



Advocacy & Accountability

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Thursday June 26, 2025
Remote Connection Via Zoom
10:00 AM

ADVISORY BOARD MEETING SUMMARY

A. Roll call attendance

A commencing roll call was voted as follows:

Name	Community	Vote
Michael Rademacher	Arlington	Here (remote)
David Manugian	Bedford	Here (remote)
John Sullivan	Boston (BWSC)	Here (remote)
Jay Hersey	Brookline	Here (remote)
Brian White	Burlington	Here (remote)
Kathy Watkins	Cambridge	Here (remote)
Michael Trotta	Canton	Here (remote)
Christopher Barrett	Chelsea	Here
Stephen Leone	Framingham	Here (remote)
David Pavlik	Lexington	Here (remote)
Yem Lip	Malden	Here (remote)
Amy McHugh	Marblehead	Here (remote)
Ron Baker	Medford	Here (remote)
Elena Proakis Ellis	Melrose	Here (remote)
Mike Retzky	Needham	Here (remote)
Tom Fitzgerald	Newton	Here (remote)
Bob Donnely	Norwood	Here (remote)

Name	Community	Vote
Margaret LaForest	Quincy	Here (remote)
Chris Cole	Reading	Here (remote)
Nicholas Rystrom	Revere	Here (remote)
Brendan O'Regan	Saugus	Here (remote)
Brian Postlewaite	Somerville	Here (remote)
Sam Stivers	Southborough	Here (remote)
John DeAmicis	Stoneham	Here (remote)
Gino Cresta	Swampscott	Here (remote)
Joseph Conway	Wakefield	Here (remote)
Patrick Fasanello	Walpole	Here (remote)
Michael Chiasson	Waltham	Here (remote)
David Cohen	Wellesley	Here (remote)
Joseph Lobao	Wilmington	Here (remote)
John Westerling	Worcester	Here (remote)
Maurice Handel	MAPC	Here (remote)
J.R. Greene	Quabbin/Ware	Here (remote)

Board of Directors members:

Joe Foti

Also in attendance:

*Andreae Downs, John Terry, Moussa
Siri*

Advisory Board and MWRA staff:

*Matthew Romero, Keira Kishnani,
Nathan Coté; Michele Gillen, Hillary
Monahan, Tom Durkin, Kathy
Murtagh, Wendy Chu, Sean Navin,
Mike Cole*

B. Executive Director's Report

Matthew Romero, Executive Director of the MWRA Advisory Board, began his report by sharing the sad news that long-time Advisory Board staff member Cornelia Potter had passed away. He noted that her



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Matthew A.
Matthew Romero



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obituary appeared in the *Boston Globe*, which includes a section to leave messages for her family and information on where to donate in her memory. While service details were not listed, Mr. Romero wanted to ensure that those who had worked with Ms. Potter were aware of her passing.

He reflected on her legacy, recalling a recent conversation with Ms. Downs about “Battery D” and noting that it was because of Ms. Potter’s efforts that the Advisory Board was able to avoid the construction of the project—saving ratepayers a significant amount of money at the time. He emphasized her dedication during her time with the Advisory Board.

Ms. Downs added that Ms. Potter was also a member of the Wastewater Advisory Committee for a time and had a personal interest in collecting and preserving local women’s history. She described Ms. Potter as a sweetheart.

Mr. Romero then gave an update on Advisory Board staffing. He reported that a part-time administrative assistant had been identified and that onboarding was underway. A new co-op student will also be joining soon, and the team is working on an updated job description for the last remaining full-time vacancy. He noted that this would mark the first time since the pandemic that the Advisory Board is fully staffed, and said the team is looking forward to what they will be able to accomplish with a complete staff in place.

He then announced the 2025 Advisory Board field trip, which will focus on Combined Sewer Overflows. The trip will include a boat tour of the Charles River to review complete and potential future work related to the CSO control plan, and a tour of MWRA’s Prison Point CSO facility. Mr. Romero noted that this topic is timely, as the final long-term control plan is due in December. Because of limited capacity, Advisory Board members will be given priority, but others—such as local elected officials—may also be accommodated as space allows. He added that the event could help communities better understand the scale of the investment involved and the potential rate impacts. The trip is scheduled for Thursday, August 21. Additional details and the registration link will be included in the meeting follow-up email and in the upcoming *News & Notes*.

Lastly, Mr. Romero reminded members that conflict-of-interest training requirements will be addressed next season. Members who have already completed the required state-specific training may send their certificates to the Advisory Board to be marked complete. Further information will be shared soon.

C. Leo Norton Retirement

Mr. Romero paused the agenda briefly to take an item out of order, noting that someone special was present and the Advisory Board wished to say a few words.

He welcomed Mr. Leo Norton, who was in the room, and acknowledged that many members likely knew Leo from his detailed reports. What they might not know, he added, was just how integral Mr. Norton had been to the Advisory Board’s work over the years. Mr. Norton was responsible for putting together the Current Expense Budget model, the water and wastewater use reports, and many of the behind-scene financial tools the Advisory Board staff relies on. Mr. Romero described him as the go-to contact for almost any budget-related question—an unsung hero of the MWRA’s finance team.





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As Mr. Norton heads into retirement, the Advisory Board presented him with a small token of appreciation. Mr. Romero offered his personal thanks, expressing deep gratitude for Mr. Norton's reliability, insight, and years of collaboration.

Mr. Norton offered brief remarks, reflecting on his more than 30 years working with the Advisory Board. He remarked that while the Advisory Board held MWRA's feet to the fire, it always led to better outcomes and a stronger process overall. He described the work as enjoyable and said it had been a pleasure to collaborate over the years.

Several members thanked Mr. Norton and offered their well-wishes as the meeting briefly paused to celebrate his retirement.

D. Presentation: Update on MWRA's recruiting and hiring efforts

Mr. Romero introduced the next item, a presentation on the MWRA's ongoing recruiting and hiring efforts. He welcomed Michele Gillen, MWRA's Director of Administration, along with Wendy Chu, Director of Human Resources, to provide an overview of the challenges and strategies related to workforce development at the Authority.

Mr. Romero prefaced the presentation by acknowledging that the Advisory Board has been vocal this year about the MWRA's underspending in wages and salaries. He noted that the goal of the presentation was to demonstrate that the staffing gaps and associated budget underspending are not due to inaction, but rather to real recruitment and retention challenges. He added that the MWRA has been making notable efforts to address these issues, including the development of new and innovative hiring tools.

Ms. Gillen began by thanking the Advisory Board for the opportunity to speak and acknowledged the broad support MWRA has received for its staffing efforts. She explained that the Authority, like others in the public sector and utility space, continues to struggle with vacancies and competition for talent. The pandemic accelerated a wave of retirements and resignations, and although the MWRA has increased both hiring and internal promotions, it continues to operate with staffing levels of about 100 employees below its target of 1,168 full-time equivalents.

Throughout the presentation, Ms. Gillen walked through several key areas: She described hard-to-fill positions—including operators, laborers, engineers, IT specialists, and skilled trades—and emphasized the difficulty of attracting qualified applicants across the board. She stressed the MWRA's commitment to ensuring a workforce that is inclusive, safe, and reflective of the communities it serves, and noted that those values are key to both attracting and retaining employees. In terms of outreach, the MWRA has expanded its presence on social media platforms like LinkedIn and Twitter/X, encouraged staff to share job openings through personal networks, and revamped its job postings to highlight its environmental mission. The agency has also added more targeted recruitment through publications and partnerships and instituted an employee referral program that includes a bonus once the referred hire successfully completes their probationary period.

Ms. Gillen described how the MWRA has been developing employment partnerships with technical schools, colleges, and community groups, and cited the Authority's participation in a NOAA grant





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program through which it has committed to hiring 50 workers trained in climate resiliency over a four-year period. She credited Wendy Chu with leading that particular initiative.

Another strategy has been to "grow their own" workforce by developing in-training positions for historically hard-to-fill jobs, such as OMC laborers and auto technicians. These roles allow candidates without full credentials to be hired and then trained and certified in-house. Similar efforts are underway for operators through a new training program negotiated with MWRA's bargaining units. The Authority has also reviewed and revised job requirements for many positions to broaden the pool of qualified applicants. Financial incentives—including recruitment and retention rates, reclassifications, shift differentials, and standby pay—have been put in place to make positions more competitive. Some positions offer sign-on bonuses, and hybrid work arrangements are available for jobs where telework is feasible.

Ms. Gillen emphasized the importance of clearly defined career paths, which are now being mapped out to show how new hires can progress within the organization. For example, someone joining as an operator in training can follow a defined route to shift manager or beyond. These roadmaps are designed to support long-term career growth within the MWRA.

In addition to technical skills development, the MWRA has implemented soft skills and leadership training programs, including a mentor program and participation in industry leadership programs such as those offered by NACWA and the University of North Carolina.

As Ms. Gillen continued her presentation, the meeting was momentarily interrupted when the Advisory Board reached the necessary number of members required to take a vote. The presentation was paused at that point.

E. Executive Committee – Report of the Nominating Committee and Election

With confirmation that a quorum had been reached—including a proxy vote submitted on behalf of Mr. McGivern from Medford—Mr. Romero moved forward with the scheduled action item. He explained that the Executive Committee, acting as the Nominating Committee, had recommended Mr. Joe Foti for re-election to the MWRA Board of Directors for a three-year term beginning July 1, 2025 and ending June 30, 2028.

Mr. Romero reminded members that the election could not be held the previous month due to a lack of quorum, but thanks to additional outreach by Advisory Board staff, sufficient participation was secured for this meeting. While Mr. Foti was the nominee put forward by the committee, Mr. Romero emphasized that the election remained open and welcomed any nominations from the floor. Hearing none, he invited Mr. Foti to make brief remarks before the vote.

Mr. Foti began by expressing his sadness over the passing of former Advisory Board staff member Cornelia Potter, calling her a dedicated professional and offering his condolences to her family. He then thanked the Executive Committee for its nomination and reflected on his more than 20 years of service on the MWRA Board. Mr. Foti spoke about the collaborative working relationship among the current representatives and staff, both at the Advisory Board and the MWRA. He emphasized the value of





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constructive engagement and said he looked forward to continuing to represent the interests of member communities.

Following his remarks, a motion was made and seconded to elect Mr. Foti as the Advisory Board's representative to the MWRA Board of Directors for the designated three-year term. A roll-call vote was conducted, with each participating community casting its vote.

Name	Community	Vote
Michael Rademacher	Arlington	Yes (remote)
David Manugian	Bedford	Yes (remote)
John Sullivan	Boston (BWSC)	Yes (remote)
Jay Hersey	Brookline	Yes (remote)
Brian White	Burlington	Yes (remote)
Kathy Watkins	Cambridge	Yes (remote)
Michael Trotta	Canton	Yes (remote)
Christopher Barrett	Chelsea	Yes
Stephen Leone	Framingham	Yes (remote)
David Pavlik	Lexington	Yes (remote)
Yem Lip	Malden	Yes (remote)
Amy McHugh	Marblehead	Yes (remote)
Timothy McGivern	Medford	Yes (remote)
Elena Proakis Ellis	Melrose	Yes (remote)
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Joseph Lobao	Wilmington	Yes (remote)
John Westerling	Worcester	Yes (remote)
Maurice Handel	MAPC	Yes (remote)
J.R. Greene	Quabbin/Ware	Yes (remote)

The motion passed unanimously.

Mr. Foti thanked the members for their continued support and reaffirmed his commitment to representing their interests on the Board. Members and staff offered their congratulations and some light-hearted remarks before returning to the previously interrupted presentation.

F. (continued) Presentation: Update on MWRA's recruiting and hiring efforts

Following the election, Ms. Gillen resumed the presentation by offering her congratulations to Mr. Foti, noting the staff's appreciation for his long-standing support. She added that the thoughtful feedback he and others offer has helped improve outcomes and collaboration between the MWRA and the Advisory Board.

Ms. Gillen continued by highlighting leadership development and soft skills training as another area of focus. She described a mentor program now in its third year, as well as the use of external industry programs such as NACWA's Emerging Leaders and a now-discontinued leadership course at Bentley. In place of that, the MWRA is seeking new opportunities. The Authority has also introduced job shadowing and supervisory training, both for current supervisors and for those hoping to move into





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those roles. Additional offerings include training in public speaking and interviewing, intended to round out the professional development of staff.

In addition to soft skills, Ms. Gillen reviewed technical and safety training provided to staff. This includes CDL licensing, water and wastewater certifications, and training for maintenance and operations personnel — particularly those attending programs at the International Maintenance Institute. The MWRA also utilizes LinkedIn Learning and maintains a robust safety training schedule.

Ms. Gillen then turned to compensation and benefits, explaining that the MWRA has reclassified numerous positions through recent collective bargaining to remain competitive in a tight job market. The Authority has improved vacation time, shift differential, standby pay, tuition reimbursement, and bereavement leave. Pay equity adjustments have been made for both managers and unionized employees in accordance with the Massachusetts Pay Equity Law, with another round of adjustments for union employees on the horizon. She thanked the Advisory Board and MWRA Board of Directors for their consistent support of these efforts.

She acknowledged that despite these initiatives, the Authority remains approximately 100 positions below its targeted staffing level. However, she noted real progress in key areas such as operations, fleet services, and heavy equipment operators. As one example, she cited the water operations division, where staffing levels had once been so low that managers were covering shifts. That group is now fully staffed. Ms. Gillen said these results suggest that the Authority is beginning to build a foundation for long-term workforce stability.

Ms. Chu then joined to provide further detail on the impact of recruitment and retention initiatives. She explained that the Authority has implemented elevated starting rates for hard-to-fill positions, as well as sign-on bonuses for select titles—paid in two parts, one shortly after hire and the second after successful completion of probation. The employee referral program has also been expanded, offering \$500 per successful referral, up to five times.

Ms. Chu highlighted specific improvements in hiring for positions that had previously been difficult to fill. For example, the OMC Laborer role saw only seven hires in FY22, but through a combination of recruitment rates, sign-on bonuses, and the introduction of an in-training position, the Authority has hired 71 individuals into that category since FY20. Five of the seven in-training hires have since been promoted to full laborers.

Similarly, in the operator category, the MWRA went from hiring only three people in FY21 and seven in FY22 to hiring 11 in FY24 and 17 so far in FY25. Ms. Chu described these outcomes as clear signs that the Authority's layered approach—targeting recruitment, training, and compensation—is producing measurable results.

At the conclusion of the presentation, Mr. Romero invited questions.

Mr. John Terry asked about the structural component of the Authority's long-standing salary underspending, specifically referencing the presence of positions on the Personnel Complement



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Register (PCR) that had been vacant for many years. He noted that some roles had appeared to remain open for a decade or more and asked whether that issue had been addressed.

Mr. Romero recalled that this question had previously been answered by Mr. Mike Cole, and asked Mr. Cole and others to weigh in.

Mr. Cole confirmed that the PCR includes more than 1,300 positions, many of which are not funded in the operating budget. To manage budget expectations, the MWRA uses a “vacancy adjustment” line item to account for the difference between the authorized positions and the number expected to be filled at any one time. He explained that the size of that adjustment has increased over the years—from \$1.6 million in FY19 to \$10.5 million in FY26—as hiring challenges and retirements have persisted.

Mr. Terry asked whether the Authority forecasts salary spending based on immediate openings or estimates a delay in filling roles. Mr. Cole explained that predicting actual hiring timing has proven difficult in recent years due to turnover and retirements, which is why the vacancy adjustment provides a buffer against overestimating expenditures. He added that the current vacancy adjustment now represents almost 8 percent of the total salary line—higher than in previous years.

Mr. Terry thanked Mr. Cole for the clarification, and the discussion concluded.

The presentation was then paused once again to recognize the retirement of Mr. Dave Coppes.

G. Dave Coppes retirement

Mr. Romero once again paused the agenda to take an item out of order, noting the presence of another special guest in the room. He announced that MWRA Chief Operating Officer Dave Coppes would soon be retiring and took a moment to recognize his contributions.

Mr. Romero remarked on the many roles Mr. Coppes has held throughout his tenure at the MWRA, saying that in each new position, he embraced the challenge, made the role his own, and strengthened the agency in the process. He described Mr. Coppes as someone who consistently stepped up and left things better than he found them. As a token of appreciation, the Advisory Board presented him with a commemorative Boston tankard engraved with a message of thanks.

In addition, Christine Bennett presented Mr. Coppes with a pair of specialty beers—a 2020 and a 2022 bottle of “Mott the Lesser,” a limited edition from Tributary Brewing. Ms. Bennett explained that the beer comes from her friend Todd Mott, the brewery’s owner and a well-known figure in the New England craft beer scene. She shared a bit of the beer’s history and its connection to the former Portsmouth Brewery release known as “Kate the Great,” adding that a group had recently done a vertical tasting through several vintages and found the beers had aged beautifully.

Mr. Coppes expressed his thanks to Mr. Romero, the Advisory Board staff, Executive Committee, and all Advisory Board members for their years of support. He extended his gratitude to the MWRA Board of Directors and said he had been honored to help provide water and wastewater services to the region. He spoke of his pride in the MWRA’s mission and accomplishments, and said it had been a privilege to





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have had the opportunities he'd experienced over the years. As he transitions into retirement, he said he felt ready and grateful, and was deeply touched by the tribute.

Mr. Romero thanked Mr. Coppes once again and handed him a gift box for the commemorative items.

As the meeting returned to order, Mr. Romero noted that several hands were raised and asked staff to help manage the queue. Mr. Manugian was observed to be clapping virtually in appreciation.

H. (continued) Presentation: Update on MWRA's recruiting and hiring efforts

Following the retirement recognition for Mr. Coppes, the meeting returned to the MWRA's presentation on recruiting and hiring. Ms. Downs raised a question about staff sustainability, noting that many senior staff carry multiple responsibilities. She asked whether the MWRA is accounting for burnout and succession planning in a meaningful way, especially as long-tenured employees begin to retire.

Ms. Gillen acknowledged that long-term succession planning is critical and that Executive Director Laskey, with Board support, has built a strong leadership bench. However, she noted that the bench has been increasingly drawn upon, and the organization is now seeing the effects. She described the steps MWRA takes to document standard operating procedures, encourage knowledge transfer, and overlap outgoing and incoming staff when possible. She also emphasized the growing importance of soft-skills and leadership training for mid-level managers.

Ms. Chu added that the mentorship program is one important tool for developing internal talent, and that succession planning efforts are underway, though progressing slowly due to the scope of MWRA's operations. She said they had piloted planning exercises in administration and finance and were working to expand into operations departments.

Ms. Downs followed up by asking about burnout specifically and whether additional support is being considered to make senior roles more sustainable. Ms. Gillen replied candidly that burnout is a real concern. While the MWRA benefits from a collaborative culture and inclusive leadership, staffing shortages—particularly in departments like Human Resources—have stretched management thin. She noted that senior leaders try to support one another and ensure time off is encouraged, but admitted the system is still under strain. Ms. Downs appreciated the frankness and suggested the Wastewater Advisory Committee may want to explore the issue further in a future deep dive.

Mr. Retzky then asked about CDL training and whether it is conducted in-house. Ms. Gillen responded that MWRA currently uses a third-party vendor but would like to resume internal training once capacity allows. She explained that new federal regulations had made in-house training more difficult, and that recent staff turnover — including a gap in having a training manager — had further delayed progress. With a new training manager now in place, they are revisiting how to bring CDL training back under MWRA's control.

Mr. Retzky also asked whether trainees are required to remain employed for a certain period after receiving their CDL. Ms. Chu explained that OMC Laborer-in-Training positions include a one-year





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minimum commitment; otherwise, the employee must reimburse MWRA for the training. For existing employees pursuing CDLs for promotional purposes, the agency enters into individual agreements—again requiring reimbursement if the employee leaves within a year.

Mr. Rademacher followed up by asking whether the vendor conducts the training on-site. Ms. Chu confirmed that training currently occurs off-site. For in-training positions, CDL classes are part of the work schedule, while other employees seeking CDL training must do so on their own time.

With no additional questions, Mr. Rademacher thanked the MWRA team for the detailed presentation. He noted that these workforce challenges are being felt broadly and encouraged the Authority to share any particularly effective strategies that might benefit member communities.

Mr. Romero confirmed that the Executive Committee report had concluded, and the meeting moved on to the next item on the agenda.

I. Finance Committee – FY25 Budget Update and Final FY26 CEB and Community Assessments

Elena Proakis Ellis provided a set of updates on behalf of the Finance Committee, beginning with the final Fiscal Year 2026 budgets and community assessments. She reported that at its June meeting, the MWRA Board of Directors approved the FY26 Current Expense Budget (CEB), Capital Improvement Program (CIP), and Schedule of Assessments. The total rate revenue requirement for FY26 is \$878.8 million, an increase of \$23.3 million — or 2.7% — over FY25.

She noted that MWRA continues to estimate a 3% annual rate revenue requirement increase through FY30, which remains consistent with its long-term financial planning goals. For a fully served community, the FY26 increase would result in an estimated \$18 rise in the MWRA portion of the average household water and sewer bill, based on 61,000 gallons of annual usage.

The full FY26 assessments and related documents are posted on the Advisory Board website and are also included in the meeting materials. This year's release includes a new summary table categorizing communities by service type (e.g., fully or partially served) and showing their year-over-year changes. The information will also be incorporated into the Advisory Board's FY26 Quick Reference Dashboard in July.

Turning to the MWRA Pension Fund, Ms. Proakis Ellis explained that the most recent actuarial report presented at the June Board meeting revealed a higher-than-expected unfunded liability. While this could potentially jeopardize the Authority's 2030 full funding target, staff—alongside the Pension Reserves Investment Management (PRIM) Board—has proposed addressing the \$21.3 million gap through additional annual payments over several years. Given MWRA's proven rate strategy and history of proactive contributions, this approach was deemed acceptable without requiring an extension of the 2030 goal.

Christine Bennett then provided a walkthrough of recent updates to the Advisory Board's online dashboards. She noted that the FY26 assessments are already live on the website and highlighted the





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new summary table categorizing communities by service level and assessment change. She demonstrated how visitors can access this information through the document library and homepage.

She also gave a brief Prezi presentation on the Advisory Board's suite of dashboards, starting with the Quick Reference Guide. While the guide includes mostly static content, many sections include active hyperlinks, such as the water use reports and the MWRA's CIP and CEB documents. Some links are updated monthly, such as those to the Water Use and System Demand report.

Ms. Bennett showed where users can access FY25 assessment data and noted that the site now includes the third-quarter Orange Notebook. She then attempted to present the CEB dashboard, which had recently been updated with May data, but encountered technical difficulties with her screen sharing. She assured members that the dashboards are regularly updated and encouraged them to explore the resources on the Advisory Board website.

With no further questions, the Finance Committee portion of the meeting concluded.

J. Operations Committee – Volunteers for 8M Permit Working Group

Mr. Romero provided a brief report on behalf of the Operations Committee. Before beginning, he took a moment to introduce MWRA's incoming Chief Operating Officer, Kathy Murtagh, noting that she was on the call and inviting her to give a quick wave so members could put a face to the name. He added that members could expect to hear more from her in the near future.

Mr. Romero then summarized recent Operations Committee activity. At the May 1 meeting, the committee received an update on MWRA's 8M permitting process and discussed how to address concerns raised by member communities. In response, the Advisory Board is soliciting interest in forming an informal working group to review local permitting practices, evaluate draft materials, and identify ways to improve the 8M process—particularly in light of incidents like the Dorchester Tunnel break. The group is open to Advisory Board members and municipal staff, and interested parties are encouraged to reach out with examples or a desire to participate.

Mr. Romero emphasized that the group's goal is to make the 8M process more streamlined and robust in order to better protect MWRA infrastructure.

He also noted that the committee voted to recommend the admission of the Lynnfield Center Water District to the MWRA water system. That recommendation was contingent on the enabling legislation being passed without modification. Mr. Romero shared that the legislation appears to be progressing through the State House and expressed optimism that Lynnfield Center Water District would soon become an official MWRA member.

With no further updates, he concluded the Operations Committee report.

K. Legislative Update

Mr. Romero provided the legislative update and began by noting the release of the administration's new environmental bond bill, entitled the *Mass Ready Act*. He highlighted two key provisions of





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interest to the Advisory Board.

First, the bill includes language addressing the ongoing issue surrounding the Department of Conservation and Recreation (DCR) Rangers' authority to issue citations. The proposed language clarifies that Rangers are considered subject to the Police Reform Act, which, under current interpretation, strips them of the ability to issue written citations or request identification from individuals violating watershed regulations. Mr. Romero noted that this change codifies the loss of that authority, making it clear that any restoration would now require legislative action—a more challenging path forward. The Advisory Board will continue to explore potential advocacy strategies to address this concern.

The second item of note is the inclusion of a provision directing MWRA to make additional PILOT (Payment in Lieu of Taxes) payments of \$50,000 each to the 11 Quabbin Reservoir watershed communities for the next two fiscal years. These payments are explicitly set to sunset after Fiscal Year 2027. Alongside this legislative provision, the administration is expected to issue an executive order forming a commission to review the state's broader PILOT program—not limited to the MWRA. The commission will be tasked with producing a report recommending possible reforms.

Mr. Romero emphasized that the MWRA already exceeds many standards in this area, paying the full PILOT amount at the highest local tax rate, with a "hold harmless" clause ensuring those payments never decrease. While MWRA is not expected to hold a seat on the new commission, both MWRA staff and the Advisory Board will be invited to provide testimony and background information.

He stressed that the Advisory Board will advocate strongly to remove the additional Quabbin payments from the final bond bill and noted that discussions are already underway. Mr. Romero, alongside Mr. Foti, Mr. Taverna, and Mr. Pappastergion, will meet in the coming week to discuss strategy. Regarding the broader state budget process, Mr. Romero said there were no significant updates at this time and described the process as continuing to move forward slowly.

L. Approval of Advisory Board meeting minutes from May 15, 2025

Minutes will be put on the June Advisory Board meeting agenda as they have not been reviewed yet.

M. New business

None.

N. Adjournment

A motion to adjourn was put forward. It was moved by Maurice Handel, seconded by David Manugian, and added to the omnibus roll call vote at the end of the meeting.

O. Omnibus Roll Call Vote

A motion to approve the omnibus vote was put forward. It was moved by Maurice Handel and seconded by David Manugian.





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An omnibus vote on the following items took place:

- Approval of the Advisory Board meeting minutes from May 15, 2025
- Adjournment of the meeting.

The omnibus vote was as follows:

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Michael Rademacher	Arlington	Yes (remote)
David Manugian	Bedford	Yes (remote)
John Sullivan	Boston (BWSC)	Yes (remote)
Jay Hersey	Brookline	Yes (remote)
Brian White	Burlington	Yes (remote)
Kathy Watkins	Cambridge	Yes (remote)
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Christopher Barrett	Chelsea	Not present
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Joseph Lobao	Wilmington	Yes (remote)
John Westerling	Worcester	Yes (remote)
Maurice Handel	MAPC	Yes (remote)
J.R. Greene	Quabbin/Ware	Yes (remote)

Respectfully submitted,

David Manugian, Secretary

These minutes reflect the discussion of the meeting. The Advisory Board maintains audio recordings of Advisory Board meetings that are available upon request.



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