



Town of Bridgewater
Budget & Finance Committee

June 17, 2025

6:00 PM

66 Central Square

Academy Building

Conference Room 201A/2nd Floor

A Quorum of the Town Council May Be In Attendance

MEETING AGENDA

- A. Call to Order**
- B. Approval of Meeting Minutes**
 - a) June 3, 2025 Meeting Minutes
- C. Public Comment**
- D. Legislation Referred**
 - a) Order O-FY25-068: United Steel Workers Bargaining Contract Ratification
 - b) Order O-FY25-069: United Steel Workers Collective Bargaining Appropriation Transfer
 - c) Order O-FY25-070: Non-Union Affiliated Positions Appropriation Transfer
 - d) Ordinance D-FY25-019: Adoption of Clause 22I of Massachusetts General Laws, Chapter 59, Section 5 ("HERO Act")
 - e) General Ordinance D-FY25-020: Adoption of Clause 22J of Massachusetts General Laws, Chapter 59, Section 5 ("HERO Act")
- E. Discussion**
 - a) Golf Course
 - b) Grant List
 - c) ARPA Funds
- F. Public Comment**
- G. Adjournment of Meeting**



Town of Bridgewater

Budget & Finance Committee

June 3, 2025

6:00 PM

66 Central Square

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Conference Room 201A/2nd Floor

A quorum of the Town Council may be in attendance

MEETING MINUTES

Call to Order

Councilor Murphy called the meeting to order at 6:00p.m. The meeting took place in Conference Room 201A, 2nd Floor of the Academy Building.

Committee Members Present: Councilor McGrath, Councilor Loreti and Councilor Murphy.

Also in attendance was Town Manager Blythe Robinson, Finance Director Laurie Guerrini, Comptroller Ashley Pires and Chief Assessor Shelley McCauley.

Councilor Striggles and Councilor Ellenberg were also in attendance.

Approval of Meeting Minutes

a) May 20, 2025 Meeting Minutes

Councilor McGrath made a motion to amend the meeting minutes to change "resolution" under Discussion a) to "order". This was duly seconded by Councilor Loreti.

A voice vote was taken with the results as follows: McGrath – Yea; Loreti – Yea; Murphy – Yea. Motion passed 3-0.

Councilor Loreti made a motion to approve the meeting minutes from May 20, 2025 with the amendment, which was duly seconded by Councilor McGrath.

A voice vote was taken with the results as follows: McGrath – Yea; Loreti – Yea; Murphy – Yea. Motion passed 3-0.

Public Comment - None

Legislation Referred

a) Order O-FY25-063: Acceptance of Gift - Bridgewater Police Association

Councilor McGrath made a motion to recommend Order O-FY25-063, which was duly seconded by Councilor Loreti.

A voice vote was taken with the results as follows: McGrath – Yea; Loreti – Yea; Murphy – Yea.
Motion passed 3-0.

- b) Order O-FY25-065: Acceptance of a Grant from the Executive Office of Energy and Environmental Affairs (EEA)
Councilor McGrath noted that she could not find this information on the website and Town Manager Robinson noted that Shane O'Brien is responsible for updating the information.

Councilor Loreti made a motion to recommend Order O-FY25-065, which was duly seconded by Councilor McGrath.

A voice vote was taken with the results as follows: McGrath – Yea; Loreti – Yea; Murphy – Yea.
Motion passed 3-0.

- c) Order O-FY25-066: Transfer Order - Flag Pole Returning Funds to One Time Stabilization Fund
Councilor Loreti made a motion to recommend Order O-FY25-066, which was duly seconded by Councilor McGrath.

A voice vote was taken with the results as follows: McGrath – Yea; Loreti – Yea; Murphy – Yea.
Motion passed 3-0.

- d) Order O-FY25-067: End of Year Transfers
Town Manager Robinson noted that this is done annual to balance department budgets.

Finance Director Guerrini explained the lines items and why they were less and why some need more money (ie. Fire – large OT budget covering shifts).

Councilor Loreti asked if the replacement of 2 firefighters would lower the OT budget and Finance Director Guerrini noted that it would go down when fully staffed.

Councilor Loreti made a motion to recommend Order O-FY25-067, which was duly seconded by Councilor McGrath.

A voice vote was taken with the results as follows: McGrath – Yea; Loreti – Yea; Murphy – Yea.
Motion passed 3-0.

- e) General Ordinance D-FY25-020: Adoption of Clause 22J of Massachusetts General Laws, Chapter 59, Section 5 ("HERO Act")
Councilor Loreti noted that this ordinance would not be approved in time for FY26 and would like to have the amount be 100% for FY27.

Councilor Loreti made a motion to suspend the rules and allow Scott Pitta to speak. This was duly seconded by Councilor McGrath.

A voice vote was taken with the results as follows: McGrath – Yea; Loreti – Yea; Murphy – Yea.
Motion passed 3-0.

Scott Pitta, Chief of Staff at MA Office of the Veteran Advocate showed an on-line tool that was created for each municipality and the value that veterans are to a community. In favor of this Ordinance, not all veterans will qualify. Numbers not adjusted for decades, part of the Hero Act.

Chief Assessor McCauley gave an update on how many exemptions were given last year and what was reimbursed by the State.

Town Manager Robinson noted that this is not budgeted for FY26.....

Councilor Loreti made a motion to continue Ordinance D-FY25-020, which was duly seconded by Councilor McGrath.

A voice vote was taken with the results as follows: McGrath – Yea; Loreti – Yea; Murphy – Yea. Motion passed 3-0.

Councilor McGrath noted that the Town Council should hire an outside consultant for water study. Town Manager Robinson noted that the Town is currently using a water consultant. Finance Director Guerrini noted that there would be a water presentation at the 7/15 Town Council meeting.

Discussion

Councilor Murphy noted that he will be meeting with Town Manager Robinson and Finance Director Guerrini on these items and would put on the next agenda.

- a) Expenditures/Reserves to Date
- b) Roadways Plan
- c) Water and Sewer Rate Study
- d) Employee Liability

Public Comment – None

Adjournment of Meeting

Councilor Loreti made a motion to adjourn, which was duly seconded by Councilor McGrath.

A voice vote was taken with the results as follows: McGrath – Yea; Loreti – Yea; Murphy – Yea. Motion passed 3-0.

Meeting adjourned at 6:55p.m.



Bridgewater Town Council

Introduced By: Town Manager
Date Introduced: 6/3/2025
First Reading: 6/3/2025
Second Reading:
Amendments Adopted:
Third Reading:
Date Adopted:
Date Effective:

Order O-FY25-068: United Steel Workers 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, 2024 through June 30, 2027 with the United Steel Workers Local 9517 Unit 04 (Unit A & B).

Explanation:

The Town Manager negotiated an agreement with the United Steel Workers Local 9517 Unit 04 (Unit A & B). 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)
•	•
•	•
•	•

Attachments: 1. USW AB Signed MOU 5.27.25

NOT FOR ACTION - FIRST READING

VOICE VOTE - REQUIRES MAJORITY OF THOSE PRESENT AND VOTING

**MEMORANDUM OF UNDERSTANDING
TOWN OF BRIDGEWATER AND
UNITED STEEL WORKERS LOCAL 9517 UNIT 04 (UNIT A & B)
COLLECTIVE BARGAINING AGREEMENT**

***WHEREAS,** the Town of Bridgewater ("Town") and the United Steel Worker's Local 04-9517 Unit A and Bn("Union") have met in good faith and agreed to a successor collective bargaining agreement, pursuant to G.L. c. 150E, subject to ratification by both parties.*

***NOW THEREFORE,** the parties have agreed to the following changes to the collective bargaining agreement:*

1. Article 1 – Effective Date

- a. Update CBA duration to reflect a three (3) term of July 1, 2024, through June 30, 2027.

2. Article 4 – Union Dues and Agency Fee

- a. Change address from "PO BOX 400041" to "60 Boulevard of the Allies, Pittsburg, PA 15222."

3. Article 12 - Wages

Effective 7.1.24 – 2% retroactive COLA increase to all base wages

- i. Effective 7.1.24 – 2.5% retroactive COLA increase to base wages in Step 12 (this is in addition to the 2% COLA increase to all steps for a total Step 12 increase of 4.5%)
- ii. Effective 7.1.25 – 2% COLA increase to all base wages
- iii. Effective 7.1.26 – 2% COLA increase to all base wages

4. Article 15 – Holidays

- a. Add Juneteenth as an enumerated paid holiday.

5. Article 16 – Vacations

The current language of Article 16 shall be removed and replaced with the following:

Vacation leave shall be based upon an employee's years of service with the Town of Bridgewater and shall be issued at the following rates:

Years of Service	Vacation Time In Hours
1 – 4	80
5 – 9	120
10 – 14	160
15 – 19	200
20	216
21	232
22 or more	240

Employees shall not be eligible to accrue or use vacation leave during their probationary period. On the first pay period after the expiration/conclusion of an employee's probationary period, the employee shall be credited with the one (1) year employee vacation time pro-rated from the employee's date of hire to December 31.

Effective January 1, 2025, vacation leave shall be issued in full on January 1 of each year, to be used within the calendar year. Employees who have accrued vacation time as of December 31 may carry over up to forty (40) hours into the following year. Any carried over vacation time must be used by July 1, or it will be forfeited.

During the calendar year, if an employee's anniversary would satisfy the Years of Service requirement for a higher tier of vacation time, the employee shall be issued a pro-rated value of the difference of the higher tier vacation time and the value of vacation time issued on January 1 on the first pay period after the employee's anniversary. For example, if an employee had an anniversary of July 1, and was in their ninth year of service on January 1, they would be issued 120 hours of vacation time on January 1. On the July 1 following that vacation accrual, the employee would enter their tenth year of employment, elevating them to a new tier of vacation time. The employee would then be credited with twenty (20) hours of vacation time on their first pay period after July 1 (the pro-rated annual value of the 40 hours difference between the 5-9 and 10-14 year vacation time accruals). Thereafter, On the following January 1, the employee would have ten (10) years of service and be credited with the 160 hours of vacation time.

Any employee who has accrued vacation time on December 31, shall be permitted to carryover up to forty (40) hours of vacation time. This carried over vacation time shall expire on July 1.

Scheduling

1. Employees must request and seek approval for the use of any vacation leave.
2. Senior employees will be given preference when scheduling vacations.
3. If a Holiday falls within a vacation period sought by an employee, a vacation day will not be used during the holiday.
4. Employees shall be issued compensation for any unused accrued vacation time upon the employee's termination, retirement, resignation, and/or death.

IN WITNESS WHEREOF, the Union and the Town, by their authorized representatives, have set their hands to this Memorandum of Understanding on this 27 day of May 2025.

For the
TOWN OF BRIDGEWATER

Blythe C. Per

Laurie Guerin

Carolyn Weir

For the
United Steel Workers Local 04-9517 Units A&B

[Signature]

[Signature]

[Signature]

[Signature]

[Signature]

[Signature]
Van Holmberg



Bridgewater Town Council

Introduced By: Town Manager
Date Introduced: 6/3/2025
First Reading: 6/3/2025
Second Reading:
Amendments Adopted:
Third Reading:
Date Adopted:
Date Effective:

Order O-FY25-069: United Steel Workers Collective Bargaining 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:

Description: settlement of United Steel Workers Local 9517 Unit 04 (Unit A & B) Contract FY25-FY27

<u>Source of Funds</u>	<u>Account No.</u>	<u>GL Account Description</u>	<u>Amount</u>
Other One Time Stabilization Fund	80135-596100	TRANSFER TO GF	\$ 61,392.00
WTR Reserved for Special Purpose	6200-358000	TRANSFER TO EF	\$ 3,131.00
SWR Reserved for Special Purpose	6100-358000	TRANSFER TO EF	\$ 3,131.00
Total:			\$ 67,654.00
<u>Use of Funds</u>	<u>Account No.</u>	<u>GL Account Description</u>	<u>Amount</u>
Salaries Assessor	01415001	Salary Contractual Pay	\$ 2,865.00
Salaries Treasury/Collecting	01455001	Salary Contractual Pay	\$ 9,775.00
Salaries IT/Technology	01555001	Salary Contractual Pay	\$ 3,759.00
Salaries Town Clerk	01615001	Salary Contractual Pay	\$ 3,481.00

REFER TO BUDGET AND FINANCE & FINANCE COMMITTEE
VOICE VOTE - REQUIRES MAJORITY OF THOSE PRESENT AND VOTING

Salaries CED	01825001	Salary Contractual Pay	\$ 5,361.00
Salaries Inspectional Services	02405001	Salary Contractual Pay	\$10,560.00
Salaries Engineering	04105001	Salary Contractual Pay	\$ 7,665.00
Salaries Highway	04205001	Salary Contractual Pay	\$ 2,604.00
Salaries Health	05105001	Salary Contractual Pay	\$ 2,159.00
Salaries COA	05415001	Salary Contractual Pay	\$ 6,409.00
Salaries Veteran's Agent	05435001	Salary Contractual Pay	\$ 1,763.00
Salaries Recreation Director	06305001	Salary Contractual Pay	\$ 4,991.00
Salaries Water Superintendent	62005001	Salary Contractual Pay	\$ 3,131.00
Salaries Sewer Superintendent	61005001	Salary Contractual Pay	<u>\$ 3,131.00</u>
Total			\$67,654.00

Committee Referrals and Dispositions:

Referral(s)	Disposition(s)
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•	•
•	•

Attachments: None

REFER TO BUDGET AND FINANCE & FINANCE COMMITTEE
VOICE VOTE - REQUIRES MAJORITY OF THOSE PRESENT AND VOTING



Bridgewater Town Council

Introduced By: Town Manager
Date Introduced: 6/3/2025
First Reading: 6/3/2025
Second Reading:
Amendments Adopted:
Third Reading:
Date Adopted:
Date Effective:

Order O-FY25-070: Non-Union Affiliated Positions 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 to fund non-union affiliated positions:

<u>Source of Funds</u>	<u>Account No.</u>	<u>GL Account Description</u>	<u>Amount</u>
Other One Time Stabilization Fund	80135-596100	TRANSFER TO GF	\$ 38,279.00
Total:			\$ 38,279.00
<u>Use of Funds</u>	<u>Account No.</u>	<u>GL Account Description</u>	<u>Amount</u>
Salaries Town Council Clerk	01115001	Salary Contractual Pay	\$ 1,598.00
Salaries Town Manager Sp Assist	01235001	Salary Contractual Pay	\$ 1,598.00
Salaries Accounting/Payroll	01355001	Salary Contractual Pay	\$ 10,796.00
Salaries Treasury/Collection	01455001	Salary Contractual Pay	\$ 1,508.00
Salaries Human Resources	01525001	Salary Contractual Pay	\$ 4,224.00
Salaries Town Clerk	01615001	Salary Contractual Pay	\$ 2,085.00
Salaries Town Facilities	01925001	Salary Contractual Pay	\$ 1,789.00
Salaries Police Administration	02105001	Salary Contractual Pay	\$ 1,918.00
Salaries Fire Administration	02205001	Salary Contractual Pay	\$ 4,058.00
Salaries Engineering/DPW	04105001	Salary Contractual Pay	\$ 1,807.00
Salaries Highway	04205001	Salary Contractual Pay	\$ 3,978.00
Salaries Library Director	06105001	Salary Contractual Pay	\$ 2,417.00
Salaries Recreation Admin	06305001	Salary Contractual Pay	\$ 503.00
Total			\$ 38,279.00

REFER TO BUDGET AND FINANCE & FINANCE COMMITTEE
VOICE VOTE - REQUIRES MAJORITY OF THOSE PRESENT AND VOTING

Committee Referrals and Dispositions:

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

Attachments: None

REFER TO BUDGET AND FINANCE & FINANCE COMMITTEE
VOICE VOTE - REQUIRES MAJORITY OF THOSE PRESENT AND VOTING



Bridgewater Town Council

Introduced By: Johnny Loreti, Councilor
Fred Chase, Councilor
Sonya Striggles, Councilor

Date Introduced: 4/8/2025

First Reading: 4/8/2025

Second Reading:

Amendments Adopted:

Third Reading:

Date Adopted:

Date Effective:

Ordinance D-FY25-019: Adoption of Clause 22I of Massachusetts General Laws, Chapter 59, Section 5 (“HERO Act”)

WHEREAS, the HERO Act mandates that property tax exemptions under clauses 22, 22A, 22B, 22C, 22E, or 22F shall be increased annually by the amount equal to the increase in the Consumer Price Index (CPI) for that year, as determined by the U.S. Bureau of Labor Statistics; and

WHEREAS, the Department of Revenue shall annually inform each municipality of the amount of such increase to ensure that veterans' exemptions maintain their value over time; and

WHEREAS, the HERO Act helps provide meaningful and sustainable financial relief to eligible veterans.

NOW THEREFORE, in accordance with Section 2-06 of the Bridgewater Home Rule Charter, the Town Council hereby adopts the following as a General Ordinance of the Town:

SECTION 1: PURPOSE

The purpose of this ordinance is to adopt Clause 22I of Massachusetts General Laws, Chapter 59, Section 5, in order to provide CPI-adjusted property tax exemptions to eligible veterans beginning in Fiscal Year 2026 (FY26).

SECTION 2: ADOPTION OF CLAUSE 22I – CPI-ADJUSTED PROPERTY TAX EXEMPTIONS

Pursuant to Clause 22I, the Town of Bridgewater shall adjust property tax exemptions for eligible veterans based on the annual Consumer Price Index (CPI). The exemption amounts shall be revised each fiscal year in accordance with the CPI as determined by the U.S. Bureau of Labor Statistics. The projected FY26 adjustment is 3.3%.

- **Eligibility:** Veterans currently receiving property tax exemptions under Chapter 59, Section 5.

NOT FOR ACTION - FIRST READING

SECTION 3: IMPLEMENTATION & ADMINISTRATION

- (a) The Bridgewater Board of Assessors shall be responsible for administering these exemptions and applying annual CPI adjustments.
- (b) Eligible veterans must meet existing requirements under G.L. c. 59, §5 and submit applications as required by the Bridgewater Assessor’s Office.
- (c) The Veterans’ Services Office shall confirm the eligibility of applicants under Clauses 22, 22A, 22B, 22C, 22E, or 22F.
- (d) The exemptions shall be reflected in the tax bills issued for the applicable fiscal year.

SECTION 4: EFFECTIVE DATE

This ordinance shall take effect upon passage and approval as required by law and shall be applicable beginning Fiscal Year 2026 (FY26).

SECTION 5: SEVERABILITY

If any provision of this ordinance is found to be invalid or unenforceable, the remaining provisions shall continue in full force and effect.

Committee Referrals and Dispositions:

Referral(s)	Disposition(s)
Town Council	4/8/25: First reading - referred to Rules & Procedures
Rules & Procedures	5/27/25: Voted 3-0 to recommend
Town Council	6/3/25: Second Reading - referred to Budget & Finance and Finance Committee

Attachments: None



Bridgewater Town Council

Introduced By: Johnny Loreti, Councilor
Date Introduced: 5/20/2025
First Reading: 5/20/2025
Second Reading:
Amendments Adopted:
Third Reading:
Date Adopted:
Date Effective:

General Ordinance D-FY25-020: Adoption of Clause 22J of Massachusetts General Laws, Chapter 59, Section 5 (“HERO Act”)

WHEREAS, the HERO Act provides for increased property tax exemptions to service-connected disabled veterans to further recognize and support their service; and

WHEREAS, Clause 22J of the Act authorizes municipalities to double current exemption amounts for disabled veterans; and

WHEREAS, the Town of Bridgewater seeks to offer enhanced financial relief to those with service-connected disabilities.

NOW THEREFORE, in accordance with Section 2-06 of the Bridgewater Home Rule Charter, the Town Council hereby adopts the following as a General Ordinance of the Town:

SECTION 1: PURPOSE

The purpose of this ordinance is to adopt Clause 22J of Massachusetts General Laws, Chapter 59, Section 5, in order to increase property tax exemptions for service-connected disabled veterans beginning in Fiscal Year 2026 (FY26).

SECTION 2: ADOPTION OF CLAUSE 22J – INCREASED EXEMPTIONS FOR DISABLED VETERANS

Pursuant to Clause 22J, the Town of Bridgewater shall increase property tax exemptions for service-connected disabled veterans by up to 50% of their current exemption amount, effective FY26.

- **Veterans with a 10%-90% disability rating** shall receive an exemption increase from \$400 to \$600.
- **Veterans with a 100% disability rating** shall receive an exemption increase from \$1,000 to \$1,500.
-

SECTION 3: IMPLEMENTATION & ADMINISTRATION

- (a) The Bridgewater Board of Assessors shall be responsible for administering these exemptions.
- (b) Eligible veterans must meet existing requirements under G.L. c. 59, §5 and submit applications as required by the Bridgewater Assessor’s Office.
- (c) The Veterans’ Services Office shall confirm the eligibility of applicants under Clauses 22, 22A, 22B, 22C, 22E, or 22F.
- (d) The exemptions shall be reflected in the tax bills issued for the applicable fiscal year.

SECTION 4: EFFECTIVE DATE

This ordinance shall take effect upon passage and approval as required by law and shall be applicable beginning Fiscal Year 2026 (FY26).

SECTION 5: SEVERABILITY

If any provision of this ordinance is found to be invalid or unenforceable, the remaining provisions shall continue in full force and effect.

Committee Referrals and Dispositions:

Referral(s)	Disposition(s)
Town Council	5/20/25: First Reading - referred to Rules & Procedures, Budget & Finance and Finance Committee
Rules & Procedures	5/27/25: Voted 3-0 to recommend

Attachments: None