



BRIDGEWATER TOWN COUNCIL

Tuesday, November 16, 2021

7:00 p.m.

The meeting will be held virtually via Zoom.

To attend via video, click on the link below:

<https://us06web.zoom.us/j/88415130339>

To attend via phone, dial: 1(646) 876-9923

Meeting ID: 884 151 303 39

MEETING AGENDA

Disclosure: Pursuant to Section 20 of Chapter 20 of the Acts of 2021, An Act Relative to Extending Certain Covid-19 Measures Adopted During the State of Emergency, this meeting of the Town Council for the Town of Bridgewater will be fully remote and accessible to the public through remote participation to the greatest extent possible. There will be no in person attendance permitted. Citizens who wish to tune in to the meeting may do so via Zoom or Facebook Live.

A. APPROVAL OF MINUTES FROM PREVIOUS MEETINGS

a) November 2, 2021

B. ANNOUNCEMENTS FROM THE PRESIDENT

C. PROCLAMATIONS

D. CITIZEN OPEN FORUM

E. APPOINTMENTS

F. HEARINGS

G. LICENSE TRANSACTIONS - *None*

H. PRESENTATIONS

I. TOWN MANAGER'S REPORT

- a) Mitchell School Update (*Standing Item*)
- b) COVID-19 Update
- c) Mobil Station – Environmental Status

J. DISCUSSIONS

K. COMMITTEE REPORTS

L. LEGISLATION FOR ACTION

- a) Resolution R-FY22-002: FY23 Budget Resolution (*Councilor Wood*)
The Budget and Finance Committee and Finance Committee meet jointly 11/15/2021, dispositions will be provided upon receipt.
- b) Order O-FY22-021: Acceptance of MRS Grant (*Town Manager*)
The Budget and Finance Committee meet 11/16/21 and their disposition will be provided upon receipt. At their meeting held 11/10/2021, the FinCom voted 6-0 to recommend.
- c) Order O-FY22-022: Acceptance of DMH Grant (*Town Manager*)
The Budget and Finance Committee meet 11/16/21 and their disposition will be provided upon receipt. At their meeting held 11/10/2021, the FinCom voted 6-0 to recommend.
- d) Order O-FY22-023: Acceptance of Grant for COA (*Town Manager*)
The Budget and Finance Committee meet 11/16/21 and their disposition will be provided upon receipt. At their meeting held 11/10/2021, the FinCom voted 6-0 to recommend.

M. OLD BUSINESS

N. NEW BUSINESS

- a) Order O-FY22-024: Acceptance of Wild and Scenic Taunton River Stewardship Council Grant (*Town Manager*)
- b) Order O-FY22-025: Tax Classification Residential Factor (*Town Manager*)

- c) Order O-FY22-026: BAA Collective Bargaining Contract Ratification (*Town Manager*)
- d) Order O-FY22-027: BAA Collective Bargaining Contract Appropriation Transfer (*Town Manager*)
- e) Order O-FY22-028: USW Collective Bargaining Contract Ratification (*Town Manager*)
- f) Order O-FY22-029: USW Collective Bargaining Contract Appropriation Transfer (*Town Manager*)
- g) Order O-FY22-030: Capital Plan Order (*Town Manager*)
- h) Order O-FY22-031: Rescind Curve Street Loan Order (*Town Manager*)
- i) Order O-FY22-032: Bridgewater Police Association Contract Ratification (*Town Manager*)

O. CITIZEN COMMENTS

P. COUNCIL COMMENTS

Q. EXECUTIVE SESSION

R. ADJOURNMENT



Bridgewater Town Council

In Town Council, Tuesday, November 16

Council Resolution: R-FY22-002

Introduced By:	Councilor Wood
Date Introduced	October 19, 2021
First Reading:	October 19, 2021
Second Reading:	November 16, 2021
Amendments Adopted:	
Date Adopted:	
Date Effective:	

Resolution R-FY22-002

FY2023 BUDGET RESOLUTION

WHEREAS: A methodical and disciplined approach to the operating budget is warranted.

RESOLVED: Pursuant to establishing guidelines and priorities for the Town Manager to develop the Annual Budget, the Town Council of Bridgewater, Massachusetts in Town Council assembled vote to adopt the following Policy Guidelines for the Town Manager to use in creating the FY 2023 Budget:

The Town Council is adopting these budget policy guidelines pursuant to Section 6-1 of the Bridgewater Home Rule Charter. Based on these guidelines, the Town Manager will develop budgetary goals and the Town Budget for Fiscal Year 2023.

Introduction

The following financial principles set forth the framework for our overall fiscal planning and management of the Town of Bridgewater's resources and are designed to ensure the Town's sound financial condition, now and in the future.

Sound Financial Condition is defined as:

- Cash Solvency - the ability to pay bills in a timely fashion
- Budgetary Solvency - the ability to annually balance the budget
- Long Term Solvency - the ability to pay for future costs
- Service Level Solvency - the ability to provide needed and desired services
- Reserve Solvency – the ability to adapt and respond to economic conditions
 - Capital Solvency – the ability to assess, maintain, and replace our capital assets
- Bond Rating- maintain or improve current bond rating A2

To this end we will adhere to the following financial policies.

Financial Policies and Guidelines:

The Town will adopt their Multi-Year forecast for fiscal years 2023-2027 and a Capital Improvement Program, prior to the submission of the FY Town Managers FY 2023 Budget. This will give the Town a broader more forwarding looking perspective to better understand the budgetary cost drivers and our revenue capacity. Projecting forward will allow us to foresee where a structural deficit may exist when building out our operating budget for the ensuing year.

The following will be applied in preparing the FY 2022 Budget.

1. The town will avoid budgetary practices that balance current expenditures at the expense of meeting future year's expenses, such as postponing maintenance and upkeep of our facilities and equipment.
2. Recurring operating costs will be funded by recurring sources of revenue. In addition, to budget prudently and plan for contingencies the town sets the following reserve objectives for FY 2023:
 - a. Unreserved Fund Balance (free cash) for FY 2023 (07/01/2023) will be targeted at 1.5% of the 2022 operating budget and used only for one-time expenditures such as capital improvements, capital equipment, unexpected or extraordinary expenses such as unbudgeted snow and ice removal expenses and/or to meet the stabilization reserve policy objectives.
 - b. The Town will maintain a Stabilization Fund as its main financial reserve in the event of an emergency, unforeseen circumstances, or an extraordinary need. It shall be the goal of the town to achieve and maintain a balance in the Stabilization Fund equal to 10% of its operating budget.
3. Revenue:
 - a. Revenue Estimating: the revenues will be estimated conservatively, using an objective analytical approach. The goal is to predict revenues as accurately as possible while erring on the side of caution.
 - b. The Town will use methodologies established that best fit the accuracy of specific forecasting, in other words, different methods for different revenue types: Property Tax, Local Aid, Local Receipts, and Other Available Funds.
 - c. Ambulance Receipts Reserved for Appropriation: A five-year forecast will be used to determine available funds to support, proportionately, the ensuing years Fire Department operating budget and capital requirements for the Ambulance Fleet. (See Exhibit A)
 - d. For FY 2023 the projected revenue surplus shall be set at 1.5% of the 2022 operating budget. Revenue surpluses are essential to continue the annual funding of the Stabilization Fund at the 10% level, fund capital purchases of machinery, equipment, and vehicles, capital building improvements, infrastructure and engineering costs, unfunded sick leave buyback, and outstanding OPEB liability.
4. Expenditures: See Exhibit B
 - a. Estimating Major Cost Drivers: This compilation will address the increases necessary to fund the major budgetary cost drivers - salaries and benefits - which support our current service levels.
 - b. Maintenance of Capital Assets: The Town will compile a budget that will maintain capital assets and infrastructure to protect the Town's investment. The Town will compile a budget that will maintain our assets to protect the Town's investment, support and provide services, community, and economic development.

- Mach/Equip/Vehicles
- Software
- Infrastructure
- Land & Land Improvement
- Building & Building Improvements

FY 2023 Town Manger's Budget Objectives

1. Continue the Town's efforts within all departments to obtain grant funding from federal, state, and other sources in order to offset capital expenditures.
2. Review cost implication of contracted services vs. staffing in various departments.
3. Continue to enhance the Town's website and use other technologies as cost effective means for delivering information and services, increasing public awareness, and encouraging public feedback.
4. Submit a budget which maintains the Towns current service level and a budget which will meet the Town Managers service priorities.

Committee Referrals and Dispositions:

Referral(s)	Disposition(s)
• Budget & Finance Committee • Finance Committee	• •



Bridgewater Town Council

In Town Council, Tuesday, November 16, 2021

Council Order: O-FY22-021

Introduced By:	Town Manager
Date Introduced	November 2, 2021
First Reading:	November 2, 2021
Second Reading:	November 16, 2021
Amendments Adopted:	
Third Reading:	
Date Adopted:	
Date Effective:	

Order O-FY22-021

ACCEPTANCE OF EOPS - Municipal Road Safety - MRS GRANT

WHEREAS, Massachusetts General Laws, Chapter 44, §53A, states as follows:

“An officer ... of any city or town ... may accept grants or gifts of funds from ... from the commonwealth ... or an agency thereof, ... and may expend such funds for the purposes of such grant or gift ... with the approval of the city manager and city council...,” and

WHEREAS, The Town of Bridgewater has received a grant award from the Executive Office of Public Safety and Security's Office of Grants & Research (EOPS - OGR) through the National Highway Safety Administration.

Now, therefore, in accordance with Chapter 44, §53A of the Massachusetts General Laws, the Town Council votes to take the following action:

ORDERED that the Town Council of Bridgewater, Massachusetts in Town Council assembled vote to accept the grant of \$34,500.00 from the EOPS - OGR and state agency, to expend the gift in accordance with stated purpose thereof.

Explanation: *The Bridgewater Police Department has been selected to receive a \$34,500 grant award to support the FFY22 Municipal Road Safety (MRS) Program.*

Committee Referrals and Dispositions:

Referral(s)	Disposition(s)
•	•

Roll Call Vote Required



Bridgewater Town Council

In Town Council, Tuesday, November 16, 2021

Council Order: O-FY22-022

Introduced By: Town Manager
Date Introduced: November 2, 2021
First Reading: November 2, 2021
Second Reading: November 16, 2021
Amendments Adopted:
Third Reading:
Date Adopted:
Date Effective:

Order O-FY22-022

ACCEPTANCE OF DEPARTMENT OF MENTAL HEALTH TRAINING (DMH) GRANT

WHEREAS, Massachusetts General Laws, Chapter 44, §53A, states as follows:

“An officer ... of any city or town ... may accept grants or gifts of funds from ... from the commonwealth ... or an agency thereof, ... and may expend such funds for the purposes of such grant or gift ... with the approval of the city manager and city council...,” and

WHEREAS, The Town of Bridgewater has received a grant award from the Massachusetts Jail/Arrest Diversion Grant Program

Now, therefore, in accordance with Chapter 44, §53A of the Massachusetts General Laws, the Town Council votes to take the following action:

ORDERED that the Town Council of Bridgewater, Massachusetts in Town Council assembled vote to accept the grant of \$36,094.00 from the DMH and state agency, to expend the gift in accordance with stated purpose thereof.

Explanation: *The Bridgewater Police Department has been awarded to receive a \$36,094 grant award to support the Mental Health First Aid Training of current officers for the One- Mind Campaign.*

Committee Referrals and Dispositions:

Referral(s)	Disposition(s)
•	•

Roll Call Vote Required



Bridgewater Town Council

In Town Council, Tuesday, November 16, 2021

Council Order: O-FY22-023

Introduced By: Town Manager
Date Introduced: November 2, 2021
First Reading: November 2, 2021
Second Reading: November 16, 2021
Amendments Adopted:
Third Reading:
Date Adopted:
Date Effective:

Order O-FY22-023

Acceptance of Grant for COA

WHEREAS, Massachusetts General Laws, Chapter 44, §53A, states as follows:

“An officer ... of any city or town ... may accept grants or gifts of funds from ... from the commonwealth ... or an agency thereof, ... and may expend such funds for the purposes of such grant or gift ... with the approval of the city manager and city council...,” and

WHEREAS, The Town of Bridgewater has received a grant award from AARP for Chat Bench on annual Good Neighbor's Day

Now, therefore, in accordance with Chapter 44, §53A of the Massachusetts General Laws, the Town Council votes to take the following action:

ORDERED that the Town Council of Bridgewater, Massachusetts in Town Council assembled vote to accept the grant of \$500.00 from AARP, to expend the gift in accordance with stated purpose thereof.

Explanation: *The COA Director applied for and received \$500 from AARP to outreach community for a designated Chat Bench.*

Committee Referrals and Dispositions:

Referral(s)	Disposition(s)
•	•

Roll Call Vote Required



Bridgewater Town Council

In Town Council, Tuesday, November 16, 2021

Council Order: O-FY22-024

Introduced By: Town Manager
Date Introduced: November 16, 2021
First Reading: November 16, 2021
Second Reading:
Amendments Adopted:
Third Reading:
Date Adopted:
Date Effective:

Order O-FY22-024

ACCEPTANCE OF GRANT FROM WILD AND SCENIC TAUNTON RIVER STEWARDSHIP COUNCIL THROUGH SERPEDD: \$40,000 HIGH STREET DAM REMOVAL PROJECT

WHEREAS; Massachusetts General Laws, Chapter 44, §53A, states as follows:

“An officer ... of any city or town ... may accept grants or gifts of funds from ... from the commonwealth ... or an agency thereof, ... and may expend such funds for the purposes of such grant or gift ... with the approval of the city manager and city council...;” and

WHEREAS; The Town of Bridgewater has received a grant award from the Southeastern Regional Planning & Economic Development District agency.

Now, therefore, in accordance with Chapter 44, §53A of the Massachusetts General Laws, the Town Council votes to take the following action:

ORDERED that the Town Council of Bridgewater, Massachusetts in Town Council assembled vote to accept the grant of \$40,000.00 from the Wild and Scenic Taunton River Stewardship Council through the Southeastern Regional Planning & Economic Development District agency, to expend the grant in accordance with stated purpose thereof.

Explanation: The Wild and Scenic Taunton River Stewardship Council has granted the Town funding to be used to offset the total cost of the Town's river restoration project.

Committee Referrals and Dispositions:

Referral(s)	Disposition(s)
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Bridgewater Town Council

In Town Council, Tuesday, November 16, 2021

Council Order: O-FY22-025

Introduced By: Town Manager
Date Introduced: November 16, 2021
First Reading: November 16, 2021
Second Reading:
Amendments Adopted:
Third Reading:
Date Adopted:
Date Effective:

Order O-FY22-025

FY2022 CLASSIFICATION TAX ALLOCATION-ADOPTION OF RESIDENTIAL FACTOR

ORDERED that, pursuant to G.L. c. 40, § 56, the Town Council of the Town of Bridgewater, Massachusetts in Town Council assembled vote to adopt a residential factor of 1 for fiscal year 2022.

FURTHER ORDERED that; the Town Council authorizes the Chief Assessor to sign the LA-5 Recap relative hereto.

Explanation: The town council shall annually first determine the percentages of the local tax levy to be borne by each class of real property, as defined in section two A of chapter fifty-nine and personal property for the next fiscal year. In determining such percentages, the town council, shall first adopt a residential factor. Said factor shall be an amount not less than the minimum residential factor determined by the commissioner of revenue in accordance with the provisions of section one A of chapter fifty-eight and shall be used by the board of assessors to determine the percentages of the local tax levy to be borne by each class of real and personal property.

Committee Referrals and Dispositions:

Referral(s)	Disposition(s)
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Bridgewater Town Council

In Town Council, Tuesday, November 16, 2021

Council Order: O-FY22-026

Introduced By: Town Manager
Date Introduced: November 16, 2021
First Reading: November 16, 2021
Second Reading:
Amendments Adopted:
Third Reading:
Date Adopted:
Date Effective:

Order O-FY22-026

BAA Collective Bargaining Contract Ratification

ORDERED, in accordance with section 4-2 (15) of the Bridgewater Home Rule Charter, that the Town Council assembled vote to approve the negotiated agreement covering July 1, 2021 through June 30, 2024 with the Bridgewater Administrative Association.

Explanation: The Town Manager negotiated an agreement with the Bridgewater Administrative Association. An affirmative vote of the Council will approve the contract as presented. A concurrent transfer request will fund the appropriation thereof.

Committee Referrals and Dispositions:

Referral(s)	Disposition(s)
•	•

Memorandum of Agreement

Between

The Town of Bridgewater

And

The Bridgewater Administrative Association

WHEREAS, the Town of Bridgewater (Town) and the Bridgewater Administrative Association (BAA) are parties to a collective bargaining agreement (Agreement) that expires by its terms on June 30, 2021.

WHEREAS, the Town, and the BAA have reached an understanding for a new contract for the period of July 1, 2021 to June 30, 2024.

The Town and BAA agree as follows:

ARTICLE XXV: Wages

Wage Matrix Revision to include Five Additional Steps at 2.5% each

July 1, 2021 One Time Payout of \$500.00

July 1, 2022 1 % COLA

July 1, 2023 1 % COLA

FY 22		7/1/2021												
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	
Administrative Assistant		Hourly												
Grade 8	Hrs. Per Year	Rate	\$24.4366	\$25.0475	\$25.6737	\$26.3155	\$26.9734	\$27.6477	\$28.3389	\$29.0474	\$29.7736	\$30.5179	\$31.2809	\$32.0629
35	1820		\$44,474.53	\$45,586.40	\$46,726.06	\$47,894.21	\$49,091.56	\$50,318.85	\$51,576.82	\$52,866.24	\$54,187.90	\$55,542.60	\$56,931.16	\$58,354.44
40	2080		\$50,828.04	\$52,098.74	\$53,401.21	\$54,736.24	\$56,104.64	\$57,507.26	\$58,944.94	\$60,418.57	\$61,929.03	\$63,477.26	\$65,064.19	\$66,690.79
Office Administrator		Hourly	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
Grade 10	Hrs. Per Year	Rate	\$30.1026	\$30.8552	\$31.6266	\$32.4172	\$33.2277	\$34.0584	\$34.9098	\$35.7826	\$36.6771	\$37.5941	\$38.5339	\$39.4973
35	1820		\$54,786.80	\$56,156.47	\$57,560.38	\$58,999.39	\$60,474.38	\$61,986.23	\$63,535.89	\$65,124.29	\$66,752.39	\$68,421.20	\$70,131.73	\$71,885.03
40	2080		\$62,613.48	\$64,178.82	\$65,783.29	\$67,427.87	\$69,113.57	\$70,841.41	\$72,612.45	\$74,427.76	\$76,288.45	\$78,195.66	\$80,150.55	\$82,154.32

FY 23		7/1/2022 @1%													
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12		
Administrative Assistant		Hourly													
Grade 8	Hrs. Per Year	Rate		\$24.6809	\$25.2979	\$25.9304	\$26.5787	\$27.2431	\$27.9242	\$28.6223	\$29.3379	\$30.0713	\$30.8231	\$31.5937	\$32.3835
		35	1820	\$44,919.28	\$46,042.26	\$47,193.32	\$48,373.15	\$49,582.48	\$50,822.04	\$52,092.59	\$53,394.91	\$54,729.78	\$56,098.02	\$57,500.48	\$58,937.99
		40	2080	\$51,336.32	\$52,619.73	\$53,935.22	\$55,283.60	\$56,665.69	\$58,082.33	\$59,534.39	\$61,022.75	\$62,548.32	\$64,112.03	\$65,714.83	\$67,357.70
Office Administrator		Hourly													
Grade 10	Hrs. Per Year	Rate		\$30.4037	\$31.1638	\$31.9428	\$32.7414	\$33.5600	\$34.3990	\$35.2589	\$36.1404	\$37.0439	\$37.9700	\$38.9193	\$39.8922
		35	1820	\$55,334.67	\$56,718.03	\$58,135.98	\$59,589.38	\$61,079.12	\$62,606.10	\$64,171.25	\$65,775.53	\$67,419.92	\$69,105.42	\$70,833.05	\$72,603.88
		40	2080	\$63,239.62	\$64,820.61	\$66,441.13	\$68,102.15	\$69,804.71	\$71,549.82	\$73,338.57	\$75,172.03	\$77,051.34	\$78,977.62	\$80,952.06	\$82,975.86

FY 24		7/1/2023 @1%												
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	
Administrative Assistant														
Grade 8	Hrs. Per Year	Hourly Rate	\$24.9277	\$25.5509	\$26.1897	\$26.8444	\$27.5156	\$28.2034	\$28.9085	\$29.6312	\$30.3720	\$31.1313	\$31.9096	\$32.7073
			\$45,368.47	\$46,502.68	\$47,665.25	\$48,856.88	\$50,078.30	\$51,330.26	\$52,613.52	\$53,928.86	\$55,277.08	\$56,659.00	\$58,075.48	\$59,527.37
			\$51,849.68	\$53,145.92	\$54,474.57	\$55,836.44	\$57,232.35	\$58,663.16	\$60,129.74	\$61,632.98	\$63,173.80	\$64,753.15	\$66,371.98	\$68,031.28
Office Administrator														
Grade 10	Hrs. Per Year	Hourly Rate	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
			\$30.7077	\$31.4754	\$32.2623	\$33.0688	\$33.8956	\$34.7429	\$35.6115	\$36.5018	\$37.4144	\$38.3497	\$39.3085	\$40.2912
			\$55,888.01	\$57,285.21	\$58,717.34	\$60,185.28	\$61,689.91	\$63,232.16	\$64,812.96	\$66,433.29	\$68,094.12	\$69,796.47	\$71,541.38	\$73,329.92
			\$63,872.02	\$65,468.82	\$67,105.54	\$68,783.17	\$70,502.75	\$72,265.32	\$74,071.96	\$75,923.76	\$77,821.85	\$79,767.40	\$81,761.58	\$83,805.62

ARTICLE XXV: Duration

This AGREEMENT shall be in full force and effect from July 1, 2021 through June 30, 2024 and shall continue from year to year thereafter, unless either party submits a written notice to the other party indicating a desire to negotiate changes or provisions.

This Agreement shall remain in effect until said changes or revisions have been agreed upon.

WHEREFORE, the Town and the BAA have caused this Agreement to be executed by their respective duly authorized representatives this _____ day of _____, _____.

FOR BAA:

FOR THE TOWN OF BRIDGEWATER:



Bridgewater Town Council

In Town Council, Tuesday, November 16, 2021

Council Order: O-FY22-027

Introduced By: Town Manager
Date Introduced: November 16, 2021
First Reading: November 16, 2021
Second Reading:
Amendments Adopted:
Third Reading:
Date Adopted:
Date Effective:

Order O-FY22-027

BAA Collective Contract Appropriation Transfer

Ordered; Pursuant to Section 6-4 of the Town of Bridgewater Charter, that the Town Council of Bridgewater, Massachusetts in Town Council assembled vote to appropriate and transfer from below schedule Source of Funds to below schedule Use of Funds:

Source of Funds	Account No.	GL Account Description	Amount
Other One Time Stabilization Fund	80135-596100	TRANSFER TO GF	\$ 7,000.00
WTR Reserved for Special Purpose	6200-358000	TRANSFER TO EF	\$ 500.00
SWR Reserved for Special Purpose	6100-358000	TRANSFER TO EF	\$ 500.00
Total:			\$ 8,000.00
Use of Funds	Account No.	GL Account Description	Amount
Salaries Health	05105001	Salary Contractual Pay	\$ 820.00
Salaries ISD	02405001	Salary Contractual Pay	\$ 1,500.00
Salaries Assessors	01415001	Salary Contractual Pay	\$ 510.00
Salaries T/C	01455001	Salary Contractual Pay	\$ 510.00
Salaries Police	02105001	Salary Contractual Pay	\$ 1,600.00
Salaries Town Clerk	01615001	Salary Contractual Pay	\$ 1,560.00
Salaries Fire	02205001	Salary Contractual Pay	\$ 500.00
Salaries Water	62005001	Salary Contractual Pay	\$ 500.00
Salaries Sewer	61005001	Salary Contractual Pay	\$ 500.00
Total			\$ 8,000.00

Explanation: Settlement of Bridgewater Administrative Association Contractual Agreement

Committee Referrals and Dispositions:

Referral(s)	Disposition(s)
•	•



Bridgewater Town Council

In Town Council, Tuesday, November 16, 2021

Council Order: O-FY22-028

Introduced By: Town Manager
Date Introduced: November 16, 2021
First Reading: November 16, 2021
Second Reading:
Amendments Adopted:
Third Reading:
Date Adopted:
Date Effective:

Order O-FY22-028

USW Collective Bargaining Contract Ratification

ORDERED, in accordance with section 4-2 (15) of the Bridgewater Home Rule Charter, that the Town Council assembled vote to approve the negotiated agreement covering July 1, 2021 through June 30, 2024 with the United Steelworkers.

Explanation: The Town Manager negotiated an agreement with the United Steelworkers. An affirmative vote of the Council will approve the contract as presented. A concurrent transfer request will fund the appropriation thereof.

Committee Referrals and Dispositions:

Referral(s)	Disposition(s)
•	•

MEMORANDUM OF UNDERSTANDING

Between

TOWN OF BRIDGEWATER

And the

UNITED STEELWORKERS

This memorandum set forth an Agreement between the Town of Bridgewater thereafter "Town" and the United Steelworkers thereafter "Union" both hereafter the "Parties" agree on terms of an updated collective bargaining agreement that expired by its terms on June 30, 2021.

The Parties have reached an understanding for a new collective bargaining agreement for the period of July 1, 2021 through June 30, 2024

The following are changes to the Agreement:

- 1) Update Effective Date to the agreement to reflect the new updated dates from July 1, 2021 through June 30, 2024 (3-year Agreement)
- 2) The Parties agree to increase the after-hours call back for the Inspectional Services Department Inspectors (Unit B Agreement Only Article 12). This increases the after-hours call back from 3 hours to 4 hours to align with other Town union contracts for after-hours call back.
- 3) The Parties agree to increase all current employed USW bargaining unit members that are in Grade 8 or Grade 10 of the wage matrix by one (1) Step in FY22.
- 4) The Parties agree all current employed USW bargaining unit members shall receive a \$500 Stipend in FY22 after the signing of this agreement

5) The Parties agree to the following COLA increases to the wage matrix:

FY22: (July 1, 2021): 0%

FY23: (July 1, 2022): 1%

FY24: (July 1, 2023): 1%

6) The Parties agree to add 5 steps to the end of the current wage matrix to increase to a 17-step matrix to allow employees that are currently off the scale to be placed back on the scale. Employees being placed back on the scale will be placed to the next highest step. To maintain a 12-step matrix, the first five steps in the matrix will become pre-steps. Pre-steps will drop off the matrix once all employees are no longer using the lowest pre-step. Payments shall be retroactive back to July 1, 2021.

In witness whereof, we have hereunto set our hands in seal this 10th day of November 2021

Town of Bridgewater

United Steelworkers

Town Manager

Brod P. Dziurak
USW Union President 9517 04-05



Bridgewater Town Council

In Town Council, Tuesday, November 16, 2021

Council Order: O-FY22-029

Introduced By: Town Manager
Date Introduced: November 16, 2021
First Reading: November 16, 2021
Second Reading:
Amendments Adopted:
Third Reading:
Date Adopted:
Date Effective:

Order O-FY22-029

USW Collective Bargaining Contract Appropriation Transfer

ORDERED, that the Town Council assembled vote to Pursuant to Section 6-4 of the Town of Bridgewater Charter, that the Town Council of Bridgewater, Massachusetts in Town Council assembled vote to appropriate and transfer from below schedule Source of Funds to below schedule Use of Funds:

Source of Funds	Account No.	GL Account Description	Amount
Other One Time Stabilization Fund	80135-596100	TRANSFER TO GF	\$ 36,085.00
WTR Reserved for Special Purpose	6200-358000	TRANSFER TO EF	\$ 550.00
SWR Reserved for Special Purpose	6100-358000	TRANSFER TO EF	\$ 550.00
GOLF Retained Earnings	6300-358000	TRANSFER TO EF	\$ 8,400.00
Total:			\$ 45,585.00
Use of Funds	Account No.	GL Account Description	Amount
Salaries Assessors	01415001	Salary Contractual Pay	\$ 500.00
Salaries T/C	01455001	Salary Contractual Pay	\$ 4,098.00
Salaries IT	01555001	Salary Contractual Pay	\$ 3,078.00
Salaries Town Clerk	01615001	Salary Contractual Pay	\$ 2,117.00
Salaries CED	01825001	Salary Contractual Pay	\$ 4,263.00
Salaries Fire	02205001	Salary Contractual Pay	\$ 2,261.00
Salaries ISD	02405001	Salary Contractual Pay	\$ 6,829.00
Salaries Hwy	04205001	Salary Contractual Pay	\$ 2,550.00
Salaries Health	05105001	Salary Contractual Pay	\$ 500.00
Salaries COA	05415001	Salary Contractual Pay	\$ 6,217.00
Salaries Recreation	06305001	Salary Contractual Pay	\$ 3,672.00
Salaries Sewer	61005001	Salary Contractual Pay	\$ 550.00
Salaries Water	62005001	Salary Contractual Pay	\$ 550.00
Salaries Golf	63005001	Salary Contractual Pay	\$ 8,400.00
Total			\$ 45,585.00

Explanation: Settlement of the USW 3-year Contract FY22-FY24

NOT FOR ACTION – FIRST READING ONLY

Committee Referrals and Dispositions:

Referral(s)	Disposition(s)
•	•



Bridgewater Town Council

In Town Council, Tuesday, November 16, 2021

Council Order: O-FY22-030

Introduced By:	Town Manager
Date Introduced	November 16, 2021
First Reading:	November 16, 2021
Second Reading:	
Amendments Adopted:	
Third Reading:	
Date Adopted:	
Date Effective:	

Order O-FY22-030

Capital Plan Fall 2022

Ordered; pursuant to Section 6-4 of the Town of Bridgewater Charter, that the Town Council of Bridgewater, Massachusetts in Town Council assembled vote to appropriate and transfer from below schedule Source of Funds to below schedule of Use of Funds:

FUND		SOURCES OF FUNDING	Amount
8010	CAPITAL STABILIZATION	Capital Stabilization Trust Funds	\$ 2,716,170.61
Total			\$ 2,716,170.61
Project#	USES OF FUNDING		Amount
155.22	Software	PeopleGIS: Software for Town GIS	\$ 19,500.00
155.28	Mach/Equip/Vehicles	PD Cruiser Computers Replacement	\$ 20,000.00
155.33	Mach/Equip/Vehicles	Memorial Building Renovation - Technology Improvements	\$ 75,000.00
155.35	Software	Software Integration and Implimentation - TCM / HR / P.O.	\$ 75,000.00
155.37	Mach/Equip/Vehicles	Video System for Town Common	\$ 34,409.00
155.40	Software	HRIS	\$ 80,000.00
155.41	Mach/Equip/Vehicles	Fire Apparatus Computer Upgrade	\$ 10,000.00
161.05	Mach/Equip/Vehicles	New Precinct Voting Equipment	\$ 17,355.00
192.16	Infrastructure	Taking of Mobil Station 46 Summer Street	\$ 245,000.00
192.19	Infrastructure	80 Spring Street Paving & Parking Project	\$ 50,000.00
192.24	Bldgs & Property	Senior Center - Roof Repairs	\$ 20,000.00
192.25	Bldgs & Property	Library - Roof Repairs	\$ 30,000.00
192.26	Infrastructure	Library - Parking Lot Repairs and Repave	\$ 50,000.00
192.27	Bldgs & Property	Library - Carpet Replacement	\$ 25,000.00
192.46	Bldgs & Property	Fire Station - New Station 1 Preliminary Design	\$ 600,000.00
192.54	Mach/Equip/Vehicles	Electric Vehicle 5 Leased EV#2 Buyout	\$ 18,101.15
192.54	Mach/Equip/Vehicles	Electric Vehicle 5 Leased EV#3 Buyout	\$ 18,189.35
192.54	Mach/Equip/Vehicles	Electric Vehicle 5 Leased EV#4 Buyout	\$ 12,233.50
192.55	Mach/Equip/Vehicles	Garage Heaters - Fire Station 1	\$ 6,150.00
210.09	Mach/Equip/Vehicles	Replace Fire Arms Simulator - 2 of 5	\$ 41,403.73
210.10	Mach/Equip/Vehicles	Replace One Police Vehicles (1 4WD)	\$ 75,000.00
210.11	Mach/Equip/Vehicles	Replace Firearms	\$ 95,000.00
210.15	Mach/Equip/Vehicles	Replace All Issued Tasers (1 of 5)	\$ 25,000.00
210.20	Mach/Equip/Vehicles	Body Worn Camera System (1 of 5)	\$ 65,318.00
220.12	Mach/Equip/Vehicles	Fire Engine (E2) Lease 3 of 5	\$ 137,491.80
220.15	Mach/Equip/Vehicles	Radio Equipment Upgrades: Vehicle Mounted & Portable	\$ 130,000.00
220.16	Mach/Equip/Vehicles	Ballistic Equipment: Armored Vest / Helmets / Protective Shields	\$ 24,000.00
220.29	Mach/Equip/Vehicles	SUV/Command Vehicle (VIN 4567)	\$ 56,331.00
220.41	Mach/Equip/Vehicles	Engine 3	\$ 59,000.00
300.19	Mach/Equip/Vehicles	DW 60% 4x4 Plow Truck with Utility Body	\$ 27,586.20
300.27	Infrastructure	HS 60% Install Tennis Courts	\$ 149,925.00
300.35	Bldgs & Property	HS 59.97% Replace PVI Hot Water Tank No. 1	\$ 50,974.50
300.36	Bldgs & Property	HS 59.97% Replace PVI Hot Water Tank No. 2	\$ 50,974.50
300.54	Bldgs & Property	WIS Rebuild 2 of the 4 Boilers	\$ 80,000.00
300.55	Bldgs & Property	WIS Replace Steamer	\$ 20,000.00
300.56	Mach/Equip/Vehicles	DW 59.97 % 3-D Printer	\$ 6,648.27
410.01	Engineering	Engineering Plotting Plan & Survey (S/B IT or CED?)	\$ 80,000.00
420.07	Mach/Equip/Vehicles	No. 2 - 17 Freightliner - Lease Payment 4 of 5	\$ 47,136.61
420.17	Mach/Equip/Vehicles	Sidewalk Plow - Lease Payment - 4	\$ 41,218.00
420.18	Mach/Equip/Vehicles	No. 2-01 F250 Super Cab	\$ 47,225.00
			\$ 2,716,170.61

Explanation: This transfer will fund the Capital Plan Projects as outlined in the Capital Plan

Committee Referrals and Dispositions:

Referral(s)	Disposition(s)
•	•



Bridgewater Town Council

In Town Council, Tuesday, November 16, 2021

Council Order: O-FY22-031

Introduced By: Town Manager
Date Introduced: November 16, 2021
First Reading: November 16, 2021
Second Reading:
Amendments Adopted:
Third Reading:
Date Adopted:
Date Effective:

Order O-FY22-031

Rescind Curve Street Loan Order

ORDERED, that the Town Council assembled vote, in accordance with MGL c.44 section 7 and Section 6 of the Bridgewater Home Rule Charter, to rescind remaining authorization of \$979,000.00 as this amount was funded with Grant proceeds of \$225k from the Housing Choice Initiative and construction totals were lower than project estimates, funded with Water Fund Reserves for Special Purpose at the end of FY2021.

The Original authorization of \$979,000 on O-FY21-032.

Explanation: This order is to clear the authorized borrowing deemed not necessary to complete this Water Main project on Curve Street outside of the new construction development.

Committee Referrals and Dispositions:

Referral(s)	Disposition(s)
•	•



Bridgewater Town Council

In Town Council, Tuesday, November 16, 2021

Council Order: O-FY22-032

Introduced By: Town Manager
Date Introduced: November 16, 2021
First Reading: November 16, 2021
Second Reading:
Amendments Adopted:
Third Reading:
Date Adopted:
Date Effective:

Order O-FY22-032

Bridgewater Police Association Contract Ratification

ORDERED, in accordance with section 4-2 (15) of the Bridgewater Home Rule Charter, that the Town Council assembled vote to approve the negotiated agreement covering July 1, 2021 through June 30, 2024 with the Bridgewater Police Association.

Explanation:

The Town Manager negotiated an agreement with the Bridgewater Police Association. An affirmative vote of the Council will approve the contract as presented. A subsequent transfer request will fund the appropriation thereof.

Committee Referrals and Dispositions:

Referral(s)	Disposition(s)
•	•

Memo of Understanding between the Bridgewater Police Association (Mass Cop Local 397) & the Town of Bridgewater

On November 4, 2021 the Bridgewater Police Association and the Town of Bridgewater agreed on the following changes to the Collective Bargain Agreement dated 07/01/2019 to 06/30/2021:

Amendment to ARTICLE XIX – COMPENSATION

Beginning July 1, 2021 there shall be a 1.75% increase in the employee's Base Hourly Rate*
Beginning July 1, 2022 there shall be a 2.00% increase in the employee's Base Hourly Rate
Beginning July 1, 2023 there shall be a 2.00% increase in the employee's Base Hourly Rate

*Town will pay retroactive wages from July 1, 2021 to ratification of MOU

At the ratification of the MOU, Detail Rate will be raised to \$58.00 per hour and Detail Rate Alcohol will be raised to \$60.00 per hour.

Amendment to ARTICLE VI – PERSONAL DAYS

Amend language to read:

All employees occupying a full-time position shall be granted four (4) personal days per fiscal year to attend to personal business that could not otherwise be attended to during normal shift schedule.

Amendment to Article XXXIV – CANINE OFFICER & MOTORCYCLE

Amend language to read:

5. *Annual shift bid for the Canine Officer will be conducted yearly with the rest of the department. The Chief shall make the new shift assignments according to seniority within the Canine Unit. The junior handler shall work the opposite schedule of the senior handler as so their shifts do not overlap. Canine Officers shall choose from the following defined shifts:*

<i>Days</i>	<i>Nights</i>
<i>9:00AM to 5:00PM</i>	<i>6:00PM to 2:00AM</i>
<i>10:00AM to 6:00PM</i>	<i>7:00PM to 3:00AM</i>
<i>11:00AM to 7:00PM</i>	<i>8:00PM to 4:00AM</i>

Additionally, there shall be a split shift. This shift shall be defined as a combination of a night shift and a day shift chosen from the list above. The shift shall be a four and two rotation. If a split shift is chosen, the handler agrees to work the days off of the shift bid of the other handler creating a cohesive eight-hour period where a K-9 is scheduled seven days a week.

6. *In the event the Canine Officer opts out of the program, the department dog shall be sent for assessment as to the suitability for a new handler. If the determination that a new handler is not appropriate, then the K-9 officer may keep the dog. If the Town terminates the Canine Officer Program, the Canine Officer keeps the dog.*

Amendment to Article XXII – SHIFT BIDDING

Amend language to read:

The Chief may delegate the responsibility of making up and posting the work schedule.

The president of the Association or his representative shall be present while the work schedule is made up.

Shifts shall be defined as follows:

8 a.m.	to	4 p.m.
4 p.m.	to	12 a.m.
12 a.m.	to	8 a.m.

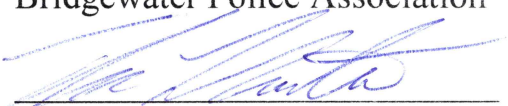
Additionally, there will be two split shifts defined as:

- 1. Two consecutives 12 a.m. to 8 a.m. shifts and two consecutives 4 p.m. to 12 a.m. shifts. The first 4 p.m. to 12 a.m. shift will fall on the same day as the last 12 a.m. to 8 a.m. shift.*
- 2. Two consecutives 4 p.m. to 12 a.m. shifts and two consecutives 8 a.m. to 4 p.m. shifts. The first 8 a.m. to 4 p.m. shift will fall eight hours after the last 4 p.m. to 12 a.m. shift.*

A one-time grant of **\$3,500.00** will be provided to each officer from identified resources within thirty (30) days of the ratification of the MOA by the Town Council.

The Town and the BPA acknowledge the implementation of camera systems after training, with policy development and collaboration on storage, review, and documentation between the Chief of Police and BPA representatives.

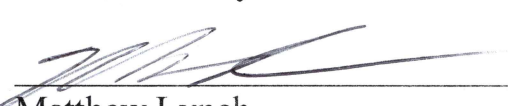
Bridgewater Police Association


Thomas LaGrasta

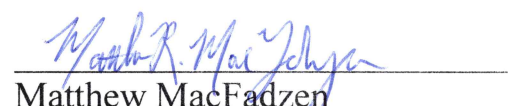
Town of Bridgewater


Michael Dutton

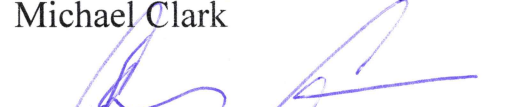

John Hennessey


Matthew Lynch


Lisa Mitton


Matthew MacFadden


Michael Clark


Christopher Correia