



Town of Bridgewater

Finance Committee

April 24, 2023

7:30 PM

The meeting will be held virtually via Zoom.

To attend via video, click on the link below:

<https://us06web.zoom.us/j/83094001607>

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

Meeting ID: 830 940 016 07

MEETING AGENDA

Disclosure: Pursuant to Section 20 of Chapter 20 of the Acts of 2020, An Act Relative to Extending Certain Covid-19 Measures Adopted During the State of Emergency, and the March 31, 2025, extension granted by Chapter 22 of the Acts of 2022, this meeting for the Town of Bridgewater will be fully remote and accessible to the public through remote participation to the greatest extent possible. No in-person attendance is permitted. Citizens who wish to tune in to the meeting may do so via Zoom.

- A. Call to Order**
- B. Approval of Meeting Minutes**
 - a) April 10, 2023
- C. Public Comment**
- D. New Business**
 - a) Order O-FY23-054: AFSCME Contractual Ratification
 - b) Ordinance D-FY23-010: Establish Stabilization Fund - Opioid Legal Settlements
 - c) Ordinance D-FY23-011: Special Purpose Stabilization Fund - Opioid Settlement
- E. Old Business**
 - a) Order O-FY23-053: Town Clerk's Salary
 - b) Budget Order O-FY24-001: FY2024 Annual Town Budget
 - c) Budget Order O-FY24-002: FY2024 Water Enterprise Fund Budget
 - d) Budget Order O-FY24-003: FY24 Sewer Enterprise Fund Budget
 - e) Budget Order O-FY24-004: FY24 Transfer Station Enterprise Fund Budget
 - f) Budget Order O-FY24-005: Authorization of Revolving Funds
- F. Additional Items for Discussion**
- G. Adjournment of Meeting**

TOWN OF BRIDGEWATER

Finance Committee

Nathan Schofield, Chair
Eric Langone, Vice Chair
Julie Scleparis
Christopher Blunt
MJ Spagone
Rigobert Noel
Lee Beane
Brian Glidden
Stephen Pace



Academy Building - 66 Central Square
Bridgewater, MA 02324

Bridgewater Finance Committee Minutes for the FinCom Meeting that Convened on March 13, 2023

Call to order: 7:30

Committee Members Present: Nathan Schofield, Eric Langone, Julie Scleparis, MJ Spagone, Rigobert Noel, Brian Glidden, Stephen Pace

Committee Members Not Present: Christopher Blunt, Lee Beane

Guests in Attendance: Michael Dutton – Town Manager, Kimberly Williams – Assistant Town Manager, Finance Department - Laurie Guerrini, Finance Department – Michelle Rota

Public Comment - None

Approval of Meeting Minutes – March 13, 2023

MJ Spagone motioned to approve the March 13th meeting minutes which was duly seconded. The motion was approved unanimously.

New Business

Order O-FY23-053: Town Clerk's Salary

The committee is inviting the sponsoring councilor

Order O-FY24-001: FY2024 Annual Town Budget

MJ Spagone Motioned to take O-FY24-001 out of order which was duly seconded. The motion was approved unanimously.

The committee will continue discussion to their next meeting.

Order O-FY24-002: FY2024 Water Enterprise Fund Budget

The committee will continue discussion to their next meeting.

Order O-FY24-003: FY2024 Sewer Enterprise Fund Budget

The committee will continue discussion to their next meeting.

Order O-FY24-004: FY2024 Transfer Station Enterprise Fund Budget

The committee will continue discussion to their next meeting.

Order O-FY24-004: Authorization of Revolving Funds

The committee will continue discussion to their next meeting.

Adjourn – *MJ Spagone motioned to adjourn the meeting of the FinCom at 9:16 p.m. which was duly seconded. The motion was approved unanimously.*



Bridgewater Town Council

Introduced By: Town Manager
Date Introduced: 4/18/2023
First Reading: 4/18/2023
Second Reading:
Amendments Adopted:
Third Reading:
Date Adopted:
Date Effective:

Order O-FY23-054: AFSCME Contractual 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(s) covering July 1, 2022 through June 30, 2025 with the American Federation of State, County, and Municipal Employees (AFSCME), Council 93 - Local 1700.

Explanation:

The Town Manager negotiated Memorandum of Agreements (s) as attached with AFSCME Council 93 - Local 1700.

Committee Referrals and Dispositions:

Referral(s)	Disposition(s)
•	•
•	•

Attachments: 1. AFSCME MOA Compensation 04.06.23

MEMORANDUM OF AGREEMENT
between
TOWN OF BRIDGEWATER and
AMERICAN FEDERATION OF STATE, COUNTY, and MUNICIPAL EMPLOYEES (AFSCME),
Council 93 - Local 1700

This Memorandum of Agreement (MOA) is made and entered into between Town of Bridgewater, hereinafter referred to as the "TOWN," and the American Federation of State, County, and Municipal Employees, Council 93, hereinafter referred to as the "AFSCME". This Memorandum amends the Collective Bargaining Agreement between the TOWN and AFSCME effective through June 30, 2022. Except as may be modified by the MOA, the terms of said agreement, as amended, shall continue in full force and effect through June 30, 2025, effective upon the signing.

The following are the changes to the Agreement:

Article 1 – Effective Date

By mutual agreement and for ease of reference, the agreement's articles are simply numbered rather than using its roman numeral equivalent (*ie – ARTICLE XXXIII AGENCY FEE – now reads ARTICLE 33 – AGENCY FEE*)

By mutual agreement, grammatical and typographical errors and obsolete language will be updated or deleted.

The terms and conditions set forth in this Agreement are effective July 1, 2022 through June 30, 2025 (Three Year Agreement).

Article 4 – Union Dues

The following language replaces the existing language in Article 4 – Dues and Indemnification (now titled Article 4 – Union Dues):

Pursuant to General Laws, Chapter 150E, Section 12, to assure that employees covered by this Agreement shall be adequately represented by the Union in bargaining collectively on questions of wages, hours, and other conditions of employment. The Employer shall be required to provide the Union with the following information:

1. The Union - shall furnish a signed copy of the Union dues/agency fees deduction card that contains a waiver authorizing the use of his/her Social Security Number for the purposes of conducting business between the Union and the Town. The Union and the Town agree that employee Social Security Numbers will not be released to any third party outside of the business relationship existing between the Union and the Town, unless directed in writing, by the employee.
2. Concurrent with the issuance of weekly/ bi-weekly wages to workers in the bargaining unit represented by the Union, the Employer will electronically forward a data file to the Union for all employees for whom dues or agency fees have been deducted. These deductions and roster-information will be transmitted to the AFSCME Council 93 business office with the issuance of its last payroll of every month – and such transmission shall be accomplished either by electronic mail or some other secure method as agreed to by the parties.
3. Upon the issuance of weekly/bi-weekly wages to workers in the bargaining units represented by the Union, the Employer will electronically forward a data file to the Union for all employees whose

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Council 93 - Local 1700

job title is represented by the Union. This file shall include the employees legal name employee ID, worksite code and the deduction amount.

Article 5 – Civil Rights

The following language replaces the existing language in Article 5 – Discrimination and Coercion (now titled Article 5 – Civil Rights):

There shall be no discrimination by the Town or the Union against any employee covered by this agreement because of race, creed, color, national origin, sex, age, union affiliation, political affiliation, religion, sexual orientation, genetic information, gender identity, marital status, military status, parental status, or disability.

Article 14 – Clean-Up Time: Number of Employees on a Truck

The following language replaces the existing language in Article 14 – Clean-Up Time: Number of Men on a Truck (now titled Article 14 - Clean-Up Time: Number of Employees on a Truck)

NUMBER OF EMPLOYEES ON A TRUCK

The number of employees assigned to a truck shall be determined in the sole discretion of the Department Head, meaning for the purposes of this Contract, the Public Works Director, Roadways Superintendent, the Water Pollution Control and Water Supply Superintendent.

Article 23 - Classification Plan and Pay Rates

By mutual agreement, the language of Article 23 Classification Plan and Pay Rates is amended as follows:

Wage Matrix Adjustment:

- 1) Increase the existing step schedule by four (4) steps and delete the bottom four (4) steps.
 - a. *Members will remain at their current pay but placed on the new (lower) step for accounting purposes (ie – current step 6 becomes new step 2; thus, member receives same rate of pay but is now at step 2 on the salary matrix table)*
- 2) Each additional step is 2.5%, *in line with the existing step schedule.*

Wages Adjustments:

- a. Effective July 1, 2022 (FY2023): no change in compensation.
- b. Effective July 1, 2023 (FY2024): Each existing member would receive two (2) step increase.
- c. Effective July 1, 2024 (FY2025): Each existing member would receive two (2) step increase.

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Council 93 - Local 1700

LICENSE COMPENSATION

ROADWAYS DEPARTMENT

- | | |
|--|------------|
| ➤ Master hoisting license (2B) | \$800 |
| ○ 2A endorsement | \$150 |
| ○ Mower 4G | \$150 |
| ○ Catch basin 4E | \$150 |
| ○ Forklift 1C | \$150 |
| ○ Gantry crane 1A | \$150 |
| ○ Class A CDL | \$500 |
| ○ Welding /gas burning safety certificates | \$100 |
| ○ ASE certifications: T1 thru T8 | \$100 each |
| ○ ASE certifications: A1 thru A9 | \$100 each |

WATER SUPPLY DEPARTMENT

- | | |
|---|-------|
| ➤ Back Flow License | \$750 |
| ➤ Cross Connection License | \$500 |
| ➤ OSHA class 2 asbestos-cement pipe certification | \$250 |

The Superintendent shall determine how many licenses shall be issued and to who said license shall be issued.

- | | |
|--|---------|
| ➤ Water Supply - Distribution License Stipends | |
| ○ Grade D1 | \$200 |
| ○ Grade D2 | \$900 |
| ○ Grade D3 | \$1,400 |
| ○ Grade D4 | \$1,800 |
| ➤ Water Supply - Treatment License Stipends | |
| ○ Grade T1 | \$600 |
| ○ Grade T2 | \$1,000 |
| ○ Grade T3 | \$1,500 |
| ○ Grade T4 | \$1,800 |

WATER POLLUTION CONTROL DEPARTMENT

- | | |
|---|---------|
| ➤ Water Pollution Control - Wastewater Treatment Stipends | |
| ○ Grade 2 | \$300 |
| ○ Grade 3 | \$500 |
| ○ Grade 4 | \$800 |
| ○ Grade 5 | \$1,000 |

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Council 93 - Local 1700

- | | |
|--|---------|
| ○ Grade 6 | \$1,400 |
| ○ Grade 7 | \$1,700 |
| ➤ Water Pollution Control - Collection System Stipends | |
| ○ Grade 1 | \$250 |
| ○ Grade 2 | \$350 |
| ○ Grade 3 | \$500 |
| ○ Grade 4 | \$700 |

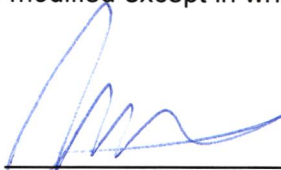
Article 33 – Agency Fee

By mutual agreement, Article 33 – Agency Fee is deleted.

This Memorandum of Agreement represents the entire understanding between the parties and supersedes any and all prior agreements, understandings, and negotiations between the parties. This Memorandum of Agreement may not be amended or modified except in writing signed by both parties.

Signed:

Michael M. Dutton, Town Manager:



Date:

4/6/23

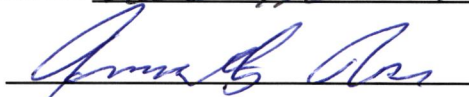
Paul Faria, AFSCME Council 93:



Date:

4/6/23

Tim Rose, Union Steward:



Date:

4/6/23



Bridgewater Town Council

Introduced By: Town Manager
Date Introduced: 4/18/2023
First Reading: 4/18/2023
Second Reading:
Amendments Adopted:
Third Reading:
Date Adopted:
Date Effective:

Ordinance D-FY23-010: Establish Stabilization Fund - Opioid Legal Settlements

WHEREAS, The Town of Bridgewater desires to create a special purpose stabilization fund to segregate monies owed to the Town from opioid legal settlements, and

WHEREAS, The Town is required to accept the fourth paragraph of c. 40, Section 5B in order to create such a stabilization funds, and

WHEREAS, the Town Council has the authority under section 2-2 of the Town Charter to accept provisions of Massachusetts General Law,

NOW, THEREFORE, The Town Council assembled votes to accept the fourth paragraph of Massachusetts General Laws Chapter 40, Section 5B, which allows the dedication, without further appropriation, of all, or a percentage not less than 25 percent, of particular fees, charges or receipts to a stabilization fund established under Massachusetts General Laws Chapter 40, Section 5B, to be effective for the fiscal year beginning on July 1, 2023.

Committee Referrals and Dispositions:

Referral(s)	Disposition(s)
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Attachments: None



Bridgewater Town Council

Introduced By: Town Manager
Date Introduced: 4/18/2023
First Reading: 4/18/2023
Second Reading:
Amendments Adopted:
Third Reading:
Date Adopted:
Date Effective:

Ordinance D-FY23-011: Special Purpose Stabilization Fund - Opioid Settlement

WHEREAS, The Town Council finds it is necessary to segregate funds received as revenue from legal settlements associated with opioid litigation, and

WHEREAS, The Town of Bridgewater has accepted the fourth paragraph of c. 40, section 5B, which allows the creation of a special stabilization fund, and

WHEREAS, The Town Council has the authority under section 2-2 of the Bridgewater Town Charter to create a special purpose stabilization fund,

NOW, THEREFORE, The Town Council dedicates 100 percent of the monies received from opioid settlements or litigation to the Opioid Settlement Stabilization Fund established under Massachusetts General Laws Chapter 40, Section 5B, effective for the fiscal year beginning on July 1, 2023.

Committee Referrals and Dispositions:

Referral(s)	Disposition(s)
•	•
•	•
•	•

Attachments: None



Bridgewater Town Council

Introduced By: Shawn George, Councilor
Date Introduced: 4/4/2023
First Reading: 4/4/2023
Second Reading:
Amendments Adopted:
Third Reading:
Date Adopted:
Date Effective:

Order O-FY23-053: Town Clerk's Salary

ORDERED, that the Town Council assembled vote:

To set the Town Clerks salary beginning July 1 2023 (FY24) - at Grade 12 Step 10 \$46.7070 hourly. Annually \$85,007.00.

Explanation:

This represents a step increase and follows along with other full time employees for FY24.

Committee Referrals and Dispositions:

Referral(s)	Disposition(s)
•	•
•	•
•	•

Attachments: 1. 2NDFLOORCOPY@bridgewaterma.org_20230420_161008

Elected Town Clerk Salaries and Benefits*

Barnstable population: 48,916

City form of Gov't

\$102,856

\$1000

\$1,500 for Registrar (MGL c 41/19G)

\$105,086 Total Life ins included/Health ins offered

Wellesley, population 29,550

\$104,550

\$1,700 Typical Health Insurance

\$106,250 Total + Life Insurance

Franklin, population 33,400

\$96,000.00

\$1,100.00 for Registrar

\$107,000

North Andover, 33,915

\$98,000 (includes Registrar's stipend)

Health and dental Insurance offered

Saugus, population 28,619 **Appointed** not elected

\$91,100.00

\$1,500 Registrar's Stipend

\$92,600 Total Health Benefits @90%; Dental Offered @ full rate to employee; Pension: 9% & extra 2% /week

Amesbury (City Clerk), Population 18,000

\$69,000 Base Salary

\$4,000 Clerk to Council Stipend

\$400 Elections Stipend

\$73,400 no benefits

Burlington, Population 26,377

\$99,404

\$950 Registrar Stipend Health Care@ 50%

\$100,354 Total

Marshfield, Population 26,000

\$86,000 benefits 50%.

Boylston, population 4,849

\$44,551.00 28 hours/week. Benefit eligible @ 20 hrs.

Becket. Population 1,931

\$31,200 for (3) 8hr days/wk. (\$25/hr)

Not comparable to other Dept. Head's salaries

Would add an Asst at least for 8-12 hrs. / @ \$20/hr.

Springfield, Population 155,929 **Appointed**

\$119,768.40 – base; expecting 10% increase in FY'24

\$6,000- Registrar stipend

\$125,768.40 Total

Colrain: Population, 1,606

\$23,000/yr, w/health insurance IF 20 hrs/wk (usually works 15 hrs/wk)

The 5 responding Town/Cities with similar populations **average** salary with stipend of **\$98,440.80**

Current Bridgewater Town Clerk Salary + \$900 stipend = **\$83,102.16** (difference of -\$15,338.64 from aggregate average salaries of other 5 Town/Cities)

- No pension or insurance benefits are currently provided
- All "after hours" and weekend requirements are handled by the elected Town Clerk
- \$900 stipend covers 2 to 4 (depending on the year) sixteen-to-eighteen-hour election days per year (Annual Town elections are on Saturday). Thus, the hourly rate for that over time = ~\$18.75/hour (3 (elections X16 (minimal # of hours worked) = 48 hours; \$900/48=\$18.75) the average wage of a Friendly's Ice Cream Scooper in Weymouth.

*E-mail to both the Town and City Clerk's groups from requested salary, benefits and Registrar's stipend for elected Clerks in Town/Cities with populations between 25,000-35,000.



Voters discuss Town Clerk salary after amendment proposed mid-Town Meeting

By Alexandra Weliever

reporter@warehamweek.com

Apr 26, 2022



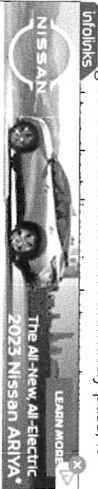
Voters consider several salaries of town employees during Tuesday night's Town Meeting. Photo by: Alexandra Weliever

An amendment proposed in the middle of Town Meeting sparked discussion over the town clerk's salary Tuesday night.

The original article brought to Town Meeting proposed a salary of \$95,000 for the town clerk for the 2023 fiscal year.

Brenda Eckstrom, who is also a candidate for a second term, proposed an amendment to lower that salary to \$88,000 next year, up \$3,000 from the current fiscal year.

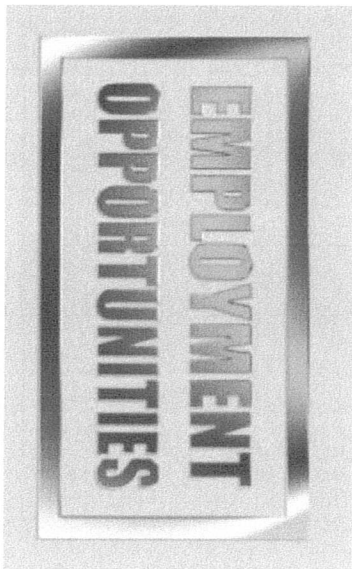
Though the amendment didn't ultimately pass, it



Home

Employment Opportunities

POSTED ON: DECEMBER 14, 2020 - 12:03PM



Town of Middleborough - Town Clerk (Step 1 - \$89,574)

The Town of Middleborough (population 23,526) is accepting resumes for the position of

Town Clerk. The Town Clerk conducts overall administration of department operations and functions, serves as the Keeper of Vital Records, Burial Agent, Parking Clerk, Municipal Hearings Officer, Records Access Officer, Chief Election Official and Registrar of Voters. To view the complete job posting, click here

Town of Franklin

355 East Central Street
Franklin, Massachusetts 02038-1352



Phone: (508) 520-4949
www.franklinma.gov

OFFICE OF THE TOWN ADMINISTRATOR

Memorandum

June 3, 2022

To: Town Council
From: Jamie Hellen, Town Administrator
Alecia Alleyne, Assistant to the Town Administrator
Re: **Resolution 22-32: Town Clerk's Salary**

We are asking the Town Council to approve the Town Clerk's FY23 proposed salary. As an elected official the Town Clerk's salary must be approved by the Town Council per statute.

We are requesting an increase in the Town Clerk's Salary from \$88,608 in FY22 to \$96,000 for FY23 beginning on July 1, 2022, which represents an 8% increase. This includes the 2.5% COLA that every municipal employee will receive in FY23, in addition to a market adjustment to make the salary more commensurate with comparable communities of the same job title.

Based on the discussion at the budget hearings, this is a reasonable step forward that balances the need to await the completion of the Compensation and Classification Study later this fall, which will show a new standard for comparable communities based on a proven methodology, as well as the reality that our current Town Clerk has performed to a very high level in her position since taking over as the Temporary Town Clerk in September of 2020.

At this point, it would be our recommendation to refrain from any further adjustments, or commitments, until the study is complete, the consultant has provided implementation recommendations and we have an opportunity to work with all nonunion personnel. It is our view that it is critical to have the entire team go through this process before making any judgments or predictions.

If you have any additional questions please feel free to ask.



TOWN OF FRANKLIN

RESOLUTION 22-32

SALARY SCHEDULE: FULL-TIME ELECTED OFFICIAL

A Resolution Amending Appendix A, Chapter 4 of the Code of the Town of Franklin, entitled "Salary Schedule - Full-Time Elected Official".

BE IT RESOLVED BY THE FRANKLIN TOWN COUNCIL THAT: Appendix A Salary Schedule - Full-Time Elected Official, Chapter 4 of the Code of the Town of Franklin is amended as follows:

APPENDIX A

SALARY SCHEDULE - FULL-TIME ELECTED OFFICIAL

OFFICE	INCUMBENT SALARY	FY23 SALARY
Town Clerk	\$88,608	<u>\$90,475</u>

This resolution is effective for the fiscal year beginning on July 1, 2022.

DATED: _____, 2022

VOTED: _____

UNANIMOUS: _____

A TRUE RECORD ATTEST:

YES: _____ **NO:** _____

ABSTAIN: _____ **ABSENT:** _____

RECUSED: _____

Nancy Danello, CMC
Town Clerk

Glenn Jones, Clerk
Franklin Town Council



Bridgewater Town Council

Introduced By: Town Manager
Date Introduced: 4/4/2023
First Reading: 4/4/2023
Second Reading:
Amendments Adopted:
Third Reading:
Date Adopted:
Date Effective:

Budget Order O-FY24-001: FY2024 Annual Town Budget

ORDERED that to provide for the payment of certain expenses of the Town for the Fiscal year ending June 30, 2024;

The Town will raise and appropriate and vote into tax, to be assessed per law and/or appropriate and transfer from the following available funds:

Ambulance Receipts Reserved the amount of	\$2,028,089
Title V the amount of	\$ 128,666
Enterprise Funds the amount of	\$ 599,511
Conservation Receipts Reserved the amount of	\$ 30,000
Energy Funds the amount of	\$ 150,000
Elm Street DIF	\$ 599,063
Golf	\$ 340,000
Other Financing Source	\$3,875,329
Total	

For the operation of the Town and further that such appropriation in the sum of **\$67,065,100** be for personal services, general expenses, Principal and interest, for such purposes, each department and group being considered a separate appropriation as shown below:

Town of Bridgewater Town Manager's FY2024 General Fund Operating Budget

DEPT#	DEPART DESCRIPTION	Group	GROUP DESCRIPTION	FY2023 Town Mgr Budget
111	TOWN COUNCIL	1.0	SALARIES/WAGES/BENEFITS	62,214

NOT FOR ACTION - FIRST READING

	2.0EXPENSE	12,000
111 Total		74,214
123TOWN MANAGER	1.0SALARIES/WAGES/BENEFITS	520,145
	2.0EXPENSE	88,561
123 Total		608,706
132RESERVE FUND	2.0EXPENSE	60,000
132 Total		60,000
135FINANCE - ACCOUNTANT	1.0SALARIES/WAGES/BENEFITS	424,314
	2.0EXPENSE	64,100
135 Total		488,414
141FINANCE - ASSESSORS	1.0SALARIES/WAGES/BENEFITS	188,237
	2.0EXPENSE	125,190
141 Total		313,427
145FINANCE - TREASURER	1.0SALARIES/WAGES/BENEFITS	423,887
	2.0EXPENSE	55,872
145 Total		479,759
151LAW - LEGAL	1.0SALARIES/WAGES/BENEFITS	78,800
	2.0EXPENSE	20,550
151 Total		99,350
152HUMAN RESOURCES	1.0SALARIES/WAGES/BENEFITS	128,623
	2.0EXPENSE	7,500
152 Total		136,123
INFORMATION		
155TECHNOLOGY	1.0SALARIES/WAGES/BENEFITS	265,823
	2.0EXPENSE	463,829
155 Total		729,652
161TOWN CLERK	1.0SALARIES/WAGES/BENEFITS	228,982
	2.0EXPENSE	76,641
161 Total		305,623
166PARKING	1.0SALARIES/WAGES/BENEFITS	15,375
	2.0EXPENSE	750
166 Total		16,125
COMMUNITY ECON		
182DEVELP	1.0SALARIES/WAGES/BENEFITS	330,568
	2.0EXPENSE	35,915
182 Total		366,483
192TOWN BUILDINGS	1.0SALARIES/WAGES/BENEFITS	61,482
	2.0EXPENSE	547,076
192 Total		608,558
210POLICE	1.0SALARIES/WAGES/BENEFITS	6,364,469
	2.0EXPENSE	305,326
210 Total		6,669,795
220FIRE	1.0SALARIES/WAGES/BENEFITS	6,525,108
	2.0EXPENSE	355,038
220 Total		6,880,146

NOT FOR ACTION - FIRST READING

240INSPECTIONAL SERVICES	1.0SALARIES/WAGES/BENEFITS	424,544
	2.0EXPENSE	17,950
240 Total		442,494
292ANIMAL CONTROL	1.0SALARIES/WAGES/BENEFITS	99,440
	2.0EXPENSE	3,000
292 Total		102,440
300B/R RGNL DISTRICT	2.0EXPENSE	32,568,595
B/R SCHOOL DEBT	7.1DE: DEBT SERVICE	4,050,107
300 Total		36,618,702
301BRISTOL AGI TUITION	2.0EXPENSE	301,516
301 Total		301,516
BRISTOL PLYMOUTH		
302TUITION	2.0EXPENSE	1,867,308
302 Total		1,867,308
NORFOLK CNTY AGI		
303TRANS	2.0EXPENSE	79,065
NORFOLK CNTY AGI	2.0EXPENSE	78,300
303 Total		157,365
410TOWN ENGINEER	1.0SALARIES/WAGES/BENEFITS	64,691
	2.0EXPENSE	19,700
410 Total		84,391
420HIGHWAY DEPARTMENT	1.0SALARIES/WAGES/BENEFITS	1,015,566
	2.0EXPENSE	503,275
420 Total		1,518,841
421SNOW AND ICE	1.0SALARIES/WAGES/BENEFITS	41,000
	2.0EXPENSE	41,100
421 Total		82,100
424STREET LIGHTING	2.0EXPENSE	175,818
424 Total		175,818
510HEALTH	1.0SALARIES/WAGES/BENEFITS	164,573
	2.0EXPENSE	18,350
510 Total		182,923
541COUNCIL ON AGING	1.0SALARIES/WAGES/BENEFITS	232,266
	2.0EXPENSE	9,800
541 Total		242,066
543VETERANS SERVICES	1.0SALARIES/WAGES/BENEFITS	34,693
	2.0EXPENSE	69,350
543 Total		104,043
610LIBRARY	1.0SALARIES/WAGES/BENEFITS	544,313
	2.0EXPENSE	204,284
610 Total		748,597
630RECREATION	1.0SALARIES/WAGES/BENEFITS	211,937
	2.0EXPENSE	73,490
630 Total		285,428
710DEBT PRINCIPAL	7.0DEBT SERVICE	639,066

NOT FOR ACTION - FIRST READING

710 Total		639,066
751INTERST ON LT DEBT	7.0DEBT SERVICE	233,121
751 Total		233,121
STATE/COUNTY		
820ASSESSENTS	2.0EXPENSE	371,241
820 Total		371,241
830COUNTY ASSESSMENTS	2.0EXPENSE	68,079
830 Total		68,079
911RETIREMENT	1.0SALARIES/WAGES/BENEFITS	4,709,939
911 Total		4,709,939
912WORKERS COMP	1.0SALARIES/WAGES/BENEFITS	166,430
912 Total		166,430
913UNEMPLOYMENT	1.0SALARIES/WAGES/BENEFITS	5,000
913 Total		5,000
914HEALTH/LIFE/MEDICARE	1.0SALARIES/WAGES/BENEFITS	3,884,726
914 Total		3,884,726
919OTHER BENEFITS	1.0SALARIES/WAGES/BENEFITS	6,330
	2.0EXPENSE	53,150
919 Total		59,480
945LIABILITY INSURANCE	2.0EXPENSE	287,260
945 Total		287,260
950GAS & OIL	2.0EXPENSE	205,000
950 Total		205,000
Grand Total		71,379,749
Adjust for State/County		
	Charges	(439,320)
Total Appropriation		70,940,429

Committee Referrals and Dispositions:

Referral(s)	Disposition(s)
•	•
•	•
•	•

Attachments: None



Bridgewater Town Council

Introduced By: Town Manager
Date Introduced: 4/4/2023
First Reading: 4/4/2023
Second Reading:
Amendments Adopted:
Third Reading:
Date Adopted:
Date Effective:

Budget Order O-FY24-002: FY2024 Water Enterprise Fund Budget

ORDERED, that the Town Council vote to appropriate **\$4,762,554** from the Water Enterprise receipts to defray Water direct costs, and that **\$340,365** as appropriated under Order O-FY24-001 be used for Water indirect costs, all to fund the total costs of operations of the Water Enterprise as follows:

SALARIES/WAGES/BENEFITS	\$ 2,014,871
OPERATING EXPENSES	\$ 1,213,223
DEBT SERVICES	\$ 1,529,460
TRANSFER TO TRUST FUNDS OPEB	\$ 5,000
APPROPRIATED for DIRECT COSTS	\$ 4,762,554
TRANSFER TO	
GF	\$ 22,684
INDIRECT COSTS - GENERAL FUND	\$ 317,951
TOTAL COST - WATER EF	\$ 5,103,189

Committee Referrals and Dispositions:

Referral(s)	Disposition(s)
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•	•
•	•

NOT FOR ACTION - FIRST READING

Attachments: None



Bridgewater Town Council

Introduced By: Town Manager
Date Introduced: 4/4/2023
First Reading: 4/4/2023
Second Reading:
Amendments Adopted:
Third Reading:
Date Adopted:
Date Effective:

Budget Order O-FY24-003: FY24 Sewer Enterprise Fund Budget

ORDERED, that the Town Council assembled vote to appropriate **\$2,478,174** from the Sewer Enterprise receipts to defray Sewer direct costs, and that **\$222,539** as appropriated under Order O-FY23-001 be used for Sewer indirect costs, all to fund the total costs of operations of the Sewer Enterprise as follows:

SALARIES/WAGES/BENEFITS	\$ 1,331,250
OPERATING EXPENSES	\$ 713,804
DEBT SERVICES	\$ 428,120
TRANSFER TO TRUST FUNDS OPEB	\$ 5,000
APPROPRIATED for DIRECT COSTS	\$ 2,478,174
TRANSFER TO GF	\$ 22,684
INDIRECT COSTS - GENERAL FUND	\$ 199,855
TOTAL COST - SEWER EF	\$ 2,700,713

Committee Referrals and Dispositions:

Referral(s)	Disposition(s)
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Attachments: None



Bridgewater Town Council

Introduced By: Town Manager
Date Introduced: 4/4/2023
First Reading: 4/4/2023
Second Reading:
Amendments Adopted:
Third Reading:
Date Adopted:
Date Effective:

Budget Order O-FY24-004: FY24 Transfer Station Enterprise Fund Budget

BUDGET ORDER - FY24 TRANSFER STATION ENTERPRISE FUND BUDGET

ORDERED, that the Town Council assembled vote to appropriate **\$380,663** from Transfer Station Enterprise receipts to defray Transfer Station direct costs, and that **\$36,337** as appropriated under Order O-FY24-001 be used for Transfer Station indirect costs, all to fund the total costs of operations of the Transfer Station Enterprise as follows:

SALARIES/WAGES/BENEFITS	\$ 112,112
OPERATING EXPENSES	\$ 268,551
APPROPRIATED for DIRECT COSTS	\$ 380,663
INDIRECT COSTS - GENERAL FUND	\$ 36,337
TOTAL COST - TRANSFER STATION EF	\$ 417,000

Committee Referrals and Dispositions:

Referral(s)	Disposition(s)
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Attachments: None



Bridgewater Town Council

Introduced By: Town Manager
Date Introduced: 4/4/2023
First Reading: 4/4/2023
Second Reading:
Amendments Adopted:
Third Reading:
Date Adopted:
Date Effective:

Budget Order O-FY24-005: Authorization of Revolving Funds

AUTHORIZATION OF REVOLVING FUNDS

ORDERED, that the Town Council vote to establish revolving funds for certain Town Departments under the provisions of G.L. c.44, §53E ½ for the fiscal year beginning July 1, 2023, with specific receipts credited to each fund, the purposes for which each fund may be spent, and the maximum amount that may be spent from each fund for FY2024 as follows:

Spending Authority	Fund	Receipts	Expenditures	FY2024 Spending Limit
Town Clerk	Street Listing	Sale of street lists; sale of bylaws/zoning bylaws; sale of subdivision rules; sale of zoning maps	Printing and other costs with publications/books sold to public	\$5,000
Recreation Director	Recreation	Fees associated with recreation programs	Salaries/ benefits of full-time staff, part-time and seasonal staff, recreation programs, facility expenses and other expenses related to programs	\$ 150,000
Council on Aging Director	COA Revolving	Fees and Rentals	Programs for Seniors & Community	\$20,000
Library Director	Library Revolving	Fines & Fees	Programs & supplies for Community	\$20,000

Committee Referrals and Dispositions:

NOT FOR ACTION - FIRST READING

Referral(s)	Disposition(s)
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•	•
•	•

Attachments: None