



Town of Bridgewater

Town Council

September 17, 2024

7:00 PM

66 Central Square

Academy Building

Council Chambers/2nd Floor

The Town Council meeting is being streamed Live via You Tube.

Go to the Town of Bridgewater Facebook Page for the link.

MEETING AGENDA

Due to Massachusetts Open Meeting Law requirements, discussions will not take place during Public Comment periods. If appropriate, responses to questions and concerns will be given by the Town Manager at a future Town Council meeting.

A. APPROVAL OF MINUTES FROM PREVIOUS MEETINGS

- a) August 27, 2024 Meeting Minutes
- b) September 3, 2024 Special Town Council Meeting Minutes

B. ANNOUNCEMENTS FROM THE PRESIDENT

C. PROCLAMATIONS

- a) Veterans of Foreign Wars of the United States 125th Anniversary
- b) Bridgewater 12 Year Old American All Stars
- c) City of Peace

D. CITIZEN OPEN FORUM

E. APPOINTMENTS

- a) Appointments to the Town Manager Preliminary Screening Ad Hoc Committee:
 - 1) Council President Kevin Perry
 - 2) Council Vice President Paul Murphy
 - 3) Councilor Fred Chase
 - 4) Councilor Susan Robinson
 - 5) School Committee Chair Timothy Fitzgibbons

F. HEARINGS

G. LICENSE TRANSACTIONS

H. PRESENTATIONS

- a) Sewer Resource Presentation - Environmental Partners
- b) Vision of Reality Update - Bob Rulli, CED Director

I. TOWN MANAGER'S REPORT

- a) Water Street Tire Dump Issue Update

J. DISCUSSIONS

K. COMMITTEE REPORTS

L. LEGISLATION FOR ACTION

- a) Order O-FY25-012: Contract - Acting Town Manager
- b) Resolution: R-FY25-001: National POW/MIA Recognition Day

M. OLD BUSINESS

N. NEW BUSINESS

- a) Proposed General Ordinance D-FY25-007: Acceptance of MGL c.33, Section 59 Military Service on Salary, Seniority and Leave Allowances for Public Employees
- b) Order O-FY25-017: Acceptance of Tangible Property - Bridgewater State University Foundation

O. CITIZEN COMMENTS

P. COUNCIL COMMENTS

Q. EXECUTIVE SESSION

R. ADJOURNMENT



Town of Bridgewater
Town Council
August 27, 2024
7:00 PM
Special Town Council Meeting

MEETING MINUTES

CALL TO ORDER

A quorum being duly present, Town Council President Kevin Perry called the meeting of the Bridgewater Town Council to order at 7:00pm on Tuesday, August 27, 2024 in the Council Chambers.

Present: Fred Chase, Paul Murphy, Mary McGrath, Susan Robinson, Kevin Perry, Mark Linde, Adelene Ellenberg, Sonya Striggles and Brad McKinnon via Zoom.

Also in attendance was Acting Assistant Town Manager Blythe Robinson and Town Attorney Jason Rawlins.

ANNOUNCEMENTS FROM THE PRESIDENT

Council President Perry held a moment of silence for 4 recent veterans who passed away:

Gary Tardiff, US Air Force, June 11, 1963 – July 17, 2024

Fay McCabe, US Army, Vietnam, October 17, 1943 – July 23, 2024

Kendall Burrill, US Navy, Vietnam, February 14, 1941 – August 1, 2024

Michael Minsk, US Army, Vietnam, July 31, 1946 – August 1, 2024

CITIZEN OPEN FORUM

- Tim Fitzgibbons, 238 South Street: spoke about the ad hoc order on the agenda and noted the councilors should not give away the process of hiring a new Town Manager.
- Bill Wood, 388 Hayward Street: spoke about Stiles & Hart Park and hopes the Town Council does something to recognize the Stiles family.
- Gary Marrese, 48 Village Gate Drive: would like 11 person ad hoc committee
- Lynnette Delano-Chase, 60 Old Farm Road: in favor of 5 member ad hoc committee not 11; concerned that one person chose the 11 names.
- Tom Pratti, 37 Bolton Place: noted that he started attending meetings a few months ago, spoke about hiring a new Town Manager and council should listen to the residents.
- John Donna, 261 South Street: spoke about ad hoc committee, council should take a step back.
- Carlton Hunt, Austin Street: spoke about the Emergency Order, town not buying Hanson Farm buying a conservation restriction, would like that changed.
- Janet Hanson, Pleasant Street: asked how many hours per week the acting Town Manager would work.
- Sandra Wright, East Street: concerned about the number of hours Ms. Robinson could work and

salary range.

- Linda Schmuck, 15 Sunset Lane: spoke about water issue would like a councilor to come forward and sponsor a moratorium on building permits for two years.

DISCUSSIONS – None

NEW BUSINESS

- a) Order O-FY25-008: Emergency Measure - Appointment of Acting Town Manager
Councilor Perry gave a brief background of the order. Needs to be an emergency order because of timing, need an acting Town Manager in place.

Councilor Chase made a motion to declare the emergency and suspend the council rules, which was duly seconded by Councilor Striggles.

Councilor Linde asked the Town Attorney if the interim assistant Town Manager could function in that role and the Town Attorney noted no.

After some discussion Councilor Linde made a motion to move the question of the Emergency Measure, which was duly seconded by Councilor Striggles.

A roll call vote was taken on the motion to move the question with the results recorded as follows:
McKinnon – Yea; Robinson – Yea; Ellenberg – No; Murphy – Yea; Perry – Yea; Linde – No; Chase – Yea; Striggles – Yea; McGrath – No; Motion passed 6-3.

A roll call vote was then taken on the motion to declare the emergency and suspend the rules and the results recorded as follows: McGrath – No; Striggles – Yea; Chase – Yea; Linde – No; Perry – Yea; Murphy – Yea; Ellenberg – No; Robinson – Yea; McKinnon – Yea. Motion passed 6-3.

Council President Perry introduced Blythe Robinson and asked her to give the council and residents some background information.

Ms. Robinson introduced herself and gave a brief history of her past employment and noted that she would be working 30 – 35 hours per week.

Councilor Robinson thanked Ms. Robinson for her work behind the scenes, was concerned around capacity but appreciate the number of hours will work.

Councilor Linde asked if the hours worked will be in house or remote and Ms. Robinson noted that the hours she works will be in house. She also noted that she does read emails and works at home often when not required to.

Councilor Murphy noted that the Town has communication issues and would ask for better communication with residents and council.

Councilor Perry noted that we are fortunate to have someone like Ms. Robinson willing to step into the role.

Councilor Chase made a motion to amend Order O-FY25-008 by changing #6 to be “Conservation

Restriction” instead of “Purchase & Sale Agreement”. This was duly seconded by Councilor Striggles.

A roll call vote was taken on the amendment with the results recorded as follows: McKinnon – Yea; Robinson – Yea; Ellenberg – Yea; Murphy – Yea; Perry – Yea; Linde – Yea; Chase – Yea; Striggles – Yea; McGrath – Yea; Motion passed 9-0.

Councilor Chase made a motion to appoint Blythe Robinson as Acting Town Manager, which was duly seconded by Councilor Striggles.

A roll call vote was then taken on the motion and the results recorded as follows: McGrath – Yea; Striggles – Yea; Chase – Yea; Linde – No; Perry – Yea; Murphy – Yea; Ellenberg – No; Robinson – Yea; McKinnon – Yea. Motion passed 7-2.

- b) Order O-FY25-009: Town Manager Search Preliminary Screening Ad Hoc Committee Selection
Councilor Perry noted that Mr. Dutton was hired by an ad hoc committee that had 4 councilors. This Order calls for 4 councilor plus 1. Ad Hoc Committee would be a conduit for council to get candidates, search firm will do most of the work.

Councilor Chase made a motion to refer O-FY25-009 to Rules and Procedures committee. This motion was duly seconded by Councilor Striggles.

Councilor McGrath noted that maybe an administrator from the school would be better to serve on the Ad hoc Committee. Councilor Robinson noted that the only purview that the council had with the School Committee was the budget.

A roll call vote was taken on the motion to refer the order with the results recorded as follows: McKinnon – Yea; Robinson – Yea; Ellenberg – No; Murphy – Yea; Perry – Yea; Linde – No; Chase – Yea; Striggles – Yea; McGrath – No; Motion passed 6-3.

- c) Proposed Ordinance D-FY25-005: An Ordinance Establishing the Process for Hiring a Town Manager

Councilor Murphy noted that he is presenting this Ordinance to put forth a plan for now and in the future so when hiring a Town Manager something would be in writing.

Councilor Striggles made a motion to refer Proposed Ordinance D-FY25-005 to Rules and Procedures, which was seconded by Councilor Chase.

Councilor Ellenberg made a motion to amend Proposed Ordinance D-FY25-005 with 11 members as she submitted in writing. This motion to amend was seconded by Councilor Linde.

Councilor Chase noted that he was concerned by this proposed amendment and does not understand why the 3 councilors who were originally appointed were replaced with names of councilors with less tenure.

Councilor Ellenberg noted that it would provide an inside situation, the will of the voters.

Councilor Striggles noted that by putting names on the amendment, it as caused dramatics, she was not

aware that her name was part of the amendment.

Councilor McGrath noted that she feels some of the names are a conflict of interest.

Councilor Robinson asked if the people on the list were aware of their names appearing as she was informed that one did not.

Councilor Murphy made a motion to limit debate on Proposed Ordinance D.FY25-005, which was seconded by Councilor Striggles.

A roll call vote was taken on the motion with the results recorded as follows: McKinnon – Yea; Robinson – Yea; Ellenberg – Yea; Murphy – Yea; Perry – Yea; Linde – Yea; Chase – Yea; Striggles – Yea; McGrath – Yea; Motion passed 9-0.

A roll call vote was then taken on the motion to amend with the results recorded as follows: McKinnon – No; Robinson – No; Ellenburg – Yea; Murphy – No; Perry – No; Linde – No; Chase – No; Striggles – No; McGrath – No. Motion failed 1-8.

Councilor Ellenberg made a motion to amend Proposed Ordinance D-FY25-005 by removing the names of the residents but keeping the job descriptions. This motion was seconded by Councilor Linde.

A roll call vote was then taken with the results recorded as follows: McKinnon – No; Robinson – No; Ellenburg – Abstained; Murphy – No; Perry – No; Linde – Abstained; Chase – No; Striggles – No; McGrath – No. Motion failed 0-7-2.

A roll call vote was then taken on the motion to refer the ordinance with the results recorded as follows: McKinnon – Yea; Robinson – Yea; Ellenburg – Yea; Murphy – Yea; Perry – Yea; Linde – Yea; Chase – Yea; Striggles – Yea; McGrath – Yea. Motion passed 9-0.

d) Proposed Amendments to Proposed Ordinance D-FY25-005: An Ordinance Establishing the Process for Hiring Town Manager

CITIZEN COMMENTS

- Lynette Delano-Chase, 60 Old Farm Road: noted the disrespect from certain councilors.
- Bill Wood, 388 Hayward Street: noted that council could look at the handbook he submitted to see the order of charter, rules and Roberts Rules.
- Carlton Hunt, Austin Street: Would like to know how Ms. Robinson will interact with boards and commissions.
- Eleonor Wentworth, 14 Ridgewood Circle: noted that maybe new Town Manager should be required to move to town within a certain period of time.
- Janet Hanson, Pleasant Street: thanked Ms. Robinson for speaking about her hours.

COUNCIL COMMENTS

- Councilor McKinnon: wants everyone to stay healthy.
- Councilor Robinson: thanked those that spoke. Noted that rumors and speculation about integrity have been spread and when asked for specifics none are given. Would appreciate knowing what the issues are.

- Councilor Ellenburg: noted that she is acting on her conscious, thinks she has been respectful.
- Councilor Murphy: noted that citizens want to move Town forward and he put forth a document that he believes to be the best process, will be as transparent as possible.
- Councilor Linde: noted that he is doing what his constituents have asked of him; does not appreciate lectures from other councilors or past councilors.
- Councilor Chase: no comments.
- Councilor Striggles: noted that a level of decorum needs to remain in chambers.
- Councilor McGrath: noted that she is going to have a table at Autumnfest for boards and commissions and will reach out to the council for help.
- Councilor Perry: noted that we are moving forward with the order and ordinance, we will get there.

EXECUTIVE SESSION

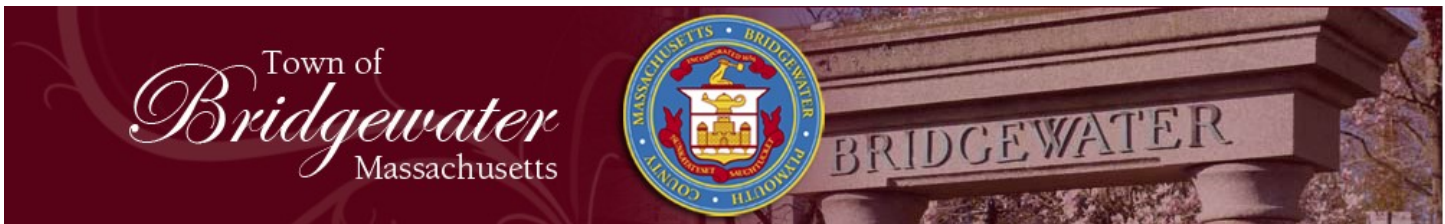
- a) MGL Chapter 30A, Section 21(a) (2) To conduct strategy sessions in preparation for negotiations with nonunion personnel or to conduct collective bargaining sessions or contract negotiations with nonunion personnel; and to adjourn from Executive Session.

Councilor Perry read the executive session language into the record.

Councilor Chase made a motion to enter into executive session which was seconded by Councilor Robinson.

A roll call vote was then taken on the motion to refer the ordinance with the results recorded as follows: McKinnon – Yea; Robinson – Yea; Ellenburg – Yea; Murphy – Yea; Perry – Yea; Linde – Yea; Chase – Yea; Striggles – Yea; McGrath – Yea. Motion passed 9-0.

ADJOURNMENT



Town of Bridgewater

Town Council

September 3, 2024

6:00 PM

Special Town Council Meeting

The meeting will be held virtually via Zoom.

To attend via video, click on the link below:

<https://us06web.zoom.us/j/89621937271>

MEETING MINUTES

CALL TO ORDER

A quorum being duly present, Town Council President Kevin Perry called the Special Town Council meeting of the Bridgewater Town Council to order at 7:00pm on Tuesday, September 3, 2024. The meeting was held via Zoom.

Present via Zoom: Fred Chase, Paul Murphy, Mary McGrath, Susan Robinson, Kevin Perry, Brad McKinnon, Mark Linde, Adelene Ellenberg and Sonya Striggles.

Also in attendance via Zoom was Town Attorney Jason Rawlins.

EXECUTIVE SESSION

- a) MGL Chapter 30A, Section 21(a) (2) To conduct strategy sessions in preparation for negotiations with nonunion personnel or to conduct collective bargaining sessions or contract negotiations with nonunion personnel; and to adjourn from Executive Session.

Council President Perry read the Executive Session language into the record.

Councilor Linde made a motion to enter into Execution Session , which was duly seconded by Councilor Striggles.

A roll-call vote was taken with the results recorded as follows: McKinnon – Yea; Robinson – Yea; Ellenberg – Yea; Murphy – Yea; Perry – Yea; Linde – Yea; Chase – Yea; Striggles – Yea; McGrath – Yea; Motion passed 9-0.

The Town Council went into Executive Session at 6:05pm and did not reconvene in open session.

Dr. Kevin Perry
Councilor-At-Large
President

Paul Murphy
Councilor-At-Large
Vice President

Mark Linde
District 2 Councilor

Adelene Ellenberg
Councilor-At-Large

Town of Bridgewater

OFFICE OF THE TOWN COUNCIL



Sonya Striggles
District 1 Councilor

Bradford McKinnon
Councilor-At-Large

Mary McGrath
Councilor-At-Large

Susan Robinson
Councilor-At-Large

Fred Chase
District 3 Councilor

Veterans of Foreign Wars of the United States 125th Anniversary Proclamation

WHEREAS, the Veterans of Foreign Wars of the United States (VFW) was founded in 1899 by a small group of veterans whom returned from campaigns on Cuba and in the Philippines, banded together to create a veterans organization that would advocate on behalf of all veterans; and

WHEREAS, the VFW is a nonprofit veterans service organization comprised of eligible veterans and military service members from the active, Guard and Reserve forces; and

WHEREAS, the VFW's mission is to foster camaraderie among United States veterans of overseas conflicts, to serve our veterans, the military and our communities, and to advocate on behalf of all veterans; and

WHEREAS, since its inception the VFW has been instrumental in the establishment of the Veterans Administration, the national cemetery system, and the creation of every national veterans' memorial; and

WHEREAS, the VFW has played a vital role in virtually every significant piece of veterans' legislation passed in the 20th and 21st centuries to include the Honoring Our PACT Act, the most significant expansions of veterans benefits in history; and

WHEREAS, the VFW's 125th anniversary is being observed on September 29, 2024, this date shall officially be known as VFW Day; and

NOW, THEREFORE, BE IT RESOLVED THAT We, Bridgewater Town Council, do hereby proclaim September 29 as VFW Day in honor of the VFW's invaluable contributions to the veteran community in Bridgewater and around the world. We hereby stand with the VFW to ensure veterans are respected for their service, always receive their earned entitlements, and are recognized for the sacrifices they and their loved ones have made on behalf of this great country.

IN WITNESS WHEREOF, We have hereunto set our hands and caused the seal of the Town of Bridgewater to be affixed this 17th Day of September 2024.

Dr. Kevin Perry
Councilor-At-Large
President

Mary McGrath
Councilor-At-Large

Mark Linde
District 2 Councilor

Paul Murphy
Councilor-At Large
Vice President

Adelene Ellenberg
Councilor-At-Large

Bradford McKinnon
Councilor-At-Large

Susan Robinson
Councilor-At-Large

Sonya Striggles
District 1 Councilor

Fred Chase
District 3 Councilor

Dr. Kevin Perry
Councilor-At-Large
President

Paul Murphy
Councilor-At-Large
Vice President

Mark Linde
District 2 Councilor

Adelene Ellenberg
Councilor-At-Large

Town of Bridgewater

OFFICE OF THE TOWN COUNCIL



Sonya Striggles
District 1 Councilor

Bradford McKinnon
Councilor-At-Large

Mary McGrath
Councilor-At-Large

Susan Robinson
Councilor-At-Large

Fred Chase
District 3 Councilor

PROCLAMATION

WHEREAS, the sport of baseball has been recognized as our Nation's pastime; and

WHEREAS, Little League Baseball is a program for the youth in the community that is dedicated to teaching sportsmanship and the competitive will to win, as well as physical fitness and the well-being through healthful activity; and

WHEREAS, the Town of Bridgewater is extremely proud to be the home of the Bridgewater Little League which has served the youth of Bridgewater for many years; and

WHEREAS, this past summer the Bridgewater 12 Year Old American All Stars became the first Bridgewater Little League team to win the Massachusetts State Championship at the Little League Level of play and advance to New England Regional play in Bristol, Connecticut; and

NOW, THEREFORE, the Town Council of the Town of Bridgewater, Massachusetts, does hereby declare **September 17, 2024 as Bridgewater Little League 12 Year Old American All Stars Team Day** in honor and appreciation of the accomplishments of the players and the dedication and support of their coaches and parents.

IN WITNESS WHEREOF, I have hereunto set my hands and caused the seal of the Town of Bridgewater to be affixed this 17th Day of September 2024

Dr. Kevin Perry
Councilor-At-Large
President

Mary McGrath
Councilor-At-Large

Mark Linde
District 2 Councilor

Paul Murphy
Councilor-At Large
Vice President

Adelene Ellenberg
Councilor-At-Large

Bradford McKinnon
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Susan Robinson
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Councilor-At-Large

Town of Bridgewater

OFFICE OF THE TOWN COUNCIL



Sonya Striggles
District 1 Councilor

Bradford McKinnon
Councilor-At-Large

Mary McGrath
Councilor-At-Large

Susan Robinson
Councilor-At-Large

Fred Chase
District 3 Councilor

City of Peace Proclamation

WHEREAS, the World Health Organization defines health as not merely the absence of disease or infirmity, but achievement of a balance of physical, mental and social wellbeing, and

WHEREAS, peace is not merely the absence of war and violence, but a condition where society has achieved a balance of prosperity, security, justice and hope, and

WHEREAS, peace is necessary for everyone to achieve health as defined by the World Health Organization, and

WHEREAS, the citizens of Bridgewater want to work together to create and implement initiatives that not only foster peace but create a positive, lasting change in our community and around the world and become a model for other cities. This vision for our future should build on the expertise of each person and involve all segments of our city in planning actions and making a difference. To this we are committed, and

WHEREAS, the concerned citizens and community leaders of Bridgewater are committed to establishing peace in the town and beyond in order to promote understanding, economic opportunity and improve the quality of life in our town, and

WHEREAS, the United Nations has designated 21 September of each year to be the International Day of Peace, devoted to commemorating and strengthening the ideals of peace both within and among all nations and peoples; therefore, be it

RESOLVED, that in 2023 the Bridgewater Town Council proclaimed the Town of Bridgewater, Massachusetts USA a City of Peace in perpetuity, and it was further

RESOLVED, that the Bridgewater Town Council designate 21 September of 2024 and each year to be the Town of Bridgewater Day of Peace in perpetuity, and be it further

RESOLVED, that the Bridgewater Town Council, community leaders and concerned citizens develop policies and procedures that promote establishing peace in our town in perpetuity.

IN WITNESS WHEREOF, We have hereunto set our hands and caused the seal of the Town of Bridgewater to be affixed this 17th Day of September 2024.

Dr. Kevin Perry
Councilor-At-Large
President

Mary McGrath
Councilor-At-Large

Mark Linde
District 2 Councilor

Paul Murphy
Councilor-At Large
Vice President

Adelene Ellenberg
Councilor-At-Large

Bradford McKinnon
Councilor-At-Large



Town of Bridgewater, MA

Wastewater Collection and Treatment System September 2024



Agenda

- Background
- Sewer Enterprise Fund Operations
- Investments To Date
- Future Investments



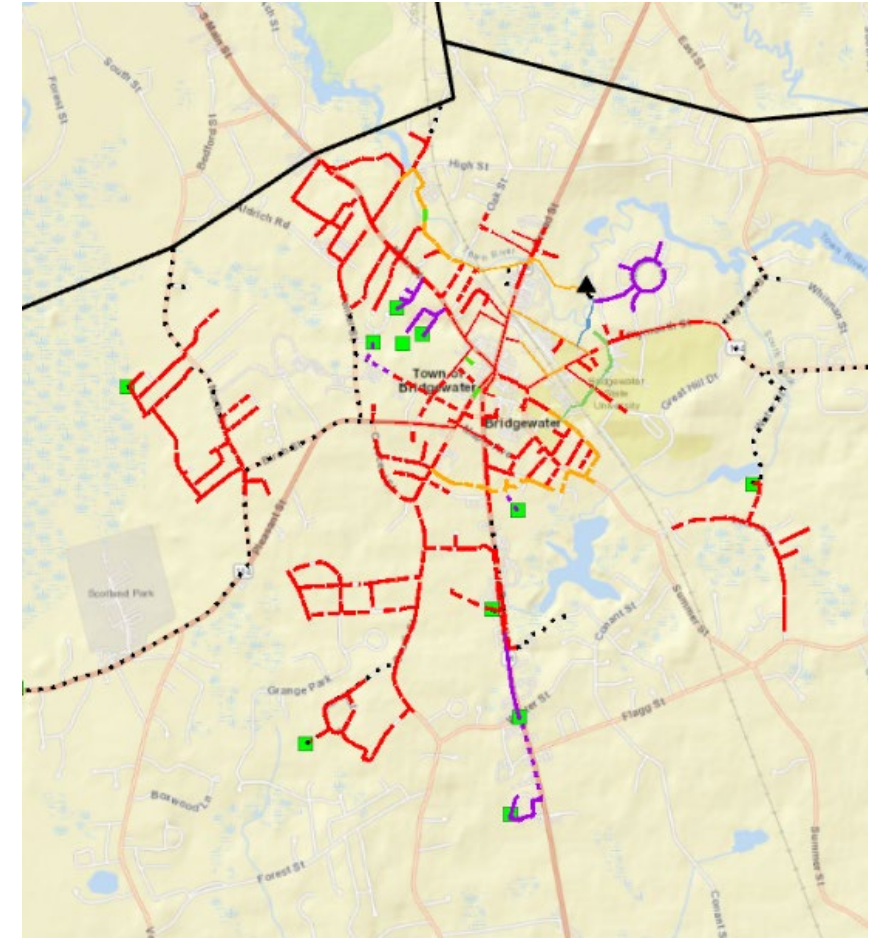
Morris Ave. WWTF Rotating Biological
Contactors (Under Construction), June 2024

Background

Wastewater System Overview



- **Customers Served**
 - 2,264 Customers (Residential, Commercial, Industrial, and Bridgewater State University)
- **Collection System**
 - 35 miles of gravity sewer
 - 15 miles low pressure sewer
 - 15 pump stations (8 Town Owned, 7 Privately Owned)
- **Treatment Facility**
 - Originally built in 1960s, upgraded 1987
 - Currently under construction for Phase 1 (Nitrogen Removal) upgrades
 - Average Daily Flow (2023) – 1.08 MGD
 - 1.44 MGD Permit Capacity



Bridgewater Collection System Map,
2018, Stantec



Sewer Enterprise Fund Operations



Sewer Enterprise Fund Operations

- **Operations & Maintenance**

- Regular Maintenance
 - Daily, Weekly, Monthly and Annual scheduled inspections, repairs and preventative maintenance measures
- Skilled Workforce
 - Investing in trained personnel
 - Market rate salaries and benefits
- Energy Costs
 - Managing Energy Consumption
- Chemicals & Supplies
 - Leverage consortium purchasing to minimize costs
- Emergency Response



Sewer Enterprise Fund Operations (cont'd)

- **Capital Costs:**

- Consistent Infrastructure Investment
 - Collection system maintenance infiltration/inflow removal
 - Wastewater Treatment process maintenance and replacement
- New Infrastructure
 - Updating aging wastewater treatment equipment and installing new processes for nitrogen and phosphorus removal
- Technology Upgrades
 - Modernizing equipment and systems for efficiency and reliability



Sewer Enterprise Fund Operations (cont'd)

- **Financial Stability Measures:**

- Reserves
 - Cash revenues to cover emergencies, repairs, and unexpected costs
- Revenue Management
 - Collecting user fees and managing revenue streams
- Risk Mitigation
 - Address revenue volatility and minimizing financial risk
- Bond Ratings
 - Maintaining overall community Financial health to maintain competitive capital market rates
- Leveraging Grants and Loans
 - Aggressively pursuing and securing ARPA Funding, Infrastructure Bill Funding, State designated funds, State Revolving Loan funds (*including grants, low interest loans, and loan forgiveness funding*)

Wastewater Investments

FY2013 -2024

Capital Projects FY 2013-2024: Collection System

- Infrastructure Investments
 - Appropriation of approx. \$5M for Infiltration/Inflow Evaluation and System Rehabilitation
 - Capital Projects for Sewer Rehabilitation focusing on high groundwater areas
 - Center of Town conducted sewer relining
 - Route 104 Pump Station Upgrade
- New Infrastructure
 - Pleasant St. Sewer Extension
- Technology
 - Water/Sewer Meter Replacement townwide, \$4.5M, 2016 - 2020
 - Provided accurate water use readings for more accurate sewer billing

Operations and Maintenance FY2013-2024: Collection System



- Assess remaining asbestos cement and vitrified clay sewer mains annually
 - 45,000 linear feet of sewer
 - 165 manholes
- Clean and Inspect Gravity Sewer in the following areas:
 - Fox Hill Drive
 - Pleasant Drive, South Drive and South Street
- Continue to recruit and retain qualified operators as part of Sewer Department staff team

Capital Projects FY 2019: Comprehensive Wastewater Mgt. Plan

- Town-wide Study, 20-year planning horizon
- Based on 2013 demographics, population, and economic projections
- Identified Sewer Needs Areas
 - Lakeside Drive
 - Goodwater Way/Pleasant Street
 - Dundee Drive/Aberdeen Lane
 - Norlen Park/Scotland
 - Bayberry Circle/Ashtead Road
 - Atkinson Drive/Fiske
 - Plymouth St./Whitman St.
 - Hayward St.

Recommended Planning as Required by EPA/DEP – Permit

- WWTF Upgrades
 - Condition, modernization and efficiency
 - Treatment capacity (flows and loads) and
 - Future permit limits for Nitrogen and Phosphorus
- Recommendations
 - Refurbish Primary Clarifiers
 - Nitrogen Reduction (compliance) – Continued use of RBC process supplemented with addition of anoxic areas and effluent filtration
 - Request permitted capacity increase from 1.44 MGD to 1.54 MGD
 - Sewer Extension to:
 - Lakeside Drive Area
 - Goodwater Way/Pleasant Street Area
 - Dundee Drive/Aberdeen Lane Area
 - Norlen Park/Scotland Area
 - Plymouth St./Whitman St Area
 - Hayward St. Area



Capital Projects FY 2023/2024/2025: Morris Avenue WWTF

- CWMP Recommended Plan Implementation/Administrative Order on Consent (ACO)/NPDES Permit Compliance
- Phase 1: *Under Construction – Town Appropriated \$43 M*
 - End of Useful Life Upgrades
 - Headworks and Septage receiving, Forward Flow Pumping, Upgrade Primary Clarifiers, Rehabilitation of existing RBC system, Rehabilitation of Secondary Clarifiers
 - Current Building Codes (upgrades to HVAC, Plumbing and Electrical Systems)
 - Nitrogen Removal Processes – leverage existing RBC system and add post anoxic tankage
 - Compliance Driven – Added Security and Controls

Funding in Sewer Enterprise Fund via Sewer Revenue (user fees)

- Phase 1 – Funded with Clean Water Trust and State Revolving Fund
 - Zero Percent Interest Loan (*ARPA Funding*)
 - Over \$5.2M Savings to Town for Phase 1 Upgrades
 - Principal Forgiveness (*ARPA Funding*)
 - Over \$5.6M Savings to Town for Phase 1 Upgrades
- Conducting Wastewater Cost Analysis for Capital Projects - 2024
 - Inform Wastewater Rate Requirements
 - Strategize timing of capital projects in order of priority

Future Wastewater Investments

FY 2025 - 2045



Future Capital Projects FY 2025 - 2035: Morris Avenue WWTF

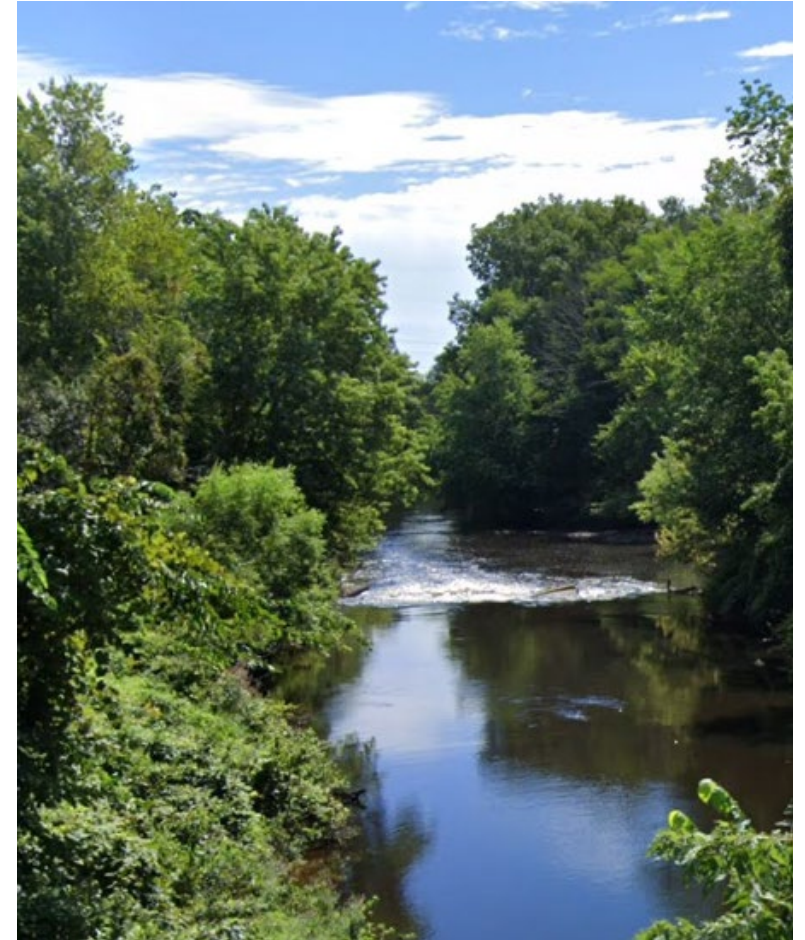
- Administrative Order on Consent (ACO)/NPDES Permit Compliance
 - 2023 – NPDES General Permit
 - 2024 – negotiated revised ACO
- Phase 2, *FY 2025 – FY 2031- Total Opinion of Probable Project Cost - \$56.8M*
 - ACO Compliance - new Phosphorus Removal Process
 - NPDES Compliance - Security, Controls, and Monitoring
 - CWMP Recommended Plan Driven – New Personnel and Vehicle Garage, flow handling and bypass, chemical feed upgrades, disinfection upgrades, biosolids management upgrades



Capital Projects - FY 2025-2035

- Complete a Wastewater Asset Management Plan
- Complete a CWMP Update, to reflect current development and future needs
 - 2019 CWMP used 2013 demographics
 - MassDEP recommends updates every ten years to reflect current demographics
- Outline FY 2026 priorities for Capital Assessment based on risk assessment
- Range of Cost forecast - results pending

Q&A





Bridgewater Town Council

Introduced By: Kevin Perry, Councilor
Date Introduced: 9/10/2024
First Reading: 9/10/2024
Second Reading: 9/17/2024
Amendments Adopted:
Third Reading:
Date Adopted:
Date Effective:

Order O-FY25-012: Contract - Acting Town Manager

The Town Council having appointed Blythe Robinson Acting Town Manager in accordance with Section 4-6 of the Bridgewater Home Rule Charter, hereby votes to enter into contract for consulting services for Blythe Robinson as Acting Town Manager.

Committee Referrals and Dispositions:

Referral(s)	Disposition(s)
• Measure introduced 9/10/24 • No committee referral was made • A suspension of the rules is required to consider this measure 14 days has not elapsed per section XVII (Readings) of the Council Rules and Procedures.	

Attachments: 1. Bridgewater Interim Town Manager Revised 090524 - Blythe Robinson

1. VOTE MUST BE TAKEN TO SUSPEND THE RULES TO CONSIDER THIS MEASURE.
2. ROLL CALL VOTE: PASSAGE REQUIRES MAJORITY VOTE OF THOSE PRESENT AND VOTING

Proposal for Town of Bridgewater: Professional Services (Town Administration)

September 5, 2024

Mr. Kevin Perry, President
Bridgewater Town Council
Town of Bridgewater
66 Central Square
Bridgewater, MA 02324

Re: Proposal – Professional Services (Town Administration)

Dear Mr. Perry:

Capital Strategic Solutions is pleased to present our proposal to provide Professional Consulting Services for the Town of Bridgewater. This letter and enclosed proposal describe our company, qualifications, approach, and the commitment that Bridgewater can expect from Capital Strategic Solutions, LLC (CSS) throughout this engagement. Based on our recent conversations with the Town, as well as our knowledge and extensive experience with public administration and municipal human resources, we understand your goal to procure the services of an experienced firm that will properly, and cost effectively deliver the services needed for the Town of Bridgewater.

I, Jennifer Thompson, am authorized to make commitments, including financial ones, on behalf of Capital Strategic Solutions, LLC for all aspects of this project. We appreciate the opportunity to offer our services. If you have any questions, please contact me at 508-958-7823 or email me at jennifer@capital-strategic-solutions.com.

Respectfully Submitted,

Jennifer Thompson

Jennifer Thompson
Chief Development Officer
Capital Strategic Solutions
43 Broad Street, Suite B309A
Hudson, MA 01749

COMPANY PROFILE AND QUALIFICATIONS

Capital Strategic Solutions (CSS) is a Massachusetts certified Women-Owned Business that specializes in public administration and human resources in the public sector, grant writing and administration, municipal finance, community engagement, project management, tactical social media outreach, and management consulting. At CSS, we offer professional consulting services through an authentic exchange with our clients and by building meaningful relationships. CSS provides support services to assist our clients in developing the tools that they need for success. Founded in 2014 and based out of Hudson, Massachusetts, CSS is made up primarily of employees that have spent decades working in local and state government.

As stated in our cover letter, Capital Strategic Solutions meets all capabilities and qualifications needed for this project and is fully versed and experienced in public administration and municipal human resources, specifically for this project expertise leading the Town through a major transition. CSS possesses the technical expertise, bandwidth, and ability to conduct all of the activities highlighted in this proposal. Staff assigned to this project reside locally in New England and CSS will be fully available to deploy in person and virtually for this project. As former senior executive municipal employees with decades of experience managing and administering this type of work in the past, the project staff is qualified and prepared to deliver comprehensive professional services the Town of Bridgewater.

CURRENT MUNICIPAL CLIENT LIST:

Town of Acushnet	City of Lynn
Town of Bernardston	Town of Townsend
Town of Southborough	Town of Franklin
Town of Pepperell	City of Gloucester
Town of Dunstable	Town of Stow
Town of Burrillville, RI	Town of Grafton
Town of Fairhaven	Town of Hudson
Town of Sherborn	Town of Sturbridge
Town of Conway	Town of North Attleborough
Town of Oakham	Town of North Brookfield
Town of Avon	Town of Hanson
Town of Plainville	Town of Dover
Town of Hanson	Town of Weymouth
Sudbury Water District	Town of Bridgewater
Town of Bernardston	Town of Conway
Town of Pepperell	City of Brockton
Town of Westborough	Town of Westminster, VT
Town of Ludlow	Town of Westborough
Town of Natick	Town of Barre

COMPANY REFERENCES:

Jamie Hellen | Town Manager
Town of Franklin

Tel. (508) 553-4887
Email: jhellen@franklinma.gov

Brian Noble | Town Administrator
Town of Plainville

Tel. (508) 695-3010
Email: bnoble@plainville.ma.us

Diane Moores | Assistant Town Administrator
Town of Sherborn

Tel. (508) 720-4308
Email: diane.moores@sherbornma.org

PROJECT DETAILS:

Capital Strategic Solutions will provide specialized consulting services to include professional support to the Town Council, specifically serving as the Interim Town Manager during the transition to full time permanent staff. CSS is prepared to offer the following services including, but not limited to:

- Serve as the Interim Town Manager for the Town of Bridgewater during the transition period to a new permanent Town Manager.
 - Oversee day-to day operations of all town departments providing leadership to senior leadership and staff.
 - Provide management and administrative updates to the Town Council.
 - Ensure the Town's compliance with all local, state and federal regulations.
 - Oversee management of the town's budgets and financial processes and reporting.
 - Monitor and report on strategic initiatives to Town Council.
 - Act as a liaison between town government and the community.
 - Address resident and local business concerns.
 - Oversee ongoing and upcoming projects ensuring projects are completed on time, within budget and as required by Town Council.
 - Assist the town with support relative to interpretation of collective bargaining agreements, responses to union or employee questions or inquiries, drafting of correspondence related to union contracts, counsel and advise on union grievances.
 - Guide and direct the Town through the transition to a new permanent Town Manager and assist during the transition as needed and directed by the Town.
 - Assist the Town with any Town Management and Administrative related activities during the course of this engagement, as needed.

KEY PROJECT PERSONNEL:

Blythe Robinson, Development Executive



With decades of experience in Municipal Government, Blythe has honed an extraordinary ability to understand what each community has, what they need, and what’s out there. As Town Administrator for the Town of Norfolk Blythe served throughout the Covid-19 Pandemic and ensured uninterrupted delivery of essential services to the community while addressing complex needs. Her additional experience in Regionalization, Grant Management, Budgeting and Transparency, and Human Resources make her especially adept to serve across communities with very different needs and circumstances. She does all of this with an intense drive to increase intercommunity connectivity with creative problem solving. She keeps a finger to the pulse of the municipal world, remaining up to date on evolving opportunities that can be found in Grants, as she has a robust understanding of their integral role to local government. All these skills and experiences make her especially talented at capital improvement and financial planning, executive coaching, policy review, and human resources.

PRICING/SCHEDULE:

The Town of Bridgewater will only be billed for actual hours worked and shall be billed at an hourly rate of One Hundred Eighty Dollars (\$180.00) per hour for work performed on this project. It is anticipated that the Project Manager (Interim Town Manager) will work a Hybrid (both in person and remote) as agreed upon with the Town, which will include working in person three (3) times per week, and a total average of 30-35 hours per week, excluding any scheduled time off or holidays. CSS will also be compensated for half of the time traveled to and from Bridgewater for in-person work at the designated hourly rate. In lieu of compensation for half versus full travel to and from Bridgewater, the Town will provide the Interim Town Manager with use of a town vehicle as part of this engagement. The length of this engagement shall be ninety (90) days, with the option for the Town to renew for an additional ninety (90) days at their discretion. Work will commence upon the signed acceptance of the proposed services as described above.

Authorized by: *Jennifer Thompson*
Jennifer Thompson
Chief Development Officer
Capital Strategic Solutions, LLC.
September 5, 2024

Authorized by _____



Bridgewater Town Council

Introduced By: Mark Linde, Councilor
Sonya Striggles
Date Introduced: 9/17/2024
First Reading: 9/17/2024
Second Reading:
Amendments Adopted:
Third Reading:
Date Adopted:
Date Effective:

Resolution: R-FY25-001: National POW/MIA Recognition Day

WHEREAS, National POW/MIA Recognition Day was established in 1979 through a proclamation signed by President Jimmy Carter; and

WHEREAS, since then, each subsequent President has issued an annual proclamation commemorating the third Friday in September as National POW/MIA Recognition Day; and

WHEREAS, we should honor and recognize the brave and selfless heroes and their families; and

NOW THEREFORE, the Town Council of the Town of Bridgewater, Massachusetts, does hereby proclaim that each year the third Friday in September will be known as **NATIONAL POW/MIA RECOGNITION DAY** in the Town of Bridgewater, and will fly the POW/MIA Flag at the Academy Building and remember what it represents.

Committee Referrals and Dispositions:

Attachments: None



Bridgewater Town Council

Introduced By: Kevin Perry, Councilor
Date Introduced: 9/17/2024
First Reading: 9/17/2024
Second Reading:
Amendments Adopted:
Third Reading:
Date Adopted:
Date Effective:

Proposed General Ordinance D-FY25-007: Acceptance of MGL c.33, Section 59 Military Service on Salary, Seniority and Leave Allowances for Public Employees

Whereas, Town employees serving in the armed forces or a reserve component of the armed forces of the United States, shall be entitled to receive pay during service in the uniformed services or annual training; and

Whereas, the Town Council wishes to adopt a mechanism to grant public employees the appropriate state law provision to compensate all active reserve military service members; and

Whereas, the provisions of MGL c.33, Section 59 compensates all active reserve military service members up to 40 days per year.

ORDERED that pursuant to Article II, Section 2-2 of the Bridgewater Town Charter, the Town Council accepts the provisions of MGL c.33, section 59 and further authorizes the Town Manager to carry out the provisions contained therein.

Committee Referrals and Dispositions:

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

NOT FOR ACTION - FIRST READING

Attachments: None



Bridgewater Town Council

Introduced By: Town Manager
Date Introduced: 9/17/2024
First Reading: 9/17/2024
Second Reading:
Amendments Adopted:
Third Reading:
Date Adopted:
Date Effective:

Order O-FY25-017: Acceptance of Tangible Property - Bridgewater State University Foundation

WHEREAS: Massachusetts General Laws, Chapter 44, §53A ½, states as follows: “A city council, with the mayor's approval if the charter so provides, or a board of selectmen, or prudential committee or town council may, in its sole discretion and authority, accept gifts of tangible personal property on behalf of the city, town or district from the federal government, a charitable foundation, private corporation, individual, or from the commonwealth or any political subdivision thereof, and may, in its sole discretion and authority, use said gifts, without specific appropriation thereof, for the purpose of such a gift or, if no restrictions are attached to the gift, for such other purposes as it deems advisable.” and

WHEREAS: The Town of Bridgewater shall receive a gift of tangible property (i.e. paint, paint brushes, plants, etc..) from Bridgewater State University Foundation.

Now, therefore, in accordance with Chapter 44, §53A ½ 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 gift of tangible property from Bridgewater State University Foundation.

Explanation:

The Bridgewater State University Foundation would like to do a cleanup, some painting and planting at the Mobil Station on Summer Street prior to their October Homecoming weekend. They will be donating the labor and materials.

Committee Referrals and Dispositions:

Referral(s)	Disposition(s)
•	•

NOT FOR ACTION - FIRST READING

Attachments: None