9	11
				75.00%	25.00%	45.00%	55.00%

Job Group: CB - CLERICAL B

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	ADMINISTRATIVE ASSISTANT I	1	4.55	1	0	1	0
Massachusetts Water Resources Authority	FILE CLERK	2	9.09	0	2	0	2
Massachusetts Water Resources Authority	INVENTORY CONTROL SPECIALIST	7	31.82	0	7	2	5
Massachusetts Water Resources Authority	MAIL SERVICES COORDINATOR	1	4.55	0	1	1	0

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: CB - CLERICAL B

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	MESSENGER/COURIER	1	4.55	0	1	0	1
Massachusetts Water Resources Authority	RECORDS COORDINATOR, TRAC	1	4.55	1	0	0	1
Massachusetts Water Resources Authority	SECRETARY II	1	4.55	1	0	0	1
Massachusetts Water Resources Authority	WAREHOUSE MATERIALS HANDLER	8	36.36	0	8	0	8
Totals:		22		3	19	4	18
				13.64%	86.36%	18.18%	81.82%

Job Group: EA - ENGINEER A

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	ASSETS MANAGER	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	DISTRICT SUPERVISOR	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	ENVIRONMENTAL MANAGER	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	LABORATORY MANAGER	2	2.33	1	1	0	2
Massachusetts Water Resources Authority	MANAGER, POWER GENERATION	1	1.16	0	1	1	0

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: EA - ENGINEER A

Location	Job Title	Total Employees #	%	Female	Male	Minority	White
Massachusetts Water Resources Authority	MANAGER, TRANS & TREATMENT	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	MANAGER, WESTERN MAINTENANCE	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	PICS PROJECT ENGINEER	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	PRINCIPAL CIVIL ENGINEER	2	2.33	0	2	0	2
Massachusetts Water Resources Authority	PROG MGR OPERAT TECH NETWORK	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	PROG MGR, MONITOR & CONTROL	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	PROGRAM MANAGER	2	2.33	1	1	0	2
Massachusetts Water Resources Authority	PROGRAM MANAGER, CHEMISTRY	1	1.16	0	1	1	0
Massachusetts Water Resources Authority	PROGRAM MANAGER, DESIGN TUNNEL	2	2.33	0	2	0	2
Massachusetts Water Resources Authority	PROGRAM MANAGER, ELECTRICAL	4	4.65	0	4	1	3
Massachusetts Water Resources Authority	PROGRAM MANAGER, ENERGY	1	1.16	0	1	0	1

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: EA - ENGINEER A

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	PROGRAM MANAGER, ENVIRONMENTAL	2	2.33	2	0	0	2
Massachusetts Water Resources Authority	PROGRAM MANAGER, MECHANICAL	1	1.16	1	0	0	1
Massachusetts Water Resources Authority	PROGRAM MANAGER, METERING	1	1.16	0	1	1	0
Massachusetts Water Resources Authority	PROGRAM MANAGER, OPERATIONS	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	PROGRAM MANAGER, OPS ENGINEERING	2	2.33	0	2	0	2
Massachusetts Water Resources Authority	PROGRAM MANAGER, PICS CONTROL	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	PROGRAM MANAGER, PROCESS ENGINEERING	1	1.16	1	0	0	1
Massachusetts Water Resources Authority	PROGRAM MANAGER, PROCESS MONITORING	1	1.16	1	0	0	1
Massachusetts Water Resources Authority	PROGRAM MANAGER, SCADA (TECH)	1	1.16	0	1	1	0
Massachusetts Water Resources Authority	PROGRAM MANAGER, WRP	1	1.16	1	0	1	0
Massachusetts Water Resources Authority	PROGRAM MANAGER, SCADA (ENG)	2	2.33	0	2	0	2

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: EA - ENGINEER A

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	PROGRAM MGR, METRO METER MAINT	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	PROGRAM MGR, STRUCTURAL ENG	1	1.16	1	0	0	1
Massachusetts Water Resources Authority	PROJECT ENGINEER	4	4.65	1	3	0	4
Massachusetts Water Resources Authority	PROJECT ENGINEER (OPS ENG)	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	PROJECT ENGINEER, CADD	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	PROJECT ENGINEER, CADD-DISC	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	PROJECT ENGINEER, CIVIL	1	1.16	0	1	1	0
Massachusetts Water Resources Authority	PROJECT ENGINEER, METER ENGINE	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	PROJECT ENGINEER, PLANNING	1	1.16	0	1	1	0
Massachusetts Water Resources Authority	PROJECT ENGINEER, PROCESS CONT	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	PROJECT ENGR WATER AND WW	1	1.16	0	1	1	0

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: EA - ENGINEER A

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	PROJECT ENGR, MONITOR AND CTL	1	1.16	0	1	1	0
Massachusetts Water Resources Authority	PROJECT MANAGER	5	5.81	3	2	1	4
Massachusetts Water Resources Authority	SR CIVIL ENGINEER	4	4.65	0	4	2	2
Massachusetts Water Resources Authority	SR ENGINEER	3	3.49	1	2	0	3
Massachusetts Water Resources Authority	SR ENGR RESERVOIR OPERATIONS	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	SR GEOTECH ENGINEER	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	SR MONITOR & CONTROL ENG	1	1.16	1	0	1	0
Massachusetts Water Resources Authority	SR MONITORING & CONTROL ENG	2	2.33	0	2	0	2
Massachusetts Water Resources Authority	SR PROG MANAGER PICS	1	1.16	0	1	1	0
Massachusetts Water Resources Authority	SR PROG MGR OPS ENGINEERING	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	SR PROG MGR SCADA WEST	1	1.16	0	1	0	1

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: EA - ENGINEER A

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	SR PROG MGR TECH SUPPORT QUAL	1	1.16	1	0	0	1
Massachusetts Water Resources Authority	SR PROG MGR, GEOLOGY	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	SR PROGRAM MANAGER	7	8.14	2	5	0	7
Massachusetts Water Resources Authority	SR PROGRAM MANAGER, SCADA	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	SR PROGRAM MANAGER, VALVES	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	SR PROGRAM MANAGER,OCC	1	1.16	0	1	1	0
Massachusetts Water Resources Authority	SR PROGRAM MANAGER,T&T OPS	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	SR PROGRAM MGR,QUALITY ASSURA	1	1.16	1	0	1	0
Totals:		86		19	67	17	69
				22.09%	77.91%	19.77%	80.23%

Job Group: EB - ENGINEER B

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	ASSISTANT CIVIL ENGINEER	2	3.51	0	2	0	2

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: EB - ENGINEER B

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	PLANNING ENGINEER	1	1.75	1	0	1	0
Massachusetts Water Resources Authority	PROJ MANAGER, DESIGN (TUNNEL)	1	1.75	0	1	0	1
Massachusetts Water Resources Authority	PROJ MGR PROC ENGR & CTL	1	1.75	1	0	0	1
Massachusetts Water Resources Authority	PROJ. MGR, ENVIRONMENTAL DATA	1	1.75	1	0	1	0
Massachusetts Water Resources Authority	PROJECT MANAGER	27	47.37	4	23	5	22
Massachusetts Water Resources Authority	PROJECT MANAGER - PLANNING	3	5.26	1	2	2	1
Massachusetts Water Resources Authority	PROJECT MANAGER, GIS	1	1.75	1	0	0	1
Massachusetts Water Resources Authority	PROJECT MANAGER, NPDES	1	1.75	1	0	1	0
Massachusetts Water Resources Authority	PROJECT MANAGER, PICS	2	3.51	0	2	1	1
Massachusetts Water Resources Authority	PROJECT MANAGER, SAFETY	1	1.75	0	1	1	0
Massachusetts Water Resources Authority	PROJECT MANAGER, SCADA	1	1.75	0	1	0	1

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: EB - ENGINEER B

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	PROJECT MANAGER,CMS	1	1.75	0	1	0	1
Massachusetts Water Resources Authority	PROJECT MANAGER,I/I	1	1.75	1	0	1	0
Massachusetts Water Resources Authority	PROJECT MANAGER,OPE RATIONS IN	1	1.75	1	0	1	0
Massachusetts Water Resources Authority	PROJECT MGR, PICS APPLICATIONS	1	1.75	0	1	0	1
Massachusetts Water Resources Authority	STAFF ENGINEER	9	15.79	5	4	2	7
Massachusetts Water Resources Authority	TECHNICAL ASSISTANT DI MAINT	1	1.75	1	0	0	1
Massachusetts Water Resources Authority	TECHNICAL ASSISTANT THERMAL PL	1	1.75	0	1	0	1
Totals:		57		18	39	16	41
				31.58%	68.42%	28.07%	71.93%

Job Group: KA - CRAFT A

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	ASST AUTO TECHNICIAN IN TRAINI	1	0.79	0	1	1	0
Massachusetts Water Resources Authority	AUTOMOTIVE FLEET TECHNICIAN	4	3.17	0	4	0	4

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: KA - CRAFT A

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	CHIEF PIPELINE MAINTENANCE	1	0.79	0	1	0	1
Massachusetts Water Resources Authority	ELECTRICAL OPERATIONS SUPERVIS	3	2.38	0	3	0	3
Massachusetts Water Resources Authority	EQUIPMENT REPAIR SPECIALIST	2	1.59	0	2	0	2
Massachusetts Water Resources Authority	FENCING FOREMAN	1	0.79	0	1	0	1
Massachusetts Water Resources Authority	FOREMAN SHAFT 8 LOWER GARAGE	1	0.79	0	1	0	1
Massachusetts Water Resources Authority	GENERAL FOREMAN	2	1.59	0	2	1	1
Massachusetts Water Resources Authority	HEAVY EQUIPMENT OPERATOR II	3	2.38	0	3	1	2
Massachusetts Water Resources Authority	HVAC SPECIALIST	8	6.35	0	8	0	8
Massachusetts Water Resources Authority	INSTRUMENTATION SPECIALIST	7	5.56	0	7	1	6
Massachusetts Water Resources Authority	M & O SPECIALIST	14	11.11	0	14	4	10
Massachusetts Water Resources Authority	M & O SPECIALIST - WASTEWATER	26	20.63	0	26	3	23

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Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: KA - CRAFT A

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	M & O SPECIALIST - WATER	6	4.76	0	6	0	6
Massachusetts Water Resources Authority	OMC LABORER IN TRAINING	2	1.59	0	2	1	1
Massachusetts Water Resources Authority	RESEARCH VESSEL OPERATOR	1	0.79	0	1	0	1
Massachusetts Water Resources Authority	SEWER MAINT SUPERVISOR	2	1.59	0	2	0	2
Massachusetts Water Resources Authority	SR MED VOLT ELECT SPECIALIST	3	2.38	0	3	0	3
Massachusetts Water Resources Authority	SR WDS FOREMAN	3	2.38	0	3	1	2
Massachusetts Water Resources Authority	TRADES FOREMAN	2	1.59	0	2	0	2
Massachusetts Water Resources Authority	TRADES FOREMAN (LICENSED)	4	3.17	0	4	1	3
Massachusetts Water Resources Authority	UNIT SUPERVISOR - MECH CERT	7	5.56	0	7	0	7
Massachusetts Water Resources Authority	UNIT SUPERVISOR - METAL FABRIC	1	0.79	0	1	1	0
Massachusetts Water Resources Authority	UNIT SUPERVISOR (MECH HOIST)	1	0.79	0	1	0	1

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: KA - CRAFT A

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	UNIT SUPERVISOR, INSTRUMENT	1	0.79	0	1	0	1
Massachusetts Water Resources Authority	UNIT SUPERVISOR-ELECTRICIAN	2	1.59	0	2	0	2
Massachusetts Water Resources Authority	UNIT SUPERVISOR-HVAC	4	3.17	0	4	1	3
Massachusetts Water Resources Authority	UNIT SUPERVISOR-MACHINING	3	2.38	0	3	0	3
Massachusetts Water Resources Authority	UNIT SUPERVISOR-MOTOR EQ REPAI	1	0.79	0	1	0	1
Massachusetts Water Resources Authority	UNIT SUPERVISOR-PLUMBER/PIPE	1	0.79	0	1	0	1
Massachusetts Water Resources Authority	VALVE MAINTENANCE FOREMAN	5	3.97	0	5	0	5
Massachusetts Water Resources Authority	WDS GENERAL FOREMAN	4	3.17	0	4	1	3
Totals:		126		0	126	17	109
				0.00%	100.00%	13.49%	86.51%

Job Group: KB - CRAFT B

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	AUTOMOTIVE REPAIRMAN ASSIST	1	0.88	0	1	0	1

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: KB - CRAFT B

Location	Job Title	Total Employees #	%	Female	Male	Minority	White
Massachusetts Water Resources Authority	CONSTRUCTION PIPELAYER	6	5.26	0	6	2	4
Massachusetts Water Resources Authority	ELECTRICIAN	15	13.16	0	15	6	9
Massachusetts Water Resources Authority	FACILITIES SPECIALIST	14	12.28	0	14	3	11
Massachusetts Water Resources Authority	FACILITIES SPECIALIST I	6	5.26	0	6	1	5
Massachusetts Water Resources Authority	HEAVY EQUIPMENT OPERATOR	3	2.63	0	3	1	2
Massachusetts Water Resources Authority	HEAVY EQUIPMENT OPERATOR I	10	8.77	0	10	1	9
Massachusetts Water Resources Authority	HVAC TECHNICIAN	3	2.63	0	3	1	2
Massachusetts Water Resources Authority	INSTRUMENT TECHNICIAN	3	2.63	0	3	1	2
Massachusetts Water Resources Authority	JUNIOR INSTRUMENT TECHNICIAN	3	2.63	0	3	1	2
Massachusetts Water Resources Authority	MASTER WELDER I	2	1.75	0	2	0	2
Massachusetts Water Resources Authority	MED VOLT ELECTRICAL SPECIALIST	10	8.77	0	10	2	8

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Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: KB - CRAFT B

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	METAL FABRICATOR/W ELDER	4	3.51	0	4	0	4
Massachusetts Water Resources Authority	PLUMBER/PIPEFITTER	16	14.04	0	16	2	14
Massachusetts Water Resources Authority	PLUMBING OPERATIONS SUPERVISOR	3	2.63	0	3	0	3
Massachusetts Water Resources Authority	SECOND CLASS ENGINEER	5	4.39	0	5	0	5
Massachusetts Water Resources Authority	SPECIALTY VALVE INSTALLER	1	0.88	0	1	1	0
Massachusetts Water Resources Authority	THIRD CLASS ENGINEER	5	4.39	0	5	1	4
Massachusetts Water Resources Authority	TOOLMAKER	4	3.51	1	3	1	3
Totals:		114		1	113	24	90
				0.88%	99.12%	21.05%	78.95%

Job Group: L - LABORERS

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	BUILDING/GROUNDS SUPERVISOR	5	8.77	0	5	1	4
Massachusetts Water Resources Authority	BUILDING/GROUNDS WORKER	12	21.05	1	11	4	8

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: L - LABORERS

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	OMC LABORER	35	61.40	2	33	7	28
Massachusetts Water Resources Authority	SKILLED LABORER	2	3.51	0	2	0	2
Massachusetts Water Resources Authority	SUPERVISOR, EQUIPMENT MAINT	1	1.75	0	1	0	1
Massachusetts Water Resources Authority	SUPERVISOR, T&T OPERATIONS	2	3.51	0	2	0	2
Totals:		57		3 5.26%	54 94.74%	12 21.05%	45 78.95%

Job Group: MA - MANAGEMENT A

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	ASSOC SPECIAL ASST FOR AFFIR	1	1.16	1	0	1	0
Massachusetts Water Resources Authority	ASST DIRECTOR, CONSTRUCTION	1	1.16	1	0	0	1
Massachusetts Water Resources Authority	BUDGET MANAGER	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	BUSINESS APPLICATIONS MANAGER	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	BUSINESS RELATIONSHIP MANAGER	1	1.16	1	0	0	1

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: MA - MANAGEMENT A

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	CASH MANAGER	1	1.16	1	0	0	1
Massachusetts Water Resources Authority	CHIEF OF STAFF	1	1.16	1	0	0	1
Massachusetts Water Resources Authority	COMPENSATION MANAGER	1	1.16	1	0	0	1
Massachusetts Water Resources Authority	CONSTRUCTION COORDINATOR	3	3.49	1	2	0	3
Massachusetts Water Resources Authority	CONSTRUCTION COORDINATOR-CECD	4	4.65	0	4	1	3
Massachusetts Water Resources Authority	DEPUTY CONTRACTS MANAGER	3	3.49	2	1	1	2
Massachusetts Water Resources Authority	DIRECTOR OF RETIREMENT BOARD	1	1.16	1	0	0	1
Massachusetts Water Resources Authority	MAINTENANCE MANAGER	2	2.33	0	2	0	2
Massachusetts Water Resources Authority	MANAGER, BENEFITS & HRIS	1	1.16	1	0	0	1
Massachusetts Water Resources Authority	MANAGER, EMERGENCY PLANNING	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	MANAGER, ENERGY	1	1.16	1	0	0	1

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: MA - MANAGEMENT A

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	MANAGER, FINANCE & ADMIN	1	1.16	0	1	1	0
Massachusetts Water Resources Authority	MANAGER, OPERATIONS SUPPORT	1	1.16	0	1	1	0
Massachusetts Water Resources Authority	MANAGER, OPS ADMIN	1	1.16	1	0	0	1
Massachusetts Water Resources Authority	MANAGER, POLICY & PLANNING SUP	1	1.16	1	0	0	1
Massachusetts Water Resources Authority	MANAGER, PURCHASING	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	MANAGER, RESIDUALS OPERATIONS	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	MANAGER, TALENT ACQUISITION	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	MANAGER, TRAINING AND DEVELOPM	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	MANAGER, VEHICLE MAINTENANCE	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	MANAGER, COORDINATION & CONTROL	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	MANAGER, FIN & SPECIAL PROJECTS	1	1.16	0	1	0	1

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: MA - MANAGEMENT A

Location	Job Title	Total Employees #	%	Female	Male	Minority	White
Massachusetts Water Resources Authority	MATERIALS MANAGER	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	MBE/WBE PROGRAM MANAGER	1	1.16	0	1	1	0
Massachusetts Water Resources Authority	MGR, ANALYSIS & TECH SUPPORT	1	1.16	1	0	0	1
Massachusetts Water Resources Authority	NETWORK AND SYSTEMS MANAGER	1	1.16	1	0	1	0
Massachusetts Water Resources Authority	PAYROLL MANAGER	1	1.16	1	0	1	0
Massachusetts Water Resources Authority	PROG MGR, ENVIRONMENTAL MONITORING	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	PROGRAM MANAGER	16	18.60	5	11	5	11
Massachusetts Water Resources Authority	PROGRAM MANAGER, I & C	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	PROGRAM MANAGER, MIS	3	3.49	0	3	0	3
Massachusetts Water Resources Authority	PROGRAM MANAGER, WATER QUALITY	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	PROGRAM MGR, MONITOR&COMPLIANCE	1	1.16	1	0	1	0

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: MA - MANAGEMENT A

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	PROJECT MGR, ENVIR COMPLIANCE	1	1.16	0	1	1	0
Massachusetts Water Resources Authority	PROJECT MGR, ENVIR PERMITTING	1	1.16	1	0	0	1
Massachusetts Water Resources Authority	SR PROG MGR ENGINEER & CONSTRU	1	1.16	1	0	0	1
Massachusetts Water Resources Authority	SR PROGRAM MANAGER	12	13.95	3	9	2	10
Massachusetts Water Resources Authority	SR PROGRAM MANAGER, ENQUAD	1	1.16	1	0	0	1
Massachusetts Water Resources Authority	SR PROGRAM MGR, WESTERN MAINT	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	TECHNICAL SUPPORT MANAGER	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	WAREHOUSE MANAGER	3	3.49	2	1	0	3
Massachusetts Water Resources Authority	WORK COORDINATION CENTER MGR	1	1.16	0	1	0	1
Massachusetts Water Resources Authority	WORK COORDINATION CTR MGR FOD	1	1.16	0	1	1	0
Totals:		86		31	55	18	68
				36.05%	63.95%	20.93%	79.07%

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: MB - MANAGEMENT B

Location	Job Title	Total Employees #	%	Female	Male	Minority	White
Massachusetts Water Resources Authority	ACCOUNTING MANAGER	1	2.70	1	0	1	0
Massachusetts Water Resources Authority	AREA MANAGER	5	13.51	0	5	1	4
Massachusetts Water Resources Authority	ASSET CONTROL SUPERVISOR	2	5.41	0	2	0	2
Massachusetts Water Resources Authority	ASSIST MANGR RATES, REV & FIN	1	2.70	1	0	0	1
Massachusetts Water Resources Authority	ASST CONTRACTS MANAGER	3	8.11	1	2	1	2
Massachusetts Water Resources Authority	FACILITIES MANAGER	2	5.41	0	2	1	1
Massachusetts Water Resources Authority	IT SECURITY ANALYST	1	2.70	0	1	1	0
Massachusetts Water Resources Authority	MANAGER, PROCESS CONTROL	1	2.70	1	0	1	0
Massachusetts Water Resources Authority	MATERIALS COORDINATION MANAGER	1	2.70	0	1	0	1
Massachusetts Water Resources Authority	NETWORK ADMINISTRATOR III	1	2.70	0	1	1	0
Massachusetts Water Resources Authority	OPERATIONS SUPERVISOR	6	16.22	0	6	0	6

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Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: MB - MANAGEMENT B

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	PROJECT MANAGER	5	13.51	2	3	2	3
Massachusetts Water Resources Authority	SHIFT OPERATIONS MANAGER	6	16.22	0	6	2	4
Massachusetts Water Resources Authority	SR SHIFT MANAGER	1	2.70	0	1	0	1
Massachusetts Water Resources Authority	SUPERVISOR, TRANS/COURIER/MAIL	1	2.70	0	1	1	0
Totals:		37		6	31	12	25
				16.22%	83.78%	32.43%	67.57%

Job Group: OA - OPERATORS A

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	AREA SUPERV I (METRO WATER)	9	16.07	0	9	0	9
Massachusetts Water Resources Authority	AREA SUPERV I (WW TRANSPORT)	17	30.36	1	16	1	16
Massachusetts Water Resources Authority	AREA SUPERV I (WW TREATMENT)	12	21.43	1	11	1	11
Massachusetts Water Resources Authority	AREA SUPERVISOR-CLINTON	2	3.57	0	2	0	2
Massachusetts Water Resources Authority	AREA SUPERVISOR-TRANSPORT	1	1.79	0	1	1	0

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: OA - OPERATORS A

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	SR TRANSM/TREAT OPERATOR I	9	16.07	0	9	0	9
Massachusetts Water Resources Authority	SUPERVISOR, FACILITY MAINT	1	1.79	0	1	0	1
Massachusetts Water Resources Authority	SUPERVISOR, INSPECTION	1	1.79	0	1	0	1
Massachusetts Water Resources Authority	SUPERVISOR, WARE RIVER INTAKE	1	1.79	0	1	0	1
Massachusetts Water Resources Authority	SUPERVISOR,L OGISTICS UNIT	1	1.79	0	1	0	1
Massachusetts Water Resources Authority	TRANSMISSION & TREATMENT OPERA	2	3.57	0	2	0	2
Totals:		56		2	54	3	53
				3.57%	96.43%	5.36%	94.64%

Job Group: OB - OPERATORS B

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	OPERATOR I (METRO WATER)	7	9.21	0	7	1	6
Massachusetts Water Resources Authority	OPERATOR I (WW TRANSPORT)	38	50.00	2	36	18	20
Massachusetts Water Resources Authority	OPERATOR I (WW TREATMENT)	20	26.32	1	19	6	14

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: OB - OPERATORS B

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	TRANSM & TREAT OPERATOR I	11	14.47	2	9	1	10
Totals:		76		5 6.58%	71 93.42%	26 34.21%	50 65.79%

Job Group: P - PARA PROFESSIONAL

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	ADMIN SYST COOR OPAD, ENQU PLA	1	2.38	1	0	0	1
Massachusetts Water Resources Authority	ADMIN SYST COORD SAFETY TRAIN	1	2.38	1	0	0	1
Massachusetts Water Resources Authority	ADMINISTRATIVE SYSTEMS COORD	8	19.05	8	0	2	6
Massachusetts Water Resources Authority	AUTOMOTIVE FLEET SUPERVISOR	1	2.38	0	1	0	1
Massachusetts Water Resources Authority	CUSTOMER SUPPORT TECH I	1	2.38	0	1	1	0
Massachusetts Water Resources Authority	HR ADMIN SYST COORD EMPLOYMENT	1	2.38	1	0	0	1
Massachusetts Water Resources Authority	HR SYSTEMS ADMIN COORD GENERAL	1	2.38	1	0	1	0
Massachusetts Water Resources Authority	JR ENGINEERING AIDE	1	2.38	0	1	1	0

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: P - PARA PROFESSIONAL

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	PARALEGAL	1	2.38	1	0	0	1
Massachusetts Water Resources Authority	PAYROLL ADMINISTRATOR	1	2.38	0	1	1	0
Massachusetts Water Resources Authority	PERMITTING AND DATA ASSISTANT	1	2.38	0	1	0	1
Massachusetts Water Resources Authority	PLANNER/SCHEDULER	1	2.38	0	1	1	0
Massachusetts Water Resources Authority	PLANNING/SCHEDULING COORD	14	33.33	1	13	5	9
Massachusetts Water Resources Authority	RECORDS CENTER SPECIALIST	2	4.76	1	1	1	1
Massachusetts Water Resources Authority	SECURITY ASSISTANT	1	2.38	1	0	0	1
Massachusetts Water Resources Authority	SPECIAL PROJECTS COORDINATOR	1	2.38	1	0	0	1
Massachusetts Water Resources Authority	SR SANITARY ENGINEER AIDE	1	2.38	0	1	0	1
Massachusetts Water Resources Authority	STATISTICIAN	1	2.38	0	1	1	0
Massachusetts Water Resources Authority	TECHNICAL INFO SYSTEM ADMINIST	2	4.76	0	2	1	1

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Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: P - PARA PROFESSIONAL

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	WORK ORDER COORDINATOR	1	2.38	1	0	1	0
Totals:		42		18 42.86%	24 57.14%	16 38.10%	26 61.90%

Job Group: PA - PROFESSIONAL A

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	ASST MANAGER, LABOR RELATIONS	1	3.45	1	0	0	1
Massachusetts Water Resources Authority	COMMUNITY RELATIONS COORD.	1	3.45	0	1	0	1
Massachusetts Water Resources Authority	INTERNAL AUDIT MANAGER	1	3.45	1	0	1	0
Massachusetts Water Resources Authority	LABORATORY SUPERVISOR	1	3.45	0	1	0	1
Massachusetts Water Resources Authority	LABORATORY SUPERVISOR II	3	10.34	1	2	0	3
Massachusetts Water Resources Authority	LABORATORY SUPERVISOR III	5	17.24	2	3	1	4
Massachusetts Water Resources Authority	LIBRARY SUPERVISOR	1	3.45	1	0	0	1
Massachusetts Water Resources Authority	OPERATIONS LIAISON	1	3.45	1	0	1	0

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: PA - PROFESSIONAL A

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	PROGRAM MANAGER, SECURITY/SAFE	2	6.90	0	2	1	1
Massachusetts Water Resources Authority	PROJ MANAGER, MEDIA & DESIGN	1	3.45	0	1	1	0
Massachusetts Water Resources Authority	SECURITY SERVICES COORDINATOR	1	3.45	1	0	0	1
Massachusetts Water Resources Authority	SR CONTRACT ADMINISTRATOR	6	20.69	5	1	2	4
Massachusetts Water Resources Authority	SR STAFF COUNSEL	3	10.34	0	3	0	3
Massachusetts Water Resources Authority	TECHNICAL OPERATIONS MANAGER	1	3.45	0	1	1	0
Massachusetts Water Resources Authority	TUNNEL PROGRAM COORD DOC MGMT	1	3.45	1	0	0	1
Totals:		29		14	15	8	21
				48.28%	51.72%	27.59%	72.41%

Job Group: PB - PROFESSIONAL B

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	.NET DEVELOPER/PROGRAMMER III	2	1.16	0	2	2	0
Massachusetts Water Resources Authority	ACCOUNT COORDINATOR	1	0.58	0	1	0	1

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: PB - PROFESSIONAL B

Location	Job Title	Total Employees #	%	Female	Male	Minority	White
Massachusetts Water Resources Authority	ACCOUNTING AND PROCURE ADMINIS	1	0.58	1	0	0	1
Massachusetts Water Resources Authority	ADMIN, ACCOUNTS PAYABLE	1	0.58	0	1	0	1
Massachusetts Water Resources Authority	ADMIN,ADMIN&FINANCE	1	0.58	1	0	1	0
Massachusetts Water Resources Authority	ADMINISTRATOR, RISK MGMT	1	0.58	1	0	0	1
Massachusetts Water Resources Authority	ASSISTANT FINANCE MANAGER, CIP	1	0.58	0	1	0	1
Massachusetts Water Resources Authority	ASST MANAGER, EMPLOYMENT	1	0.58	0	1	1	0
Massachusetts Water Resources Authority	ASST TO THE EXECUTIVE DIRECTOR	1	0.58	1	0	0	1
Massachusetts Water Resources Authority	ASST. CAPITAL FIN MANAGER	1	0.58	0	1	0	1
Massachusetts Water Resources Authority	BIOLOGIST I	2	1.16	1	1	0	2
Massachusetts Water Resources Authority	BUS. DOCUMENT AND TRAIN. SPEC	1	0.58	1	0	1	0
Massachusetts Water Resources Authority	BUSINESS SYSTEMS ANALYST II	2	1.16	1	1	1	1

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: PB - PROFESSIONAL B

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	BUYER	3	1.73	2	1	2	1
Massachusetts Water Resources Authority	CHEMIST I	13	7.51	6	6	3	10
Massachusetts Water Resources Authority	CHEMIST II	6	3.47	2	4	3	3
Massachusetts Water Resources Authority	CHEMIST III	12	6.94	6	6	3	9
Massachusetts Water Resources Authority	CLIENT SERVICES COORDINATOR	1	0.58	0	1	0	1
Massachusetts Water Resources Authority	COMMUNICATION SPECIALIST	1	0.58	1	0	0	1
Massachusetts Water Resources Authority	COMMUNICATIONS MANAGER	1	0.58	1	0	0	1
Massachusetts Water Resources Authority	COMMUNITY RELATIONS LIAISON	1	0.58	0	1	0	1
Massachusetts Water Resources Authority	COMPLIANCE COORDINATOR	4	2.31	2	2	0	4
Massachusetts Water Resources Authority	COMPLIANCE MONITOR	1	0.58	0	1	1	0
Massachusetts Water Resources Authority	CONTRACT SUPPORT SPECIALIST	1	0.58	1	0	0	1

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Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: PB - PROFESSIONAL B

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	DATABASE ANALYST	1	0.58	0	1	0	1
Massachusetts Water Resources Authority	DEPUTY PAYROLL MANAGER	1	0.58	1	0	0	1
Massachusetts Water Resources Authority	EMPLOYEE RELATIONS SPECIALIST	1	0.58	1	0	0	1
Massachusetts Water Resources Authority	ENVIRON JUSTICE COMM LIAISON	1	0.58	1	0	1	0
Massachusetts Water Resources Authority	ENVIRONMENT AL ANALYST	1	0.58	0	1	0	1
Massachusetts Water Resources Authority	ENVIRONMENT AL SCIENTIST	3	1.73	1	2	0	3
Massachusetts Water Resources Authority	FIELD INSPECTOR, WATER/WASTE WA	2	1.16	0	2	0	2
Massachusetts Water Resources Authority	FINANCIAL IS PROJECT LEADER	1	0.58	0	1	1	0
Massachusetts Water Resources Authority	GIS COORDINATOR	1	0.58	0	1	0	1
Massachusetts Water Resources Authority	HR SPECIALIST BENEFITS & COMP	1	0.58	0	1	1	0
Massachusetts Water Resources Authority	INDUSTRIAL COORDINATOR	9	5.20	4	5	2	7

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: PB - PROFESSIONAL B

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	INSURANCE OFFICER	1	0.58	1	0	0	1
Massachusetts Water Resources Authority	INTERNAL AUDIT SPECIALIST	1	0.58	0	1	0	1
Massachusetts Water Resources Authority	IS PROJECT LEADER	2	1.16	0	2	0	2
Massachusetts Water Resources Authority	IT ARCHITECT	2	1.16	0	2	2	0
Massachusetts Water Resources Authority	IT ASSET MANAGEMENT ANALYST	1	0.58	0	1	1	0
Massachusetts Water Resources Authority	IT FINANCIAL MANAGER	1	0.58	0	1	1	0
Massachusetts Water Resources Authority	IT PROJECT MANAGER III	2	1.16	1	1	1	1
Massachusetts Water Resources Authority	LIBRARY/RECORDS MANAGER	1	0.58	0	1	0	1
Massachusetts Water Resources Authority	MANAGER, SECURITY SERVICES	1	0.58	1	0	1	0
Massachusetts Water Resources Authority	MATERIALS MGMT COORD I	1	0.58	1	0	0	1
Massachusetts Water Resources Authority	MICROBIOLOGIST I	3	1.73	3	0	1	2

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Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: PB - PROFESSIONAL B

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	MICROBIOLOGIST II	2	1.16	0	2	1	1
Massachusetts Water Resources Authority	NETWORK ADMINISTRATOR I	1	0.58	0	1	1	0
Massachusetts Water Resources Authority	OIL GAS SEPARATOR TRAPS INSPECTOR	3	1.73	1	2	1	2
Massachusetts Water Resources Authority	PROG MGR, CONSTRUCTION PERMIT	2	1.16	1	1	1	1
Massachusetts Water Resources Authority	PROG MGR, INSPECTION AND PERMIT	1	0.58	0	1	0	1
Massachusetts Water Resources Authority	PROG MGR, SAFETY EVE/TRAIN/ERT	1	0.58	0	1	0	1
Massachusetts Water Resources Authority	PROG MGR, SAFETY SECUR/CONST/ R	1	0.58	0	1	0	1
Massachusetts Water Resources Authority	PROGRAM MANAGER, MONITORING	1	0.58	0	1	1	0
Massachusetts Water Resources Authority	PROGRAM MANAGER, TRAINING	3	1.73	3	0	0	3
Massachusetts Water Resources Authority	PROJECT MANAGER (8(M) PERMIT)	2	1.16	0	2	0	2
Massachusetts Water Resources Authority	PROJECT MANAGER, LAB QUAL ASSURANCE	1	0.58	1	0	0	1

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: PB - PROFESSIONAL B

Location	Job Title	Total Employees #	%	Female	Male	Minority	White
Massachusetts Water Resources Authority	PROJECT MANAGER, SCHOOL ED	1	0.58	1	0	0	1
Massachusetts Water Resources Authority	PUBLIC ACCESS COORDINATOR	1	0.58	1	0	1	0
Massachusetts Water Resources Authority	REAL PROPERTY PROJECT MANAGER	1	0.58	0	1	0	1
Massachusetts Water Resources Authority	SAFETY COORDINATOR	1	0.58	1	0	0	1
Massachusetts Water Resources Authority	SAFETY TECHNICIAN	2	1.16	0	2	1	1
Massachusetts Water Resources Authority	SAMPLING ASSOCIATE	9	5.20	3	6	2	7
Massachusetts Water Resources Authority	SECURITY SPECIALIST	1	0.58	0	1	1	0
Massachusetts Water Resources Authority	SENIOR HR ANALYST (BENEFITS)	1	0.58	1	0	0	1
Massachusetts Water Resources Authority	SR ACCOUNTANT	3	1.73	3	0	1	2
Massachusetts Water Resources Authority	SR ANALYST, ENQUAL	1	0.58	1	0	1	0
Massachusetts Water Resources Authority	SR AP SPECIALIST	1	0.58	1	0	1	0

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: PB - PROFESSIONAL B

Location	Job Title	Total Employees #	%	Female	Male	Minority	White
Massachusetts Water Resources Authority	SR AUDITOR	2	1.16	2	0	0	2
Massachusetts Water Resources Authority	SR BUYER	1	0.58	1	0	1	0
Massachusetts Water Resources Authority	SR FINANCIAL ANALYST	5	2.89	2	3	2	3
Massachusetts Water Resources Authority	SR HR ANALYST (COMPENSATION)	1	0.58	1	0	0	1
Massachusetts Water Resources Authority	SR LABORATORY TECHNICIAN	4	2.31	0	4	1	3
Massachusetts Water Resources Authority	SR PROGRAM MANAGER, IT SECURIT	1	0.58	0	1	0	1
Massachusetts Water Resources Authority	SR SAMPLING ASSOCIATE	3	1.73	0	3	0	3
Massachusetts Water Resources Authority	STAFF COUNSEL	1	0.58	0	1	1	0
Massachusetts Water Resources Authority	STAFF ENGR (TUNNEL REDUND)	1	0.58	1	0	0	1
Massachusetts Water Resources Authority	SYST ANALYST/PROG III (ERP)	1	0.58	0	1	0	1
Massachusetts Water Resources Authority	SYSTEMS ANALY/PROG I (APPLIC)	1	0.58	1	0	0	1

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: PB - PROFESSIONAL B

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	SYSTEMS ANALY/PROGR III MAXIMO	1	0.58	0	1	1	0
Massachusetts Water Resources Authority	SYSTEMS ANALYST/PROGR I ENQUAL	1	0.58	1	0	0	1
Massachusetts Water Resources Authority	SYSTEMS ANALYST/PROG RAMMER III	4	2.31	2	2	3	1
Massachusetts Water Resources Authority	TALENT ACQUISITION SPECIALIST	1	0.58	1	0	1	0
Massachusetts Water Resources Authority	TECH SUPPORT TECHNICIAN II	4	2.31	0	4	3	1
Massachusetts Water Resources Authority	TREASURY ANALYST	2	1.16	0	2	0	2
Massachusetts Water Resources Authority	WORKFORCE RECRUIT. COORD	1	0.58	1	0	0	1
Totals:		173		74	98	56	117
				42.77%	56.65%	32.37%	67.63%

Job Group: TA - TECHNICAL A

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	BUSINESS SYSTEMS ANALYST III	2	3.77	1	1	1	1
Massachusetts Water Resources Authority	CADD MANAGER	2	3.77	0	2	0	2

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: TA - TECHNICAL A

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	COMMUNICATION & CONTROL TECH.	11	20.75	1	10	5	6
Massachusetts Water Resources Authority	DATA ANALYST	1	1.89	1	0	0	1
Massachusetts Water Resources Authority	DATA MANAGEMENT COORD	4	7.55	1	3	2	2
Massachusetts Water Resources Authority	FIELD SUP WW PIPE INSPECTION	1	1.89	0	1	1	0
Massachusetts Water Resources Authority	SR DRAFTSPERSON	2	3.77	1	1	1	1
Massachusetts Water Resources Authority	SR FIELD INSPECTOR	1	1.89	0	1	0	1
Massachusetts Water Resources Authority	SR FIELD INSPECTOR W/WW	1	1.89	0	1	0	1
Massachusetts Water Resources Authority	SR FIELD SERVICE TECHNICIAN	4	7.55	0	4	1	3
Massachusetts Water Resources Authority	SR INSTRUMENT TECHNICIAN	7	13.21	0	7	4	3
Massachusetts Water Resources Authority	SR PROG MGR, APPLICATIONS GRP	1	1.89	0	1	0	1
Massachusetts Water Resources Authority	SR PROG MGR, SYSTEMS ADMIN	1	1.89	0	1	1	0

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: TA - TECHNICAL A

Location	Job Title	Total Employees #	%	Female	Male	Minority	White
Massachusetts Water Resources Authority	SR SCADA MAINT TECHNICIAN	5	9.43	0	5	2	3
Massachusetts Water Resources Authority	STATISTICAL SUPERVISOR	1	1.89	1	0	1	0
Massachusetts Water Resources Authority	SUP WATER/WW MECHANICAL MAINT	1	1.89	0	1	0	1
Massachusetts Water Resources Authority	SUPER WATER/WW METER MAINT	1	1.89	0	1	0	1
Massachusetts Water Resources Authority	SYSTEMS ADMIN III (SYSTEMS)	1	1.89	0	1	1	0
Massachusetts Water Resources Authority	SYSTEMS ADMINISTRATOR III	2	3.77	0	2	1	1
Massachusetts Water Resources Authority	TECHNICAL SUPERV, METER MAINT	1	1.89	0	1	1	0
Massachusetts Water Resources Authority	TELE-INSPECTION FOREMAN	1	1.89	0	1	0	1
Massachusetts Water Resources Authority	VALVE GENERAL FOREMAN	1	1.89	0	1	0	1
Massachusetts Water Resources Authority	WSS GENERAL FOREMAN	1	1.89	0	1	0	1
Totals:		53		6	47	22	31
				11.32%	88.68%	41.51%	58.49%

Workforce by Analysis Group

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: TB - TECHNICAL B

Location	Job Title	Total Employees		Female	Male	Minority	White
		#	%				
Massachusetts Water Resources Authority	SYSTEMS ADMINISTRATOR II	2	40.00	0	2	1	1
Massachusetts Water Resources Authority	TELE-INSPECTION OPERATOR	2	40.00	0	2	1	1
Massachusetts Water Resources Authority	WATER QUALITY TECHNICIAN	1	20.00	1	0	0	1
Totals:		5		1	4	2	3
				20.00%	80.00%	40.00%	60.00%
Total Employees in the Plan:		1,087		233	853	270	817
				21.44%	78.47%	24.84%	75.16%

APPENDIX C
AVAILABILITY ANALYSIS

Availability Analysis

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: AA - ADMINISTRATIVE A

Factor	Weight	Total Female		Total Male		Total Minorities		Total White	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	25.00	24.31	6.08	75.69	18.92	14.96	3.74	85.04	21.26
Location:		100.00%		Massachusetts state					
Internally available	75.00	30.77	23.08	69.23	51.92	19.23	14.42	80.77	60.58
Feeders:		100.00%		AB - ADMINISTRATIVE B					
Total Weighted Availability/Benchmark		29.15		70.85		18.16		81.84	

Availability Analysis

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority
Job Group: AB - ADMINISTRATIVE B

Factor	Weight	Total Female		Total Male		Total Minorities		Total White	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	25.00	23.26	5.81	76.74	19.19	17.59	4.40	82.41	20.60
Location:		100.00%		Massachusetts state					
Internally available	75.00	31.81	23.86	68.07	51.06	22.75	17.06	77.25	57.94
Feeders:		40.00%		EA - ENGINEER A					
		40.00%		MA - MANAGEMENT A					
		20.00%		PB - PROFESSIONAL B					
Total Weighted Availability/Benchmark		29.67		70.24		21.46		78.54	

Availability Analysis

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: CA - CLERICAL A

Factor	Weight	Total Female		Total Male		Total Minorities		Total White	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	85.00	78.54	66.76	21.46	18.24	19.74	16.78	80.26	68.22
Location:		100.00%	Massachusetts state						
Internally available	15.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability/Benchmark		66.76		18.24		16.78		68.22	

Availability Analysis

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: CB - CLERICAL B

Factor	Weight	Total Female		Total Male		Total Minorities		Total White	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	50.00	50.16	25.08	49.84	24.92	24.47	12.24	75.53	37.76
Location:		100.00%		Massachusetts state					
Internally available	50.00	5.26	2.63	94.74	47.37	21.05	10.53	78.95	39.47
Feeders:		100.00%		L - LABORERS					
Total Weighted Availability/Benchmark		27.71		72.29		22.76		77.24	

Availability Analysis

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: EA - ENGINEER A

Factor	Weight	Total Female		Total Male		Total Minorities		Total White	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	50.00	18.47	9.23	81.53	40.77	23.59	11.79	76.41	38.21
Location:		100.00%		Massachusetts state					
Internally available	50.00	35.49	17.75	64.36	32.18	27.36	13.68	72.64	36.32
Feeders:		50.00%		EB - ENGINEER B					
		25.00%		MA - MANAGEMENT A					
		25.00%		PB - PROFESSIONAL B					
Total Weighted Availability/Benchmark		26.98		72.95		25.47		74.53	

Availability Analysis

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: EB - ENGINEER B

Factor	Weight	Total Female		Total Male		Total Minorities		Total White	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	60.00	16.55	9.93	83.45	50.07	25.19	15.11	74.81	44.89
Location:		100.00%		Massachusetts state					
Internally available	40.00	21.92	8.77	77.96	31.19	30.98	12.39	69.02	27.61
Feeders:		40.00%		EA - ENGINEER A					
		20.00%		PB - PROFESSIONAL B					
		40.00%		TA - TECHNICAL A					
Total Weighted Availability/Benchmark		18.70		81.25		27.51		72.49	

Availability Analysis

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: KA - CRAFT A

Factor	Weight	Total Female		Total Male		Total Minorities		Total White	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	40.00	19.24	7.69	80.76	32.31	18.59	7.43	81.41	32.57
Location:		100.00%		Massachusetts state					
Internally available	60.00	3.07	1.84	96.93	58.16	21.05	12.63	78.95	47.37
Feeders:		50.00%		KB - CRAFT B					
		50.00%		L - LABORERS					
Total Weighted Availability/Benchmark		9.54		90.46		20.07		79.93	

Availability Analysis

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: KB - CRAFT B

Factor	Weight	Total Female		Total Male		Total Minorities		Total White	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	75.00	3.52	2.64	96.48	72.36	19.28	14.46	80.72	60.54
Location:		100.00%		Massachusetts state					
Internally available	25.00	3.16	0.79	96.84	24.21	18.03	4.51	81.97	20.49
Feeders:		40.00%		KA - CRAFT A					
		60.00%		L - LABORERS					
Total Weighted Availability/Benchmark		3.43		96.57		18.97		81.03	

Availability Analysis

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: L - LABORERS

Factor	Weight	Total Female		Total Male		Total Minorities		Total White	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	90.00	4.50	4.05	95.50	85.95	27.50	24.75	72.50	65.25
Location:		100.00%	Massachusetts state						
Internally available	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability/Benchmark		4.05		85.95		24.75		65.25	

Availability Analysis

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: MA - MANAGEMENT A

Factor	Weight	Total Female		Total Male		Total Minorities		Total White	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	40.00	30.03	12.01	69.97	27.99	20.99	8.40	79.01	31.60
Location:		100.00%	Massachusetts state						
Internally available	60.00	25.24	15.15	74.70	44.82	27.32	16.39	72.68	43.61
Feeders:		30.00%	EA - ENGINEER A						
		30.00%	EB - ENGINEER B						
		30.00%	MB - MANAGEMENT B						
		10.00%	PB - PROFESSIONAL B						
Total Weighted Availability/Benchmark		27.16		72.81		24.79		75.21	

Availability Analysis

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: MB - MANAGEMENT B

Factor	Weight	Total Female		Total Male		Total Minorities		Total White	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	20.00	19.88	3.98	80.12	16.02	17.39	3.48	82.61	16.52
Location:		100.00%		Massachusetts state					
Internally available	80.00	9.98	7.99	89.90	71.92	14.01	11.21	85.99	68.79
Feeders:		40.00%		KA - CRAFT A					
		40.00%		OA - OPERATORS A					
		20.00%		PB - PROFESSIONAL B					
Total Weighted Availability/Benchmark		11.96		87.94		14.69		85.31	

Availability Analysis

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: OA - OPERATORS A

Factor	Weight	Total Female		Total Male		Total Minorities		Total White	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	30.00	47.18	14.15	52.82	15.85	24.06	7.22	75.94	22.78
Location:		100.00%		Massachusetts state					
Internally available	70.00	4.61	3.22	95.39	66.78	27.99	19.60	72.01	50.40
Feeders:		30.00%		KA - CRAFT A					
		70.00%		OB - OPERATORS B					
Total Weighted Availability/Benchmark		17.38		82.62		26.81		73.19	

Availability Analysis

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: OB - OPERATORS B

Factor	Weight	Total Female		Total Male		Total Minorities		Total White	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	40.00	5.29	2.12	94.71	37.88	13.46	5.38	86.54	34.62
Location:		100.00%		Massachusetts state					
Internally available	60.00	4.21	2.53	95.79	57.47	19.54	11.72	80.46	48.28
Feeders:		20.00%		KA - CRAFT A					
		80.00%		L - LABORERS					
Total Weighted Availability/Benchmark		4.64		95.36		17.11		82.89	

Availability Analysis

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority
Job Group: P - PARA PROFESSIONAL

Factor	Weight	Total Female		Total Male		Total Minorities		Total White	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	50.00	50.96	25.48	49.04	24.52	24.37	12.18	75.63	37.82
Location:		100.00%		Massachusetts state					
Internally available	50.00	22.50	11.25	77.50	38.75	22.94	11.47	77.06	38.53
Feeders:		30.00%		CA - CLERICAL A					
		70.00%		KA - CRAFT A					
Total Weighted Availability/Benchmark		36.73		63.27		23.66		76.34	

Availability Analysis

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: PA - PROFESSIONAL A

Factor	Weight	Total Female		Total Male		Total Minorities		Total White	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	50.00	43.44	21.72	56.56	28.28	22.01	11.01	77.99	38.99
Location:		100.00%		Massachusetts state					
Internally available	50.00	42.77	21.39	56.65	28.32	32.37	16.18	67.63	33.82
Feeders:		100.00%		PB - PROFESSIONAL B					
Total Weighted Availability/Benchmark		43.11		56.60		27.19		72.81	

Availability Analysis

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: PB - PROFESSIONAL B

Factor	Weight	Total Female		Total Male		Total Minorities		Total White	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	75.00	38.12	28.59	61.88	46.41	27.53	20.65	72.47	54.35
Location:		100.00%		Massachusetts state					
Internally available	25.00	35.84	8.96	64.16	16.04	41.45	10.36	58.55	14.64
Feeders:		40.00%		CA - CLERICAL A					
		20.00%		OB - OPERATORS B					
		40.00%		TA - TECHNICAL A					
Total Weighted Availability/Benchmark		37.55		62.45		31.01		68.99	

Availability Analysis

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: TA - TECHNICAL A

Factor	Weight	Total Female		Total Male		Total Minorities		Total White	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	50.00	22.19	11.09	77.81	38.91	21.99	10.99	78.01	39.01
Location:		100.00%		Massachusetts state					
Internally available	50.00	0.79	0.39	99.21	49.61	20.30	10.15	79.70	39.85
Feeders:		10.00%		KA - CRAFT A					
		90.00%		KB - CRAFT B					
Total Weighted Availability/Benchmark		11.49		88.51		21.14		78.86	

Availability Analysis

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: TB - TECHNICAL B

Factor	Weight	Total Female		Total Male		Total Minorities		Total White	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	50.00	26.28	13.14	73.72	36.86	26.15	13.08	73.85	36.92
Location:		100.00%	Massachusetts state						
Internally available	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability/Benchmark		13.14		36.86		13.08		36.92	

APPENDIX C-1

INCUMBENCY VS ESTIMATED AVAILABILITY

Incumbency vs Availability

Massachusetts Water Resources Authority 01-01-2026

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: AA - ADMINISTRATIVE A

Factor	Weight	Total Female		Total Minorities	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	25.00	24.31	6.08	14.96	3.74
Internally available	75.00	30.77	23.08	19.23	14.42
Total Weighted Availability			29.15		18.16
Current Utilization			40.91		13.64
Incumbents	Total: 22		9		3
Expected Incumbents			6.41		4.00
Shortfall in Persons			0.00		1.00
Difference is greater than or equal to 1.00 persons			No		No

Incumbency vs Availability

Massachusetts Water Resources Authority 01-01-2026

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: AB - ADMINISTRATIVE B

Factor	Weight	Total Female		Total Minorities	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	25.00	23.26	5.81	17.59	4.40
Internally available	75.00	31.81	23.86	22.75	17.06
Total Weighted Availability			29.67		21.46
Current Utilization			30.77		19.23
Incumbents	Total: 26		8		5
Expected Incumbents			7.71		5.58
Shortfall in Persons			0.00		0.58
Difference is greater than or equal to 1.00 persons			No		No

Incumbency vs Availability

Massachusetts Water Resources Authority 01-01-2026

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: CA - CLERICAL A

Factor	Weight	Total Female		Total Minorities	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	85.00	78.54	66.76	19.74	16.78
Internally available	15.00	0.00	0.00	0.00	0.00
Total Weighted Availability			66.76		16.78
Current Utilization			75.00		45.00
Incumbents	Total: 20		15		9
Expected Incumbents			13.35		3.36
Shortfall in Persons			0.00		0.00
Difference is greater than or equal to 1.00 persons			No		No

Incumbency vs Availability

Massachusetts Water Resources Authority 01-01-2026

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: CB - CLERICAL B

Factor	Weight	Total Female		Total Minorities	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	50.00	50.16	25.08	24.47	12.24
Internally available	50.00	5.26	2.63	21.05	10.53
Total Weighted Availability			27.71		22.76
Current Utilization			13.64		18.18
Incumbents	Total: 22		3		4
Expected Incumbents			6.10		5.01
Shortfall in Persons			3.10		1.01
Difference is greater than or equal to 1.00 persons			Yes		Yes

Incumbency vs Availability

Massachusetts Water Resources Authority 01-01-2026

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: EA - ENGINEER A

Factor	Weight	Total Female		Total Minorities	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	50.00	18.47	9.23	23.59	11.79
Internally available	50.00	35.49	17.75	27.36	13.68
Total Weighted Availability			26.98		25.47
Current Utilization			22.09		19.77
Incumbents	Total: 86		19		17
Expected Incumbents			23.20		21.91
Shortfall in Persons			4.20		4.91
Difference is greater than or equal to 1.00 persons			Yes		Yes

Incumbency vs Availability

Massachusetts Water Resources Authority 01-01-2026

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: EB - ENGINEER B

Factor	Weight	Total Female		Total Minorities	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	60.00	16.55	9.93	25.19	15.11
Internally available	40.00	21.92	8.77	30.98	12.39
Total Weighted Availability			18.70		27.51
Current Utilization			31.58		28.07
Incumbents	Total: 57		18		16
Expected Incumbents			10.66		15.68
Shortfall in Persons			0.00		0.00
Difference is greater than or equal to 1.00 persons			No		No

Incumbency vs Availability

Massachusetts Water Resources Authority 01-01-2026

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: KA - CRAFT A

Factor	Weight	Total Female		Total Minorities	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	40.00	19.24	7.69	18.59	7.43
Internally available	60.00	3.07	1.84	21.05	12.63
Total Weighted Availability			9.54		20.07
Current Utilization			0.00		13.49
Incumbents	Total: 126		0		17
Expected Incumbents			12.02		25.28
Shortfall in Persons			12.02		8.28
Difference is greater than or equal to 1.00 persons			Yes		Yes

Incumbency vs Availability

Massachusetts Water Resources Authority 01-01-2026

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: KB - CRAFT B

Factor	Weight	Total Female		Total Minorities	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	75.00	3.52	2.64	19.28	14.46
Internally available	25.00	3.16	0.79	18.03	4.51
Total Weighted Availability		3.43		18.97	
Current Utilization		0.88		21.05	
Incumbents	Total: 114		1		24
Expected Incumbents			3.91		21.63
Shortfall in Persons			2.91		0.00
Difference is greater than or equal to 1.00 persons			Yes		No

Incumbency vs Availability

Massachusetts Water Resources Authority 01-01-2026

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: L - LABORERS

Factor	Weight	Total Female		Total Minorities	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	90.00	4.50	4.05	27.50	24.75
Internally available	10.00	0.00	0.00	0.00	0.00
Total Weighted Availability		4.05		24.75	
Current Utilization		5.26		21.05	
Incumbents	Total: 57		3		12
Expected Incumbents			2.31		14.11
Shortfall in Persons			0.00		2.11
Difference is greater than or equal to 1.00 persons			No		Yes

Incumbency vs Availability

Massachusetts Water Resources Authority 01-01-2026

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: MA - MANAGEMENT A

Factor	Weight	Total Female		Total Minorities	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	40.00	30.03	12.01	20.99	8.40
Internally available	60.00	25.24	15.15	27.32	16.39
Total Weighted Availability			27.16		24.79
Current Utilization			36.05		20.93
Incumbents	Total: 86		31		18
Expected Incumbents			23.36		21.32
Shortfall in Persons			0.00		3.32
Difference is greater than or equal to 1.00 persons			No		Yes

Incumbency vs Availability

Massachusetts Water Resources Authority 01-01-2026

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: MB - MANAGEMENT B

Factor	Weight	Total Female		Total Minorities	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	20.00	19.88	3.98	17.39	3.48
Internally available	80.00	9.98	7.99	14.01	11.21
Total Weighted Availability			11.96		14.69
Current Utilization			16.22		32.43
Incumbents	Total: 37		6		12
Expected Incumbents			4.43		5.44
Shortfall in Persons			0.00		0.00
Difference is greater than or equal to 1.00 persons			No		No

Incumbency vs Availability

Massachusetts Water Resources Authority 01-01-2026

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: OA - OPERATORS A

Factor	Weight	Total Female		Total Minorities	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	30.00	47.18	14.15	24.06	7.22
Internally available	70.00	4.61	3.22	27.99	19.60
Total Weighted Availability			17.38		26.81
Current Utilization			3.57		5.36
Incumbents	Total: 56		2		3
Expected Incumbents			9.73		15.02
Shortfall in Persons			7.73		12.02
Difference is greater than or equal to 1.00 persons			Yes		Yes

Incumbency vs Availability

Massachusetts Water Resources Authority 01-01-2026

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: OB - OPERATORS B

Factor	Weight	Total Female		Total Minorities	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	40.00	5.29	2.12	13.46	5.38
Internally available	60.00	4.21	2.53	19.54	11.72
Total Weighted Availability			4.64		17.11
Current Utilization			6.58		34.21
Incumbents	Total: 76		5		26
Expected Incumbents			3.53		13.00
Shortfall in Persons			0.00		0.00
Difference is greater than or equal to 1.00 persons			No		No

Incumbency vs Availability

Massachusetts Water Resources Authority 01-01-2026

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: P - PARA PROFESSIONAL

Factor	Weight	Total Female		Total Minorities	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	50.00	50.96	25.48	24.37	12.18
Internally available	50.00	22.50	11.25	22.94	11.47
Total Weighted Availability			36.73		23.66
Current Utilization			42.86		38.10
Incumbents	Total: 42		18		16
Expected Incumbents			15.43		9.94
Shortfall in Persons			0.00		0.00
Difference is greater than or equal to 1.00 persons			No		No

Incumbency vs Availability

Massachusetts Water Resources Authority 01-01-2026

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: PA - PROFESSIONAL A

Factor	Weight	Total Female		Total Minorities	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	50.00	43.44	21.72	22.01	11.01
Internally available	50.00	42.77	21.39	32.37	16.18
Total Weighted Availability			43.11		27.19
Current Utilization			48.28		27.59
Incumbents	Total: 29		14		8
Expected Incumbents			12.50		7.89
Shortfall in Persons			0.00		0.00
Difference is greater than or equal to 1.00 persons			No		No

Incumbency vs Availability

Massachusetts Water Resources Authority 01-01-2026

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: PB - PROFESSIONAL B

Factor	Weight	Total Female		Total Minorities	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	75.00	38.12	28.59	27.53	20.65
Internally available	25.00	35.84	8.96	41.45	10.36
Total Weighted Availability			37.55		31.01
Current Utilization			42.77		32.37
Incumbents	Total: 173		74		56
Expected Incumbents			64.97		53.65
Shortfall in Persons			0.00		0.00
Difference is greater than or equal to 1.00 persons			No		No

Incumbency vs Availability

Massachusetts Water Resources Authority 01-01-2026

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: TA - TECHNICAL A

Factor	Weight	Total Female		Total Minorities	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	50.00	22.19	11.09	21.99	10.99
Internally available	50.00	0.79	0.39	20.30	10.15
Total Weighted Availability			11.49		21.14
Current Utilization			11.32		41.51
Incumbents	Total: 53		6		22
Expected Incumbents			6.09		11.21
Shortfall in Persons			0.09		0.00
Difference is greater than or equal to 1.00 persons			No		No

Incumbency vs Availability

Massachusetts Water Resources Authority 01-01-2026

Analysis Data as of 01/01/2026

Massachusetts Water Resources Authority

Job Group: TB - TECHNICAL B

Factor	Weight	Total Female		Total Minorities	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment area	50.00	26.28	13.14	26.15	13.08
Internally available	50.00	0.00	0.00	0.00	0.00
Total Weighted Availability			13.14		13.08
Current Utilization			20.00		40.00
Incumbents	Total: 5		1		2
Expected Incumbents			0.66		0.65
Shortfall in Persons			0.00		0.00
Difference is greater than or equal to 1.00 persons			No		No

APPENDIX D

LIST OF VETERAN ORGANIZATIONS, AND PUBLIC AND PRIVATE RECRUITMENT SERVICES

APPENDIX D

Commonwealth of Massachusetts State Employment Service

**Commonwealth Corporation
Workforce Training Fund Programs**
529 Main St Ste 110
Charlestown, MA 02129
(617) 242-7660

Executive Office of Energy & Environmental Affairs
100 Cambridge Street, Suite 900
Boston, MA 02114
617-626-1000

Employer Support of The Guard and Reserve
William Valliere
Program Support Specialist
2 Randolph Road
Hanscom AFB MA 01731
339-202-3165
william.valliere.ctr@mail.mil

**City of Cambridge
Office of Workforce Development/
Cambridge Employment Program**
Josh Foley
617-349-6259
jfoley@cambridgema.gov

Human Resources Division
John McCormack Building
One Ashburton Place, Room #301
Boston, MA 02108
617-727-3555

**Executive Office of Labor and Workforce
Development Department of Career Services**
Fall River Center
Erin Campbell
446 North Main Street
Fall River, MA 02720
508-730-5000

**The Office of Diversity and Equal Opportunity
(ODEO)**
Human Resources Division
100 Cambridge Street, Suite 600
Boston, MA 02114
617-878-9700

APPENDIX D

Disability Service Centers and Groups

Massachusetts Commission For the Blind

600 Washington Street

Boston, MA 02111

617-727-5550

Massachusetts Office on Disabilities

One Ashburton Place, Room #1305

Boston, MA 02108

617-727-7440

**Massachusetts Rehabilitation Commission
Executive Office of Health and Human Services**

Fort Point Place

600 Washington Street, Suite 5

Boston, MA 02211

617-204-3600

APPENDIX D

Veterans Service Centers and Groups

City of Chelsea

Francisco Toro, Director of Veterans Services
Chelsea City Hall, Room 112
500 Broadway
Chelsea, MA 02150
617-466-4250

Department of Veterans Affairs

200 Springs Road
Bedford, MA 01730
781-687-2375

Department of Veterans Services

600 Washington Street
7th Floor, Suite 1100
Boston, MA 02114
617-727-3578

Hero 2 Hired

Bob Upton
14 Minuteman Lane
Wellesley, MA 02482
978-807-0167

Italian American War Veterans

40 Oakland Street
Malden, MA 02148
774-321-0859

Veterans Career Center

340 Main Street, Suite 400
Worcester, MA 01608
508-799-1600

Recruit Military

422 West Loveland Ave.
Loveland, Ohio 45140

Marine Corps League, Department of Massachusetts

181 Lake Avenue
Worcester, MA 01604
Marine Corps League State House, Room 545
Boston, MA 02133
508-429-3002

The New England Center and Home for Veterans

17 Court Street
Boston, MA 02108
617-371-1800

Pine Street Inn

444 Harrison Avenue
Boston, MA 02118
617-892-9100

U.S. Veterans Benefits Administration

JFK Federal Building
15 New Sudbury Street, Room #15
Boston, MA 02203
1-800-827-1000

Veterans Inc

69 Grove Street
Worcester, MA 01605
1-800-482-2565

VR&E VetSuccess

JFK Federal Building
15 New Sudbury Street
Boston, MA 02203

APPENDIX D

Community Organizations

ABCD Boston

178 Tremont Street
Boston, MA 02111
617-348-6000

Asian American Civic Association

87 Tyler Street, 5th Floor
Boston, MA 02111
617-426-9492

Caritas Communities, Inc.

25 Braintree Hill Park, #206
Braintree, MA 02184
781-843-1242

**Department of Transitional Assistance
SNAP Program**

600 Washington Street
Roxbury, MA 02111
877-382-2363

Inquilinos Boricuas en Accion

405 Shawmut Avenue
Boston, MA 02118
617-927-1707

La Alianza Hispana, Inc.

1000 Massachusetts Ave #101
Boston, MA 02118
617-427-7175

National Society of Black Engineers

PO Box 301005
Boston, MA 02130

**National Association for the Advancement of Color
People – Boston Chapter**

330 Martin Luther King Boulevard
Roxbury, MA 02119
617-427-9494

One Life at a Time

400 Washington Street
Suite 308
Braintree, MA 02184
781-681-7003

Urban League

88 Warren Street
Roxbury, MA 02119
617-442-4519

Roca

101 Park St. #1
Chelsea, MA 02150
617-889-5210

APPENDIX D

Public Employment Sources

Attleboro Career Center

95 Pine St
Attleboro, MA 02703-2036
508-222-1950

Access Point at NSCC

North Shore Community College
300 Broad Street, LW 131
Lynn, MA 01901
781-739-5526

Boston City Hall

One City Hall Square #500
Boston, MA 02201
617-635-4500

Mass Hire Career Center

100 Sylvan Rd
Woburn, MA 01801
781-932-5500

Mass Hire Boston

1010 Harrison Ave
Boston, MA 02119
617-541-1400

Mass Hire Metro Region

4 Gerrish Avenue
Chelsea, MA 02150
617-884-4333

City Councilor Kim Janey

1 City Hall Square, Suite 550
Boston, MA 02201
617-635-3510

Department of Conservation and Recreation

251 Causeway Street, Suite 900
Boston, MA 02114
617-626-1250

Massachusetts One Stop Career Centers

1671 Worcester Road, Suite 205
Framingham, MA 01701
508-861-7993

**Massachusetts Water Resources Authority
Advisory Board**

2 Griffin Way
Chelsea, MA 02150
617-788-2050

North Central Career Center

100 Erdman Way
Leominster, MA 01453
978-534-1481

North Shore Career Center

70 Washington Street
Salem, MA 01970
781-691-7400

Quincy Career Center

152 Parking Way
Quincy, MA 02169
617-745-4066

Taunton Career Center

72 School Street
Taunton, MA 02780
508-977-1400

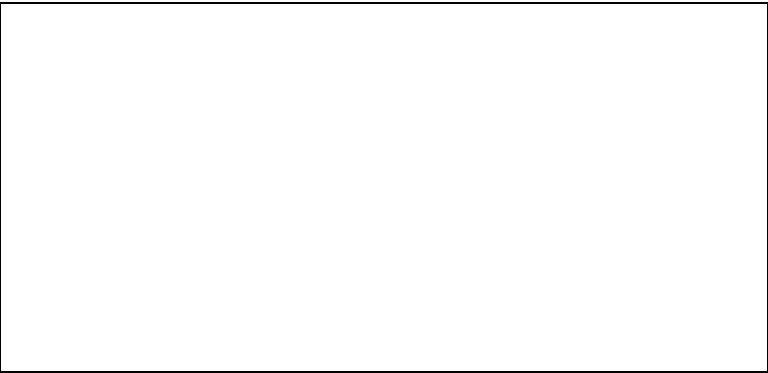
Town of Winthrop

Mr. Austin Faison, Town Manager
One Metcalf Square
Winthrop, MA 02152
617-846-1705

Women's Bureau Region One (Department of Labor)

15 Sudbury Street
Boston, MA 02203
617-565-1988

Massachusetts Black & Latino Legislative Caucus
Lucas DeBarros, Director
24 Beacon Street, Room #460
Boston, MA 02133
617-722-2688



APPENDIX D

Private Employment Sources

Goodwill 1010 Harrison Avenue Boston, MA 02119 617-541-1400	
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APPENDIX D

Labor Unions

AFSCME Local 1242

Mr. Edward Considine
AFSCME Council 93
8 Beacon Street, 8th Floor
Boston, MA 02108
617-367-6000

**Boston Metropolitan District
Building Trades Council**

Mr. Brian Doherty, Contact
12A Everdean Street, Suite 2
Dorchester, MA 02122
617-282-0080

M.O.S.E.S.

Mr. Joseph Dorant
90 N. Washington Street
Boston, MA 02114
617-367-2727

NAGE, Local R1-168

Massachusetts Water Resources Authority
Mr. William Lane
NAGE, Local R1-168
159 Thomas E. Burgin Parkway
Quincy, MA 02169
617-376-0220

USWA Local 9358

Massachusetts Water Resources Authority
Ms. Barbara Aylward
33 Tafts Ave
Boston, MA 02128
617-788-4015

USWA Local 9360

Massachusetts Water Resources Authority
Mr. Stephen Coffey
33 Tafts Ave
Boston, MA 02128
617-788-2023

APPENDIX D

Schools

Boston University National Society of Black Engineers

1 University Road
Boston, MA 02215

Clark University

On Campus Recruiting
950 Main Street
Worcester, MA 01610
508-793-7711

Heavy Equipment College of Georgia

581 Sigman Road, Suite 300
Conyers, Georgia 30013
888-504-5208

Fisher Career Services

118 Beacon Street
Boston, MA 02116
617-236-8878

Harvard Extension School

54 Dunster Street
Cambridge, MA 02138
617-496-8946

The Labor Guild

66 Brooks Drive
Braintree, MA 02184
781-340-7887

**Essex North Shore Agricultural
& Technical School**

565 Maple St,
Danvers, MA 01923
978-304-4700

Madison Park Technical School

75 Malcolm X Boulevard
Roxbury Crossing, MA 02120
617-635-8970

Massasoit Community College

1 Massasoit Boulevard
Brockton, MA 02302
508-588-9100

MassBay Community College

50 Oakland Street
Wellesley Hills, MA 02481
781-239-2661

Quinsigamond Community College

670 West Boylston Street
Worcester, MA 01606
508-854-7476

The Peterson School

25 Montvale Avenue
Woburn, MA 01801
781-938-5656

**University of Massachusetts – Lowell
Equal Opportunity & Outreach, Human Resources**

600 Suffolk Street
Lowell, MA 01854
978-934-3567

The 103 Advantage Local 103 IBEW

256 Freeport St
Dorchester, MA 02122
617-436-3710

APPENDIX E

MWRA HARASSMENT PREVENTION POLICY (HR.21)



Harassment Prevention Policy

Policy #: HR.21

Effective Date: November 6, 1996	Last Revised: 12/19/16
Contact: Administration, Human Resources	Former Policy #: N/A
Reviewed by Division Director: Michele S. Gillen	Date: 3/25/19
Reviewed by General Counsel: Carolyn M. Francisco Murphy	Date: 3/25/19
Reviewed by Special Asst. AACU: Patterson Riley	Date: 3/25/19
Reviewed by Internal Audit: Brian A. Rozowsky	Date: 3/25/19
Approved by Executive Director: Frederick A. Laskey	Date: 3/25/19

Purpose In order to promote the goal of a workplace that is free from all forms of harassment, including sexual harassment, and retaliation, the MWRA has adopted a policy consistent with the laws of the Commonwealth of Massachusetts, the detail of which is attached.

Eligibility This policy applies to all MWRA employees.

Continued on next page

Harassment Prevention Policy (HR.21), Continued

In this policy This policy contains the following parts:

Part/Name	Page #
Statement of Policy and Commitment	3
Definition of Sexual Harassment	3
Harassment Other Than Sexual Harassment	5
Conduct Which May Fall Short of The Legal Definition of Sexual Harassment; or Harassment as Set Forth Above, But Nonetheless Violates MWRA Policy	5
Employee Responsibilities	6
Supervisor And Manager Responsibilities	6
Complaint Procedures	6
Investigation	7
Duty To Cooperate	7
Disciplinary Action	7
State And Federal Remedies	7

Continued on next page

Harassment Prevention Policy (HR.21), Continued

I. STATEMENT OF POLICY

The Massachusetts Water Resources Authority (MWRA) believes that everyone should be treated with respect and dignity and supports the right to work in an environment that is free from all forms of harassment, including sexual harassment, and retaliation. It is the MWRA's policy that no employee, whether supervisory or non-supervisory, may harass another on any basis whatsoever, including harassment based on a protected characteristic such as race; color; national or ethnic origin; age; religion; disability; sexual orientation; sex or gender; gender identity and expression, including transgender identity; genetics; or veteran status; herein called a "protected category." This policy also applies to vendors, interns, contractors or others who visit the MWRA's property.

Harassment based on protected categories includes both overt acts of verbal, written or physical abuse, and more subtle – but equally damaging – forms of offensive conduct, including the use of epithets, slurs or name-calling, racial insults, and other verbal abuse, including bullying or the display or circulation of hostile or denigrating graphic or written material. Threats of violence or any acts or gestures intended to harass or intimidate another person are prohibited.

It should be noted that harassment is illegal under Massachusetts and/or federal law when it is based on protected categories or any other characteristic protected by law.

This policy describes examples of conduct that may constitute unlawful sexual harassment or harassment; or is harassment that may fall short of the legal definition, but is prohibited by this policy; or is retaliatory in nature; and sets forth a complaint procedure to be followed by employees, vendors, contractors and others who visit the MWRA's premises who believe that they are victims of harassment.

The MWRA prohibits retaliation of any kind against anyone who reports an incident of alleged harassment or who cooperates in an investigation.

Commitment

The Executive Office will support all efforts made by supervisors and MWRA employees to assist in promoting a workplace free of harassment.

II. DEFINITION OF SEXUAL HARASSMENT

A. Sexual harassment is defined by law as:

Unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature when: (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment; (2) submission to or rejection of such conduct by an individual is used as a basis for employment decisions affecting the individual; or (3) such conduct

has the purpose or effect of interfering with an individual's work performance or creating an intimidating, hostile or offensive employment environment.

Sexual harassment is a form of sex discrimination that is illegal under Titles VII of the Civil Rights Act of 1964 (federal law) and M.G.L. c. 151B (state law).

Both the victim and the harasser can be either a woman or a man, and the victim and harasser can be of the same sex.

B. Examples of conduct that may constitute unlawful sexual harassment:

Sexual harassment refers to behavior that is not welcome and that is personally offensive to a reasonable person. Sexual harassment occurs in a variety of situations which share a common element – the inappropriate introduction of sexual activities or comments into the workplace environment.

Sexual harassment often involves relationships of unequal power. Such situations may include elements of coercion, such as when a supervisor requests sexual favors and this becomes a criterion for granting privileges of favorable treatment on the job to a subordinate. However, sexual harassment may also involve relationships among "equals" such as when repeated advances or demeaning verbal comments by a co-worker towards another co-worker have a harmful effect on a person's ability to perform his or her work. Sexual harassment may also involve employee behavior directed at non-employees or non-employee behavior directed at employees.

Examples of conduct which may, depending upon the circumstances, constitute sexual harassment include the following:

- sexual advances, propositions or flirtations
- verbal abuse, innuendo, or faxes, emails or web pages of sexual nature
- uninvited physical contact, such as touching, hugging, patting, brushing, pinching
- obscene gestures or suggestive or insulting sounds
- demands for sexual favors accompanied by an implied or overt threat concerning an individual's employment status or promises of preferential treatment
- indecent exposure
- display of sexually suggestive objects, pictures, posters, cartoons, email, computer images or cell phone images (including texting)
- continued or repeated jokes, language, epithets or remarks of a sexual nature

These behaviors are unacceptable in the workplace itself and in other work related settings, such as social events and travel and include behavior both on and off MWRA facilities. If an individual is found to have violated the MWRA's Harassment Prevention policy, he or she will be subject to corrective discipline, up to and including termination of employment.

III. HARASSMENT OTHER THAN SEXUAL HARASSMENT

Verbal or physical conduct that denigrates or shows hostility or aversion toward an individual because of his or her protected category, or that of his or her relatives, friends, or associates, and that (1) has the purpose or effect of creating an intimidating, hostile, or offensive working environment; (2) has the purpose or effect of unreasonably interfering with an individual's work performance; or (3) otherwise adversely affects an individual's employment opportunities is also prohibited.

IV. CONDUCT MAY FALL SHORT OF THE LEGAL DEFINITION OF SEXUAL HARASSMENT; OR HARASSMENT AS SET FORTH ABOVE, BUT NONETHELESS VIOLATES MWRA POLICY

The MWRA's prohibition on harassment is not limited to conduct which meets the legal definition of sexual harassment or harassment which is based on a legally protected category. Conduct may be inappropriate or offensive to others and yet may not meet the definition of sexual harassment or harassment set forth above, either because it is not sexual in nature, or because it is not so pervasive or severe to meet the definition of harassment based on a protected category. The MWRA's policy prohibits any unwelcome or offensive statement or conduct that is generally harassing, including bullying or shunning, or is based on another individual's actual or perceived race; color; national or ethnic origin; age; religion; disability; sexual orientation; genetics; sex or gender; gender identity and expression, including transgender identity; veteran status; or is retaliatory.

MWRA also prohibits retaliation based on a protected activity, such as the filing of a complaint of discrimination or harassment; or participation in the investigation of such a claim; or expressing opposition to discrimination or harassment. MWRA will not tolerate retaliation against anyone involved in an investigation for their participation in the fact-finding process. Retaliation includes, but is not limited to refusal to speak with, work with or to extend ordinary work place courtesies to a colleague or encouraging others to do so.

Examples of harassing and/or retaliatory conduct which violate MWRA policy include, but are not limited to:

- slurs, jokes, caricatures, cartoons, graffiti, faxes, web pages, or cell phone images (including texts) which are based on an individual's race, color, national or ethnic origin, age, religion, disability, sexual orientation, sex or gender, gender identity or expression, including transgender identity, genetics, veteran status or other protected characteristic

- refusal to extend ordinary workplace courtesies or assistance to a co-worker based on the co-worker's race; color; national or ethnic origin; age; religion; disability; sexual orientation; sex or gender; gender identity and expression, including transgender identity; genetics; veteran status.
- denial of desirable work assignments, work placements, or other employment benefits based on an individual's protected category or activity
- shunning, bullying, intimidating, obstructing, or interfering with an individual's work whether or not based on the individual's protected category, status or activity such as reporting an alleged incident of harassment or cooperating in an investigation

NOTE: One occurrence or incident is sufficient to be considered a violation of this policy.

V. EMPLOYEE RESPONSIBILITIES

Each MWRA employee is personally responsible for ensuring that he or she does not, harass or retaliate against any other employee or non-employee in the workplace pursuant to this policy. Each employee is responsible for cooperating in, and providing information relevant to, any MWRA investigation of alleged harassment, or retaliation if requested to do so by a person authorized by the MWRA to conduct the investigation. Refusal to participate in an investigation, making false or misleading statements in an investigation, or withholding material information in an investigation are grounds for discipline up to and including termination.

Each employee is responsible for reviewing and understanding this policy.

VI. SUPERVISOR AND MANAGER RESPONSIBILITIES

It is the responsibility of each Manager or Supervisor to strictly enforce the terms of this policy. Managers or Supervisors, who become aware of possible incidents of harassment, or retaliation even in the absence of a formal complaint, are required to immediately report all such incidents to Human Resources.

VII. COMPLAINT PROCEDURES

If any of our employees believe that he or she has been subjected to any conduct described above, the employee has the right to file a complaint with the MWRA. This may be done in writing or verbally to your supervisor, manager or any person listed below.

If you would like to file a complaint, you may do so by contacting Andrea Murphy, Director of Human Resources at MWRA Headquarters, 100 First Avenue, Charlestown Navy Yard at 617-788-4021, Patterson Riley, Special Assistant for Affirmative Action at MWRA Headquarters at 617-788-4070, Steven Perry, Manager, Labor Relations and Workers' Compensation at MWRA Headquarters at 617-788-4006 or Tomeka Cribb-Jones, Associate Special Assistant for Affirmative Action at MWRA Headquarters at 617-788-4033. These persons are also available to

discuss any concerns you may have and to provide information to you about the policy and our complaint process.

If the Director of Human Resources or the Special Assistant for Affirmative Action has reason to believe, other than as a result of a complaint made under this policy, that a violation of the policy has occurred, the Director or Special Assistant may make an unsolicited inquiry to determine whether there is sufficient reason to initiate an investigation.

VIII. INVESTIGATION

When MWRA receives a complaint, it will promptly initiate an investigation of the allegation in a fair and expeditious manner. The investigation will be conducted in such a way as to maintain confidentiality to the extent practicable under the circumstances. The investigation will include a private interview with the person filing the complaint, with witnesses and with the person alleged to have violated the policy. At the conclusion of the investigation, the person filing the complaint and the person alleged to have committed the conduct will be informed of the results of that investigation to the extent that such disclosure is considered appropriate.

If it is determined that inappropriate conduct has occurred, we will act promptly to address the offending conduct, and where it is appropriate, we will also impose disciplinary action up to and including termination.

IX. DUTY TO COOPERATE

The willful filing of false allegations and complaints, the making of false or misleading statements, the withholding of material information, or the failure to cooperate in good faith in the conduct of an investigation by complainants, respondents or witnesses are prohibited, and shall be cause for disciplinary action, up to and including termination.

X. DISCIPLINARY ACTION

If it is determined that inappropriate conduct has been committed by an MWRA employee, we will take such action as is appropriate under the circumstances. Such action may range from counseling to termination of employment, and may include such other forms of disciplinary action as we deem appropriate under the circumstances.

XI. STATE AND FEDERAL REMEDIES

In addition to the above, if you believe you have been subjected to sexual harassment or harassment based on a legally protected category, you may file a formal complaint with either or both of the government agencies listed below. Using our complaint process does not prohibit you from filing a complaint with these agencies. Each of the agencies has a short time period for filing a claim (EEOC – 300 days; MCAD – 300 days).

The United States Equal Employment Opportunity Commission (EEOC)

John F. Kennedy Federal Building
475 Government Center
Boston, MA 02203
800-669-4000

The Massachusetts Commission Against Discrimination (MCAD)

Boston Office

One Ashburton Place – Rm. 601
Boston, MA 02108
617-994-6000

Springfield Office

4236 Dwight Street – Rm. 220
Springfield, MA 01103
413-739-2145

Worcester Office

Worcester City Hall
455 Main Street, Rm. 100
Worcester, MA 01608
508-799-8010

APPENDIX F

MWRA NON-DISCRIMINATION POLICY (HR.24)



Non-Discrimination Policy

Policy #: HR.24

Effective Date: January 1, 2014	Last Revised: 12/22/16
Contact: Administration, Human Resources	Former Policy #: N/A
Reviewed by Division Director: Michele S. Gillen	Date: 3/25/19
Reviewed by General Counsel: Carolyn M. Francisco Murphy	Date: 3/25/19
Reviewed by Special Asst. AACU: Patterson Riley	Date: 3/25/19
Reviewed by Internal Audit: Brian A. Rozowsky	Date: 3/25/19
Approved by Executive Director: Frederick A. Laskey	Date: 3/25/19

Purpose The Non-Discrimination Policy is intended to ensure an MWRA working environment that is free from discrimination, harassment, or retaliation in accordance with and state and federal law

Eligibility This policy applies to all MWRA employees.

Continued on next page

Non-Discrimination Policy (HR.24), Continued

In this policy This policy contains the following parts and forms:

Part/Name	Page #
Non-Discrimination Policy Statement	3
Definition of Discrimination	3
Employee Responsibilities	3
Supervisor and Manager Responsibilities	4
Complaint Procedures	4
Investigation	4
Disciplinary Action	4

Continued on next page

Non- Discrimination Policy (HR.24), Continued

I. NON-DISCRIMINATION POLICY STATEMENT

Massachusetts Water Resources Authority (MWRA) is committed to the principle of equal opportunity in employment. MWRA prohibits discrimination against and harassment of any employee, applicant for employment, third party or community member because of race; color; national or ethnic origin; age; religion; disability; sex or gender; sexual orientation; gender identity or expression, including a transgender identity; genetics; veteran status; and any other characteristic protected under applicable federal or state law, herein called a “protected category.” MWRA expects all employees to join with and uphold this commitment.

MWRA also prohibits retaliation based on a protected activity, such as the filing of a complaint of discrimination or harassment; or participation in the investigation of such a claim; or expressing opposition to discrimination or harassment. MWRA will not tolerate retaliation against anyone involved in an investigation for their participation in the fact-finding process. Retaliation includes, but is not limited to refusal to speak with, work with or to extend ordinary work place courtesies to a colleague or encouraging others to do so.

MWRA will take appropriate corrective action, including suspension and/or termination of employees to prevent and eliminate discrimination and harassment on the basis of race; color; national or ethnic origin; age; religion; disability; sex or gender; sexual orientation; gender identity and expression, including transgender identity; genetics; veteran status, or retaliation with regard to employment or the terms and conditions of employment including, but not limited to, promotions, terminations, transfers, job assignments, compensation, benefits, and discipline. It will also take appropriate action to ensure that managers or co-workers do not retaliate against another employee for filing complaints or for participating in any investigations.

II. DEFINITION OF DISCRIMINATION

Unlawful discrimination occurs when a person is harassed or treated arbitrarily or differently because of their real or perceived membership in a “protected category” such as race; color national or ethnic origin; age; religion; disability; sex or gender; sexual orientation; gender identity and expression, including a transgender identity; veteran status; genetics; and any other characteristic protected under applicable federal or state law.

III. EMPLOYEE RESPONSIBILITIES

Each MWRA employee is personally responsible for ensuring that he or she does not discriminate against or retaliate against any other employee or non-employee in the workplace pursuant to this policy. Each employee is responsible for cooperating in, and providing information relevant to, any MWRA investigation of alleged discrimination or retaliation if requested to do so by a person authorized by the MWRA to conduct the investigation. Refusal to participate in an investigation, making false or misleading statements in an investigation, or withholding material information in an investigation are grounds for discipline up to and including termination.

Each employee is responsible for reviewing and understanding this policy.

IV. SUPERVISOR AND MANAGER RESPONSIBILITIES

It is the responsibility of each Manager or Supervisor to enforce strictly the terms of this policy. Managers or Supervisors, who become aware of possible incidents of discrimination or retaliation even in the absence of a formal complaint, are required to immediately report all such incidents to Human Resources.

V. COMPLAINT PROCEDURES

If any employee believes that he or she has been subjected to any discrimination or harassment described above, the employee has the right to file a complaint with the MWRA. This may be done in writing or verbally to your supervisor, manager, or any person listed below.

If you would like to file a complaint, you may do so by contacting Andrea Murphy, Director of Human Resources at MWRA Headquarters, 100 First Avenue, Charlestown Navy Yard at 617-788-4021, Patterson Riley, Special Assistant for Affirmative Action at MWRA Headquarters at 617-788-4070, Steven Perry, Manager, Labor Relations and Workers' Compensation at MWRA Headquarters at 617-788-4006 or Tomeka Cribb-Jones, Associate Special Assistant for Affirmative Action at MWRA Headquarters at 617-788-4033. These persons are also available to discuss any concerns you may have and to provide information to you about the policy and our complaint process.

If the Director of Human Resources or the Special Assistant for Affirmative Action has reason to believe, other than as a result of a complaint made under this policy, that a violation of the policy has occurred, the Director or Special Assistant may make an unsolicited inquiry to determine whether there is sufficient reason to initiate an investigation.

VI. INVESTIGATION

When MWRA receives a complaint, it will promptly initiate an investigation of the allegation in a fair and expeditious manner. The investigation will be conducted in such a way as to maintain confidentiality to the extent practicable under the circumstances. The investigation will include a private interview with the person filing the complaint, with witnesses and with the person alleged to have violated the policy. At the conclusion of the investigation, the person filing the complaint and the person alleged to have committed the conduct will be informed of the results of that investigation to the extent that such disclosure is considered appropriate.

If it is determined that any conduct prohibited by this policy has occurred, we will act promptly to address the offending conduct, and where it is appropriate, we will also impose disciplinary action.

VII. DISCIPLINARY ACTION

If it is determined that inappropriate conduct has been committed by an MWRA employee, we will take such action as is appropriate under the circumstances. Such action may range from counseling to termination of employment, and may include such other forms of disciplinary action as we deem appropriate under the circumstances.