



Summary of:
MWRA Board of Directors' Meeting
May 6, 1998

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A meeting of the Board of Directors of the Massachusetts Water Resources Authority was held on May 6, 1998 at the Authority Headquarters in Charlestown. **Present:** Norman Jacques, Andrew Pappastergion, Advisory Board Representatives; Joseph MacRitchie, City of Quincy Representative; Andrea d'Amato, Robert Spinney, Vincent Mannering, City of Boston Representatives; Marie Turner, Town of Winthrop Representative; Lucile Hicks, Gubernatorial Representative. **Absent:** Chair Trudy Coxe, Donald Mitchell, Gubernatorial Representatives; John Carroll, Advisory Board Representative.

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AGENDA

Report of the Chair

No report.

Report of the Executive Director

Mr. MacDonald reported to the Board that Dr. Michael Connor, Director of Environmental Quality, will be leaving the Authority in June to take a position with the New England Aquarium. He also told the Board about an emergency pipe repair performed near the dam at Spot Pond. A leak was detected during routine inspections. If the pipe broke, it could have caused major damage to the dam and flooding in the surrounding area.

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APPROVALS

Retirement System Funding for FY99

The Board voted to approve funding of the Authority's FY99 contribution to the Retirement System at the level of 4.75% of covered payroll, an amount of approximately \$3,275,000 (based on an estimated covered payroll of \$68.9 million), subject to final adjustment in accordance with completion of the CEB process.

Staff explained that in April, Buck Consultants completed an actuarial valuation of the Retirement System as of January 1, 1998, concluding that the System has no unfunded liability. Based on the valuation of Buck's recommendation for future funding, the Retirement Board estimates that a rate of 4.75% of covered payroll will be adequate to maintain appropriate funding of the System in FY99.

Appointment of New Members to Wastewater Advisory Committee

The Board approved the appointment of eight new members to the Wastewater Advisory Committee (WAC): Mary Adelstein, Michele Cobban Barden, Paul Demit, Hugh Kelleher, Ali Noorani, Pell Osborn, Michael Wheelwright, and Tom Zampell. WAC provides independent advice to the Authority on wastewater programs and policies.

Memorandum of Agreement Between the U. S. Army Corps of Engineers and the Massachusetts Historical Commission and the Massachusetts Water Resources Authority Concerning the Walnut Hill Treatment Plant Project

The Board voted to authorize the Executive Director, on behalf of the MWRA, to sign a Memorandum of Agreement (MOA) with the U.S. Army Corps of Engineers and the Massachusetts Historical Commission concerning an archaeological data recovery program for the Walnut Hill Water Treatment Plant Project, in an amount not to exceed \$110,000.

Staff explained that the Walnut Hill Water Treatment Plant site contains two prehistoric sites that have been identified during the course of environmental review and design. This MOA commits the MWRA to developing and implementing a plan for archaeological artifact recovery and, upon completion of the fieldwork, to prepare a completion memorandum describing the results of the data recovery program for Historical Commission and Corps review. Mr. Jacques asked staff if there was any way to cap spending so that the project is not open ended. The Board voted to include language limiting spending to \$110,000, the estimated cost of the investigation.

Extension of Contract Employee, Sewerage Division

The Board voted to approve an amendment to the contract for personnel services for Stanley Saniuk, Plant Engineering Technical Specification Writer-Mechanical/Chemical, Deer Island, extending the contract for one year, from May 19, 1998 to May 18, 1999, increasing his hourly rate from \$33 to \$34, for an annual compensation not to exceed \$66,300. Mr. Saniuk will provide engineering assistance primarily in generating service and supply contracts required to support primary and secondary start-up operations at the Deer Island Treatment Plant.

May PCR Amendments - Fiscal Year 1998

The Board approved amendments to the Position Control Register which reflect organizational changes aimed at improving cost-effectiveness, structural soundness and staffing patterns of the various work units at the Authority.

Non-Union Compensation Program

The Board voted to authorize and direct the following steps relating to non-union compensation for Fiscal Years 1998, 1999 and 2000:

For FY 1998: (a) approval of an amount not to exceed \$52,000 for a Performance Pay Program as implemented in FY 1997 by a vote of the Board of Directors dated May 21, 1997, to be limited in FY 1998 to not more than fourteen non-union employees who are not eligible for an annual step increase.

For FY 1999: (a) an alteration in compensation terms for non-union employees such that anniversary "step increases" shall then be by "half step" amounts; (b) an approval of an amount of 2% of the base pay for non-union employees to be administered in a Performance Pay Program applicable for all non-union employees (other than employees whose compensation terms are established by contract); and (c) an adjustment to salary scales effective upon completion of a salary survey.

For FY 2000: (a) a further alteration in compensation terms for non-union employees such that anniversary "step increases" shall no longer be paid and pay increments for non-union employees shall thereafter be made wholly through a Performance Pay Program funded at the aggregate level of 4% of base pay for non-union employees; and

A consultant with expertise in compensation and benefits matters shall be engaged for a fee not to exceed \$80,000 to provide assistance in (a) reviewing position classification structures for non union employees, (b) performing market surveys as required, (c) assisting in improvements to the design and implementation of the current performance management review system, and (d) supporting an employee committee on pay-for-performance implementation issues, all as required to support the intention of this Board vote to establish a program for increasing the reliance of the Authority's compensation program for non-union managers to the pay-for-performance structure. The award of this consulting engagement shall be subject to the approval of the Board of Directors.

This program establishes a structural program to move non-union compensation provision towards greater reliance on pay-for-performance models, and includes interim provisions to provide appropriate compensation for non-union employees who are not eligible for the MWRA's annual step increase provisions because they have been compensated at the maximum of their salary grade for not less than one year. Mr. Mannerling said the plan is a step in the right direction.

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CONTRACT AMENDMENTS/CHANGE ORDERS

Document Control System - Technical Information Center, Stone & Webster Engineering Corporation

The Board voted to authorize the Executive Director, on behalf of the Authority, to execute Amendment 2 to Contract 5721, Document Control System - Technical Information Center, with Stone & Webster Engineering Corporation to extend the contract term for a period of one year, from May 1, 1998 to May 1, 1999, with no increase in contract cost.

Staff explained that MWRA entered into a contract with Stone & Webster in 1995 to provide a Document Control System (StoneBASE) and certain related professional services for use by all divisions. StoneBASE provides document indexing, tracking, retrieval and control for plans, specifications, shop drawings, O&M manuals and other documents critical for systems engineering, operations, maintenance and warranty protection. This one-year extension will provide additional time needed to complete the programming, installation, and implementation services necessary to ensure that the application is "Year 2000" ready.

Inter-Governmental Agreement for Regulatory Support Services

The Board authorized the Executive Director on behalf of the Authority, to execute Amendment 1 to contract W137, an Inter-Governmental Agreement with the City of Portland, Oregon and other major municipal water suppliers with large unfiltered water systems. The amendment extends the agreement for one year, until April 1, 1999, at a cost that depends on the number of other participants but which shall not exceed \$25,000. Thereafter, the participants may again elect to extend the agreement by one final year if sufficient parties execute written amendments.

Under this agreement, the MWRA will continue to participate, along with the other municipalities, in sponsoring a technical assistance services contract. The services provided under this contract are related to the regulatory and legislative processes and technical management issues associated with the control of microbial contaminants, and disinfection by-products in large unfiltered water supplies. This agreement enables the participants to respond jointly to prospective Environmental Protection Agency regulations on unfiltered systems, the initial focus of which is EPA's

upcoming First Draft of the Expedited Interim Enhanced Surface Water Treatment Rule.

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INFORMATION REPORTS/DISCUSSIONS

Water Treatment Decision Briefing

The Board was provided with the second of a series of briefings to be provided over the next six months to lay the foundation for the water treatment technology decision to be made by the Board of Directors in October 1998. A key objective of water treatment is to inactivate or remove harmful microorganisms as necessary to protect public health. This briefing focussed on the scientific background and technical information needed to assist the Board in evaluating each of the three treatment technologies under consideration for the Walnut Hill Treatment Plant.

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