



Town of Bridgewater

Finance Committee

July 21, 2025

6:30 PM

Join Zoom Meeting

<https://us06web.zoom.us/j/87997758135>

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 23, 2025 Meeting Minutes
- C. Public Comment**
- D. Old Business**
- E. New Business**
 - a) Town Manager Introduction - Justin Casanova-Davis
 - b) Order O-FY26-007: Acceptance of Gift - Lopieke's Family Trust
 - c) Order O-FY26-008: Loan Authorization for Phase 2 Waste Water Treatment Facility (WWTF) Preliminary Design and Engineering of Phosphorous Removal Upgrade Project
 - d) Order O-FY26-009: Loan Authorization - Community Septic Management Program (CSMP) Title V - Homeowner Loans
 - e) Order O-FY26-010: Post Override Supplemental Appropriation
 - f) Order O-FY26-011: FY26 Water Rates
 - g) Order O-FY26-012: FY26 Sewer Rates
 - h) Order O-FY25-073: Town Clerk's Salary
- F. Additional Items for Discussion**
- G. Adjournment of Meeting**



Town of Bridgewater **Finance Committee**

MEETING MINUTES

A. Call to Order

B. Approval of Meeting Minutes

a) June 2nd, 2025

Matthew Lyford motioned to approve the June 2nd, 2025 Meeting Minutes which was duly seconded. The motion was approved unanimously.

C. Public Comment

D. Old Business

E. New Business

a) Order O-FY25-068: United Steel Workers Bargaining Contract Ratification

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.

Derek Bennet motioned to recommend O-FY25-068 which was duly seconded. The motion was approved unanimously.

b) Order O-FY25-069: United Steel Workers Collective Bargaining Appropriation Transfer

The transfer is to appropriate and transfer for settlement of United Steel Workers Local 9617 Unit 04 (Unit A & B) Contract FY25-FY27.

Rigobert Noel motioned to recommend O-FY25-069 which was duly seconded. The motion was approved unanimously.

c) Order O-FY25-070: Non-Union Affiliated Positions Appropriation Transfer

The order is to appropriate and transfer to fund non-union affiliated positions:

Rigobert Noel motioned to recommend O-FY25-070 which was duly seconded. The motion was approved unanimously.

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

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.

Rigobert Noel motioned to recommend O-FY25-072 which was duly seconded. The motion was approved unanimously.

- e) Order O-FY25-073: Town Clerk's Salary
This sets the salary for the newly elected Town Clerk.

Rigobert Noel motioned to recommend O-FY25-073 which was duly seconded. The motion was approved unanimously.

F. Additional Items for Discussion

G. Adjournment of Meeting



Bridgewater Town Council

Introduced By: Town Manager
Date Introduced: 7/15/2025
First Reading: 7/15/2025
Second Reading:
Amendments Adopted:
Third Reading:
Date Adopted:
Date Effective:

Order O-FY26-007: Acceptance of Gift - Lopieke's Family Trust

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 a charitable foundation, a private corporation, or an individual, or from the commonwealth, a county or municipality 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 gift of \$198,138, therefore, in accordance with Chapter 44, §53A of the Massachusetts General Laws, the Town Council votes to take the following action:

ORDERED that the Town Council of Bridgewater, Massachusetts in Town Council assembled vote to accept the gift of \$198,138 from Doris Lopiekes Two Family Memorial Trusts and in accordance with stated purpose thereof.

Explanation:

The Bridgewater Library and the Town of Bridgewater are the beneficiaries of two Lopiekes family trusts. These distributions are pursuant to the instruction contained in the respective trusts. The distributions are based on IRS filings of 2024. The Town Manager will meet with appropriate personnel to ensure the community will benefit for many years with this generous bequest.

Committee Referrals and Dispositions:

Referral(s)	Disposition(s)
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NOT FOR ACTION - FIRST READING
REQUIRES MAJORITY OF THOSE PRESENT AND VOTING

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•	•

Attachments: 1. Delores V Lopiekes Trust Docs



DELANEY & MUNCEY, P.C.

ATTORNEYS AT LAW

WWW.DELANEY-MUNCEY.COM

DAVID L. DELANEY
KATHLEEN P. MUNCEY
PETER N. MUNCEY, JR.
BRYAN E. FECTEAU
KATHLEEN M. MULVEY

COREY L. LYONS
MICHAEL P. McDONALD
FREDERICK J. SHEEHAN
1924-2013

December 4, 2023

Michael Dutton, Town Manager
Municipal Office Building
66 Central Square
Bridgewater, MA 02324

Re: Dolores V. Lopiekas Trust

Dear Mr. Dutton :

In response to your email of November 29, 2023, enclosed herein please find the following requested documents, a copy of the:

1. Indenture of Trust of Dolores V. Lopiekas, dated May 20, 1999; and
2. First Amendment to said Trust, dated December 22, 2015.

If we can be of any further assistance please contact my office.

Very truly yours,

Kathleen M. Mulvey, RN, Esq.

Enclosures

99-229/Lopiekas//ltr town of bridgewater 120423/kmm

INDENTURE OF TRUST OF
DOLORES V. LOPIEKES

This INDENTURE made this 20 day of May, 1999, by and between DOLORES V. LOPIEKES, of Bridgewater, County of Plymouth, Commonwealth of Massachusetts, as "Settlor," and as Trustee. This trust shall be known as the "DOLORES V. LOPIEKES Trust."

WITNESSETH THAT

WHEREAS, the Settlor desires to create a revocable trust in order that she may transfer certain property to such trust for the benefit of herself and certain beneficiaries; and

WHEREAS, the Settlor has transferred and delivered to the Trustee certain property in accordance with the receipt of the Trustee of even date herewith; and

WHEREAS, additional property, real or personal, may in the future likewise be transferred and delivered or conveyed, devised or bequeathed to the Trustee by the Settlor or others for or on behalf of the beneficiaries of this trust, all such additional property to be held under the provisions hereof as additional trust property.

NOW, THEREFORE, the Settlor and the Trustee do hereby mutually covenant and agree that property listed in said receipt of the Trustee of even date herewith, all additional property added to the trust by the Settlor during her lifetime and accepted by the Trustee, all additional property added to the trust at any time by any person other than the Settlor and accepted by the Trustee, and all property forming part of the Settlor's probate estate which is to be paid to the Trustee hereunder (such property and property acquired in substitution therefore all being sometimes hereinafter called the "trust property") shall be received and held by the Trustee and its successors BUT IN TRUST NEVERTHELESS for the purposes and upon the terms and conditions set forth in this Indenture.

ARTICLE FIRST:

Rights Reserved by the Settlor:

A. The Settlor may, at any time or from time to time, remove or change the Trustee, or amend or revoke this trust in whole or in part by executing an appropriate instrument in writing, acknowledging it before a notary public, and mailing it or delivering it to the Trustee at the principal place of business of the Trustee.

B. The Trustee shall care for, manage, invest and reinvest the trust property and, during the life of the Settlor, the Trustee shall pay over to or for the benefit of the Settlor the net income from the property in this trust, together with such amounts of the principal thereof, as the Settlor may demand in an appropriate instrument in writing mailed or delivered to the Trustee at the principal place of business of the Trustee; provided, however, that if in the opinion of the Trustee it becomes inadvisable at any time in view of the mental or physical condition of the Settlor to pay all such income or any or all of such principal to her, or if at any time the Settlor shall be adjudicated incompetent, the Trustee may, in its discretion, withhold and accumulate such amounts of the income and principal of this trust as it deems advisable; furthermore, the Trustee may apply any or all of such income or principal for the benefit of the Settlor if it deems it advisable without the necessity of any demand by the Settlor.

ARTICLE SECOND:

Advances to and Purchases from the Settlor's Estate; Payment of Taxes:

A. The Trustee may, in its sole discretion, pay or advance from the income or principal of the trust to the Executor or other fiduciary of the estate of the Settlor any and all indebtedness owed by the Settlor at the time of her death, any gifts or legacies included in the Settlor's Will, and any and all indebtedness existing against her estate, including all estate, legacy, succession, inheritance and other death taxes on present or future interests, or both, by whatever name called, and any penalties or interest thereon, becoming payable because of the Settlor's death or by virtue of any gift or transfer made by the Settlor during her lifetime, together with such other payments or loans as said Trustee, in its sole discretion, shall deem advisable; provided, however, that no trust property which is not a

part of the Settlor's gross estate for Federal estate tax purposes shall be used to make any of the payments referred to in this ARTICLE SECOND. The Trustee may make any such payments or loans hereunder upon such terms as said Trustee and said Executor or fiduciary may agree upon between themselves, and in making any such payments or loans, the Trustee may rely upon and in all respects be protected in acting in reliance upon a written request asking for such sum of income or principal from said Trust and signed by such Executor or other fiduciary of the Settlor's estate.

B. If, at the time of the death of the Settlor, the Trustee holds any United States Treasury obligations redeemable at par for the payment of Federal estate taxes, then notwithstanding anything hereinabove or in the Settlor's Will to the contrary, the Trustee shall in any event pay so much of the Federal estate taxes due by reason of the Settlor's death as is equal to the par value of such obligations and accrued interest thereon.

C. The Trustee may, if in its uncontrolled discretion it deems it advisable, purchase and retain as investments of said Trust any securities or other property, real or personal, forming part of or belonging to the estate of the Settlor. All successor Trustees, at the time of the death of the Settlor, must limit the equity investments to sixty (60%) percent of each individual trust's asset accumulation and require that no less than forty (40%) percent of each trust's assets be invested in guaranteed investments or securities.

D. The Trustee hereunder shall not be liable in any way for any loss resulting to any trust estate hereunder by reason of any payment, purchase or loan made pursuant to the provisions of this ARTICLE SECOND.

ARTICLE THIRD:

Provisions for the Benefit of
Certain Beneficiaries:

After the Settlor's death, the Trustee shall pay over, hold, administer and otherwise deal with the trust property as follows:

A. The Trustee shall hold the sum of One Hundred Thousand (\$100,000.00) Dollars in a separate trust to be known as the "ANTHONY AND PETRONELE

LOPIEKES MEMORIAL TRUST,” and the Trustee shall invest and reinvest said trust funds. Each year, the Trustee may make available two-thirds (2/3) of the net income of said fund to the BRIDGEWATER PUBLIC LIBRARY, or its successor, to be used exclusively for the purchase of museum passes to any or all of the following museums, or its successor:

1. MUSEUM OF FINE ARTS;
2. ISABELLA STEWART GARDNER MUSEUM;
3. NEW ENGLAND AQUARIUM; and
4. MUSEUM OF SCIENCE.

If any of the two-thirds (2/3) is unused, then it shall be added to the principal. The other one-third (1/3) of net income shall also be added to the principal of this Trust.

B. The Trustee shall hold the balance of the trust property in a separate trust to be known as the “LOPIEKES FAMILY MEMORIAL TRUST,” and the Trustee shall invest and reinvest said trust funds. Each year, the Trustee may make available two-thirds (2/3) of the net income of said fund to the TOWN OF BRIDGEWATER to promote primarily a Fourth of July celebration including, but not limited to, fireworks, bands and a parade or, secondly, other such artistic and cultural events in the community, such as free concerts, plays, art exhibits, or similar activities as yet unknown. The use of said trust funds shall not be restricted to age, gender or any special group. It must be for the cultural benefit of everyone in the Town of Bridgewater. If any of the net income of said fund is unused, then it shall be added to the principal. The other one-third (1/3) of net income shall also be added to the principal of this Trust.

C. In connection with the establishment of the two trusts created pursuant to Paragraphs A. and B. hereinabove, if, at any time, the income generated from either trust cannot be used for the specific purposes outlined above, then said trust shall terminate and the principal and any accrued income thereon shall be distributed, discharged of all trust, to the ANGELL MEMORIAL ANIMAL HOSPITAL, located at 350 South Huntington Avenue, Boston, Massachusetts, or its successor, to be used for animal care.

ARTICLE FOURTH:

Management of Trusts and Shares
Thereof:

The Trustee may manage and invest separate shares, amounts or trusts hereunder as a single trust fund consisting of undivided interests.

ARTICLE FIFTH:

Provisions Relating to Trustee and
Related Matters:

A. The Settlor hereby appoints herself as Trustee of the trusts herein created. The determination of the Settlor's competency to continue to serve as Trustee shall be determined by the Settlor's physician with the written concurrence of one other registered physician.

B. In the event that any vacancy shall occur in the office of Trustee, either by death, disability or resignation, such vacancy shall be filled exclusively by the trio of PETER KAUFMAN, of Peabody, Massachusetts; MARION RUM, of Centerville, Massachusetts; and DAVID WOLOHOJIAN, of Bridgewater, Massachusetts, or the survivor of them. In the event of the death, disability or resignation of all of the successor Trustees, creating a vacancy in the office of Trustee, such vacancy shall be filled by STATE STREET BANK AND TRUST COMPANY. Reference to said Bank shall be deemed to include it and any successor to it.

C. Any successor Trustee hereunder in order to qualify as such Trustee shall attach its written acceptance of the trusts herein created to the original or any fully signed and executed copy of this Indenture.

D. Any Trustee hereunder may resign at any time by an instrument in writing duly signed by the Trustee so resigning and mailed or delivered to the beneficiary or beneficiaries of full age and legal competency then entitled to receive all or a portion of the income of the trusts herein created; provided, however, that no such resignation shall be effective until thirty (30) days after such mailing or delivery thereof.

E. No purchaser or other person dealing with any Trustee purporting to act under any power or authority granted in, or given by any Trustee in purported compliance with this Indenture or any part or parts of it, need inquire into the existence of facts upon which such purported power or authority depends or into the question whether such purported power or authority still exists.

F. The word "Trustee" includes both present and future Trustees wherever the context and facts require such construction.

G. The word "Executor" as used in this Indenture, shall be deemed to include an executrix, an administrator, an administratrix, or an administrator or an administratrix with the Will annexed.

H. The Trustees shall be entitled to receive reasonable compensation for the services they render hereunder, and they shall be reimbursed for all reasonable expenses actually incurred by them in connection with their services as Trustee.

I. Wherever one gender is used in this Indenture, it shall be deemed to include any other gender wherever the context so requires; and wherever the context so requires, the singular number shall be deemed to include the plural thereof and vice versa.

ARTICLE SIXTH:

Trustee's Accountings:

The Trustee shall render an account annually to such living person or persons as are entitled, or in the discretion of the Trustee might be entitled, at the time of any such accounting to receive all or a portion of income of the trusts herein created; provided, however, that while the Settlor is serving as Trustee such accountings shall not be required. The approval of any person of full age or the guardian or parent of an incompetent person

to whom the account is so rendered shall, as to all matters stated therein, be final and binding upon him or such incompetent person, or any persons claiming through him or such incompetent person as the case may be. Any person of full age or the guardian or parent of an incompetent person to whom an account is rendered as herein provided shall be deemed to have approved the same if he assents to the account in writing, or if he does not communicate to the Trustee at the principal place of business of the Trustee his written objection to the account within ninety (90) days after the date the account is rendered. The Trustee shall not at any time be required to file any accounts in any court nor shall it be required to have such accounts judicially settled.

ARTICLE SEVENTH:

Exemption from Bond; Rights, etc. of
Successor Trustees:

All Trustees of the trusts herein created, whether or not specifically named in this Indenture, shall be excused from furnishing any bond, but if any court should require that a bond be furnished by one or more of them, no surety thereon shall be required.

Except as otherwise provided in this Indenture, each successor Trustee hereunder shall have all the rights, titles, powers, discretions and exemptions given to the Trustee herein named.

No firm, corporation or association, any of whose securities are owned by the trusts herein created, and no transfer agent of any such firm, corporation or association shall be required to ascertain whether or not the Trustee hereunder has the power and authority to sell or transfer any securities included in the trusts herein created.

No Trustee hereunder shall be liable for the acts, omissions or defaults of any other Trustee hereunder (whether a prior, present or successor Trustee), nor for failure to contest the accounts of any such other Trustee or failure to compel redress of any breach of trust unless previously so requested in writing addressed to such Trustee by a beneficiary or his guardian.

ARTICLE EIGHTH:

Powers of Trustees:

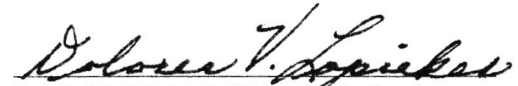
The Trustee of the trusts herein created, in addition to and not in limitation of all common law and statutory authority and authority elsewhere conferred upon it in this Indenture, shall have all the powers necessary, convenient or incidental to the proper administration of said trusts and without limiting the generality of the foregoing, said Trustee from time to time and without resort to or order of any court, shall have the "Statutory Optional Fiduciary Powers" and the "Statutory Disability Discretionary Powers" as set forth in Sections 2. and 3. of Chapter 184B of the General Laws of the Commonwealth of Massachusetts.

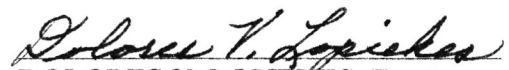
ARTICLE NINTH:

Massachusetts Law Clause:

This trust is created under, it is governed by, and it is to be construed and administered according to the laws of the Commonwealth of Massachusetts.

IN WITNESS WHEREOF, the Settlor, DOLORES V. LOPIEKES, has hereunto set her hand and seal, and the Settlor, as Trustee, in token of her acceptance of the trusts hereby created, has caused these presents to be executed, on the day and year first above written.


DOLORES V. LOPIEKES, Settlor

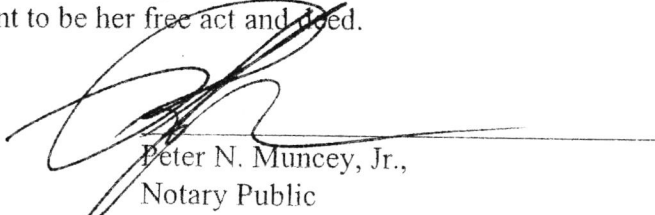

DOLORES V. LOPIEKES, Trustee

COMMONWEALTH OF MASSACHUSETTS

Plymouth, ss.

 May 20, 1999

Then personally appeared before me this day DOLORES V. LOPIEKES and acknowledged the foregoing instrument to be her free act and deed.


Peter N. Muncey, Jr.,
Notary Public
My Commission Expires:
March 1, 2002

tdlopiek.doc\cathy\99

FIRST AMENDMENT TO INDENTURE OF TRUST OF
DOLORES V. LOPIEKES DATED MAY 20, 1999

Pursuant to the right of amendment reserved by me in Paragraph A. of ARTICLE FIRST of the DOLORES V. LOPIEKES Trust dated May 20, 1999, I do hereby amend said Trust as follows:

FIRST: By striking out Paragraph B. of ARTICLE SEVENTH of said Trust, as it is now written, and inserting in place thereof the following new Paragraph B. of ARTICLE SEVENTH:

“B. In the event that any vacancy shall occur in the office of Trustee, either by death, disability or resignation, such vacancy shall be filled by PETER KAUFMAN, ESQ., presently of Peabody, Massachusetts, CATHERINE BAKER, presently of North Easton, Massachusetts, and BRYAN BLUNDELL, presently of Bridgewater, Massachusetts, or the survivor(s) of them. In the event that a further vacancy shall occur in the office of Trustee, such vacancy shall be filled by CAPE COD 5 CENTS SAVINGS BANK, having its principal offices in Orleans, Massachusetts. Reference to said Bank shall be deemed to include it and any successor to it.”

SECOND: In all other respects, I hereby ratify and confirm the provisions of said DOLORES V. LOPIEKES Trust, as executed by me on May 20, 1999.

IN WITNESS WHEREOF, I, the said DOLORES V. LOPIEKES, have hereunto set my hand and seal this 22nd day of December, 2015.


DOLORES V. LOPIEKES, Settlor

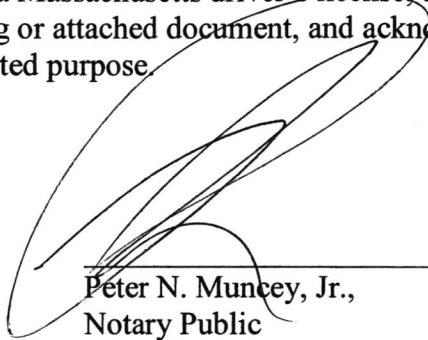
COMMONWEALTH OF MASSACHUSETTS

COUNTY OF PLYMOUTH

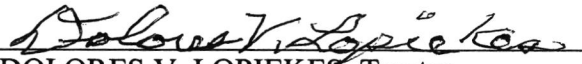
On this 22nd day of December, 2015, before me, the undersigned notary public, personally appeared DOLORES V. LOPIEKES, proved to me through satisfactory evidence of identification, which was a Massachusetts driver's license, to be the person whose name is signed on the preceding or attached document, and acknowledged to me that she signed it voluntarily for its stated purpose.



PETER N. MUNCEY, JR.
Notary Public
Commonwealth of Massachusetts
My Commission Expires
January 21, 2016


Peter N. Muncey, Jr.,
Notary Public
My Commission Expires:
January 21, 2016

I, DOLORES V. LOPIEKES, as Trustee, hereby acknowledge receipt of the foregoing Amendment and assent thereto.


DOLORES V. LOPIEKES, Trustee



Bridgewater Town Council

Introduced By: Town Manager
Date Introduced: 7/15/2025
First Reading: 7/15/2025
Second Reading:
Amendments Adopted:
Third Reading:
Date Adopted:
Date Effective:

Order O-FY26-008: Loan Authorization for Phase 2 Waste Water Treatment Facility (WWTF) Preliminary Design and Engineering of Phosphorous Removal Upgrade Project

ORDERED, that the Town Council assembled vote to

ORDERED, that, **\$5,000,000** is appropriated, to be expended, for the purpose of financing the design and engineering of Phase 2 upgrades to the Town's existing Waste Water Treatment Facility (WWTF) located at the end of Morris Avenue; including without limitation all costs incidental or related thereto; that to meet this appropriation the Treasurer with the approval of the Town Manager is authorized to borrow said amount and issue bonds or notes therefore under Chapter 44 of the General Laws or any other enabling authority; and that the Town Manager is authorized to expend all funds available for the project and to take any other action necessary or convenient to carry out this project

Explanation:

The DPW/Sewer Division is moving forward to meet the current Administrative Consent Order (ACO) that the Town is required by the USEPA to meet the nutrient removal requirements for the removal of nitrogen and phosphorus at its Morris Ave Wastewater Treatment Facility (WWTF). This is the Towns Phase 2 of the WWTF Upgrade Project planning.

Committee Referrals and Dispositions:

Referral(s)	Disposition(s)
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•	•

NOT FOR ACTION - FIRST READING

REQUIRES MAJORITY OF THOSE PRESENT AND VOTING

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Attachments: 1. 2025.06.11_AEtoniru_AECOM_SOW_recommendation - Final



Memorandum

Date: June 11, 2025

To: Azu Etoniru, PE, PLS – DPW Director Bridgewater MA

From: Helen Gordon, PE

CC: Blythe Robinson, Jonas Kazlauskas, Jeff De Viveiros, Laurie Guerini

Subject: Morris Ave. WWTF – Phase 2 – Phosphorus Removal Upgrade – AECOM Scope of Work and Level of Effort Recommendation

Negotiation Process

The Town of Bridgewater, MA (Bridgewater) initiated the designer selection process for the Morris Ave. WWTF – Phase 2 – Phosphorus Removal Upgrade Project (Project) and identified AECOM Technology Corporation (AECOM) as the “Highly Advantageous” consultant submitting qualifications. Apex Companies, LLC (Apex), serving as the Owner’s Project Manager (OPM), began negotiating the project scope and budget on March 17, 2025 with an initial call to review the scope of work (SOW) and Bridgewater’s expectations.

Between April 4, 2025, and April 25, 2025, AECOM submitted requests for clarifications on several scope items, and Apex provided the responses to support development of AECOM’s draft SOW and a design budget which were submitted on May 2, 2025, including a detailed task-by-task breakdown of staff hours.

Over the following four weeks, Apex and AECOM held multiple discussions to refine the SOW and align on project goals and deliverables. AECOM subsequently submitted a revised project budget. The negotiated SOW and the detailed design budget are provided as Attachments A and B, respectively, and summarized below.

Negotiations Analysis

AECOM proposes to provide design services on a time and materials basis. Their proposal divides the level of effort (LOE) into Basic Services and Special Services. Apex has reviewed the LOE, and the analysis is summarized in this section.

Basic Services

- Basic Services Design Fee = \$4,492,564.00
- Basic Services Subtasks:
 - Preliminary and Final Design
 - Permitting Assessment
 - Permitting Services
 - Prequalification
 - Bidding Services

- Staff Hour Distribution
 - Principal – 1%
 - Project Manager – 16%
 - Project Engineer Level – 20%
 - Engineer Level – 14%

Special Services

- Special Services Design Fee = \$943,615
- Special Services Subtasks include:
 - Phosphorus Removal Pilot Testing and Alternatives Analysis
 - Biosolids Processing Alternatives Evaluation
 - Radio Study for Pump Stations
 - Climate Vulnerability Analysis
 - Energy Efficiency Funding Assistance
 - Work Order Management System Software Analysis
- Staff Hour Distribution
 - Project Principal Level – 0%
 - Project Manager Level – 23%
 - Project Engineer Level – 41%
 - Engineer Level – 38%

Comparison to Industry Standards

The proposed staff hour distribution aligns with typical ranges for a project of this complexity. AECOM demonstrates an effective staffing model -leveraging senior staff for oversight and complex tasks while incorporating junior staff where appropriate to optimize costs.

Design Hours Per Contract Design Sheet Produced

AECOM anticipates producing 296 design sheets, distributed as follows:

- | | |
|----------------------------|----|
| • Civil | 29 |
| • Architectural | 39 |
| • Structural | 35 |
| • Mech Process | 39 |
| • HVAC | 16 |
| • Plumbing/Fire Protection | 18 |
| • I&C | 32 |
| • Electrical | 88 |

A detailed list of AECOM's anticipated drawing list is included as Attachment C. AECOM's budgeted Basic Services design hours to design and bid the Project are 25,786 hours resulting in a budget of ~87 hours/sheet. Typical industry standards are between 60 and 100 hours per sheet.

Percent of Construction Cost for AECOM Basic Services

The estimated overall project cost is \$56M with an opinion of probable construction cost of \$44.5M. (December 2024).

- AECOM Basic Services Fee = \$4,492,564
- Percentage: Basic Services Fee is ~10% of construction costs which is standard in the construction industry

Apex's planning level OPCC with year 2024 costs is provided as Attachment D.

Additional Considerations

AECOM proposes to provide these services on a time and material basis with an overhead multiplier of 2.7 which is on the lower side of the current industry standards. Subconsultants will be billed at an overhead multiplier of 1.1.

Notice to Proceed to AECOM may be issued in task-by-task phases as summarized below:

- Task 00 – Pre-design - \$808,933.00
- Task 01 – Preliminary Design - \$1,723,023.00
- Tasks 02, 03, and 04 – Final Design, Permitting, and Work Order Management System Software - \$2,622,063.00
- Task 05 – Pre-qualification and Bidding Services - \$282,162.00

AECOM's proposed high-level Project Schedule is summarized as Appendix E.

Recommendation

Based on Apex's evaluation, AECOM's Basic Design Fee and Special Services Fee documented herein are reasonable, well-supported, and consistent with industry standards. Apex recommends that Bridgewater accept the time and materials proposal with a not to exceed values of:

- Basic Services Design Fee of \$4,492,564.
- Special Services fee of \$943,615.

If you have any questions or require additional information, please do not hesitate to contact me at 617-657-0954 or via email.

CC: Maninder Randhawa, PE - Apex Companies, LLC.

Attachments:

Attachment A – AECOM's Draft Contract With SOW
Attachment B – AECOM's Detailed Design Fee Breakdown
Attachment C – AECOM's Anticipated Drawing List
Attachment D – Planning Level OPCC
Attachment E – Project Schedule

ATTACHMENT A
AECOM'S DRAFT CONTRACT WITH SOW

EXHIBIT A SCOPE OF SERVICES

Bridgewater, MA Phase 2 Morris Avenue Wastewater Treatment Facility Upgrades

INTRODUCTION

The Town of Bridgewater is currently under an Administrative Consent Order (ACO) by the USEPA to meet nutrient removal requirements for the removal of nitrogen and phosphorus at its Morris Ave. Wastewater Treatment Facility (WWTF). The current permitted average day flow of the Morris Ave. WWTF is 1.44 MGD and the peak flow is 5.2 MGD. The Town's 2020 Comprehensive Wastewater Management Plan (CWMP) recommends planning for a future average daily flow rate of 1.54 MGD. The Phase 1 upgrade currently under construction aims to address the nitrogen removal requirement for current flows (approximately 1 MGD) and other immediate needs. The remainder of the total nitrogen requirement for future design flows and the total phosphorus limit are to be addressed in Phase 2 of the project. The Phase 2 project components will be designed for a future average daily flow of 1.54 MGD in accordance with the 2020 CWMP's recommendations. Modifications to the existing treatment processes to accommodate the projected future average day flow of 1.54 MGD will not be included as part of this contract.

AECOM will provide engineering design services for the Phase 2 Morris Ave. WWTF Upgrades. The design is assumed to include the following general elements for the future average and peak flows:

- New Tertiary Pump Station located in a portion of the existing Chlorine Contact Tank,
- New Tertiary Denitrification and Phosphorus Removal Processes located within a single, new standalone building,
- New UV disinfection system located in a portion of the existing Chlorine Contact Tank,
- New biosolids dewatering and truck load-out systems,
- New Administrative/Maintenance building,
- Communication of alarms from the Town's remote pump stations to the WWTF's SCADA system,
- Necessary support services including permitting, civil, geotechnical, architectural, structural, HVAC, plumbing, fire protection, electrical and instrumentation,
- Miscellaneous improvements throughout the WWTF as determined in Design Phase 1.

As the project is further defined, the scope items above may be revised to reflect the decisions made as to what, if any, scope items will be designed and installed at a later date.

This design scope of services is divided into four phases (Pre-Design, Preliminary Design, 60% Design, and 95% Design) as described herein. Each phase will include engineering and architectural services associated with aspects of the following disciplines:

- Civil (surveying, wetland delineation, earthwork, stormwater, geotechnical, utilities, landscaping, parking, paving)
- Process-Mechanical (treatment systems, equipment, piping, valves, and pumping)
- Instrumentation & Controls (I&C) and SCADA
- Architectural
- Structural
- Electrical (including communications)
- Building Systems (Plumbing, Fire Protection, HVAC, Security)

The design phase will include meetings with the Town and Owner's Project Manager (OPM), the preparation of deliverables (including opinions of probable construction costs), the review of deliverables and concepts with the Town and OPM, and addressing comments provided by the Town and OPM.

AECOM will also provide bid phase services in support of the Phase 2 Morris Ave. WWTF Upgrades which will include preparation of construction documents suitable for public bidding as outlined below in one construction contract, prequalification of contractors, and publicly bidding the project in accordance with Massachusetts Chapter 149.

Task 0 – PRE-DESIGN TASKS

Task 0.1 – Kickoff Meeting

AECOM will prepare for and facilitate an initial kickoff meeting with the Town and OPM to better understand the needs of the facility and review the scope of services and schedule. Meeting notes for the kickoff meeting will be prepared and distributed.

Task 0.2 – Flows & Loads, Process Design and Hydraulic Capacity Re-evaluation,

AECOM will review the flow and load analyses from the CWMP and the Phase 1 Preliminary Design Report. AECOM will also review the past up to three years' worth of flow and load data to check the flow and load assumptions used during the Phase 1 Preliminary Design Report and develop flow and load estimates for use in the Phase 2 design. Included in this re-evaluation will be the nominal expansion of the WWTF's average daily flow capacity to 1.54 MGD per the CWMP's recommendation. Re-evaluation of future flows above 1.54 MGD will not be included due to the MEPA and NPDES permitting implications.

Using historical data, AECOM will develop a preliminary mass balance and process design using empirical loading rates and industry design guidelines including TR-16, WEF MOP-8, and Metcalf and Eddy for the entire WWTF. Following startup and process stabilization of the Phase 1 improvements, AECOM will develop and calibrate a process model (BioWin or SUMO) using the plant's historical data to check and compare to the previous calculations. In order to calibrate a process model, AECOM will conduct a two-week wastewater characterization sampling effort. AECOM's subcontractor Blueleaf, Inc. (Blueleaf) will collect samples and send them to an accredited water quality laboratory for analysis during this wastewater characterization effort. A subcontractor budget of \$67,000 has been included for sampling and analysis. The process design calculations and process model will be used to help set design criteria for the denitrification process, the phosphorus removal process, and the biosolids handling process. It will also be used to evaluate performance of the existing treatment process at the projected future flows and loads.

AECOM will develop a full-plant hydraulic model to develop a hydraulic profile and evaluate if the current treatment process has sufficient hydraulic capacity to pass the projected future flows under normal and peak conditions.

AECOM will prepare a technical memorandum summarizing the flows and loads evaluation, process design, hydraulic evaluation, and the process modeling. AECOM will finalize the technical memorandum after addressing comments from the Town and OPM.

Task 0.3 – Nutrient Removal Process Alternatives Evaluation

AECOM will develop treatment process alternatives that de-couple the tertiary nitrogen removal and phosphorus removal processes for discussion and consideration. AECOM will describe possible treatment process alternatives and present relative advantages and disadvantages in a memorandum. The memorandum will include a preliminary screening of options using qualitative criteria to eliminate options that are not viable. The qualitative screening criteria will initially be developed by AECOM and discussed with the Town and OPM at a progress meeting. AECOM will coordinate and facilitate a meeting with the Town and OPM to review the memorandum and select up to two tertiary phosphorus removal processes to pilot test under the subsequent task. The meeting will also be used to select a tertiary

denitrification process to advance to preliminary design. It has been assumed that pilot testing of a tertiary denitrification process is not required and therefore is not part of the scope of work.

This task will also include coordination of up to four separate site visits within New England, up to two to tertiary denitrification facilities and up to two to tertiary phosphorus removal facilities. Site visit reports will be prepared for each site visit.

Task 0.4 – Phosphorus Removal Pilot Testing

AECOM will coordinate and conduct a three-week pilot test of up to two phosphorus removal technologies. AECOM will develop a draft pilot testing protocol which will be reviewed with the Town and OPM in advance of the piloting. The protocol will provide for approximately two weeks of testing. A total duration of three weeks has been assumed to allow for equipment mobilization, demobilization, and unforeseen circumstances. Costs for the pilot units will be subcontracted to Blueleaf. During the pilot testing, AECOM's subcontractor Blueleaf, will be on-site to monitor and oversee the operation of the pilot units. Blueleaf will make temporary piping and electrical connections for the pilot units. Blueleaf will also collect samples and send them to an accredited water quality laboratory for analysis. A total subcontractor budget of \$216,500 has been included for piloting, including \$184,000 for Blueleaf's services and pilot rental costs, and \$32,500 for analytical costs. Following the pilot, AECOM will draft a Pilot System Report summarizing the pilot test results for review. After the review period and comments by the Town and OPM have been incorporated, the Pilot System Report will be submitted to the EPA and DEP in accordance with the ACO.

Task 0.5 – Biosolids Alternatives Evaluation

AECOM will evaluate upgrade alternatives for the solids handling process at the WWTF to address their immediate equipment and system needs. This analysis will include:

- Demolishing the composting facility and removing the existing belt filter presses and installing a new dewatering process.
- Rehabilitating the existing composting facility, removing the existing belt filter presses and installing a new dewatering process.

The findings of the solids processing upgrades alternatives analysis will be summarized in a memorandum and a recommendation made to the Town on which process alternative to proceed with for preliminary design. AECOM will finalize the technical memorandum after addressing comments from the Town and OPM.

This task will include site visits to up to three facilities in New England to observe different biosolids processing technologies. It will also include collection and shipping of samples to up to three manufacturers for laboratory testing. An ODC budget of \$3,500 has been included for collection and shipping of sludge samples.

AECOM will also develop a long-term (20-year) biosolids management plan for the Town with consideration given to the current regulatory and regional disposal options. This plan will include a review of the current market conditions and limitations for solids disposal in New England, the anticipated impact of regulations on incineration, land application, and landfilling, the resulting impact on the capacities of these disposal outlets and the resulting anticipated cost increases for these outlets. The long-term plan will also identify the current status of proposed regional solid handling projects in Massachusetts and Maine to address the regional biosolids handling limitations and the projected timing of these disposal options to Bridgewater. The long-term plan will also evaluate the use of sludge driers now or in the future. An alternative for the installation of a drier will be developed as part of the long-term plan including an opinion of capital and operational costs. These will be evaluated against a range of projected future solids disposal costs to identify when the installation of a drier may reduce the solids disposal cost for the WWTF.

The findings of the long term biosolids management plan will be summarized in a memorandum and a recommendation made to the Town on next steps will be made. AECOM will finalize the technical memorandum after addressing comments from the Town and OPM.

Task 0.6 – Site Survey

AECOM will engage a qualified subcontractor to prepare a topographic and utility survey of the treatment facility encompassing the existing plant site parcel. The site survey will be completed after the Phase 1 construction project has been completed. Surveyed areas will be mapped at a scale of 1":20'. The topographic survey will include the location and features of the existing treatment plant, edges of roadways, edges of traveled ways, driveways, utilities and piping, manhole rims and inverts, storm drain outlet pipe location and invert elevations, "flagged wetlands", fences, walls, weirs of all process tanks, ground floor finished elevations of all buildings, and physical features within the site. The topographic survey will be completed at one foot contour intervals. Property line survey as well as existing easements will be included.

Task 0.7 Radio Study

AECOM will complete a radio study for the Town's eight remote pump stations to evaluate the viability of radio communication between the pump stations and the WWTF. The radio study will consist of a field test and development of propagation maps and a report summarizing findings from the field test and recommendations. It has been assumed that field testing for the radio study can be completed in one day.

Task 0.8 Meetings and Project Management

AECOM will also prepare for and facilitate up to thirteen bi-weekly progress meetings with Town and OPM staff to provide updates on the progress of the design. Meeting notes will be prepared for each progress meeting. AECOM will prepare for and facilitate weekly check-in meetings with the OPM to review status and progress. Meeting notes will generally not be prepared for the weekly check-in meetings. AECOM will provide project management services including monitoring schedule and budget and reporting to the Town and OPM on the project status.

Task 1 - PRELIMINARY DESIGN SERVICES

During the preliminary design services task, AECOM will advance the design concepts to approximately 30% complete.

Task 1.1 Climate Vulnerability Assessment

AECOM will complete a systematic climate vulnerability assessment (CVA) of the projected impacts and uncertainties associated with climate change following the EPA's Climate Resilience Evaluation and Awareness Tool (CREAT) framework. Once the climate vulnerabilities have been identified, a prioritized implementation plan will be developed for the WWTF, which will include up to two facility-wide adaptation concepts, a recommended timeline for adaptation concepts, and potential funding sources. The Town's remote pump stations will not be considered in this evaluation. The findings from the CVA will be summarized in a memorandum and reviewed with the Town and OPM. Comments from the Town and OPM will be incorporated and the memorandum finalized for submission to MassDEP in accordance with the Town's ACO. For scoping purposes, AECOM has assumed that new structures will be designed in such a way as to incorporate the findings from the climate vulnerability assessment and that modifications to existing structures will not be addressed as part of this contract.

Task 1.2 Develop Design Concepts

Under this task, AECOM will coordinate with potential manufacturers to gather information related to the upgrades to be designed. Using the information received, AECOM will develop conceptual design sketches as described below for review and feedback from the Town before proceeding with the Preliminary Design.

- Tertiary Pump Station – AECOM will develop a concept-level design for a tertiary pump station which will pump secondary effluent to the tertiary treatment processes. The pump station may be located at the existing chlorine contact tanks and be a part of the Disinfection Building noted below. It is assumed that a second pump station will not be necessary.

- Tertiary Treatment Systems - AECOM will develop a concept-level design for the tertiary treatment processes including a tertiary denitrification process and a tertiary phosphorus removal process. It has been assumed that these two processes and their associated ancillary equipment will be located in a single building.
- Disinfection System - Concepts for the replacement of the chlorine gas and sulfur dioxide system for disinfection will be developed. AECOM will evaluate the installation of UV disinfection (both in-channel or in-pipe layouts) and the installation of a sodium hypochlorite and sodium bisulfite system when evaluating design concepts. AECOM will consider whether the use of ferric chloride may impact UV system performance and the degree of redundancy feasible with a UV disinfection system. It has been assumed that an in-channel UV system will be located in a portion of the existing chlorine contact tanks and be enclosed in a new Disinfection Building.
- Solids Processing System - Based on the findings from Task 0.5, AECOM will develop a concept for the new solids processing equipment and ancillary support systems.
- Staff Support/Maintenance Building - The location and layout for a new standalone Staff Support/Maintenance Building will be assessed after the alternative for the biosolids system upgrades is decided on. Pending the results of the solids processing alternatives evaluation, the location of the building may need to be revised, or a new layout proposed. AECOM will develop a concept-level design that provides additional administrative spaces, restroom facilities, and maintenance space.
- SCADA system improvements to remote pump stations - AECOM will develop concept-level designs that provide alarm status from the Town's eight remote pump stations to the WWTF SCADA system.
- Site plans – AECOM will develop concept-level site plans showing how the proposed new structures could be located on-site.

Sketches will be presented to the Town and OPM during progress meetings and iterated until a concept design is agreed upon. AECOM has assumed up to three different iterations will be necessary for each new building. Tasks 1.3 to 1.8 that follow will be prepared based on the consensus that is reached as part of this subtask with the exception that the wetland delineation will take place concurrent to the development of the conceptual sketches so that the presence of wetlands and resources areas can help inform the location of potential facilities.

Task 1.3 Permitting Needs Assessment and Wetland Delineation

AECOM's permitting effort during the Preliminary Design phase will involve wetland delineation and preparation of a memorandum as part of the Phase 2 30% Preliminary Design Report identifying the local, state, federal permits and approvals that will be required by the project.

AECOM will prepare a Permitting Needs Assessment Memorandum summarizing permitting requirements for the project. Included as part of the memorandum will be a timeline of when each permit should be submitted and what information will be required as part of the filing. Based on an initial review of available MassGIS mapping, there are no Areas of Critical Environmental Concern (ACEC), Natural Heritage and Endangered Species (NHESP) Estimated or Priority Habitat, mapped vernal pools, FEMA mapped floodplains, or known historic resources present within the limits of proposed work at the WWTF site. There are mapped MassDEP/ USFWS National Wetland Inventory (NWI) wetlands within 100-feet of the proposed site and Town River is within 200-feet to the west. Based on the preliminary site layout, it appears that the new buildings proposed are near, but not within the FEMA FIRM mapped 100-year floodplain. Therefore, no direct impacts to wetlands/waterways are anticipated, but work is anticipated to be within 100-foot Buffer Zone and 200-Foot Riverfront Area as regulated by the MA Wetlands Protection Act and Bridgewater Wetlands Bylaw. Therefore, a Notice of Intent (NOI) will need to be filed with the Bridgewater Conservation Commission. It is not currently anticipated that the project would trigger any filing thresholds under the Massachusetts Environmental Policy Act (MEPA) regulations since the project is not increasing the treatment capacity of the plant.

AECOM will conduct site visits and flag wetland resource area boundaries within 100 feet of the limit of work. Up to eight wetland datasheets will be prepared.

Task 1.4 Energy Efficiency Funding Assistance

AECOM's subconsultant JKMuir, LLC (JKMuir) will provide support to AECOM, the OPM, and the Town as it relates to energy efficiency, energy management and funding opportunities. During preliminary design, JKMuir will review preliminary design information with AECOM to develop a preliminary list of equipment or systems that may be eligible for energy efficiency funding, proposed energy management strategies, and opportunities for energy and cost reduction. JK Muir will attend one kick-off meeting with AECOM, the OPM, and/or the Town, one site visit, and one meeting with National Grid to review eligibility for energy efficiency program incentives. JK Muir will prepare a section of the Preliminary Design Report detailed in Task 1.8 that will outline components of the project that may be eligible for efficiency funding, proposed energy management strategies, and opportunities for energy and cost reduction

Task 1.5 – Geotechnical Field Investigation

After the conceptual site plan is developed and reviewed with the Town and OPM, AECOM will engage a qualified subcontractor to complete a subsurface exploration program including up to three soil borings up to 30-feet deep each, and up to 20-feet of rock cores total to determine the general nature of the geological strata to be encountered during construction of the wastewater treatment facility upgrade. Laboratory testing of soils and bedrock will include up to six Atterberg limit tests, six sieve and hydrometer analyses, six natural moisture content tests, one 1-D consolidation test, and two unconfined compression tests on bedrock. Up to one monitoring well will be installed. The first five feet of each boring will be removed using vacuum drilling to avoid accidental interference with existing unmarked utilities. AECOM will stake out locations for subsurface exploration at the site and will provide on-site observation during boring operations. AECOM has assumed four days of site visits. Based on the results of the subsurface exploration, a geotechnical memorandum will be prepared to establish structural design parameters and site preparation and fill placement requirements. Structural slab and spread footing designs are assumed for the support of proposed structures.

Task 1.6 Pre-Selection

AECOM will draft two separate Requests for Proposal (RFP) for Preselection of the tertiary nitrogen removal and tertiary phosphorus removal processes to include technical specifications and draft design criteria and details for inclusion into the Phase 2 WWTF design documents. AECOM will coordinate and facilitate a half-day workshop with the Town and OPM to review the draft specifications and plans. AECOM will coordinate review of the RFPs by MassDEP if necessary. AECOM will incorporate the Town and OPM's comments and prepare the RFPs for pre-selection. AECOM will provide the final RFPs to the OPM for distribution to prospective manufacturers for response. It is assumed that costs related to notification and advertisement of the RFP will be the responsibility of the OPM. AECOM will provide assistance with responding to questions by the proposers. AECOM will assist in reviewing proposals, tabulating results, and provide recommendations of selection of the award for the denitrification and phosphorus removal processes for inclusion into the design.

Task 1.7 Preliminary Design Report

Following the completion of Task 1.7, AECOM will prepare a draft Preliminary Design Report based on the findings from Tasks 1.1 through 1.7. This includes:

- Design criteria for the processes indicated in Task 1.2
- Discipline Specific Design Memorandums
- Preliminary drawings including civil, mechanical process, architectural, and electrical
- Proposed List of Drawings
- Proposed Specification Table of Contents
- Equipment Lists
- Opinion of Probable Construction Cost
- Preliminary Bidding and Construction Schedule
- Preliminary Maintenance of Plant Operations Plan
- Preliminary Construction Staging and Temporary Facilities Plan

Due to the jurisdiction of the Wetlands Protection Act for work within the 100-Foot Buffer Zone, stormwater on-site will require management in accordance with the MassDEP Stormwater Standards. As

a redevelopment project, compliance with the 10 Stormwater Standards will be required only to the maximum extent practicable, but stormwater run-off water quality must be improved. Due to the anticipated high groundwater at the site and constrictions posed by existing infrastructure, it is assumed that infiltration and on-site detention/retention will not be feasible. AECOM will develop a Hydro-CAD model to simulate pre- and post-construction runoff, and size hydrodynamic separators to improve stormwater runoff water quality as compared to existing conditions. The model will be developed to size and locate hydrodynamic separators to treat roof drainage and direct it to up to three new stormwater outfalls.

A draft of the Preliminary Design Report will be submitted to the Town and OPM for review and comment. AECOM will coordinate and facilitate a one-day review workshop to discuss comments/questions regarding the draft Preliminary Design Report. Any comments from the review period or workshop will be incorporated into the final Preliminary Design Report. The final Preliminary Design Report will be submitted to the Town, OPM and MassDEP.

AECOM will coordinate and facilitate a meeting with the Building Officials and Fire Department to review the Preliminary Design and seek input. Meeting notes will be prepared following the meeting.

Task 1.8 Meetings and Project Management

AECOM will also prepare for and facilitate up to eleven bi-weekly progress meetings with Town and OPM staff to provide updates on the progress of the design. Meeting notes will be prepared for each progress meeting. AECOM will prepare for and facilitate weekly check-in meetings with the OPM to review status and progress. Meeting notes will generally not be prepared for the weekly check-in meetings. AECOM will provide project management services including monitoring schedule and budget and reporting to the Town and OPM on the project status.

Task 2 - FINAL DESIGN SERVICES

During the final design services task, AECOM will advance the design to approximately 95% complete and submit the design documents to MassDEP for approval to advertise the project for bidding. Design documents will be prepared in accordance with MGL Chapter 149, Section 44 (Massachusetts Filed Sub Bid Laws) as well as Massachusetts SRF requirements.

Task 2.1 60% Design Drawings and Specifications

Upon receipt of the Town's and OPM's approval of the Preliminary Design Documents, the AECOM team will advance the facility design to be approximately 60% design complete and submit 60% Design Drawings, Specification, and an updated Opinion of Probable Construction Cost to the Town and OPM. The purpose of this task is to utilize the decisions made in the Preliminary Design phase and begin preparation of final design calculations. The Design Development phase will consist of the following subtasks:

- Prepare 22" x 34" design drawings using Revit that include components from all the applicable disciplines, major equipment and instruments, conceptual layouts, and preliminary staging and sequencing plans.
- Prepare 60% Design Specifications using the 16 Division format that include front-end documents, critical Division 0 and Division 1 specifications including Bid Form(s), Summary of Work, and Measurement and Payment, as well as major equipment, piping, valves, electrical and instrumentation specifications.
- Prepare a 60% Opinion of Probable Construction Cost after completion of the 60% Design Drawings and Specifications.
- Attend a one-day design review workshop with the Town and OPM.
- Incorporate workshop review comments as appropriate to advance the design to the next phase.

AECOM has included an allowance for performing a hazardous materials survey of existing structures once the scope of modifications to the existing structures is defined in the Preliminary Design Report. An

allowance of up to \$30,000 has been included for sampling and specification development. Actual costs will be dependent on the type and amount of hazardous materials found and AECOM's level of effort may need to be adjusted if necessary.

The draft 60% Design Drawings and Specifications will also be submitted to MassDEP for a review and comment period if necessary.

AECOM will coordinate and facilitate a meeting with the Building Officials and Fire Department to review the 60% Design and seek input. Meeting notes will be prepared following the meeting.

Task 2.2 95% Design Drawings and Specifications

Following the completion of the 60% Design Documents, AECOM will advance the design documents to approximately 95% complete. At this time, any comments from the Town, OPM, and MassDEP from the 60% design submittal will be incorporated. The purpose of this task is to develop the final drawings, specifications, and schedules suitable for construction and competitive bidding in accordance with Massachusetts Bidding Laws. An Opinion of Probable Construction Cost will be prepared after completion of the 95% Design Drawings and Specifications. A preliminary Stormwater Pollution Prevention Plan (SWPPP) will be prepared, including coordination with the US Fish & Wildlife Service, for inclusion as an appendix to the specifications.

The 95% Design Drawings, Specifications, and Opinion of Probable Construction Cost will be submitted to the Town and OPM for review. AECOM will coordinate and attend a one-day workshop to review the 95% design submittal with the Town and OPM.

AECOM will coordinate and facilitate a meeting with the Building Officials and Fire Department prior to submission of the 95% Design and seek input. Meeting notes will be prepared following the meeting.

The 95% Design Drawings and Specifications will be submitted to Mass DEP for review and approval to advertise the project.

Task 2.3 Energy Efficiency Funding Assistance

AECOM's subconsultant JKMuir will review the design documents and meet with National Grid prior to submission of the 95% Design to identify potential energy efficiency measures and/or opportunities, verify project applicability and present energy savings methodology. JKMuir will develop baseline calculations for equipment/systems, present opportunities for decarbonization, and perform energy and savings calculations necessary to complete the National Grid's applications. JKMuir will prepare the application package to be submitted to National Grid.

This task will include four virtual coordination meetings with AECOM and the OPM, one meeting with National Grid, and one revision to the energy and savings calculations.

Task 2.4 SRF Support

AECOM will coordinate and facilitate a meeting with MassDEP to discuss design review requirements. Meeting notes will be prepared following the meeting.

AECOM will prepare a Construction Phase CWSRF Loan Application on behalf of the Town for the project.

Task 2.5 Meetings and Project Management

AECOM will also prepare for and facilitate up to twenty-eight bi-weekly progress meetings with Town and OPM staff to provide updates on the progress of the design. Meeting notes will be prepared for each progress meeting. AECOM will prepare for and facilitate weekly check-in meetings with the OPM to review status and progress. Meeting notes will generally not be prepared for the weekly check-in meetings. AECOM will provide project management services including monitoring schedule and budget and reporting to the Town and OPM on the project status.

Task 3 – PERMITTING

Based on the findings of Task 1.3 Permitting Needs Assessment, AECOM will prepare and submit the NOI application, including MassDEP WPA Forms, project narrative, figures, photographs, site plans, stormwater checklist, and stormwater management plan in accordance with the requirements of the MassDEP Stormwater standards. As part of the NOI submittal process, we will identify and notify up to twenty abutters in accordance with the MA Wetlands Protection Act regulations and Bridgewater Wetland By-Law. AECOM will attend one hearing and one site visit with the Conservation Commission to discuss the project and address concerns. It is assumed that all questions and concerns can be addressed at the hearing and/or site visit and no additional time will be required to respond to any Conservation Commission concerns in writing. AECOM assumes that no NOI filing fees will be required since the applicant is a municipality. AECOM will publish the public notice for the hearing. As stated in Task 1.3, MEPA thresholds are assumed not to be exceeded and therefore filing an Environmental Notification Form is not included in our scope of work.

AECOM will conduct a desktop review for potential historical or archaeological resources after the site plan concept and limit of work has been finalized. Using the results of the desktop review, a Project Notification Form (PNF) will be submitted to the Massachusetts Historical Commission. It is assumed that the site will not require archaeological or historical investigations after submission of the PNF. A total subcontractor budget of up to \$7,500 has been included for the desktop analysis and submission of the PNF.

Task 4 – WORK ORDER MANAGEMENT SYSTEM SOFTWARE

AECOM will research commercially available Work Order Management System software systems that are commonly used at water and wastewater treatment facilities for use in facilities operation and maintenance. AECOM will collect information as to the capabilities and features of each software system. AECOM will summarize the information collected in a memorandum for review with the Town and OPM. AECOM will finalize the technical memorandum after addressing comments from the Town and OPM. AECOM has assumed a budget of up to 80 hours for this task.

Task 5 - PRE-QUALIFICATION AND BIDDING SERVICES

AECOM will support the Town and OPM during the pre-qualification and bidding phases. The project will be bid under Massachusetts General Law Chapter 149, Section 44.

Once MassDEP has approved the project for advertisement, AECOM will prepare signed and stamped Bid Documents for the Town's use incorporating comments from the 95% Design Review workshop, MassDEP, and the permitting process. Up to ten paper copies and an electronic pdf copy of the Bid Documents will be provided. AECOM will provide an online bidding service to print bid documents, provide access to the electronic bid documents, issue addenda, receive bids, and summarize bids.

In collaboration with the Pre-Qualification Committee (to be appointed by the Town and OPM), AECOM will conduct the Pre-Qualification of General Contractors and Filed Sub-bidders. AECOM will prepare the Pre-Qualification Package and advertise the Request For Qualifications. AECOM will evaluate the statements of qualifications that are received, including reviews of the Massachusetts Division of Capital Asset Management and Maintenance (DCAMM) certification records, and provide a finalized list of all pre-qualified general contractors and filed sub-bidders to the Pre-Qualification Committee in the form of a Pre-Qualified General Contractors and Filed Sub-Bidders Memorandum. Within 14 days of completion of the pre-qualification review, all applicants will be notified whether they were or were not pre-qualified and the Pre-Qualified General Contractors and Filed Sub-Bidders Memorandum will be posted publicly.

AECOM will prepare an Invitation for Bids (IFB). AECOM will advertise and post the IFB in the Central Register. The Town will submit the IFB for posting on COMMBUYS and in the local newspaper.

AECOM will coordinate a pre-bid conference and site visit to describe the scope of work and key elements to pre-qualified filed sub-bidders and general contractors. AECOM will prepare and provide written responses to any questions asked during or after the meeting. Written responses will be included in a subsequent addendum.

AECOM will issue clarification or changes to the bid documents in the form of an addendum. Up to five addenda will be issued.

AECOM will attend the Filed Sub-Bid public bid opening. AECOM will review the Filed Sub-Bids and prepare a Filed Sub-Bid tabulation. The Filed Sub-Bidders tabulation will be issued via addendum at least one week prior to the deadline for general bid submissions.

AECOM will attend the General Bid public bid opening. AECOM will review the general bids and prepare a General Bid tabulation and recommendation on the award of the contract.

AECOM will assist the Town with preparation of formal contract documents for award of the contract, including coordination with MassDEP. Addenda issued during the bid phase will be included in the front of the specifications.

Task 6 - ENGINEERING SERVICES DURING CONSTRUCTION

After contractor selection, AECOM will support the OPM during construction administration; construction startup and testing; closeout and post construction services, to be added as an amendment to this contract. The Scope of Work and Engineering Fees will be negotiated upon completion of design and determination of construction schedule.

PRICE

The estimated fee for this scope of work is \$5,436,200, which includes \$4,326,155 for basic engineering services and \$1,110,045 for special engineering services. Labor costs will be billed using a 2.70 multiplier. Subcontractors will be billed using a 1.1 multiplier. There will be no markup on ODCs.

SCHEDULE

AECOM's scope and level of effort is based on the following schedule assumptions:

1. Notice to proceed will be received by May 30, 2025.
2. The phosphorus pilot report will be completed by October 31, 2025.
3. The preliminary design report will be completed by March 2, 2026.
4. The climate vulnerability assessment will be completed by April 1, 2026.
5. The final design will be completed by June 1, 2027.
6. Notice of award will be issued by November 1, 2027.

ASSUMPTIONS

1. Standard 22" x 34" sheets will be used.
2. AECOM will produce up to 295 design drawings.
3. AECOM Master CSI Specifications (16 Division) will be used.
4. Drawings will be produced in Revit except for the drawings related to the remote pump stations which will be produced in 2D CAD.
5. All work associated with the Phase 2 Morris Ave. WWTF Upgrade will be conducted under one construction contract.
6. Prior iterations of Revit models will be available for buildings included in Phase 1.

7. A new Revit model will need to be created for the existing Chlorine Contact Tanks and any new structures.
8. Phase 1 conformed and record drawings (CAD or PDF) will be available.
9. No changes to building size, layout, or type are anticipated from the Town, OPM or abutters after submission of PDR.
10. New structures will be brick and masonry block construction with steel joists and deck.
11. New structures will be on deep bed foundations (i.e. piles).
12. Phase 1 construction will be completed prior to Phase 2 site survey.
13. The existing electrical system, including the standby generator, has capacity for the Phase 2 upgrade.
14. The existing main switchgear and facility control system has spares to support the Phase 2 upgrade.
15. Controls for new facilities under Phase 2 will be connected to existing facility controls via a new fiber optic cable.
16. Power for new facilities will be connected to spare breakers within the existing power distribution system.
17. Security, CCTV and phone/data systems will only be provided at the new Staff Support/Maintenance Building.
18. The Town will provide the existing tagging standard for instrumentation and controls.
19. Natural gas will be used for heating.
20. A Phase 1 Environmental Site Assessment is not required.
21. A Remedial Action Plan for PCBs does not need to be prepared and approved by EPA.
22. A draft SWPPP will be prepared as an appendix to the specifications.
23. The Town's Historic Commission and Massachusetts Historic Commission will not be involved in any reviews of the design documents.
24. LEED or Envision Certification will not be required as part of the design documents.
25. Value engineering is not required.
26. The Town will provide site access to subcontractors and AECOM.
27. The Town and OPM will conduct timely reviews and provide comments and/or approval of AECOM's submissions in three weeks after submission so that the proposed project schedule is not adversely impacted. OPM will prepare one set of consolidated review comments prior to transmittal to AECOM.

ATTACHMENT B
AECOM'S DETAILED DESIGN FEE BREAKDOWN

Bridgewater, MA Phase 2 Morris Ave. WWTF Upgrades - Estimated Level of Effort & Fee																																	
	TASK	LABOR HOURS																		LABOR	SUBCONTRACTORS									TOTAL SUB COSTS	Markup (10%)	OTHER DIRECT COSTS	TOTAL (INCLUDING SUBCONTRACTOR MARKUP)
		Principal	Project Manager	WWTF Operation s Lead	Project Engineer	Engineer	Process Modeler	Task Lead	Sr. Engineer	Sr. Wetland/ Climate Scientist	Jr. Wetland/ Climate Scientist	GIS/CAD	Clerical	QA/QC	Sr. A/E	A/E	Drafter	Estimating	TOTAL HOURS		Piloting (Blueleaf, Inc.)	Water Quality Laboratory Testing (Pace)	Geotechnical Investigations	Survey (Silva Eng. Assoc.)	Hazardous Materials Testing	Radio Study (TCS Comm.)	Energy Efficiency Funding (JK Muir)	MHC Coordination (PAL)	Printing (SD Visual)				
0	PRE-DESIGN																																
0.1	Kickoff Meeting	4	6	4	12	0	0	0	0	0	0	0	0	0	0	0	0	0	26	\$ 6,111	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
0.2	Flows & Loads Re-Evaluation	0	70	30	114	324	0	18	72	0	0	8	13	0	0	0	0	649	\$ 113,927	\$ 35,000	\$ 32,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 67,000	\$ 6,700	\$ -	\$ 187,627
0.3	Nutrient Removal Alternatives Evaluation	0	74	18	164	68	0	0	0	0	0	6	0	0	0	0	0	330	\$ 62,347	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,860	\$ 66,207
0.4	Phosphorus Removal Pilot Testing	0	22	14	52	56	0	0	0	0	0	0	6	0	0	0	0	150	\$ 27,536	\$ 184,000	\$ 32,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 216,500	\$ 21,650	\$ 750	\$ 266,436	
0.5	Biosolids Processing Alternatives Evaluation	0	40	8	100	248	0	126	0	0	0	0	12	0	0	0	16	550	\$ 104,127	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 6,200	\$ 110,327	
0.6	Site Survey	0	4	0	12	12	0	0	0	0	0	4	0	0	4	0	0	36	\$ 5,683	\$ -	\$ -	\$ -	\$ 35,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 35,000	\$ 3,500	\$ -	\$ 44,183	
0.7	Radio Study	0	4	0	10	8	0	0	0	0	0	4	0	0	8	0	0	16	\$ 5,531	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 10,000	\$ -	\$ -	\$ -	\$ 10,000	\$ 1,000	\$ -	\$ 13,742	
0.8	Meetings and Project Management	12	182	0	300	0	0	0	0	0	0	60	0	0	0	0	0	554	\$ 108,800	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,875	\$ 113,675	
1	PRELIMINARY DESIGN																																
1.1	Climate Vulnerability Assessment	0	12	0	16	0	0	94	0	178	182	60	0	14	0	0	0	556	\$ 96,200	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 375	\$ 96,575	
1.2	Develop Design Concepts (Up to Three Iterations for Each New Building)	0	40	20	300	600	0	0	0	0	0	0	0	0	408	0	0	1,368	\$ 210,720	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 210,720
1.3	Permitting Needs Assessment	0	2	0	2	0	0	2	0	56	72	0	0	0	0	0	0	134	\$ 18,837	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 750	\$ 19,587
1.4	Energy Efficiency Funding Assistance	0	12	0	28	20	0	0	0	0	0	4	0	0	0	0	0	64	\$ 10,779	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 10,000	\$ -	\$ -	\$ 10,000	\$ 1,000	\$ -	\$ 19,723		
1.5	Geotechnical Field Investigation	0	4	0	10	16	0	0	0	0	0	4	0	20	70	120	0	244	\$ 37,021	\$ -	\$ -	\$ 20,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 20,000	\$ 2,000	\$ 500	\$ 59,521		
1.6	Pre-Selection	0	64	60	162	148	0	0	20	0	0	0	16	48	264	80	0	862	\$ 156,101	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 875	\$ 156,976	
1.7	Preliminary Design Report	0	144	48	528	788	0	46	80	0	0	0	14	720	1,772	2,000	250	6,390	\$ 1,066,944	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,675	\$ 1,069,619		
1.8	Meetings and Project Management	12	142	0	240	0	0	0	0	0	0	42	0	0	0	0	0	436	\$ 86,177	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,125	\$ 90,302	
2	FINAL DESIGN SERVICES																																
2.1	60% Design Completion	0	186	20	554	846	0	34	16	0	0	0	18	700	1,948	2,354	232	6,908	\$ 1,130,239	\$ -	\$ -	\$ -	\$ -	\$ 30,000	\$ -	\$ -	\$ -	\$ -	\$ 30,000	\$ 3,000	\$ 1,925	\$ 1,165,164	
2.2	95% Design Completion	0	189	20	556	1,010	0	20	36	0	100	0	12	690	1,872	2,200	200	6,905	\$ 1,118,793	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,925	\$ 1,121,718	
2.3	Energy Efficiency Funding Assistance	0	14	0	26	20	0	0	0	0	0	0	0	0	0	0	0	60	\$ 10,561	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 30,000	\$ -	\$ -	\$ 30,000	\$ 3,000	\$ -	\$ 43,561		
2.4	SRF Support	0	6	0	18	26	0	0	0	0	0	0	0	0	0	0	0	50	\$ 7,852	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 250	\$ 8,102		
2.5	Meetings and Project Management	22	352	0	624	0	0	0	0	0	0	110	0	0	0	0	0	1,108	\$ 216,214	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 10,500	\$ 226,714		
3	PERMITTING	0	8	0	12	40	0	8	0	34	96	40	8	2	0	0	0	248	\$ 35,446	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 7,500	\$ -	\$ 7,500	\$ 750	\$ 1,375	\$ 45,071	
4	WORK ORDER MANAGEMENT SYSTEM SOFTWARE	0	4	2	6	60	0	0	0	0	0	0	0	0	8	0	0	80	\$ 11,733	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 11,733	
5	PRE-QUALIFICATION AND BIDDING SERVICES	12	115	0	248	562	0	0	5	0	0	0	20	26	60	200	480	0	1,728	\$ 267,912	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 10,000	\$ 10,000	\$ 1,000	\$ 3,250	\$ 282,162	
	TOTAL	62	1,696	244	4,094	4,852	0	348	229	268	450	100	264	139	2,238	6,554	7,234	698	29,452	\$ 4,915,590	\$ 219,000	\$ 64,500	\$ 20,000	\$ 35,000	\$ 30,000	\$ 10,000	\$ 40,000	\$ 7,500	\$ 10,000	\$ 436,000	\$ 43,600	\$ 45,835	\$ 5,436,180
TOTAL \$																												\$		5,436,200			

ATTACHMENT C
AECOM'S ANTICIPATED DRAWING LIST

Town of Bridgewater, MA
Morris Ave. Wastewater Treatment Facility Phase 2 Upgrades
Initial Drawing List

NO.	DRAWING TITLE OR TASK DESCRIPTION	
1	00 G-001	Cover Sheet and Location Plan
2	00 G-002	Index of Drawings
3	00 G-003	Overall Site Plan and Structure Numbers
4	00 C-001	Legend, Abbreviations and General Notes
5	00 C-101	Existing Conditions Plan I (20 Scale)
6	00 C-102	Existing Conditions Plan II (20 Scale)
7	00 C-103	Existing Conditions Plan III (20 Scale)
8	00 C-104	Sed. and Eros. Ctrl. and Demolition Plan I
9	00 C-105	Sed. and Eros. Ctrl. and Demolition Plan II
10	00 C-106	Sed. and Eros. Ctrl. and Demolition Plan III
11	00 C-107	Site Layout Plan I
12	00 C-108	Site Layout Plan II
13	00 C-109	Site Layout Plan III
14	00 C-110	Site Grading and Drainage Plan I (incl. SWM)
15	00 C-111	Site Grading and Drainage Plan II (incl. SWM)
16	00 C-112	Site Grading and Drainage Plan III (inc. SWM)
17	00 C-113	Yard Piping Plan I
18	00 C-114	Yard Piping Plan II
19	00 C-115	Yard Piping Plan III
20	00 C-116	Piping Profiles
21	00 C-117	Remote PS Site Plans (2 of 8 Locations)
22	00 C-118	Remote PS Site Plans (2 of 8 Locations)
23	00 C-119	Remote PS Site Plans (2 of 8 Locations)
24	00 C-120	Remote PS Site Plans (2 of 8 Locations)
25	99 C-501	Details I
26	99 C-502	Details III
27	99 C-503	Details III
28	99 C-504	Details IV
29	99 C-505	Details V
30	00 A-001	Symbols, Abreviations and General Notes
31	20 A-001	Disinfection and TPS Code and Life Safety Sumary
32	20 A-101	Disinfection and TPS Floor Plan and Roof Plan
33	20 A-201	Disinfection and TPS Exterior Elevations
34	20 A-301	Disinfection and TPS Building Sections
35	20 A-401	Disinfection and TPS Wall Sections
36	20 A-601	Disinfection and TPS - Details 1
37	20 A-602	Disinfection and TPS - Details 2
38	20 A-001	Tertiary Treatment Bldg Code and Life Safety Sumary
39	20 A-101	Tertiary Treatment Bldg Floor Plan and Roof Plan
40	20 A-201	Tertiary Treatment Bldg Exterior Elevations
41	20 A-301	Tertiary Treatment Bldg Building Sections
42	20 A-401	Tertiary Treatment Bldg Wall Sections
43	20 A-601	Tertiary Treatment Bldg - Details 1
44	20 A-602	Tertiary Treatment Bldg - Details 2
45	60 A-001	Dewatering Bldg Life Safety Plan
46	60 A-101	Dewatering Bldg Floor Plan
47	60 A-102	Dewatering Building Roof Plan
48	60 A-201	Dewatering Bldg Elevations
49	60 A-501	Door Replacement Details
50	90 A-001	Staff Support/Maintenance Bldg Code and Life Safety Sumary
51	90 A-101	Staff Support/Maintenance Bldg Floor Plan
52	90 A-102	Staff Support/Maintenance Bldg Reflected Ceiling Plan
53	90 A-103	Staff Support/Maintenance Bldg Roof Plan
54	90 A-104	Staff Support/Maintenance Enlarged Plans and Elevs
55	90 A-105	Staff Support/Maintenance Enlarged Plans and Elevs
56	90 A-201	Staff Support/Maintenance Bldg Exterior Elevations
57	90 A-202	Staff Support/Maintenance Bldg Exterior Elevations

58	90 A-301	Staff Support/Maintenance Bldg Building Sections
59	90 A-401	Staff Support/Maintenance Bldg Wall Sections
60	90 A-601	Staff Support/Maintenance Bldg - Details 1
61	90 A-602	Staff Support/Maintenance Bldg - Details 2
62	99 A-501	Door Schedules
63	99 A-502	Door Details
64	99 A-503	Louver Schedules and Details
65	99 A-504	Window Schedules and Details
66	99 A-506	Window and Louver Details
67	99 A-507	Misc Metal Details
68	99 A-508	Misc Roof Details
69	00 S-001	Structural Notes I
70	00 S-002	Structural Notes II
71	20 SD-101	Existing CCT - Demolition Plans
72	20 SD-301	Existing CCT - Demolition Sections
73	20 S-101	Disinfection & TPS - Foundation Plan
74	20 S-102	Disinfection & TPS - Upper Plan
75	20 S-103	Disinfection & TPS - Roof Plan
76	20 S-301	Disinfection & TPS - Sections I
77	20 S-302	Disinfection & TPS - Sections II
78	20 S-501	Disinfection & TPS - Details
79	30 S-100	Tertiary Treatment Building - Pile Plan
80	30 S-101	Tertiary Treatment Building - Foundation Plan
81	30 S-102	Tertiary Treatment Building - Upper Plan
82	30 S-103	Tertiary Treatment Building - Roof Plan
83	30 S-301	Tertiary Treatment Building - Sections I
84	30 S-302	Tertiary Treatment Building - Sections II
85	30 S-303	Tertiary Treatment Building - Sections III
86	60 SD-101	Dewatering Building - Demolition Floor Plans & Sections
87	60 SD-101	Dewatering Building - Demolition Roof Plans & Sections
88	60 S-101	Dewatering Building - Floor Plan
89	60 S-102	Dewatering Building - Centrifuge Platform Plan & Details
90	60 S-103	Dewatering Building - Monorail & Conveyor Support Plan & Details
91	60 S-301	Dewatering Building - Sections and Details
92	90 S-100	Staff Support/Maintenance Building - Pile Plan
93	90 S-101	Staff Support/Maintenance Building - Foundation Plan
94	90 S-102	Staff Support/Maintenance Building - Grade Level Plan
95	90 S-103	Staff Support/Maintenance Building - Roof Plan
96	90 S-301	Staff Support/Maintenance Building - Sections I
97	90 S-302	Staff Support/Maintenance Building - Sections II
98	99 S-501	Structural Standard Details I
99	99 S-502	Structural Standard Details II
100	99 S-503	Structural Standard Details III
101	99 S-504	Structural Standard Details IV
102	99 S-505	Structural Standard Details V
103	99 S-506	Structural Standard Details VI
104	00 D-001	Legend
105	00 D-002	Process Notes and Abbreviations
106	00 D-003	Schedules 1
107	00 D-004	Schedules 2
108	00 D-005	Hydraulic Profile
109	00 D-006	Process Flow Diagram 1 (20)
110	00 D-007	Process Flow Diagram 2 (30)
111	00 D-008	Process Flow Diagram 3 (40 & 45)
112	00 D-009	Process Flow Diagram 4 (50)
113	00 D-010	Process Flow Diagram 5 (60)
114	20 DD-001	Contact Tank Demolition
115	50 DD-001	Sludge Storage and Septage Tank Air Diffuser Demo
116	50 DD-002	Solids Handling Demolition
117	60 DD-001	Dewatering Building Demolition
118	95 DD-001	Compost Facility Demolition 1
119	95 DD-002	Compost Facility Demolition 2
120	10 D-101	Septage and Sludge Storage Tank Modifications
121	20 D-101	UV Disinfection System Plan and Section
122	20 D-102	Plant Water Pumping Station Plan and Sections

123	30 D-101	Tertiary Pumping Station Plan and Section
124	30 D-102	Tertiary Treatment Building Lower Plan
125	30 D-103	Tertiary Treatment Building Upper Plan
126	30 D-301	Tertiary Treatment Building Sections 1
127	30 D-302	Tertiary Treatment Building Sections 2
128	30 D-303	Tertiary Treatment Building Sections 3
129	45 D-101	Pre-anoxic control Building
130	45 D-101	Chemical Building Ferric Chloride Pumps
131	50 D-101	Sludge Storage and Septage Tank Air Diffuser Plan
132	50 D-301	Sludge Storage and Septage Tank Air Diffuser Section
133	60 D-102	Solids Handling Building Lower Level Plan
134	60 D-103	Solids Handling Building Upper Level Plan
135	60 D-301	Solids Handling Building Sections and Details 1
136	60 D-302	Solids Handling Building Sections and Details 2
137	60 D-303	Solids Handling Building Sections and Details 3
138	60 D-104	Solids Handling Building Odor Control Plan
139	60 D-305	Solids Handling Building Odor Control Sections
140	99 D-001	Details 1
141	99 D-002	Details 2
142	99 D-003	Details 3
143	00 H-001	Legend, Notes and Abbreviations
144	00 H-002	Schedules 1
145	00 H-003	Schedules 2
146	00 H-004	Sequence of operations
147	30 H-101	Tertiary Pumping Station Plan and Section
148	30 H-102	Tertiary Treatment Building Lower Plan
149	30 H-103	Tertiary Treatment Building Upper Plan
150	30 H-301	Tertiary Treatment Building Sections 1
151	60 H-101	Dewatering Building Demolion
152	60 H-102	Dewatering Building New Work
153	60 H-301	Solid Handling Sections I
154	60 H-302	Solid Handling Sections II
155	90 H-101	Maintenance Building Floor Plan I
156	90 H-101	Maintenance Building Floor Plan II
157	99 H-001	Installation Details I
158	99 H-002	Installation Details II
159	00 P-001	Legend, Notes and Abbreviations
160	00 P-002	Schedules 1
161	00 P-003	Schedules 2
162	05 P-101	Headworks new work
163	30 P-101	Tertiary Pumping Station Plan and Section
164	30 P-102	Tertiary Treatment Building Lower Plan
165	30 P-103	Tertiary Treatment Building Upper Plan
166	30 P-301	Tertiary Treatment Building Sections 1
167	60 P-101	Dewatering Building Demolion
168	60 P-102	Dewatering Building New Work
169	60 P-301	Solid Handling Sections I
170	60 P-302	Solid Handling Sections II
171	90 P-101	Maintenance Building Floor Plan I
172	90 P-101	Maintenance Building Floor Plan II
173	99 P-001	Installation Details I
174	99 P-002	Installation Details II
175	00 FP-001	Legend, Notes and Abbreviations
176	00 FP-002	Installation details
177	00-I-001	Symbols, legend and General Notes
178	00-I-002	Network Block Diagram I
179	00-I-003	Network Block Diagram II
180	00-I-004	Remote Pump Stations Network Diagram
181	10-I-101	Septage and Sludge Storage Tank Modifications
182	10-I-102	Air Blowers
183	20-I-101	UV Disinfection System
184	20-I-102	Plant Water Pumping Station
185	30-I-101	Tertiary Pumping Station and Flow Meter
186	30-I-102	Chlorine Contact Tank
187	30-I-103	Post Aeration Blowers

188	30-I-104	Tertiary System Nitrogen Removal
189	30-I-105	Tertiary System Phosphorus Removal
190	40-I-104	Micro C Feed System
191	45-I-101	Ferric Chloride Feed System
192	50-I-101	Sludge Storage and Septage Tank
193	50-I-102	Sludge Storage Blowers
194	60-I-101	Solids Handling Centrifuges and Conveyors I
195	60-I-102	Solids Handling Centrifuges and Conveyors II
196	60-I-103	Solids Handling Polymer System
197	60-I-104	Polymer System for Phosphorous Removal
198	60-I-105	Odor Control System
199	91-I-001	Remote Pump Station 1
200	92-I-001	Remote Pump Station 2
201	93-I-001	Remote Pump Station 3
202	94-I-001	Remote Pump Station 4
203	95-I-001	Remote Pump Station 5
204	96-I-001	Remote Pump Station 6
205	97-I-001	Remote Pump Station 7
206	98-I-001	Remote Pump Station 8
207	99-I-001	Misc. I/O
208	99-I-002	Detail I
209	00-E-001	Symbols, legend and General Notes
210	00-E-002	Site Plan I
211	00-E-003	Site Plan II
212	00-E-004	Duct Bank Sections
213	00-E-005	Area Classifications Schedule
214	00-E-006	Conduit and Wire Schedule
215	00-E-007	Control Network Riser Diagram I
216	00-E-008	Control Network Riser Diagram II
217	00-E-009	Fire Alarm Riser Diagram
218	00-E-010	Business Network Riser Diagram
219	00-E-011	Security/CCTV Riser Diagrams
220	00-E-011	Existing Main Electrical System Single Line Diagram Modification I
221	00-E-012	Existing Main Electrical System Single Line Diagram Modification II
222	10-ED-001	Septage and Sludge Tank Demolition
223	10-E-101	Septage and Sludge Tank Power Plan
224	10-E-601	Septage and Sludge Tank Riser Diagram
225	10-E-602	Septage and Sludge Tank Schematics
226	20-E-001	Disinfection and Tertiary Pump Station Single Line Diagram
227	20-E-101	Disinfection and Tertiary Pump Station Power Plan
228	20-E-102	Disinfection and Tertiary Pump Station Roof Plan
229	20-E-203	Disinfection and Tertiary Pump Station Electrical Room Plan
230	20-E-201	Disinfection and Tertiary Pump Station Systems Plan
231	20-E-601	Disinfection and Tertiary Pump Station Panelboard Schedules
232	20-E-602	Disinfection and Tertiary Pump Station Wiring Schematics
233	20-E-603	Disinfection and Tertiary Pump Station Risers
234	30-E-001	Tertiary Building Single Line Diagram I
235	30-E-002	Tertiary Building Single Line Diagram II
236	30-E-101	Tertiary Building Power Plan I
237	30-E-102	Tertiary Building Power Plan II
238	30-E-103	Tertiary Building Roof Power Plan
239	30-E-104	Tertiary Building Electrical Room Part Plan
240	30-E-201	Tertiary Building Systems Plan I
241	30-E-202	Tertiary Building Systems Plan II
242	30-E-601	Tertiary Building Panelboard Schedules I
243	30-E-602	Tertiary Building Panelboard Schedules II
244	30-E-603	Tertiary Building Wiring Schematics I
245	30-E-604	Tertiary Building Wiring Schematics II
246	30-E-605	Tertiary Building Risers I
247	30-E-606	Tertiary Building Risers II
248	40-ED-001	Existing Pre Anoxic Control Building Micro C Demolition
249	40-E-101	Existing Pre Anoxic Control Building Micro C Power Plan and Risers
250	45-E-101	Existing Chemical Facility Ferric Pumps Plan and Risers
251	50-ED-001	Existing Sludge Storage and Septage Tank Demo
252	50-ED-101	Existing Sludge Storage and Septage Tank Plan and Risers

253	60-E-001	Existing Dewatering Building Single Line Modifications I
254	60-E-002	Existing Dewatering Building Single Line Modifications II
255	60-ED-001	Existing Dewatering Building Demo Plan I
256	60-ED-002	Existing Dewatering Building Demo Plan II
257	60-E-101	Existing Dewatering Building Power Plan I
258	60-E-102	Existing Dewatering Building Power Plan II
259	60-E-201	Existing Dewatering Building Systems Plan I
260	60-E-202	Existing Dewatering Building Systems Plan II
261	60-E-601	Existing Dewatering Building PanelBoard Schedules I
262	60-E-602	Existing Dewatering Building PanelBoard Schedules II
263	60-E-603	Existing Dewatering Building Wiring Schematics I
264	60-E-604	Existing Dewatering Building Wiring Schematics II
265	60-E-605	Existing Dewatering Building Risers I
266	60-E-606	Existing Dewatering Building Risers II
267	90-E-001	New Staff Support and Maintenance Building Single Line
268	90-E-101	New Staff Support and Maintenance Building Power Plan I
269	90-E-102	New Staff Support and Maintenance Building Power Plan II
270	90-E-201	New Staff Support and Maintenance Building Systems Plan I
271	90-E-202	New Staff Support and Maintenance Building Systems Plan II
272	90-E-203	New Staff Support and Maintenance Building Security
273	90-E-601	New Staff Support and Maintenance Building Panels Schedules I
274	90-E-602	New Staff Support and Maintenance Building Panels Schedules II
275	90-E-603	New Staff Support and Maintenance Building Wiring Schematics
276	90-E-604	New Staff Support and Maintenance Building Risers
277	91-E-101	Remote Pump Station 1 - Plan
278	91-E-601	Remote Pump Station 1 - Riser
279	92-E-101	Remote Pump Station 2 - Plan
280	92-E-601	Remote Pump Station 2 - Riser
281	93-E-101	Remote Pump Station 3 - Plan
282	93-E-601	Remote Pump Station 3 - Riser
283	94-E-101	Remote Pump Station 4 - Plan
284	94-E-601	Remote Pump Station 4 - Riser
285	95-E-101	Remote Pump Station 5 - Plan
286	95-E-601	Remote Pump Station 5 - Riser
287	96-E-101	Remote Pump Station 6 - Plan
288	96-E-601	Remote Pump Station 6 - Riser
289	97-E-101	Remote Pump Station 7 - Plan
290	97-E-601	Remote Pump Station 7 - Riser
291	98-E-101	Remote Pump Station 8 - Plan
292	98-E-601	Remote Pump Station 8 - Riser
293	99-E-001	Details I
294	99-E-002	Details II
295	99-E-003	Details III
296	99-E-004	Security Details

ATTACHMENT D
APEX'S PLANNING LEVEL OPCC

CWMP Planning Cost Estimate (February 2019, Class 5) Phase 1 and Phase 2 Combined		Morris Ave WWTF Phase 1 Actual Contract Cost (June 2022, Class 1)	Morris Ave WWTF Phase 2 Conceptual Costs (June 2023, Class 5)
Headworks & Septage Receiving	\$ 1,010,000	Included	N/A
Forward Flow Pumping	\$ 450,000	Included	N/A
Primary Treatment	\$ 2,050,000	Included	N/A
Secondary Treatment with Nitrification & Denitrification	\$ 5,260,000	Included	N/A
Effluent Filtration	\$ 2,500,000	N/A	\$ 3,600,000
Disinfection	\$ 235,000	N/A	\$ 400,000
Solids Dewatering	\$ 1,275,000	N/A	\$ 1,900,000
		N/A	
Solids Composting - <i>Demolition of Existing</i>	\$ 100,000		\$ 200,000
Chemical Feed & Storage	\$ 250,000	Included	\$ 400,000
Instrumentation & Controls	\$ 700,000	Included	\$ 900,000
WWTF Buildings	\$ 960,000	Included	\$ 1,200,000
Electrical Systems	\$ 1,460,000	\$ 5,389,000	\$ 1,800,000
WWTF Site & Yard Piping	\$ 795,000	Included	\$ 1,000,000
Flow Handling & Bypass	\$ 100,000	Included	\$ 200,000
Plumbing Systems	\$ -	\$ 1,387,000	\$ 693,500
HVAC Systems	\$ -	\$ 2,427,000	\$ 1,213,500
Fire Protection	\$ -	\$ 205,000	\$ 102,500
Mobilization/Demolition	\$ -	Included	\$ 400,000
New Personnel Building and Vehicle Garage	\$ -	N/A	\$ 14,000,000
Site Paving/Restoration	\$ -	N/A	
Traffic Details	\$ -	\$ 20,000	N/A
Unscheduled Items	\$ 860,000	Included	\$ 600,000
Contractor & Sub Markups (BOH&P)	\$ 2,700,000	Included	\$ 3,000,000
Construction Materials and Labor Subtotal	\$ 20,705,000	N/A	\$ 31,609,500
Escalation to Midpoint	\$ -	N/A	\$ 2,600,000
Construction Subtotal	\$ 16,595,000	\$ 33,620,000	\$ 34,209,500
Construction Contingency	\$ 4,141,000	\$ 1,681,000	\$ 10,300,000
Construction Total	\$ 20,736,000	\$ 35,301,000	\$ 44,509,500
Professional Services (Designer & OPM)			
OPM during Piloting (EP)			\$ 120,600
Engineering Piloting	-	N/A	\$ 200,000
Engineering Design & Permitting	\$ 2,770,000	\$ 2,040,000	\$ 3,420,950
OPM During Design (EP)	\$ -	\$ 576,759	\$ 584,000
Engineering during Construction	\$ 2,900,000	\$ 2,550,000	\$ 2,736,760
OPM Construction Admin and RPR (EP)	\$ -	\$ 2,242,070	\$ 3,420,950
Eversource Gas Contract & Archaeological Oversight	\$ -	\$ 193,961	N/A
Admin, Legal and Management (2%)	\$ 550,000	N/A	\$ 684,190
Total Construction and Engineering Budget	\$ 27,000,000	\$ 43,000,000	\$ 55,700,000

ATTACHMENT E
PROJECT SCHEDULE

Town of Bridgewater, MA
Phase 2 Morris Avenue WWTF Upgrades
Project Schedule

1. Notice to Proceed – May 30, 2025
2. Phosphorus Pilot Report – October 31, 2025
3. Preliminary Design Report – March 2, 2026
4. Climate Vulnerability Assessment – April 1, 2026
5. Final Design – June 1, 2027
6. Notice of Award – November 1, 2027



Bridgewater Town Council

Introduced By: Town Manager
Date Introduced: 7/15/2025
First Reading: 7/15/2025
Second Reading:
Amendments Adopted:
Third Reading:
Date Adopted:
Date Effective:

Order O-FY26-009: Loan Authorization - Community Septic Management Program (CSMP) Title V - Homeowner Loans

ORDERED, that the Town Council assembled vote to

ORDERED, that, \$400,000 is appropriated, to be expended, for the purpose of financing the repair, replacement and/or upgrade of septic systems, pursuant to agreements between the Town's Health Agent and residential property owners, including without limitation all costs thereof as defined in Section 1 of Chapter 29C of the General Laws; that to meet this appropriation the Treasurer with the approval of the Town Manager is authorized to borrow \$400,000 and issue bonds or notes therefore under G.L. c.111, ss.127B ½ and/or Chapter 29C of the General Laws; that project and financing costs shall be repaid by the property owners, in accordance with those agreements, but such bonds or notes shall be general obligations of the Town; that the Treasurer with the approval of the Town Manager is authorized to borrow all or a portion of such amount from the Massachusetts Clean Water Trust (MCWT) established pursuant to Chapter 29C and in connection therewith to enter into a loan agreement and/or security agreement with the Trust and otherwise to contract with Trust and the Department of Environmental Protection with respect to such loan and for any federal or state aid available for the projects or for the financing thereof; that the Town Manager or the Treasurer is authorized to enter into a project regulatory agreement with the Department of Environmental Protection; and that the Town Manager or any other appropriate Town officials are authorized to expend all funds available for the projects and take any other action necessary or convenient to carry out the projects.

Explanation:

The Community Septic Management Program (CSMP) was created in 1995 by the state legislature to assist homeowners to defray the cost of septic system repair or replacement. Using State Revolving Funds (SRF) loans from the MCWT (the Trust) communities such as Bridgewater can provide betterment loans to assist homeowners who must address septic system failures.

Committee Referrals and Dispositions:

NOT FOR ACTION - FIRST READING
REQUIRES MAJORITY OF THOSE PRESENT AND VOTING

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

Attachments: None



Bridgewater Town Council

Introduced By: Town Manager
Date Introduced: 7/15/2025
First Reading: 7/15/2025
Second Reading:
Amendments Adopted:
Third Reading:
Date Adopted:
Date Effective:

Order O-FY26-010: Post Override Supplemental Appropriation

ORDERED, that the Town Council assembled vote to

Pursuant to Section 6-4 of the Town of Bridgewater Charter, that the Town Council of Bridgewater, Massachusetts in Town Council assembled vote to appropriate \$849,529 to and from the sources and uses schedule:

FUND	SOURCES OF FUNDING		Amount
8004	80045-596100	Employee Liability Stabilization Fund	\$ 450,000.00
100	1235001-510000	Town Manager Salaries	\$ 52,489.00
100	1415001-510000	Assessor Salaries	\$ 35,247.00
100	1455001-510000	Treasurer Collector Salaries	\$ 4,211.00
100	2105001-510000	Police Salaries	\$ 227,128.00
100	6105001-510000	Library Salaries	\$ 30,322.00
100	9145170-517002	Medicare/Health Insurance/Life Insurance	\$ 50,132.00
Total			\$ 849,529.00
	USES OF FUNDING		Amount
100	03004282-569000	Bridgewater-Raynham School District Assessment	\$ 849,529.00
Total			\$ 849,529.00

NOT FOR ACTION - FIRST READING
REQUIRES MAJORITY OF THOSE PRESENT AND VOTING

Explanation:

Post election School Committee recertification of the FY2026 budget requires an appropriation of \$849,529. This is the Town Manager's recommendation.

Committee Referrals and Dispositions:

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

Attachments: 1. Post Override Supplemental Appropriation 7.11.25



Town Manager's Office

Municipal Office Building
66 Central Square
Bridgewater, MA 02324
508-697-0919

To: Town Council
From: Justin Casanova-Davis, Town Manager
Date: July 11, 2025
Re: Post Override Supplemental Appropriation

As part of the Town Council's decision to support an additional appropriation of \$849,529 for the Bridgewater-Raynham Regional School District, for the FY26 budget, we have worked to outline a plan to support that increased allocation. The following outlines the changes to the FY26 budget that we recommend, based on the forty-five-day time requirement to appropriate this additional allocation.

Town Manager:

Assistant Town Manager (\$41,115) – Reduce the budgeted salary and freeze the hiring of this position for six months.

Executive Assistant to the Town Manager (\$11,374) – Reduce the hours of this position.

Finance:

Admin Asst. Assessor (\$35,247) – Freeze this position.

Admin Asst. Collector (\$4,211) – Reduce the hours for this position.

Police:

Captain (\$183,280) – Freeze this position.

Police Cadet (\$43,848) – Freeze this position.

Library:

Archivist (\$30,322) – Freeze this position.

Medicare/Health Insurance/Life Insurance:

Health Insurance (\$50,132) – Realize savings due to personnel decisions made as part of this order.

Employee Liability Stabilization Fund:

Utilize \$450,000 from this fund, which is primarily funded for sick or vacation buybacks associated with terminations or resignations of staff.

Our Finance team and I are working to evaluate additional opportunities to realize savings in this FY26 budget, but ultimately, due to the timing requirement associated with this appropriation. We recommend adopting this order. Additional recommendations and opportunities for savings

Bridgewater:

Preserving Our Past. Enriching Our Present. Building Our Future.



Town Manager's Office

Municipal Office Building
66 Central Square
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508-697-0919

will ultimately ensure we allocate these savings towards replenishing the Trust fund and strengthening our reserves. Furthermore, we will work diligently to initiate the FY27 budget process sooner, collaborating with our staff and partners to ensure we propose fiscally sustainable solutions to the budget challenges facing the Town and schools.

We are not making this decision lightly to utilize the employee liability trust fund, as the best practice is to avoid the use of non-recurring, or one-time, revenue sources to fund recurring expenses, which can ultimately lead to a structural deficit within the budget. However, we believe this is the prudent recommendation at this time, as we work to evaluate other opportunities to address savings in the FY26 budget, and ultimately a fiscally responsible FY27 budget.



Bridgewater Town Council

Introduced By: Town Manager
Date Introduced: 7/15/2025
First Reading: 7/15/2025
Second Reading:
Amendments Adopted:
Third Reading:
Date Adopted:
Date Effective:

Order O-FY26-011: FY26 Water Rates

ORDERED that the Town Council assembled vote to establish water rates for FY26 for the Town of Bridgewater as follows:

Meter Size	FY2026
5/8" res	\$42.23
5/8" non-res	\$63.34
3/4"	\$42.23
1" res	\$126.68
1" non-res	\$190.03
1 1/2" res	\$211.14
1 1/2 non-res	\$316.71
2" res	\$337.82
2" non-res	\$506.74
3" res	\$675.65
3" non-res	\$1,013.47
4" res	\$1,055.70
4" non-res	\$1,583.55
Tier 1 0-15 CCF	\$3.51
Tier 2 15-100 CCF	\$7.44
Tier 3 100+ CCF	\$9.11

New Rates as outlined in presentation

NOT FOR ACTION - FIRST READING

REQUIRES MAJORITY OF THOSE PRESENT AND VOTING

Committee Referrals and Dispositions:

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

Attachments: None



Bridgewater Town Council

Introduced By: Town Manager
Date Introduced: 7/15/2025
First Reading: 7/15/2025
Second Reading:
Amendments Adopted:
Third Reading:
Date Adopted:
Date Effective:

Order O-FY26-012: FY26 Sewer Rates

ORDERED, that the Town Council assembled vote to establish sewer rates for FY26 for the Town of Bridgewater as follows:

Meter Size	FY2026
5/8" res	\$47.73
5/8" non-res	\$71.60
3/4"	\$47.73
1" res	\$143.20
1" non-res	\$214.80
1 1/2" res	\$238.66
1 1/2 non-res	\$357.99
2" res	\$381.86
2" non-res	\$572.79
3" res	\$763.72
3" non-res	\$1,145.58
4" res	\$1,193.31
4" non-res	\$1,789.96
Tier 1 0-15 CCF	\$4.06
Tier 2 15-100 CCF	\$8.00
Tier 3 100+ CCF	\$11.52

New Rates as outlined in presentation

NOT FOR ACTION - FIRST READING

REQUIRES MAJORITY OF THOSE PRESENT AND VOTING

Committee Referrals and Dispositions:

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

Attachments: None

NOT FOR ACTION - FIRST READING
REQUIRES MAJORITY OF THOSE PRESENT AND VOTING



Bridgewater Town Council

Introduced By: Johnny Loreti, Councilor
Date Introduced: 6/17/2025
First Reading: 6/17/2025
Second Reading: 6/30/2025
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. Annually
~~\$93,270.71~~ \$89,305.18

Explanation:

This sets the salary for the newly elected Town Clerk.

Committee Referrals and Dispositions:

Referral(s)	Disposition(s)
• Budget & Finance	• 6/26/25: voted to recommend with salary change
• Finance Committee	• 6/23/25: Voted 5-0 to take no action
• Town Council	• 6/30/25: amendment made and voted to change salary; referred back to Finance Committee

Attachments: None

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