Town of Bridgewater

Finance Committee

June 23, 2025
7:00 PM
Join Zoom Meeting
https://us06web.zoom.us/j/84535081276

Meeting ID: 845 3508 1276

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 June 30, 2027, 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) June 2nd, 2025

C. Public Comment

D. Old Business

E. New Business

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) Order O-FY25-072: Acceptance of Donation - Oliari Charitable Foundation Bridgewater Public Library

e) Order O-FY25-073: Town Clerk's Salary

F. Additional Items for Discussion

G. Adjournment of Meeting

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)
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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. l 50E, 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

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

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

Source of Funds	Account No.	GL Account Description	Amount
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**

Use of Funds	Account No.	GL Account Description	Amount
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	$ 3,131.00
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:

Source of Funds	**Account No.**	**GL Account Description**	**Amount**	
Other One Time Stabilization Fund	80135-596100	TRANSFER TO GF	$	38,279.00
Total:			**$**	**38,279.00**
Use of Funds	**Account No.**	**GL Account Description**	**Amount**	
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 Administratrion	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
Salares 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)
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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:	6/17/2025
First Reading:	6/17/2025
Second Reading:	
Amendments Adopted:	
Third Reading:	
Date Adopted:	
Date Effective:	

Order O-FY25-072: Acceptance of Donation - Oliari Charitable Foundation Bridgewater Public Library

ORDERED, that the Town Council assembled vote to

WHEREAS: Massachusetts General Laws, Chapter 44, §53A, states as follows:
"An officer ... of any city or town … may accept grants or gifts of funds from … from the commonwealth … or an agency thereof, … and may expend such funds for the purposes of such grant or gift ... with the approval of the city manager and city council...;" and

WHEREAS: The Town of Bridgewater has received a Donation award from The Oliari Charitable Foundation for $1,500 to the Bridgewater Public Libray. Now, therefore, in accordance with Chapter 44, §53A of the Massachusetts General Laws, the Town Council votes to take the following action:

ORDERED that the Town Council of Bridgewater, Massachusetts in Town Council assembled vote to accept and to expend the grant in accordance with stated purpose thereof.

Explanation
The Oliari Charitable Foundation, has graciously donated $1,500 to the Bridgewater Public Library to fund the stipend for the Flora T. Little Fellowship program.

Committee Referrals and Dispositions:

Referral(s)	Disposition(s)
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NOT FOR ACTION - FIRST READING
REFER TO BUDGET & FINANCE AND FINANCE COMMITTEE

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Attachments: 1. Oliari Donation Library Fellow

NOT FOR ACTION - FIRST READING
REFER TO BUDGET & FINANCE AND FINANCE COMMITTEE

28 May 2025

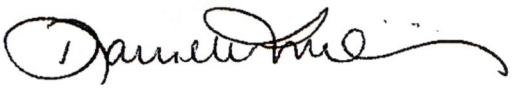
Jed Phillips
Library Director
15 South Street
Bridgewater, MA 02324

Dear Mr. Phillips:

This letter is to attest that The Oliari Charitable Foundation is donating in the amount of $1,500.00 to the Bridgewater Public Library to fund the library's Flora T. Little Fellowship. These funds are for this expressed purpose only.

Thank you in advance for your cooperation in this matter. Should you have any questions, please do not hesitate to reach out.

Warm Regards,



Danielle M Oliari
Board Chairperson
Oliari Charitable Foundation
Danielle.oliari@cntdep.com

Bridgewater Town Council

Introduced By: Johnny Loreti, Councilor
Date Introduced: 6/17/2025
First Reading: 6/17/2025
Second Reading:
Amendments Adopted:
Third Reading:
Date Adopted:
Date Effective:

Order O-FY25-073: Town Clerk's Salary

ORDERED, that the Town Council assembled vote:

To set the Town Clerks Salary beginning July 1 2025 - at Grade 13, Step 2 $44.6699 hourly. Annually $93,270.71.

Explanation:
This sets the salary for the newly elected Town Clerk.

Committee Referrals and Dispositions:

Referral(s)	Disposition(s)
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Attachments: None

NOT FOR ACTION - FIRST READING
REFER TO BUDGET & FINANCE AND FINANCE COMMITTEE