

**MWRA Board of Directors Meeting
February 12, 2014
Voting Summary Sheet**

Item Name	Type	Notes	Vote	Discussion Highlights
Approval of Minutes	n/a	n/a	Unanimous	
Report of the Chair	n/a	n/a	n/a	
Report of the Executive Director	n/a	n/a	n/a	*
FY15 Proposed Current Expense Budget	Approval	<ul style="list-style-type: none"> 3.6% combined increase Total Budget: \$683.3 million Capital Financing: 61% of total expenses 	Unanimous	*
Approval of the 66 th Supplemental Resolution and Corresponding Issuance Resolution	Approval	<ul style="list-style-type: none"> Authorized issuance of up to \$70,000,000 of MWRA Subordinated General Revenue Bonds Adopted supporting issuance resolution 	Unanimous	
Amendments to Capital Finance Management Policy	Approval	<ul style="list-style-type: none"> In compliance with the State Finance and Governance Board's regulations, the Board adopted amendments to the Capital Finance Management Policy The vote included revised funding analysis criteria proposed by the MWRA Advisory Board 	Unanimous	*
Appointment of Proxy for the Fore River Railroad Corporation	Approval	<ul style="list-style-type: none"> Appointed Kathy Soni MWRA Board directs proxy to nominate and vote for a slate of candidates to serve as the Corporation's board members. 	Unanimous	
PCR Amendments – February 2014	Approval	<ul style="list-style-type: none"> 8 title changes 3 grade and 1 location change 1 salary adjustment 3 new positions Budget impact: \$371,923 to \$385,519 	Unanimous	*
Appointment of Deputy Chief Operating Officer for Programs, Policy and Planning	Approval	<ul style="list-style-type: none"> Appointed Carolyn Fiore Salary: \$148,399.00 (Non-Union, Grade 17) 	Unanimous	
Appointment of Director, Deer Island Wastewater Treatment Plant	Approval	<ul style="list-style-type: none"> Appointed David F. Duest Salary: \$138,000.00 (Non-Union, Grade 16) 	Unanimous	*
Appointment of Deputy Director, Deer Island Wastewater Treatment Plant	Approval	<ul style="list-style-type: none"> Appointed John Colbert Salary: \$136,000.00 (Non-Union, Grade 15) 	Unanimous	
Appointment of Director of Waterworks	Approval	<ul style="list-style-type: none"> Appointed David W. Coppes Salary: \$138,000.00 (Non-Union, Grade 16) 	Unanimous	
Appointment of Director, Emergency Planning and Preparedness	Approval	<ul style="list-style-type: none"> Appointed Andrew Hildick-Smith Salary: \$122,137.00 (Non-Union, Grade 15) 	Unanimous	
Appointment of Manager, Operations Engineering	Approval	<ul style="list-style-type: none"> Appointed Valerie Moran Salary: \$121,431.00 (Non-Union, Grade 14) 	Unanimous	
Appointment of Director, Planning and Sustainability	Approval	<ul style="list-style-type: none"> Appointed Stephen Estes-Smargiassi Salary: \$133,375.00 (Non-Union, Grade 16) 	Unanimous	
Appointment of Director, Toxic Reduction and Control	Approval	<ul style="list-style-type: none"> Appointed John P. Riccio Salary: \$122,137.00 (Non-Union, Grade 15) 	Unanimous	
2014 Affirmative Action Plan	Approval	<ul style="list-style-type: none"> Effective: January 1, 2014 through December 31, 2014 	Unanimous	*
Pump, Gear Box and Diesel Engine Upgrades ESDC – Cottage Farm and Prison Point, Contract 7330	Contract Awards	<ul style="list-style-type: none"> Fay, Spofford & Thorndike, LLC Amount: Not to exceed \$286,988.45 Term: 882 calendar days from NTP 	Unanimous	*
HVAC Building Automation System and HVAC Units Replacement Design/ESDC – Deer Island Treatment Plant, Contract 7111	Contract Awards	<ul style="list-style-type: none"> Arcadis U.S., Inc. Amount: Not to exceed \$1,857,522 Term: 2,220 days from NTP 	Unanimous	*
Oxygen Generation Facility Services – Deer Island Treatment Plant, Contract S529	Contract Awards	<ul style="list-style-type: none"> Solutionwerks, Inc. Amount: \$1,474,400 Term: 1,095 calendar days from NTP 	Unanimous	*
Sole Source Purchase Order Contract for Repair Services for the Digester Mixer Assemblies at the Deer Island Treatment Plant	Contract Awards	<ul style="list-style-type: none"> SIHI Pumps, Inc. Amount: Not to exceed \$625,560 Term: four years 	Unanimous	*

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Preferred Service Agreement for the Combustion Turbine Generators at the Deer Island Treatment Plant, Amendment 1	Contract Amendments /Change Orders	<ul style="list-style-type: none"> Pratt & Whitney Power Systems, Inc. Amendment Amount: \$151,294 Replace servo-valve/hydraulic pump Term: No increase in time 	Unanimous	
Northern Intermediate High Redundant Pipeline Design, Construction Administration/Resident Inspection Services, Contract 6906, Amendment 1	Contract Amendments /Change Orders	<ul style="list-style-type: none"> Fay, Spofford & Thorndike, LLC Amendment Amount: \$778,000 Term: No increase on time 	Unanimous	
Northern Intermediate High Short-Term Improvements Design, Construction Administration/Resident Engineering, Contract 7045, Amendment 2	Contract Amendments /Change Orders	<ul style="list-style-type: none"> Dewberry Engineers, Inc. Amendment Amount: No change Term: Increase by 14 months 	Unanimous	
Second Quarter FY14 Orange Notebook	Information	<ul style="list-style-type: none"> Please see related staff summary 	n/a	
Delegated Authority Report – January 2014	Information	<ul style="list-style-type: none"> Please see related staff summary 	n/a	*
FY2014 Mid-Year Capital Improvement Program Spending Report	Information	<ul style="list-style-type: none"> FY14 spending to date: \$44 million, \$14.2 million (24.4%) lower than budgeted Competitive contract award amounts result in \$3.4 million (9.1%) lower than budget awards Underspending: Wastewater – \$7.3 million; Water – \$5.8 million; Business & Operations Support – \$1.1 million 	n/a	*
FY14 Financial Update and Summary as of January 2014	Information	<ul style="list-style-type: none"> Defeasance Account balance: \$7.4 million Projected year-end defeasance account balance: \$16.5 million Non-debt surplus projection: \$3.7 million FY14 CIP underspending is \$14 million (29%), excluding the Local Financial Assistance Programs and CSO projects 	n/a	*
FY13 and FY14 Sewer Assessment Adjustments	Information	<ul style="list-style-type: none"> Please see related staff summary 	n/a	
Preliminary FY15 Water and Sewer Assessments	Information	<ul style="list-style-type: none"> Assessments are based on a rate revenue requirement of \$651,169,442 (3.6% increase over FY14) 	n/a	
Draft CSO Annual Progress Report for 2013	Information	<ul style="list-style-type: none"> Please see related staff summary 	n/a	*
Proposed Operations Division Organizational Changes	Information	<ul style="list-style-type: none"> Please see related staff summary 	n/a	*

Administration and Finance
 Wastewater
 Water
 Personnel
 * Link to Advisory Board position



MWRA Advisory Board Summary
of the
MWRA Board of Directors Meeting
Wednesday, February 12, 2014

A meeting of the Board of Directors of the Massachusetts Water Resources Authority was held on February 12, 2014 at the Charlestown Navy Yard. **Present:** Chair Richard Sullivan, Gubernatorial Appointee; John Carroll, Andrew Pappastergion and Joseph Foti, Advisory Board Representatives; Henry Vitale and Brian Swett, City of Boston Representatives; Jack Walsh, City of Quincy Representative; Paul Flanagan, Town of Winthrop Representative. **Absent:** Joel Barrera and Jennifer Wolowicz, Gubernatorial Appointees; Kevin Cotter, City of Boston Representative.

Report of the Chair

No Report.

Report of the Executive Director

MWRA Executive Director Fred Laskey updated the Board on the co-digestion process. Of significance, Board Member Paul Flanagan, Deer Island Treatment Plant Director Dan O'Brien and proposed new plant director David Duest attended an energized meeting at Winthrop Town Hall to outline the plan, answer questions and listen to the concerns of the attendees. Mr. Laskey thanked Mr. Flanagan for coming to the defense of the Authority and recognizing the good things the MWRA has done for Winthrop.

Between June 8 to June 12, 2014, the American Water Works Association will be hosting 12,000 to 14,000 water professionals in Boston. There will be many opportunities for water professionals to meet with their peers from throughout the country and participate in many valuable seminars.

Mr. Laskey noted that he and MWRA Advisory Board Executive Director Joseph Favaloro attended a meeting of the Senate Bonding Committee and provided testimony on the Water/Wastewater Infrastructure Bill.

Mr. Laskey recognized the retirement of Deputy Chief Operating Officer Richard Trubiano, noting that he is leaving to fulfill a life-long ambition to teach, which is fitting for someone of Rick's caliber. Mr. Trubiano stated that he has appreciated the opportunity to work for the MWRA, stating that he worked with wonderful people. As an engineer, he noted that he got to work on some incredible projects that the Commonwealth will benefit from for years to come.

Board Member Joseph Foti stated that the City of Chelsea averages three to four water main breaks per year; this year there have been ten breaks. Mr. Foti said he wanted to acknowledge the efforts of Dave Liston, Mark Johnson and Paul Burrige, who noticed and investigated water issues in Chelsea and found a significant crack that was leaking over one-half million gallons per day. Mr. Foti expressed his thanks for their efforts in saving Chelsea's resources and money.

Approvals

FY15 Proposed Current Expense Budget

The Board voted to approve the transmittal of the FY15 Proposed Current Expense Budget to the MWRA Advisory Board for its 60-day review and comment period.

MWRA Advisory Board Executive Director Joseph Favaloro said that staff looks forward to its annual statutory review. The Advisory Board would like to reinforce that communities bought into sustainable and predictable levels of moderate increases. Fiscal years 2017, 2020 and 2021 have priority; the current proposed rate increases for those years would have significant impacts on communities. Advisory Board staff will try to tweak the FY15 budget in an effort to have an impact on FY17 and FY20 as well.

Approval of the 66th Supplemental Resolution and Corresponding Issuance Resolution

The Board voted to adopt the Sixty-Sixth Supplemental Resolution authorizing the issuance of up to \$70,000,000 of Massachusetts Water Resources Authority Subordinated General Revenue Bonds and the supporting issuance resolution.

Amendments to Capital Finance Management Policy

In compliance with the State Finance and Governance Board's regulations (976 CMR 2.04), the Board of Directors voted to adopt the amendments to the Capital Finance Management Policy, including the revised refunding analysis criteria, as revised and filed with the records of the meeting.

MWRA Treasurer Thomas Durkin stated that all issuers in Massachusetts are required to have their debt management policy filed with the State Finance and Governance Board; it is routine in nature. Staff took this opportunity to review the document and made some changes to make the document clearer in responsibilities for the MWRA and the advisors.

In Section 4.2.2, *Refunding Transactions*, the MWRA Advisory Board suggested that the word "must" be removed from the first bullet point, which read *overall present value savings must be at least 4%*. MWRA Advisory Board Executive Director Joseph Favaloro stated that this would maintain flexibility and does not have the Authority going outside of its parameters; rather it leaves flexibility for the Board to review and make refinancing decisions on a case-by-case basis.

Appointment of Proxy for the Fore River Railroad Corporation

The MWRA Board of Directors, as holder of all voting rights of all the issued and outstanding shares of stock of the Fore River Railroad Corporation, voted to appoint Kathy Soni, with the power of substitution, to vote as proxy at the next annual meeting and any special meeting of the stockholders for the Fore River Railroad Corporation in accordance with the form of proxy presented and filed with the records of the meeting. In addition, the MWRA Board of Directors directs the proxy to nominate and vote for the following slate of candidates to serve as the

Corporation's board members: Joel A. Barrera, Michael J. Hornbrook, Steven A. Remsberg, Godfrey O. Ezeigwe, Frederick A. Laskey, John P. Vetere, Michele S. Gillen, Rachel C. Madden, John J. Walsh and Lisa R. Grollman.

PCR Amendments – February 2014

The Board voted to approve amendments to the Position Control Register, as presented and filed with the records of the meeting.

Board Member Henry Vitale asked if the union has ever come forward and said a "particular" job should be a union job. Human Resources Director Robert Donnelly stated that the MWRA has in-house counsel to defend its position that a job is not a union position. MWRA Chief Operating Officer Michael Hornbrook added that it is negotiated as to why they are not historically in these positions.

Appointment of Deputy Chief Operating Officer for Programs, Policy and Planning

The Board voted to approve the Executive Director's recommendation to appoint Ms. Carolyn Fiore (Non-Union, Grade 15) to the position of Deputy Chief Operating Officer for Programs, Policy and Planning, Operations Division (Non-Union, Grade 17) at an annual salary of \$148,399.00 to be effective on the date designated by the Executive Director.

Appointment of Director, Deer Island Wastewater Treatment Plant

The Board voted to approve the Executive Director's recommendation to appoint Mr. David F. Duest (Non-Union, Grade 14) to the position of Director, Deer Island Wastewater Treatment Plant, Operations Division (Non-Union, Grade 16) at an annual salary of \$138,000.00 to be effective on the date designated by the Executive Director.

MWRA Chief Operating Officer Michael Hornbrook noted an error that was included in this staff summary; the position will become vacant upon the retirement of the incumbent Daniel K. O'Brien on April 4, 2014, not March 2, 2014 as stated in the staff summary.

Appointment of Deputy Director, Deer Island Wastewater Treatment Plant

The Board voted to approve the Executive Director's recommendation to appoint Mr. John Colbert (Non-Union, Grade 14) to the position of Deputy Director, Deer Island Wastewater Treatment Plant, Operations Division (Non-Union, Grade 15) at an annual salary of \$136,000.00 to be effective on the date designated by the Executive Director.

Appointment of Director of Waterworks

The Board voted to approve the Executive Director's recommendation to appoint Mr. David W. Coppes (Non-Union, Grade 15) to the position of Director of Waterworks, Operations Division (Non-Union, Grade 16) at an annual salary of \$138,000.00 to be effective on the date designated by the Executive Director.

Appointment of Director, Emergency Planning and Preparedness

The Board voted to approve the Executive Director's recommendation to appoint Mr. Andrew Hildick-Smith (Unit 9, Grade 30) to the position of Director, Emergency Planning and Preparedness, Executive Office (Non-Union, Grade 15) at an annual salary of \$122,137.00 to be effective on the date designated by the Executive Director.

Appointment of Manager, Operations Engineering

The Board voted to approve the Executive Director's recommendation to appoint Ms. Valerie Moran (Unit 9, Grade 30) to the position of Manager, Operations Engineering, Operations Division (Non-Union, Grade 14) at an annual salary of \$121,431.00 to be effective on the date designated by the Executive Director.

Appointment of Director, Planning and Sustainability

The Board voted to approve the Executive Director's recommendation to appoint Mr. Stephen Estes-Smargiassi (Non-Union, Grade 15) to the position of Director, Planning and Sustainability, Operations Division (Non-Union, Grade 16) at an annual salary of \$133,375.00 to be effective on the date designated by the Executive Director.

Appointment of Director, Toxic Reduction and Control

The Board voted to approve the Executive Director's recommendation to appoint Mr. John P. Riccio (Non-Union, Grade 14) to the position of Director, Toxic Reduction and Control, Operations Division (Non-Union, Grade 15) at an annual salary of \$122,137.00 to be effective on the date designated by the Executive Director.

2014 Affirmative Action Plan

The Board voted to approve the Massachusetts Water Resources Authority's Affirmative Action Plan effective for a one-year period from January 1, 2014 through December 31, 2014.

Board Member Andrew Pappastergion noted that when he first read the staff summary, he was taken aback by the use of the word "termination" for employees that leave/retire on good terms; he wondered if there were a better choice of words.

Board Member Henry Vitale asked if the MWRA has a sexual harassment policy. Human Resources Director Robert Donnelly stated that the Authority does have a sexual harassment policy and it is updated annually. A workgroup looked at the policy last year for all types of harassment. Mr. Laskey added that all Authority employees have mandatory training; the MWRA has also added "active shooter" training for its employees as well.

Mr. Vitale asked what the Authority does relating to consultants and contractors. MBE/WBE Program Manager John Corbin stated that staff evaluates all procurements on a yearly basis to determine if they are women or minority owned business enterprises.

Mr. Vitale asked if the MWRA tracks the prevailing wage of women-owned and minority-owned businesses. Mr. Hornbrook noted that the MWRA's construction contracts call for prevailing wages to be paid.

Of note, the wastewater/engineering opportunities tend to be a male-dominated industry. Patterson Riley stated that the MWRA has been trying to get the word out about the tremendous opportunities that the MWRA has to offer for women. Mr. Laskey added that the Authority has added an intern program. Women don't seem to gravitate toward the wastewater operations.

Contract Awards

Pump, Gear Box and Diesel Engine Upgrades ESDC – Cottage Farm and Prison Point: Fay, Spofford & Thorndike, LLC, Contract 7330

The Board voted to approve the recommendation of the Consultant Selection Committee to select Fay, Spofford & Thorndike (FST), LLC to provide Engineering Services During Construction for Pump, Gear Box and Diesel Engine Upgrades at Cottage Farm and Prison Point, and to authorize the Executive Director, on behalf of the Authority, to execute said contract with Fay, Spofford & Thorndike, LLC in an amount not to exceed \$286,988.45 for a term of 882 calendar days from the Notice to Proceed.

Board Member Andrew Pappastergion asked why there was only one bidder for this contract. Chief Engineer Jae Kim said that FST did the design upfront so people felt that FST would have a low overhead rate; additionally, FST capped several project personnel salaries to \$47.00 per hour and proposed a lower profit margin of 8%. Mr. Hornbrook added that the total dollar amount was low and the MWRA would be providing resident inspection.

HVAC Building Automation System and HVAC Units Replacement Design/ESDC – Deer Island Treatment Plant: Arcadis U.S., Inc., Contract 7111

The Board voted to approve the recommendation of the Consultant Selection Committee to select Arcadis U.S., Inc. to provide Preliminary Design, Final Design, and Engineering Services During Construction for the Deer Island Treatment Plant HVAC Building Automation and HVAC Unit Replacement project, and to authorize the Executive Director, on behalf of the Authority, to execute Contract 7111 with Arcadis U.S., Inc. in an amount not to exceed \$1,857,522.00, for a term of 2,220 days from the Notice to Proceed.

Board Member Jack Walsh asked if there would be an energy savings. Staff estimated that it could achieve a 10% to 20% savings; however, until the final design is approved, staff will not have the number.

Oxygen Generation Facility Services – Deer Island Treatment Plant: Solutionwerks, Inc., Contract S529

The Board voted to approve the award of Contract No. S529, Oxygen Generation Facility Services, Deer Island Treatment Plant, to the lowest eligible and responsible bidder, Solutionwerks, Inc., and to authorize the Executive Director, on behalf of the Authority, to execute and deliver said contract in the bid amount of \$1,474,400.00, for a term of 1,095 calendar days from the Notice to Proceed.

Staff provided the Board with a presentation on the [Oxygen Generation Facility Services](#) at the Deer Island Treatment Plant.

Mr. Walsh stated that it doesn't seem like the Authority had many options because of the specialized operation. Staff agreed that there aren't many options, with one company going out of business and another company just starting up.

Mr. Walsh asked if spare parts are included in this contract. Staff said yes; the contract includes emergency repairs as well.

Sole Source Purchase Order Contract for Repair Services for the Digester Mixer Assemblies at the Deer Island Treatment Plant: SIHI Pumps, Inc.

The Board voted to approve the award of a sole source purchase order contract for repair services for eight of the digester mixer assemblies at the Deer Island Treatment Plant to the original equipment manufacturer, SIHI Pumps, Inc., and to authorize the Executive Director, on behalf of the Authority, to execute said purchase order in an amount not to exceed \$625,560.00 for a term of four years.

Board Member Jack Walsh asked why this is such a specialized system; it seems like a simple process and yet the parts need to come from Germany. Staff stated that these digesters were designed to have all of their working components that require day-to-day use during the mixing process available and the digesters don't have to be taken down; none of the other manufacturers provided that capability. David Duest noted that the digesters were new to the United States at the time the treatment plant was built but were common in Germany.

Contract Amendments / Change Orders

Preferred Service Agreement for the Combustion Turbine Generators at the Deer Island Treatment Plant: Pratt & Whitney Power Systems, Inc., Amendment 1

The Board voted to authorize the Executive Director, on behalf of the Authority, to approve Amendment No. 1 to increase the amount of the Preferred Service Agreement with Pratt & Whitney Power Systems, Inc., for the Combustion Turbine Generators at the Deer Island Treatment Plant, in an amount not to exceed \$151,294.00, with no increase in contract term.

Northern Intermediate High Redundant Pipeline Design, CA/RI Services: Fay, Spofford & Thorndike, LLC, Contract 6906, Amendment 1

The Board voted to authorize the Executive Director, on behalf of the Authority, to approve Amendment 1 to increase the amount of Contract No. 6906, Northern Intermediate High Redundant Pipeline Design, Construction Administration and Resident Inspection Services, with Fay, Spofford & Thorndike, LLC, in the amount of \$778,000.00, with no increase in contract term.

Northern Intermediate High Short-Term Improvements Design, CA/RI: Dewberry Engineers, Inc., Contract 7045, Amendment 2

The Board voted to authorize the Executive Director, on behalf of the Authority, to approve Amendment No. 2 to extend the term of Contract 7045, Northern Intermediate High Short-Term Improvements Design, Construction

Administration and Resident Inspection Services, with Dewberry Engineers, Inc., by 14 months to May 2, 2015, with no increase in Contract amount.

Other Business

Discussion: Memorandum of Understanding with the City of Quincy

Postponed until the next meeting.

Information

Second Quarter FY14 Orange Notebook

MWRA Chief Operating Officer Michael Hornbrook provided the Board with a [PowerPoint](#) update on the Second Quarter FY14 Orange Notebook.

Delegated Authority Report – January 2014

Director of Administration and Finance Rachel Madden highlighted the January 2014 delegated authority purchases. There were no critical need purchases made; all purchases were planned and budgeted.

Board Member Andrew Pappastergion asked about the Spot Pond Water Storage Facility upgrade of \$91,000; who requested that upgrade and what is the upgrade about? Mr. Hornbrook stated that staff made the request to replace the chain link fence and galvanized steel guardrail with split rail cedar fencing and a steel-backed timber guardrail, which are more compatible with the area, to allow public access.

FY2014 Mid-Year Capital Improvement Program Spending Report

Director of Administration and Finance Rachel Madden provided the Board with an FY2014 mid-year Capital Improvement Program spending report.

Mr. Pappastergion stated that though there is under-spending in capital projects, it could mean that it is a timing issue and the money will be spent at a later date, correct? Ms. Madden responded in the affirmative. Mr. Pappastergion asked if holding off on capital projects could lead to increased costs. Mr. Hornbrook said it could but there could be better pricing as well.

Board Member Joseph Foti asked what would happen to funds if the Authority were to decide to do something in-house. Mr. Hornbrook said the project costs would be reduced in the following year's CIP.

FY14 Financial Update and Summary as of January 2014

Staff summarized the information presented in the staff summary.

Mr. Vitale stated that the Boston Water and Sewer Commission has had discussions with rating agencies and has received recommendations that BWSC set up an Other Post-Employment Benefits (OPEB) trust for the OPEB

liability; that is the first time that the agencies have made this recommendation. Ms. Madden stated through FY14, the MWRA has made \$23 million in optional payments to its pension fund; upon fully funding its pension liability, the MWRA will begin to make payments toward OPEB.

FY13 and FY14 Sewer Assessment Adjustments

Staff provided the Board with information relating to FY2013 and FY2014 Sewer Assessment Adjustments.

Preliminary FY15 Water and Sewer Assessments

Consistent with the Proposed FY15 Current Expense Budget, preliminary FY15 water and sewer assessments are based on a rate revenue requirement of \$651,169,442, a 3.6% increase over the FY14 rate revenue requirement.

Please see related staff summary.

Draft CSO Annual Progress Report for 2013

Staff provided the Board with an [update](#) on the Draft CSO Annual Progress Report for 2013.

Board Member John Carroll asked if all the CSO work will be completed by 2015 or 2020. Senior Program Manager David Kubiak stated that the work is expected to be complete in 2015, which will be followed by a five-year period in which staff will have to determine if the proposed outcome has been accomplished.

Proposed Operations Division Organizational Changes

Staff provided the Board with its proposed Operations Division Organizational Changes.

Mr. Vitale stated that the changes proposed involved talented individuals. It is a strong strategic plan. In his point of view, Mr. Vitale stated that the salaries are reasonable and practical. Did the Authority compare these salaries with other organizations? Human Resources Director Robert Donnelly said a number of factors were considered. The MWRA did seek guidance from the American Water Works Association regarding salaries.

Mr. Foti asked how these changes will affect the Wages and Salaries line item. Mr. Laskey stated that final decisions have not been made on which positions will be back-filled. The Authority hopes to fill some of these positions internally, but that has yet to be determined.

This summary does not include every item discussed by the Board, nor the full extent of the discussions. Please contact Mary Ann McClellan at the Advisory Board office with questions, comments